



*Bearing Fruit  
that Lasts*

# CONNECTED

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2020 EAST OHIO ANNUAL CONFERENCE  
PRE-CONFERENCE WORKBOOK





**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

Dear Members of the East Ohio Conference,

Grace, mercy and peace from God our creator and Christ Jesus our Lord!

We are an Easter people with a resurrection faith and through Christ we can do all things. In these unparalleled times, we continue to place our trust in God and rely on the power of the Holy Spirit to grant us wisdom and courage for the facing of these days.

The postponed 51<sup>st</sup> session of the East Ohio Annual Conference scheduled for September 26-27, will be a virtual conference. This will be a historic meeting of the Annual Conference through the use of technology. The COVID-19 pandemic continues, and it impacts the decisions and the planning for this year's Annual Conference session. For the safety and well-being of all members we need to meet in this unusual but necessary way. Rather than a traditional four-day meeting we will only meet for two days. We will worship together and care for the essential business of the Annual Conference.

We will gather virtually on Saturday, September 26 beginning at 9:00 a.m. with the Service of Commemoration and Holy Communion and we will end the day with the Service of Commissioning and Ordination. We will conclude the Annual Conference on Sunday, September 27 with a closing worship service beginning at 10:00 a.m. More details about the agenda and how to fully participate in this virtual Annual Conference can be found in this *Pre-Conference Workbook*.

We are continuing to live into our quadrennium theme: *Bearing Fruit that Lasts: Called, Committed, Connected* (John 15:1-17). During our two days together, we will embrace what it means to be Connected ... Connected in Christ, Connected to one another, and Connected in ministry in our communities and throughout the world. We are witnessing the power of this sacred connectedness as the Church leads and serves in this time of COVID-19 and in how the Church is now leading in new ways and partnering together in its commitment to dismantling racism. For such a time as this, we are being called to draw on the resources of our faith that emboldens and empowers us to be sent out ... into our communities and the world ... to extend God's transforming acts of love, mercy, grace, justice and hope.

I will give an Episcopal Address and will be the preacher for the Service of Commemoration and Holy Communion and Bishop Abraham Allende, a retired bishop of the Evangelical Lutheran Church in America (ELCA), will be the preacher for the Service of Commissioning and Ordination. The Sunday morning three-part sermon will be given by the Rev. Hannah Tucker, the Rev. Marilyn Coney, and the Rev. Jason Snyder.

This year's Conference offering will benefit Puerto Rico UVMIM (Volunteers in Mission), Flat Rock Homes and Care Center, and the Bishop's Discretionary Fund. I encourage your local church to prayerfully and generously support these initiatives. You can give in the following ways: write a check payable to "East Ohio Conference" with Fund 9214 AC Offering noted on the memo line and mail it to East Ohio Conference, P.O. Box 76019, Cleveland, OH 44101-4755. You may also give your offering online on the Conference website, [www.eocumc.com/donate](http://www.eocumc.com/donate).

I thank the pastors and leaders of Church of the Saviour UMC for agreeing to host the Annual Conference production team and serving as the site from which the worship services and business sessions of the Annual Conference and the Clergy Executive Session will be livestreamed.

As we prepare to meet in this new and historic way, I pray that we are overwhelmed by the intrusion of the Holy Spirit. I pray that we are reawakened and enlivened to be bold and courageous in sharing the gospel of grace and salvation. I invite us to be in prayer for this time of Holy Conferencing ... this time to be revived in our life together and to make important decisions. I also pray that we covenant to be patient and to extend grace to one another as we do this Kingdom work.

And now may grace and peace be yours in abundance through the knowledge of God and of Jesus our Lord. "His divine power has given us everything we need for a godly life through our knowledge of him who called us by his own glory and goodness." 2 Peter 1:2-3 (NIV)

Please visit [www.eocumc.com/eoac20](http://www.eocumc.com/eoac20) for all matters related to the 2020 Annual Conference.

Your Partner in Ministry,



Bishop Tracy S. Malone

**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 Conference Registrar Brenda Vaccaro at 1-800-831-3972 ext. 153.

***PURPOSE OF THE PRE-CONFERENCE WORKBOOK***

This workbook contains proposals submitted by the June 1 deadline, for consideration and action by the East Ohio Annual Conference Session, to be held September 25-27, 2020 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 *2020 East Ohio Conference Journal*.

**HAVE THIS WORKBOOK WITH YOU FOR 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 **August 31, 2020** to: Cheryl Duell, 8800 Cleveland Ave., NW, North Canton, OH 44720, and enlarged pages will be mailed to you before September 8, 2020.

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Please send Large Print pages of the *2020 Pre-Conference Workbook* to:

Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Return this form ***before*** August 31 to:

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

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**51<sup>st</sup> SESSION**  
**VIRTUAL EAST OHIO ANNUAL CONFERENCE**  
**CHURCH OF THE SAVIOUR UMC – CLEVELAND HEIGHTS, OHIO**  
**Friday, September 25 through Sunday, September 27, 2020**

CLERGY EXECUTIVE SESSION

**FRIDAY**  
**September 25, 2020**

- 9:00 a.m.      **OPENING WORSHIP**
- 9:30 a.m.      **BUSINESS SESSION**
- 12:30 p.m.    **ADJOURNMENT**

**ANNUAL CONFERENCE**

**FRIDAY AFTERNOON**  
**September 25, 2020**

- 2:00 p.m.      *Rehearsal for Service of Commemoration and Holy Communion.*
- 4:00 p.m.      *Rehearsal for Service of Commissioning and Ordination.*

**SATURDAY MORNING**  
**September 26, 2020**

- 8:00 a.m.      *Production Meeting*
- 9:00 a.m.      **CALLING THE CONFERENCE TO ORDER**  
**SERVICE OF COMMEMORATION AND HOLY COMMUNION**  
Preacher: Bishop Tracy S. Malone
- 10:00 a.m.    **RECESS**
- 10:30 a.m.    **BUSINESS SESSION**  
Opening Prayer  
Opening Motions & Matters of Privilege  
Annual Conference Offering  
    1/3 Puerto Rico UMVIM  
    1/3 Flat Rock  
    1/3 Bishop's Discretionary Fund  
Agenda, Rules and Administrative Process  
Equitable Compensation  
Board of Ministry
- 12:00 p.m.    **RECESS**

Andy Call  
Cindy Patterson  
Ivy Smith

Gary George  
Gloria Brown  
Jon Priebe

**SATURDAY AFTERNOON**  
**September 26, 2020**

1:00 p.m.	<b>BUSINESS SESSION</b> Opening Prayer Episcopal Address Leadership Committee Laity Report Board of Benefits Resolution Cabinet Report Recognize Fixing of Appointments Corporate Meeting – Board of Trustees Teach • Reach • Bless CCF&A Approval of Reports Concluding Business Closing Motions	Bishop Tracy S. Malone Gordon Myers Kimberly Green Bill Liming Cindy Patterson Steve Bailey Bishop Tracy S. Malone Randy May Maggie Jackson/Bill McFadden Vera Rebrovich/David Palmer Cindy Patterson  Cindy Patterson
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4:00 p.m.      **PRAYER AND RECESS**

6:00 p.m.      **SERVICE OF COMMISSIONING AND ORDINATION**  
Preacher: Bishop Abraham D. Allende

**SUNDAY MORNING**  
**September 27, 2020**

10:00 a.m.      **CLOSING WORSHIP SERVICE**  
Livestreamed for EOC Congregations

**ORGANIZATION AND INFORMATION**

*Tracy S. Malone*  
*Resident Bishop, Presiding*

**District Superintendents & Conference Executive Staff**

Ed Peterson ..... Canal District  
 Doug Lewis ..... Firelands District  
 Abby Auman..... Mahoning Valley District  
 Nestor Nazario ..... Mid-Ohio District  
 Steve Bailey ..... North Coast District  
 Bruce Hitchcock ..... Ohio Valley District  
 Gail Angel ..... Southern Hills District  
 Edward Fashbaugh..... Three Rivers District  
 Benita Rollins ..... Tuscarawas District  
 Edgar Brady ..... Western Reserve District  
 Gary George ..... Assistant to the Bishop  
 Steve Court..... Director of Connectional Ministries  
 Vera Rebrovich..... Director of Financial & Administrative Services  
 Rick Wolcott ..... Director of Communications

**Annual Conference Program Committee**

Ivy Smith.....Chairperson  
 Cindy Patterson..... Conference Secretary  
 Kimberly Green ..... Conference Lay Leader  
 Nathan Howe .....Chairperson, AC Worship Committee  
 Brenda Vaccaro .....Registration  
 Other Program Committee Members: Linda Brown, Steven Court, Cheryl Duell, Gary George  
 Courtney Gould, Shawna Hinkle, Marla Hum, Toni McKee, Emily Messino, Kathy Palmer  
 Kristen Patt, Lucinda Starr, Rhonda Stemmer, Bill Sutherin, Don and Karen Upson, Rick Wolcott

**Annual Conference Worship Committee**

Nathan Howe, Chairperson; Kimberly Arbaugh, Carolyn Berry, Judith Wismar Claycomb,  
 Gary George, Melanie Glazer, Kyle Gould, David Rittgers, Andrew Scott, Ivy Smith,  
 China Williams, John Wilson, Rick Wolcott

**Ministry of Music**

Ron Barkett, Music Director; Bruce Shewitz, Organist

## SPEAKERS



**Bishop Tracy S. Malone**  
*Resident Bishop*  
*East Ohio Conference*

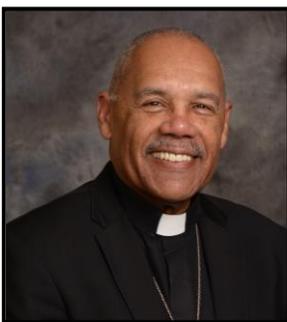
**Bishop Tracy S. Malone** was assigned to the East Ohio Conference of The United Methodist Church effective September 1, 2016.

As resident bishop, she provides spiritual oversight; shares in equipping, teaching and encouraging mission, outreach, witness and service; and serves as a shepherd of the church in providing a prophetic witness of justice, mercy and unity.

Malone serves on the Boards of Trustees at the United Methodist-affiliated colleges, seminaries and organizations in East Ohio. She also is currently the president of the General Commission on the Status and Role of Women, is a member of the Board of Directors of The Connectional Table of The United Methodist Church, and is a member of the Board of Trustees of Africa University.

During her ministry, she has pastored several churches in the Northern Illinois Conference, represented that conference at four General and Jurisdictional Conferences, served as a district superintendent, and been dean of the Cabinet. She has written chapters for several books, published articles, blogs and book reviews, and taught courses as an adjunct professor at Aurora University and at Northern Baptist Seminary in Lombard, Illinois.

Malone has a Bachelor of Arts in Religious Studies and Sociology, with a minor in Computer Science, from North Central College in Naperville, Illinois, a Master of Divinity from Garrett-Evangelical Theological Seminary in Evanston, Illinois, and a Doctorate of Ministry from United Theological Seminary in Dayton, Ohio.



**Bishop Abraham D. Allende**  
*Northeastern Ohio Synod of the Evangelical Lutheran Church in America (ELCA)*

**Bishop Abraham D. Allende** began his call as Bishop of the Northeastern Ohio Synod of the Evangelical Lutheran Church in America (ELCA) on September 1, 2014. At the time of his election, Allende was serving as pastor of The Lutheran Church of the Covenant in Maple Heights.

A second-career pastor, Reverend Allende taught Spanish and French in the Akron Public School system for six years before entering the field of broadcasting, where he spent more than 20 years reporting news and sports for television and radio stations in the Cleveland market.

Following his broadcasting career, Allende spent six seasons as Community Relations director of the Cleveland Indians, where he was instrumental in assisting the Indians' Latin American players with cultural transition issues and English language instruction. He was also the play-by-play announcer for the Indians' Spanish language radio broadcasts from 1998 to 2000.

Allende has served on the Northeastern Ohio Synod Council's Executive Committee and on the boards of the Sisters of Charity Foundation of Cleveland, Sisters of Charity Foundation of Canton, the Hartville Migrant Ministries and the board of Catholic Charities Housing Opportunities of the Diocese of Youngstown.

A native of Bayamon, Puerto Rico, Allende holds a Bachelor of Science degree in Education from California University of Pennsylvania and has done graduate work in Spanish Literature at Kent State University.



**Rev. Hannah Tucker**  
*East Ohio Conference*

**Rev. Hannah Tucker** is associate pastor of Strongsville UMC (North Coast District). She was formed in faith by the congregation of New Concord UMC (Southern Hills District) and through the community and place of Camp Wanake.

Called to ministry as a teenager, Tucker finds the most joy in ministry when she gets the privilege to witness the many ways that God works in the lives of people. She remains excited about what God continues to do in the church and has the hope that we will always be a community of people that shares the good news of Christ, especially with those who are often forgotten and left out.

Before being appointed to Strongsville UMC, Tucker served two churches in the Firelands District: St. Paul's UMC in Tiffin (2012-2018) and Melmore UMC (2017-2018). She currently serves on the Conference Board of Ministry and as the registrar of the North Coast District Committee on Ministry.

When Tucker is not at church or in meetings, she enjoys reading, going to the gym, spending time with friends and family (especially her niece who is the best kid on the planet), and visiting all the Mitchell's ice cream shops in the greater Cleveland area.

Tucker earned a Bachelor of Arts in Christian Thought from Grove City College (PA) and a Master of Divinity from Wesley Theology Seminary in Washington, D.C.



**Pastor Jason Snyder**  
*East Ohio Conference*

**Pastor Jason Snyder** is lead pastor of Utica United Methodist Church (Three Rivers District).

He entered part-time ministry in 2003 but remained bi-vocational until answering God's call to begin full-time ministry in 2014. While serving as pastor of Perrysville UMC (Three Rivers District) for three years, he also served two churches in the Mid-Ohio District: Three Crosses UMC, where he was the associate pastor from 2015-16 and Polk UMC from 2016-17.

Snyder is an at-large member of the Conference Board of Communications and is a member of the Three Rivers District Youth Leaders Network. His desire to work with youth, led Snyder to cofound the annual Utica Youth Conference, a two-day event for teens 6<sup>th</sup>-12<sup>th</sup> grades, and to serve as a counselor for the Youth Support Group at Utica Middle School.

He is vice-president of the Utica Merchants' Association, as well as a member of the Utica Sertoma and the North Fork Local School Board. He has been the guest preacher at the Utica Sertoma Ice Cream Festival for three years. In his spare time, he enjoys being the assistant varsity soccer coach of his daughter's team at West Holmes High School.

Snyder studied business and marketing at Bob Jones University in Greenville, SC and later at The Ohio State University. He is nearing completion of his course of study at the Methodist Theological School in Ohio.



**Rev. Marilyn Coney**  
*East Ohio Conference*

**Rev. Marilyn Coney** is lead pastor of Tiffin Faith United Methodist Church (Firelands District).

She has served churches and communities across the East Ohio Conference during her ministry, beginning with Delaware Asbury UMC (Mid-Ohio District) while she was in seminary. She has also served Church of the Saviour UMC (North Coast District), North Mentor Centenary UMC (Western Reserve District), South-Euclid Hillcrest UMC (North Coast District), Fairview Grace UMC (North Coast District), Cleveland Southeast United Methodist Ministries: Mount Pleasant & St. Paul UMCs (North Coast District), and Smith Corners UMC (Mahoning Valley) prior to her appointment to Tiffin Faith.

Coney has a strong belief in intergenerational and team ministry involving church staff and laity and encourages a collaborative relationship between the churches she serves and their respective communities.

She serves on the East Ohio Conference Commission on Pastoral Care and the Firelands District Nominating Committee and is a member of both the EOC Clergy Women Association and the EOC Black Pastors' Fellowship. She also volunteers her time in the community she serves by being an active member of the Seneca County Council on Homelessness, Nonviolent Tiffin, and the Tiffin Seneca Pastor Network.

Coney earned an Associate Degree from Akron University, a Bachelor of Science in Counseling from Franklin University and a Master of Arts and a Master of Divinity from the Methodist Theological School in Ohio.

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### Annual Conference Online

**Follow Annual Conference 2020 online:**

Articles, photo galleries, and live-streaming can be viewed at [www.eocumc.com/eoac20](http://www.eocumc.com/eoac20).  
Join the conversation on Twitter at #eoac20.

**Livestream Schedule:****Saturday, September 26**

9:00 a.m. Service of Commemoration and Holy Communion  
10:30 a.m. Business Session  
1:00 p.m. Episcopal Address  
1:30 p.m. Business Session  
6:00 p.m. Service of Commissioning and Ordination

**Sunday, September 27**

10:00 a.m. Closing Worship Service  
Livestreamed Worship for EOC Churches

**Annual Conference 2020 Video Archives:** All services and business sessions of Annual Conference will be uploaded to the Conference Vimeo page <https://vimeo.com/eocumc>.

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

1/3 Puerto Rico UMVIM  
1/3 Flat Rock  
1/3 Bishop's Discretionary Fund

**Rehearsals****Worship Service Rehearsal Schedule:**

Fri., Sept. 25 2:00 p.m. Service of Commemoration and Holy Communion  
Fri., Sept. 25 4:00 p.m. Service of Commissioning and Ordination

**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 § numbers refer to *The Book of Discipline of The United Methodist Church 2016*).

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 2019*, 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 2019 Journal, pages 8-24 through 8-35.
- 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](http://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: *The Book of Discipline 2016*, § 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 *The Book of Discipline of The United Methodist Church 2016*, ¶ 602.8 and see Rule ¶ 2 A. as found in the *2019 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 *2019 Journal* pages 8-24 through 8-35.
- 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.

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/eoac20](http://www.eocumc.com/eoac20). 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.

**1 Agenda, Rules and Administrative Process Committee Report to Annual Conference 2020****2 Submitted by Rev. Dr. Gary George, chairperson****3**  
**4 I. Agenda**

5 The agenda of the Annual Conference has been prepared by the Agenda, Rules, and Administrative  
6 Process (ARAP) Committee and will be presented to the postponed, virtual Annual Conference session  
7 on Saturday, September 26, 2020.

**8**  
**9 II. Administrative Process**

10 ARAP met three time during the past conference year, two in-person meetings and one virtual Zoom  
11 meeting. We continued our ongoing evaluation and review of Conference processes and rules (see  
12 pages 84-101 of the *Pre-Conference Workbook*), including vetting the Conference rules against the  
13 current version of *The Book of Discipline of The United Methodist Church 2016*. On a continuing basis,  
14 we recommend proposed changes to Conference rules and administrative processes, which the Annual  
15 Conference indicates are important to its purpose and align well with our mission of making disciples of  
16 Jesus Christ for the transformation of the world.

17  
18 Like every other East Ohio Conference local church, pastor, and Conference body, ARAP faced  
19 unprecedented challenges posed by the novel coronavirus pandemic which led to the decision to  
20 postpone the originally scheduled June 15-18, 2020 dates for the 51<sup>st</sup> session of the East Ohio  
21 Conference. Subsequently, the postponed session was then scheduled to be held at Lakeside  
22 Chautauqua in Hoover Auditorium on September 26-27 with Annual Conference members present.  
23 Finally, the decision was made to hold a virtual session of Annual Conference on September 26-27.

24  
25 As the East Ohio Conference prepares to convene and hold a virtual Annual Conference session, we  
26 pause to note that the East Ohio Conference is now 50 years old with the first session of the East Ohio  
27 Annual Conference, meeting at Lakeside, Ohio, being called to order on June 25, 1970 by Bishop Francis  
28 E. Kearns. For its 50 previous Annual Conference sessions, the East Ohio Conference met at Lakeside,  
29 Ohio. We are grateful for the memories of having met at Lakeside since the beginning of the East Ohio  
30 Annual Conference. We have appreciated the hospitality extended to the Annual Conference by  
31 Lakeside Chautauqua over the course of these past 50 years. We now prepare to hold this year's virtual  
32 session and will begin preparations for the previously announced 2021 East Ohio Conference session  
33 scheduled to meet at the John S. Knight Center in Akron, Ohio June 16-19, 2021.

34  
35 The decision to hold this year's Annual Conference as a virtual session also led Annual Conference  
36 planners and leaders to focus on caring for the "essential" business of the Annual Conference. The  
37 proposed agenda was created with this focus and is recommended to the Annual Conference for its  
38 approval.

**39**  
**40 III. Proposed Rule Changes (East Ohio Conference Standing Rules)**

41 There are no proposed rule changes being proposed for this year's session of Annual Conference.  
42 Following extensive consultation, it is our opinion that our current Conference standing rules can guide  
43 this year's virtual Annual Conference session.

44

#### 1 IV. Election of Conference Officers (Quadrennium)

2 The East Ohio Conference quadrennially elects Conference officers including its secretary, lay leader,  
3 treasurer, statistician, chancellor and historian. The following persons have been nominated for  
4 election:

- 5 • Conference Secretary: Cindy Patterson
- 6 • Conference Lay Leader: Kimberly Green
- 7 • Conference Treasurer: Vera Rebrovich
- 8 • Conference Statistician: Vera Rebrovich
- 9 • Conference Chancellor: Rex Miller
- 10 • Conference Historian: Don Trigg

#### 11 V. Concluding Matters

12 ARAP expresses grateful appreciation to Conference Secretary the Rev. Cindy Patterson for her  
13 leadership and tireless efforts as well as those of the Annual Conference planning team. We recognize  
14 and appreciate the diligent and faithful work of *Journal* Editor Brenda Vaccaro as well as *Conference*  
15 *Journal* Memoirs Editor the Rev. Betsy Schenk. Finally, we are grateful for the bold and courageous  
16 leadership of Bishop Tracy S. Malone in this unusual season in the life of the East Ohio Annual  
17 Conference and The United Methodist Church.  
18

#### 19 20 21 **Commission on Equitable Compensation Report to Annual Conference 2020** 22 **Submitted by Dr. Gloria Brown, chairperson**

23  
24 The overall purpose of the Commission on Equitable Compensation is to support the bishop and Cabinet  
25 in fulfilling the mission of the Conference, which is to make and mature disciples of Jesus Christ for the  
26 transformation of the world. This commission provides support by providing salary support, where the  
27 bishop and Cabinet deem necessary, establishing minimum salaries, and by making sustentation grants.  
28

#### 29 I. PASTORAL COMPENSATION FOR FULL-TIME CLERGY

- 30  
31 A. Total ministerial compensation paid directly to or for the pastor by the charge shall include:
- 32 1. Cash salary, which should be the maximum possible from the local church, but no less  
33 than the minimum standards listed in Section V of this report. In cases where equitable  
34 support is requested; churches must pay at least 50% of that listed in Section V of this  
35 report.
  - 36 2. Parsonage provided, or housing allowance when parsonage is not available.
  - 37 3. Parsonage/housing utilities, to be paid by the local charge, including but not limited to:
    - 38 a. Electricity
    - 39 b. Heating
    - 40 c. Water and sewer
    - 41 d. One basic telephone line (not including personal long distance), which could be  
42 cell phone service
    - 43 e. Regular trash collection
    - 44 f. Basic cable service or equivalent service where available and desired by the pastor
    - 45 g. Basic high-speed internet where readily available, if desired by the pastor
  - 46 4. Conference health insurance and pension
  - 47 5. Travel for local charge business at the IRS mileage rate with substantiation of mileage  
48 required (see *Guidelines for Mileage*, Section VII below).

- 1           6. Other general operating expenses to consider as reimbursable, such as: continuing  
2           education and cellular phone service, including a data package.  
3

4 **II. ELIGIBILITY FOR ALLOWANCES: CHARGES**  
5

- 6           A. No minimum salary should be paid to a charge that has not conducted a responsible  
7           stewardship campaign each year. Refer to the Conference website for information on  
8           stewardship and stewardship programs.  
9  
10          B. Any change in clergy appointment to a charge on minimum salary support should be reported  
11          immediately to the office of the Conference director of Financial & Administrative Services.  
12  
13          C. No minimum salary support should be made to cover the failure of a local charge to meet the  
14          pastor's salary as approved by the Charge Conference.  
15  
16          D. A local charge is expected to maintain its level of clergy support from previous years and must  
17          set a definite salary.  
18  
19          E. A local charge is expected to provide a comfortable parsonage (or adequate housing  
20          allowance) meeting standards adopted by the Conference for parsonages and parsonage  
21          furnishings.  
22  
23          F. Any charge receiving minimal salary support will be given a maximum of five years to assume  
24          full pastoral support. The charge must project a plan of incremental reductions effective with  
25          the second year of support. After five years, minimum salary support may be terminated if  
26          substantial progress in reducing dependence on salary support has not been made.  
27          Continuation of salary support beyond the five-year limit shall require concurrent action by  
28          the commission and the Cabinet.  
29  
30          G. The Cabinet representation on the Commission on Equitable Compensation will give an annual  
31          report to the commission regarding the progress each charge is making toward moving off  
32          equitable compensation funding.  
33

34 **III. ELIGIBILITY FOR ALLOWANCES: PASTORS**  
35

- 36          A. A pastor who is engaged in business, a profession, or farming, or who is engaged in non-  
37          church activity for remuneration, or who is employed in secular business shall not be eligible  
38          for any salary supplementation, except in cases which may qualify for "less than full-time  
39          appointment."  
40  
41          B. A retired Conference member or retired local pastor who is serving as pastor shall not be  
42          eligible for any salary supplementation or any sustentation allowance.  
43  
44          C. In order for the local church to be eligible for salary supplementation, a pastor shall live on the  
45          charge or in the parsonage provided by the charge. Under unusual circumstances, the  
46          commission may make an exception.  
47  
48          D. Minimum salary support is not a contractual right but a consideration of our relationship in  
49          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 1 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 office of the Conference director of Financial & Administrative Services. The following information is required, in addition to the application:

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, and
  - 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 responded to the program, use of regular financial updates, and any other helpful information.
3. One copy of the church's year-end report that must be returned to the office of the Conference director of Financial & Administrative Services 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**

The Commission on Equitable Compensation has permanently suspended the 1992 formula. Using the formula will continue to drive minimum salaries downward. Currently, the East Ohio Conference has one of the lowest minimum salaries across the United States and is second to the

bottom. In an effort to move our minimum salaries toward a more sustainable wage, the Commission recommends a 5% increase to each of the three minimum salary categories for 2021. If this recommendation is approved, the 2021 salary schedule would be as follows:

	2020	2021	
A.	<b>\$37,750</b>	<b>\$39,638</b>	Full members, associate members, provisional members, and ordained persons from other denominations.
B.	<b>\$33,927</b>	<b>\$35,623</b>	Full-time local pastors who <i>have</i> completed the course of study.
C.	<b>\$32,016</b>	<b>\$33,617</b>	Full-time local pastors who <i>have not</i> completed the course of study.

#### VI. SUSTENTATION AID

Sustentation grants are available in cases of special need or financial emergencies to clergy who are 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 pastor in any one calendar year is \$2,500.

#### 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](http://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 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.

- 1 G. When the pastor combines local charge business and personal business on the same trip, the  
2 mileage attributed to the personal errands shall not be included in the reimbursable mileage.  
3
- 4 H. Mileage should be paid by the inviting charge when a pastor travels to another charge to  
5 perform services at the request of the other charge's pastor.  
6
- 7 I. Multiple church charges should divide travel monies in the same proportion as salary, utilities,  
8 and other reimbursable expenses. Multiple travel logs must not be required.  
9
- 10 J. Students who travel to the charge for weekend pastoral duties shall not include travel to and  
11 from school as charge mileage. The charge shall reimburse for extra trips necessitated by  
12 pastoral emergencies.

## Applicants for Full Membership and Elder's Orders

Name	Rec'd Prov. Member	Current Appointment	Seminary
 Brian William Amstutz	2017	Ashland Faith (Mid-Ohio)	Ashland
 Ryan Cockrill	2018	Gnadenhutten (Tuscarawas)	Ashland
 Kyle Richard Gould	2018	Aldersgate (Tuscarawas)	MTSO
 Luigi Perez Perez	2018	LaPorte UMC (Firelands)	MTSO
 Amy Lynn Brannon Shipley	2018	Copley and Bennett's Corners (Canal)	MTSO
 David A. E. Whitt	2018	Twinsburg Faith (North Coast)	Colgate Rochester

**Applicants for Commissioning as Provisional Members – Elder Track**

Name	Education	Current Appointment
 <p>William L. Applebee II</p>	<p>Graduate of Hiram College Seminary: Ashland</p>	<p>VA Northeast Ohio Healthcare System</p>
 <p>Lisa S. Courtwright</p>	<p>Graduate of University of Akron Seminary: Ashland</p>	<p>Harpersfield (Western Reserve)</p>
 <p>Jacob Levi Heskett</p>	<p>Graduate of Malone University Seminary: MTSO</p>	<p>North Canton Faith (Tuscarawas)</p>
 <p>Kyle Hamilton Tennant</p>	<p>Graduate of Moody Bible Institute Seminary: United</p>	<p>Champion Otterbein (Mahoning Valley)</p>
 <p>Shannon Victoria Trenton</p>	<p>Graduate of Ohio Wesleyan University Seminary: MTSO</p>	<p>Church Hill (Mahoning Valley)</p>
 <p>Jonathan Lee Williams</p>	<p>Graduate of Baldwin-Wallace College Seminary: MTSO</p>	<p>Minerva (Tuscarawas)</p>
 <p>Hyeran Lee Yu</p>	<p>Graduate of Wheeling Jesuit University Seminary: MTSO</p>	<p>Bucyrus Mt. Zion (Mid-Ohio)</p>

**Leadership Committee Report to Annual Conference 2020****Submitted by Rev. Gordon Myers, chairperson**

The Leadership Committee is responsible for nominating persons who are elected by Annual Conference to serve on councils, boards, commissions, committees, and agencies. The committee is also responsible for reviewing and recommending structure changes of all councils, boards, commissions, and committees of the East Ohio Annual Conference (see Conference Rule 5 and Conference Rule 6).

The Leadership Committee is composed of lay and clergy representatives from each district as well as representatives from Commission on the Status and Role of Women (COSROW), Commission on Religion & Race (CORR), Young Adult Ministries, Youth Ministries, and the Board of Laity. The committee met throughout the year in person, by phone, and by digital conferencing – giving attention to specific areas of leadership in each meeting. Where possible, directors and chairs were included in the meeting conversations. In this quadrennial year, over 300 individual changes were processed. I am deeply appreciative of the support, service, and dedication of all who were part of this process.

The Leadership Committee has focused its deliberation in a prayerful process that serves to fulfill the mission and vision of the East Ohio Conference. To that end, the committee has been very intentional in gathering the names of persons who:

- are members of The United Methodist Church who support the Mission and Vision of the East Ohio Conference;
- have aptitude, skills and capacity to serve in the complex environment and broad perspective needed for Conference leadership; and
- represent perspectives and experiences of new people, young people, and more diverse people.

All nominations in this report are made with consideration for inclusiveness as stated in ¶1610.5 of *The Book of Discipline of The United Methodist Church 2016*:

*“In the nomination and election of the membership on councils, boards, and agencies of the annual conference, special attention shall be given to the inclusion of clergywomen, youth (¶ 256.3), young adults, older adults, persons from churches with small memberships, people with disabilities, and racial and ethnic persons, in keeping with policies for general Church agencies. It is further recommended that the membership of such agencies, except for the Board of Ordained Ministry, include one-third clergy, one-third laywomen, and one-third laymen, who are professing members of local churches.”*

If you have spelling corrections, editorial corrections, changes in district or ex-officio positions, or other items that do not require a vote of the Annual Conference, please email [support@eocumc.com](mailto:support@eocumc.com). If you have nomination suggestions for new members, are not able to actively participate in meetings, or request to be removed from leadership, then please email the chair, director or staff support for the council, board, commission, or committee. This will provide the chair with names of persons who may or may not be nominated but can also support tasks, activities, events or processes planned in the coming year.

Please note that Conference rules authorize the Leadership Committee to fill vacancies between sessions of Annual Conference. Places which are to be named (TBN) may already have possibilities identified but these persons have not yet confirmed acceptance of the nomination. These vacancies will be addressed at future meetings of the Leadership Committee.

1 I especially want to express gratitude to Bishop Malone for her leadership in guiding this process to  
2 focus on the mission and vision of this Conference.

3  
4 On behalf of the Leadership Committee, I move the following three actions as one vote:

5  
6 **1. TERMS OF OFFICE**

- 7 • Terms of office for persons elected quadrennially (as required in *The Discipline*) to serve in the  
8 2016-2020 quadrennium have the conclusion of that quadrennium extended retroactively from  
9 June 30, 2020 to the date of this action by Annual Conference. (This includes the Board of  
10 Ministry, chairs of the Orders, the Committee on Investigation of Clergy, the Committee on  
11 Episcopacy, and Conference officers);
- 12 • Terms of office for persons elected quadrennially (as required in *The Discipline*) to serve in the  
13 2020-2024 quadrennium begin the new quadrennium on the date of this action by Annual  
14 Conference;
- 15 • Persons serving on the Council on Finance and Administration, Board of Trustees, and Board  
16 of Benefits with terms ending June 30, 2020 have their term of office extended retroactively  
17 from June 30, 2020 to the date of this action by Annual Conference;
- 18 • Persons newly elected to serve on the Council on Finance and Administration, Board of  
19 Trustees, and Board of Benefits begin their term of office on the date of this action by  
20 Annual Conference and end June 30 of the class year indicated;
- 21 • Persons serving ex-officio serve while holding a specific office or responsibility;
- 22 • Persons named or nominated by districts or other agencies serve one conference year;
- 23 • All other nominations and chairs named by the Bishop are from July 1, 2020 to June 30 of  
24 the year indicated (class) or June 30, 2024, if no class is indicated.

25  
26 **2. CHANGES IN LEADERSHIP STRUCTURES**

27 Changes in leadership structure will be indicated with the notation Structure Change followed by the  
28 Rationale.

- 29 • Annual Conference Program Committee;
- 30 • Discontinue the Committee on Investigation of Diaconal Ministers;
- 31 • Discontinue the Conference Pastoral Advisory Committee;
- 32 • Discontinue the Commission on Pastoral Care;
- 33 • Create the Commission on Clergy Well-Being;
- 34 • Council on Ministries;
- 35 • Discontinue the Loan & Site Grant Team;
- 36 • Create a Board of Multicultural Vitality combining the Commission on Religion and Race (CORR),  
37 Committee on Ethnic Local Church Concerns, Native American Awareness Committee, Church  
38 and Society Committee (Ch. Soc.) and Office of Christian Unity and Interreligious Relationships  
39 (OCUIR);
- 40 • Board of Missions;
- 41 • Health & Welfare Committee;
- 42 • Mission Awareness Committee;
- 43 • Disaster Response Committee.

44  
45 **3. ELECTION OF ALL PERSONS PRESENTED**

46 All names presented in the Leadership Report to the Annual Conference below as well as the  
47 Addendum to the Leadership Report.

48

1 **LEADERSHIP REPORT TO THE ANNUAL CONFERENCE**

2 In this report:

3 “+name” indicates new nominations or ad-interim changes;

4 “TBN” indicates “to be named;” and

5 all other names renew or continue their term of office.

6  
7 **A) CONFERENCE LEADERSHIP**

8 **1) Leadership Committee**

9

10 Chair: Gordon Myers (2024)

11 Dir., Conn. Min.: Steven Court

12 Admin. Support: Melanie Thomas

13

14 Nominated by districts (yearly):

15	David Houser	CN	Lay	Clinton Quillen	OV	Clergy
16	Ron Rinehart	CN	Lay	Sylvia Deaton	OV	Lay
17	Bob Mitchell	CN	Clergy	Kathy Palmer	OV	Lay
18	Paul Wilson	FL	Clergy	Dennis Williams	SH	Clergy
19	+Becky Tope	FL	Lay	Phyllis DeGarmo	SH	Lay
20	Danielle Herte	FL	Lay	Rhonda Stemmer	SH	Lay
21	Layton Broome	MO	Clergy	Susan Stevens	TR	Clergy
22	TBN	MO	Lay	Carole Burdette	TR	Lay
23	+Ray White	MO	Lay	Susan McCurdy	TR	Lay
24	+Matthew Darrin	MV	Clergy	+Bob Smith	TW	Clergy
25	TBN	MV	Lay	TBN	TW	Lay
26	TBN	MV	Lay	TBN	TW	Lay
27	Cynthia Theobald	NC	Clergy	TBN	WR	Clergy
28	Paul Sanicky	NC	Lay	Marcia Schettler	WR	Lay
29	TBN	NC	Lay	Mark Strang	WR	Lay

30

31 Named by other agencies:

32 TBN COSROW Blair Porter CCYM (2021)

33 TBN CORR TBN Young Adult

34

35 Ex-officio with vote:

36 Gary George Assistant to Bishop

37 Kim Green Board of Laity

38

39 **2) Agenda, Rules and Administrative Process Committee (ARAP)**

40

41 Chair: Gary George, Assistant to Bishop

42 Admin. Support: Melissa McGee

43

44 Named by the bishop:

45 Steven Stultz Costello Clergy (2024)

46 Jerry Rinehart Lay (2024)

47 Linda Crowell Lay (2024)

48 Ed Peterson Cabinet

49

1 Ex-officio with vote:  
 2 Bishop Malone Bishop  
 3 Cynthia Patterson Conference Secretary  
 4 Brenda Vaccaro Journal Editor  
 5 Ivy Smith AC Program Chair (2021)  
 6 Steven Court Dir., Connectional Ministries  
 7 Rick Wolcott Dir., Communications  
 8

### 9 **3) Annual Conference Program Committee**

10 **Structure Change:** Remove Lakeside Chautauqua representative and remove team leaders in this report.  
 11 Add “The Program Committee will name team leaders and team members as needed.”

12 Rationale: This allows the Program Committee flexibility to identify the leadership needed based on the  
 13 venue and program needs of each session.  
 14

15 Chair: Ivy Smith (2021)  
 16 Dir., Conn. Min.: Steven Court  
 17 Admin. Support: Courtney Gould  
 18

19 Nominated by Leadership Committee:

20 TBN Clergy (2021)  
 21 TBN Lay (2021)  
 22 Kristen Patt Clergy (2022)  
 23 Kathy Palmer Lay (2022)  
 24 TBN Clergy (2023)  
 25 TBN Lay (2023)  
 26 TBN Clergy (2024)  
 27 TBN Lay (2024)  
 28

29 Ex-officio with vote:

30 Gary George Assistant to Bishop  
 31 Cynthia Patterson Conference Secretary  
 32 Kim Green Board of Laity  
 33 Nathan Howe Worship Committee  
 34 Rick Wolcott Dir., Communications  
 35 Brenda Vaccaro Journal Editor & Registration  
 36

### 37 **4) Annual Conference Worship Committee**

38  
 39 Chair: Nathan Howe (2021)  
 40 Co-chair: +Laura White (2024)  
 41 Dir., Communications: Rick Wolcott  
 42

43 Nominated by Leadership Committee:

44 Judy Claycomb (2021) +Kyle Gould (2023)  
 45 TBN (2021) TBN (2023)  
 46 +China Williams (2022) +Karen Graham (2024)  
 47 +John C. Wilson (2022) +Jonah Mitchell (2024)  
 48

1 Named by other agencies:

2 +Dianne Tobey Covault BOM

3 +Andrew Scott BOM

4

5 Ex-officio with vote:

6 Gary George Assistant to Bishop

7 Ivy Smith Program Committee

8

9 **5) Commission on Archives and History**

10

11 Chair: +Meg Sondey (2024)

12 Asst. to Bishop: Gary George

13 Admin. Support: Melissa McGee

14

15 Nominated by districts (yearly):

16 Deb Saito CN Sue Evans OV

17 Carol Nelson-Burns FL Mollie Gerlach SH

18 +James MacDonald MO John Parr TR

19 Tom Drummond MV TBN TW

20 TBN NC Kathy Fuller WR

21

22 Ex-officio with vote:

23 Bishop Tracy S. Malone

24 +Sharon Monigold Archivist

25

26 Nominated by Leadership Committee:

27 TBN (2024)

28 Mary Ann Stotts (2024)

29

30 Named by the bishop:

31 Donald L. Trigg Conference Historian (No Max)

32

33 **6) Committee on Episcopacy (COE)** – all terms are for the 2020-2024 quadrennium. Persons serving ex-  
34 officio are based on the term of office they represent.

35

36 Chair: elected by the committee

37 Bishop: Bishop Tracy S. Malone

38 Asst. to Bishop: Gary George

39 Admin. Support: Melissa McGee

40

41 Named by the bishop:

42 +Doug Arbaugh Lay

43 +Darlene Robinson Clergy

44

45 Nominated by Leadership Committee:

46 Shawn George Lay TBN Clergy

47 Laura Root Lay TBN Clergy

48 TBN Lay TBN Clergy

49 TBN Lay

50

- 1 Ex-officio with vote:
- 2 Kim Green Conference Lay Leader
- 3 Maggie Jackson NCJ-COE Lay
- 4 Gary George NCJ-COE Clergy

5

6 **Episcopal Residence Committee** – all terms are based on the term of office they represent.

- 7
- 8 Chair: TBN, Chair, Committee on Episcopacy or designee
- 9 Dir., Fin. Admin. Services: Vera Rebrovich

- 10
- 11 Ex-officio with vote:
- 12 TBN Chair, CCFA or designee
- 13 TBN Chair, Trustees or designee

14

15 **7) Personnel Committee**

- 16
- 17 Chair: + Susan Achberger (2024)
- 18 Dir., Conn. Min.: Steven Court
- 19 Admin. Support: Melissa McGee

- 20
- 21 Nominated by Leadership Committee:
- 22 Jill Centrello (2024) +TBN (2024)
- 23 +Stephanie Bradford (2024) +TBN (2024)

- 24
- 25 Named by other agencies:
- 26 +Kim Green CCOM TBN CCFA
- 27 TBN CCOM Steven Stultz Costello Communications
- 28 TBN CCFA +Randall May Trustees

- 29
- 30 Ex-officio with vote:
- 31 Bishop Tracy S. Malone
- 32 Gary George Assistant to Bishop

- 33
- 34 Ex-officio with voice:
- 35 Vera Rebrovich Dir., Financial & Administrative Services
- 36 Rick Wolcott Dir., Communications

37

38 **B) CLERGY LEADERSHIP**

39 **1) Board of Ministry (BOM)** – all terms are for the 2020-2024 quadrennium. The Cabinet representative serves yearly or until another person is named.

- 40
- 41
- 42 Chair: +Jonathan Priebe (2024)
- 43 Admin. Support: Cynthia Patterson

- 44
- 45 +Doug Winner Vice-chair
- 46 +Joseph Baker Secretary
- 47 +Hannah Tucker Registrar, Full Membership
- 48 +Laura White Registrar, Provisional Associate Membership
- 49 Denise Marikis Registrar, Candidacy

1	+Nathan Howe	Registrar, Conference Relations
2	+Kimberly Arbaugh	Order of Elders
3	Linda McCowen	Order of Deacons
4	Jeri Johnson	Fellowship of Associate Members and Local Pastors
5	+Andrew Scott	Communications
6	+Will Jones	Lay CN
7	+Sue Denham	Lay FL
8	William Achberger	Lay MO
9	+Mary Jayne Brown	Lay MV
10	+Brian Sheetz	Lay NC, Scholarships and Grants
11	TBN	Lay OV
12	+Connie Secrest	Lay SH
13	+Jim Stoner	Lay TR
14	Avis Thrash	Lay TW
15	Laurie Babcock	Lay WR
16		
17	Armando Arellano	
18	+Seth Auman	
19	Dogba Bass	
20	Carolyn Berry	
21	+Joseph Burkhardt	
22	+Dianne Tobey Covault	
23	Robin Dillon	
24	Michael Grant	
25	+Jeff Harrison	
26	+Tom Joyce	
27	+Lisa Kropinak	
28	Karol Lewis	
29	+David MacDonald	
30	+Brian Oglesbee	
31	Vernon Palo	
32	Erin Porter	
33	+Darlene Robinson	
34	DeWayne Smith	
35	Edna Stahl	
36	Ashley Steele	
37	+Susan Stevens	
38	Ashwin Welch	
39	+Tammy Wilden	
40	+Karen Wolcott	
41	Lu Ann Youngman	
42		
43	Ex-officio with vote:	
44	+Ed Fashbaugh	Cabinet
45		

1 **2) Committee on Investigation of Clergy** – all terms are for the 2020-2024 quadrennium.

2

3 Asst. to Bishop: Gary George

4

5 Named by bishop (Members):

6 Russell Adams	Clergy	Donald Lefelar	Clergy
7 Harry Askin	Lay	James Nolte	Clergy
8 +Elizabeth Feldman	Lay	+Liz Platt	Lay
9 Suzanne Hill	Clergy		

10

11 Named by bishop (Alternates):

12 Marilyn Coney	Clergy	Maggie Jackson	Lay
13 Lori DiRenzo	Lay	Randy May	Clergy
14 Dan Griffith	Lay	Rock VanFossen	Lay
15 L. Daniel Hawk	Clergy		

16

17 **Committee on Investigation of Diaconal Ministers**

18 **Structure Change:** Discontinue the Committee on Investigation of Diaconal Ministers.

19 Rationale: This is no longer required by *The Discipline*. We have no active clergy for whom this  
20 committee would apply.

21

22 **Conference Pastoral Advisory Committee**

23 **Structure Change:** Discontinue the Conference Pastoral Advisory Committee.

24 Rationale: The bishop, Cabinet, and BOM registrar for Conference relations provide individual care,  
25 procedural guidance, and advice for clergy in full connection who are considering a significant change of  
26 Conference status. A standing committee elected by Annual Conference is not necessary.

27

28 **Commission on Pastoral Care**

29 **Structure Change:** Discontinue the Commission on Pastoral Care to be succeeded by the Commission on  
30 Clergy Well-Being.

31 Rationale: The bishop, the Board of Ministry, and Conference leadership are committed to the well-  
32 being of East Ohio Conference clergy and their families. For many years, the Pastoral Care and  
33 Counseling office has been the primary provider of care but that is now changing due to transitions in  
34 the way insurance is provided, the availability of new counseling services, and the employee assistance  
35 program.

36

37 **Commission on Clergy Well-Being**

38 **Structure Change:** Create a Commission on Clergy Well-Being.

39 Purpose: The task of the Commission on Clergy Well-Being is equipping clergy who are appointed to  
40 local churches or extension ministries with resources for the five dimensions of clergy well-being:  
41 spiritual, emotional, financial, physical and social. This includes researching, educating, advocating, and  
42 communicating guidelines for how to access these resources.

43 Structure: Chair named by the bishop; three clergy nominated by the Leadership Committee: one each  
44 from the Order of Elders, the Order of Deacons, and the Fellowship of Associate Members and Local  
45 Pastors; Cabinet liaison; and Board of Ministry liaison. The Leadership Committee will consult with each

46

1 of the Orders in considering names to be nominated. The Commission may name or remove additional  
 2 resource consultants based on needs discerned.

3

4 Chair: +David Whitt (2024)

5 Dir., Conn. Min.: Steven Court

6 Admin. Support: Melanie Thomas

7

8 Nominated by Leadership Committee:

9 +Kimberly Arbaugh Order of Elders Representative (2024)

10 +Linda McCowen Order of Deacons Representative (2024)

11 +Steve Rice Fellowship of Associate Members and Local Pastors Representative (2024)

12

13 Named by the bishop:

14 +Doug Lewis Cabinet

15 TBN Board of Ministry

16

17 Resource Consultants:

18 The Commission may name or remove additional consultants as needed.

19 Suggestions might include:

- 20 • the director of Congregational Vitality;
- 21 • a certified financial planner;
- 22 • a certified spiritual director;
- 23 • a licensed counselor;
- 24 • a professional with expertise in nutrition and/or physical health.

25

## 26 **C) FINANCIAL & ADMINISTRATIVE SERVICES**

### 27 **1) Council on Finance and Administration**

28

29 Chair: elected from members

30 Dir., Fin. Admin. Services: Vera Rebrovich

31 Admin. Support: Robin Whitacre

32

33 Nominated by Leadership Committee:

34 +Bill Young Lay (2024) Sandra Hodge Lay (2024)

35 Sue Rogers Lay (2024) +Dan Bryant Clergy (2024)

36 +Vicky Kelly Lay (2024) Steve M Smith Clergy (2024)

37 +Marcia Miller Lay (2024) R. James Cooper Clergy (2024)

38 +Keith Kirkpatrick Lay (2024) Kevin Coleman Clergy (2024)

39

40 Named by other agencies:

41 William Liming, Jr. Chair, Board of Pensions or designee

42 Kim Green Conference Lay Leader or designee

43

44 Ex-officio with vote:

45 Bishop Tracy S. Malone Gary George Assistant to Bishop

46

47 Ex-officio with voice:

48 Steven Court Dir., Connectional Ministries Bruce Hitchcock Cabinet

49

**2) Board of Trustees**

Chair: elected from members  
 Dir., Fin. Admin. Services: Vera Rebrovich  
 Admin. Support: Brenda Vaccaro

Nominated by Leadership Committee (terms are in classes):

Donald Ebert, Jr.	Clergy (2021)	Randall May (chair)	Clergy (2023)
Bob Wagenhals	Lay (2021)	Mary Soirefman	Lay (2023)
Cazell Smith	Lay (2021)	Carla Ponikvar	Lay (2023)
Brian Amstutz	Clergy (2022)	+Ivy Smith	Clergy (2024)
Bonnie Mitchell	Lay (2022)	+Gloria Brown	Lay (2024)
Debbie Drew	Lay (2022)	+Brian Hanner	Lay (2024)

Ex-officio with vote:

Bishop Tracy S. Malone Bishop  
 Gary George Assistant to Bishop

Ex-officio with voice:

Rex Miller Chancellor  
 Kim Green Lay Leader or designee  
 Gail Angel Cabinet

**3) Board of Benefits**

Chair: elected from members  
 Dir., Fin. Admin. Services: Vera Rebrovich  
 Benefits Mgr.: Betsy Stewart  
 Admin. Support: Robin Whitacre

Nominated by Leadership Committee (terms are in classes):

Martha Mathatas	Clergy F (2021)	Sylvester Huston	Lay M (2024)
Doug Gildenmeister	Lay M (2021)	Lisa Huston	Lay F (2024)
DeWayne Smith	Clergy M (2021)	Matthew Merriman	Clergy M (2025)
Barbara Yoost	Lay F (2021)	Paul R. Turner	Clergy M (2026)
William Liming, Jr.	Clergy M (2023)	Erin Griffith	Lay F (2026)
Holly Grant	Lay F (2023)	Mollie Brown	Clergy F (2027)
Christine A. Bell	Clergy F (2023)	Carol Rinehart	Lay F (2027)
Carl Schleich	Lay M (2023)	+David Palmer	Clergy M (2028)

Named by other agencies:

Linda Crowell CORR

Ex-officio with vote:

Bishop Tracy S. Malone Gary George Assistant to Bishop  
 Kim Green Lay Leader or designee

Ex-officio with voice:

Edgar Brady Cabinet

**4) Commission on Equitable Compensation**

Chair: +Gloria Brown (2024)  
 Dir., Fin. Admin. Services: Vera Rebrovich

Nominated by Leadership Committee:

TBN	Lay (2021)	TBN	Lay (2023)
David Cann	Clergy (2021)	Harley Wheeler	Clergy (2023)
Laura Coykendall	Lay (2022)	TBN	Lay (2024)
Jane Piehl	Clergy (2022)	+Jim Winkler	Clergy (2024)

Ex-officio with vote:

Bishop Tracy S. Malone  
 Gary George Assistant to Bishop

Ex-officio with voice:

Bruce Hitchcock Cabinet

**D) COMMUNICATIONS****1) Board of Communications**

Chair: Steven Stultz Costello (2024)  
 Dir., Communications: Rick Wolcott

Nominated by Leadership Committee:

Jeff Croft (2024)	Jason Snyder (2024)
Lisa Herr (2024)	TBN (2024)

Nominated by districts (yearly):

Bradford Price	CN	TBN	OV
Paul Atkinson	FL	Thelma Monbarren	SH
Jennifer Darling-Mellott	MO	Ashley McMillin	TR
Sam Mohn	MV	TBN	TW
Bill Cook	NC	Carol Lingenfelter	WR

Ex-officio with vote:

Gary George Assistant to Bishop  
 Steven Court Dir., Connectional Ministries

**E) COUNCIL ON MINISTRIES****1) Conference Council on Ministries (CCOM)**

**Structure Change:** Replace “10 district superintendents” with “two district superintendents.”

Rationale: This provides better stewardship of superintendent time as Cabinet conversations will include reports and representation by the bishop and the two superintendents. All 10 superintendents are fully involved in conversations through Extended Cabinet meetings, representation in boards and committees, and ongoing conversations with CCOM directors. Lay persons continue to provide direct representation from every district during CCOM meetings.

1 **Structure Change:** Add chair of Board of Multicultural Vitality and chair of Commission on Clergy Well-  
 2 Being. Remove chair of Commission on Pastoral Care.  
 3 Rationale: This is consistent with representation by chairs of all other commissions, boards or  
 4 committees related to CCOM. Removals reflect other changes to structure in this report.

5  
 6 Chair: Bishop Tracy S. Malone  
 7 Vice-Chair: +Kim Green (2024)  
 8 Dir., Conn. Min.: Steven Court  
 9 Admin. Support: Melanie Thomas

10  
 11 Nominated by districts (yearly):

12 Pam Varga	CN	Sue Rogers	OV
13 Dave Broski	FL	Clayton Coffey	SH
14 Mandy Rocks	MO	Sharon Mozena	TR
15 Deb Anthony	MV	TBN	TW
16 Sandra Beard	NC	TBN	WR

17  
 18 Commission, board or committee chairs (or designees):

19 +Lorin Radzik	Comm. on Status and Role of Women (COSROW)
20 David Whitt	Comm. on Clergy Well-Being
21 Stephanie Tennant	Bd. of Congregational Development
22 Kay Low	Bd. of Missions and Community Engagement
23 Beth Wilterdink	Bd. of Camps & Retreat Ministries
24 Carrie Antczak	Spiritual Formation and Christian Education Committee
25 David MacDonald	Bd. of Higher Education
26 TBN	Bd. of Multicultural Vitality
27 Tina Nees	Comm. on Religion & Race
28 +Sheena Cameron	Ethnic Local Church
29 +Michael Farmer	Church and Society
30 +Kyle Gould	OCUIR
31 Steven Stultz Costello	Bd. of Communications

32  
 33 Named by other agencies:

34 +Blair Porter	Chair, CCYM
35 Terrell McCann	Vice-chair, CCYM
36 Jared Priset	Young Adult Ministries
37 TBN	Young Adult Representative
38 TBN	Young Adult Representative
39 Jim Trautman	President, UMM
40 Becky Sutton	President, UMW

41  
 42 Named by the bishop:

43 Ed Peterson	Cabinet
44 +Cara Stultz Costello	Cabinet
45 TBN	East Ohio Representative to NCJ Mission Council (2024)
46 TBN	Funding Evaluation Team (2024)
47 TBN	Stewardship Team (2024)
48 TBN	Ministry with Older Adults Team (2024)

49

- 1 Ex-officio with vote:  
 2 Kim Green Conference Lay Leader  
 3 Cynthia Patterson Conference Secretary  
 4 Gary George Assistant to Bishop  
 5  
 6 Ex-officio with voice:  
 7 Kelly Brown Dir., Congregational Vitality  
 8 Gary Jones Dir., Spiritual Formation  
 9 Kaye Wolfinger Dir., Young People's Ministries  
 10 Will Jones Dir., Multicultural Vitality  
 11 Kathy Dickriede Dir., Mission & Community Engagement  
 12 Rick Wolcott Dir., Communications  
 13 Vera Rebrovich Dir., Financial & Administrative Services  
 14 TBN Chair, CCFA  
 15  
 16 **CCOM Executive Committee**  
 17 Ex-officio with vote:  
 18 Bishop Tracy S. Malone Chair  
 19 Gary George Assistant to Bishop  
 20 Kim Green Conference Lay Leader & CCOM Vice-chair  
 21 Steven Court Dir., Connectional Ministries  
 22 Vera Rebrovich Dir., Financial & Administrative Services  
 23  
 24 **2) Commission on the Status and Role of Women (COSROW)**  
 25  
 26 Chair: +Lorin Radzik (2024)  
 27 Dir., Conn. Min.: Steven Court  
 28 Admin. Support: Melanie Thomas  
 29  
 30 Nominated by Leadership Committee:  
 31 Dianne Tobey Covault (2024)  
 32 TBN (2024)  
 33 TBN (2024)  
 34  
 35 Nominated by districts (yearly):  
 36 +Kristen Patt CN TBN OV  
 37 Sheryl Seitz FL TBN SH  
 38 +Becky Weamer MO Lauren Miller TR  
 39 TBN MV TBN TW  
 40 TBN NC Jill Scott WR  
 41  
 42 Named by other agencies:  
 43 Kathryn Kuhn UMW  
 44 Lenore Robinson Clergy Women's Association  
 45 TBN BOM  
 46 Sandra Lutz GCOSROW  
 47

1 **F) LAY LEADERSHIP**

2 **1) Board of Laity**

3  
 4 Chair: Kim Green (2024) Conference Lay Leader  
 5 Dir., Conn. Min.: Steven Court  
 6 Admin. Support: Melanie Thomas

7  
 8 Named by the bishop:  
 9 TBN Conference Associate Lay Leader

10  
 11 District lay leaders (named yearly):

12 Liz Piatt	CN	Cindy Ward	SH
13 Rick Hatton	FL	Rhonda Stemmer	SH
14 Don Burdsall	MO	Michael Hammond	TR
15 Cheryl Emrich	MV	+Curt Glazer	TW
16 TBN	NC	John C Wilson	WR
17 Douglas Arbaugh	OV		

18  
 19 Nominated by Leadership Committee:

20 Mary Holloway (2024)	Blair Porter (2021)	Youth
21 Sandra Beard (2024)	Zoe Walters (2021)	Youth
22 TBN (2024)		

23  
 24 Ex-officio:

25 +Amanda Armstrong	Conference Dir., Lay Servant Ministries
26 Suzette Tidrick	Conference Associate Dir. Lay Servant Ministries
27 Jim Trautman	President, UMM
28 TBN	UMM Rep.
29 TBN	UMM Rep.
30 Becky Sutton	President, UMW
31 Susan Huston	UMW Rep.
32 Sue Mckay	UMW Rep.
33 +Blair Porter	President/Chair, CCYM
34 TBN	CCYM Rep.
35 TBN	CCYM Rep.
36 Jared Priset	Chair, Young Adult Ministries
37 TBN	Young Adult Rep.
38 TBN	Young Adult Rep.
39 Bishop Tracy S. Malone	Bishop
40 Gail Angel	Cabinet

41  
 42 **2) Lay Servant Ministries Committee**

43  
 44 Chair: +Amanda Armstrong (2024) Conference Dir., Lay Servant Ministries  
 45 Dir., Conn. Min.: Steven Court  
 46 Admin. Support: Melanie Thomas

47  
 48 Nominated by the bishop:  
 49 Suzette Tidrick (2024) Conference Associate Dir. LSM – Certified Lay Ministries Coordinator

50

1 District directors (named yearly):

2 TBN	CN	Becky Latynski	OV
3 Sue Denham	FL	Yvonne Matus	SH
4 Sharon Sours	MO	+Deb & Steve Gilson	TR
5 Marla Hum	MV	+Olivia Bradley	TW
6 TBN	NC	Cathy McIlvaine	WR
7 Jerry Rinehart	OV		

8

9 Nominated by Leadership Committee:

10 Mell Felder (2024)	Nancymae Scheurer (2024)
11 Patty Maag (2024)	+Peggy Sutherin (2024)
12 R. Tim Mihal (2024)	Kerrie Zeuch (2024)
13 Ronald McIlvaine (2024)	TBN (2024)
14 Ron Rinehart (2024)	TBN (2024)

15

16 Named by other agencies:

17 Curt Thompson Board of Laity  
18 Gail Angel Cabinet

19

## 20 G) CONGREGATIONAL VITALITY

### 21 1) Board of Congregational Development

22 **Structure Change:** Discontinue the Loan & Site Grant Team.

23 Rationale: CCFA and the Board of Congregational Development have taken action to combine Loan &  
24 Site Grant Funds with other major congregational development assets. These funds will now be  
25 administered directly by the Board of Congregational Development in compliance with the Trinity Fund.

26

27 Chair: Stephanie Tennant (2024)

28 Dir., Cong. Vitality: Kelly Brown

29 Admin. Support: Courtney Gould

30

31 Nominated by Leadership Committee:

32 Ron McIlvaine (2021)	Georgette Gaston (2023)
33 Stephanie Tennant (2021)	Steven Petrolewics (2023)
34 Luigi Perez (2021)	David Houser (2023)
35 Jack Steele (2022)	+Connor Prusha (2024)
36 Wendy Reynolds (2022)	+William Wendell (2024)
37 Robert Mitchell (2022)	+Missy Diekman (2024)

38

39 Ex-officio with vote:

40 Ed Peterson Cabinet

41

## 42 H) MULTICULTURAL VITALITY

43 **Structure Change:** Create a Board of Multicultural Vitality with team leaders representing the purpose  
44 and function of:

- 45 • Commission on Religion and Race (CORR);
- 46 • Committee on Ethnic Local Church Concerns;
- 47 • Native American Awareness Committee;
- 48 • Church and Society Committee (Ch. Soc.); and
- 49 • Office of Christian Unity and Interreligious Relationships (OCUIR).

50

1 Individual membership of these teams will be determined by the Board of Multicultural Vitality rather  
2 than elected by Annual Conference.

3  
4 Rationale: This one-board model was created at the request of these groups to allow for adaptive  
5 leadership in managing the functional teams on a monthly basis while providing board governance for  
6 annual budget and training opportunities in the intersectional areas of racial and social justice. This one-  
7 board model will also provide opportunity for increased lay involvement based on interest in specific  
8 concerns as needs are identified and addressed. Each board member will lead a team that supports one  
9 of the functional areas. The teams will involve persons who participate in Multicultural Vitality events  
10 and want to engage in the work.

11  
12 Structure: Chair to be named by the bishop, one Cabinet representative, board members nominated by  
13 the Leadership Committee with specific responsibilities of focus; Ex-officio with vote: one member  
14 named by each of the racial/ethnic caucuses recognized by the Connectional Table of The United  
15 Methodist Church; Ex-officio with voice: director of Multicultural Vitality. Individual membership for  
16 each of these areas will be determined by the Board of Multicultural Vitality rather than elected by  
17 Annual Conference.

18  
19 Purpose: The Board of Multicultural Vitality will provide governance leadership to the functional areas of  
20 Multicultural Vitality: Commission on Religion & Race (CORR), Church and Society (Ch. Soc.), Native  
21 American Awareness, Office of Christian Unity and Interreligious Relationships (OCUIR) and Ethnic Local  
22 Church Concerns. These areas work collaboratively to meet the requirement articulated in *The Book of*  
23 *Discipline of The United Methodist Church* (§¶629, ¶¶632, ¶¶642, ¶¶643, ¶¶654, and ¶¶655). The Board of  
24 Multicultural Vitality will use a one-board model to govern, manage budget processes, and establish  
25 leadership, teams and committees as needed.

26  
27 Chair: TBN (2024)  
28 Dir., Multicultural Vitality: William Jones  
29 Admin. Support: Courtney Gould

30  
31 Nominated by Leadership Committee (2024):  
32 +Tina Nees                CORR (2024)  
33 +Michael Farmer        Church and Society (2024)  
34 +Sheena Cameron        Ethnic Local Church Concerns (2024)  
35 +David Hull-Frye        Native American Awareness (2024)  
36 +Kyle Gould              OCUIR (2024)

37  
38 Racial/ethnic caucuses relating to Multicultural Vitality:  
39 Marc Tibbs                Black Methodists for Church Renewal (BMCR)  
40 TBN                        Native American International Caucus (NAIC)  
41 TBN                        National Federation of Asian American United Methodists (NFAAUM)  
42 TBN                        Methodists Association Representing Cause of Hispanic Americans (MARCHA)

43  
44 Ex-officio with vote:  
45 Bishop Tracy S. Malone  
46 Sandra Lutz                GCOSROW

47  
48 Named by the bishop:  
49 +Nestor Nazario            Cabinet

**1) YOUNG PEOPLE'S MINISTRIES****1) Conference Council on Youth Ministries (CCYM)**

Chair: +Blair Porter (2021)

Dir., Young People's Min.: Kaye Wolfinger

Admin. Support: Letty Damian

Executive Committee:

Terrell McCann Vice-chair (2021)

+Anna Lowers Secretary/Treasurer (2021)

+Andrew Tope Chaplain (2021)

Angela Wright Adult (2021)

Stephon Poulton Adult (2021)

**2) Board of Higher Education and Collegiate Christian Ministries (Higher Ed.)**

Chair: David MacDonald (2024)

Dir., Young People's Min.: Kaye Wolfinger

Admin. Support: Letty Damian

Nominated by Leadership Committee:

Liz Piatt (2024) Brenda Widder (2024)

Hoyte Wilhelm (2024) Micah Holland (2024)

Jane Fleischer (2024) John Partridge (2024)

Clyde Lepley (2024) Tim Morrison (2024)

**J) SPIRITUAL FORMATION****1) Spiritual Formation & Christian Education Committee**

Chair: Carrie Antczak (2024)

Dir., Spiritual Formation: Gary Jones

Nominated by Leadership Committee (2024):

Kira Holchin (2024) Ruth Roth (2024)

James Lewis (2024) Pat Singelyn (2024)

Linda McCowen (2024) TBN (2024)

+Lauren Miller (2024) TBN (2024)

Pamela Monteith (2024) TBN (2024)

+Patty Neidert (2024)

Ex-officio with voice:

Susan Arnold Media Center Specialist

**2) Board of Camps & Retreat Ministries**

Chair: Kathryn "Beth" Wilterdink (2024)

Dir., Spiritual Formation: Gary Jones

Admin. Support: Margaret Nichols

- 1 Nominated by Leadership Committee:
- 2 +Marci Bailey (2024) +Tal Lewis (2024)
- 3 +David Collier (2024) Erin Mahaffey (2024)
- 4 +Ellyn Dunlap (2024) Sarah Ring (2024)
- 5 Abbey Ernst (2024) +Ben Wilde (2024)
- 6 Marsha Haas (2024) Emily Young (2024)
- 7 +Allison LeBrun (2024) TBN (2024)

- 8
- 9 Named by other agencies:
- 10 Brian William Amstutz Trustee Representative
- 11 Doug Lewis Cabinet

12

13 **K) MISSIONS & COMMUNITY ENGAGEMENT**

14 **1) Board of Missions**

15 **Structure Change:** DisAbility Awareness Team leader serves on the Health & Welfare Committee not on  
 16 the Board of Missions.

17

18 Rationale: The function of the Board of Missions is governance. The DisAbility Awareness Team relates  
 19 more closely to responses for abundant health – directly resourcing churches and communities.

- 20
- 21 Chair: Kay Low (Renew to 2024)
- 22 Dir., Conn. Min.: Steven Court
- 23 Dir., Mission and Community Engagement: Kathy Dickriede
- 24 Admin. Support: Melanie Thomas

- 25
- 26 Ex-officio with vote:
- 27 TBN Chair, Health & Welfare
- 28 TBN Chair, Mission Awareness
- 29 TBN Chair, Disaster Response
- 30 Carol Nelson Burns Education and Interpretation, UMW
- 31 Dan C. Bryant General Board Member

- 32
- 33 Named by the bishop:
- 34 Kevin Schaner Conference Secretary of Global Ministries (CSGM) (2024)

35

36 **1) Health & Welfare Committee**

37 **Structure Change:** Revise the structure and purpose of the Health & Welfare Committee to resource  
 38 churches and communities in East Ohio utilizing leadership provided by all mission partners funded in  
 39 the Board of Missions – Missions and Ministries Budget: Calvary Mission, Copeland Oaks, Epworth  
 40 Center, Flat Rock Homes, Heart 4 the City, Nehemiah Mission, Urban Mission, OhioGuidestone,  
 41 Otterbein Marblehead, and West Side Community House.

42

43 Rationale: This will better utilize the full range of skills and experience of our community mission  
 44 programs as resources to provide education, partnerships and abundant health ministries that address  
 45 health and welfare needs of our communities.

46

47 Revised Purpose: As United Methodists, we are committed to creating abundant health for all – a global  
 48 connection striving for mental, physical and spiritual well-being. The Health & Welfare Committee  
 49 resources and equips United Methodists in partnership with congregations, extension ministries, and

1 covenant institutions to address concerns for spiritual, mental and physical well-being of the  
 2 communities they serve. This will include oversight for the Golden Cross offering as well as historic  
 3 covenant relationships. (§632.4)

4  
 5 Structure: Chair named by the bishop; DisAbility Awareness Team leader named by the bishop; five  
 6 members nominated by the Leadership Committee; 10 members named by each of the ministries  
 7 funded in the Board of Missions - Missions and Ministries Budget as well as historical institutions in  
 8 covenant relationship with the East Ohio Conference.

9  
 10 Chair: TBN (2024)

11 Dir., Conn. Min.: Steven Court

12 Admin. Support: Melanie Thomas

13  
 14 Nominated by Leadership Committee:

15 Bob Mitchell (2024) TBN (2024)

16 TBN (2024) TBN (2024)

17 TBN (2024)

18  
 19 Named by other agencies:

20 TBN +Calvary Mission TBN +Nehemiah Mission

21 TBN Copeland Oaks TBN +Urban Mission

22 TBN +Epworth Center TBN OhioGuidestone

23 TBN Flat Rock Homes TBN Otterbein Marblehead

24 TBN +Heart 4 the City TBN +West Side Community House

25  
 26 Named by the bishop:

27 +Karen Kilgo DisAbility Awareness Team Leader

## 29 2) Mission Awareness Committee

30  
 31 **Structure Change:** Replace “five members nominated by the Leadership Committee” with “two  
 32 members nominated by the Leadership Committee; one member nominated from each of the districts.”

33  
 34 Rationale: This will more fully engage district leadership in emphasizing direct relationships with  
 35 Conference Advance mission partners as funding moves from apportioned budgets to direct giving.

36  
 37 Structure: Chair named by the bishop; two members, nominated by the Leadership Committee; one  
 38 member nominated from each of the districts; the UMW Mission coordinator; the Conference secretary  
 39 for Global Missions; the director of Missions and Community Engagement.

40  
 41 Chair: TBN

42 Dir., Mission & Community Engagement: Kathy Dickriede

43 Admin. Support: Melanie Thomas

44  
 45 Nominated by Leadership Committee:

46 TBN (2024)

47 TBN (2024)

1 District Representatives (named yearly):

2 TBN CN TBN OV  
 3 TBN FL TBN SH  
 4 TBN MO TBN TR  
 5 TBN MV TBN TW  
 6 TBN NC TBN WR

7  
 8 Named by other agencies:

9 +Mary Lou Henneman UMW

10

11 Named by the bishop:

12 Kevin Schaner Conference Secretary of Global Ministries (CSGM)

13

14 **3) United Methodist Volunteers in Missions (UMVIM)**

15 Dir., Mission & Community Engagement: Kathy Dickriede

16 Admin. Support: Melanie Thomas

17

18 **4) Disaster Response Committee**

19

20 **Structural Change:** The director of Connectional Ministries serves as staff support and as the Conference  
 21 Disaster coordinator. The director of Missions & Community Engagement also serves on the committee.  
 22 The previous position of UMVIM coordinator is removed.

23

24 Rationale: The increasing time demands and operational complexities during an active disaster require  
 25 staff support to fulfill the responsibilities of the Conference Disaster coordinator and UMVIM team  
 26 coordination. This will allow the chair and committee to focus on recruitment, training and preparation  
 27 for local response to a disaster.

28

29 Chair: TBN

30 Disaster Response Coordinator: Steven Court, Dir., Connectional Ministries

31 UMVIM Team Coordination: Kathy Dickriede, Dir. Missions & Community Engagement

32 Admin. Support: Melanie Thomas

33

34 District Coordinators of Disaster Response:

35 Mike Woodward CN +Karen Elliott SH  
 36 Dennis Dendinger FL +Rick Carpenter SH  
 37 Stan Wertz MO TBN TR  
 38 Garland Harvey MO +Tom Romey TW  
 39 +Bob Catchpole MV Mike Williams WR  
 40 Bill Cook NC +Vern Kempf WR  
 41 Robert Carson OV

42

43 Named by the bishop:

44 William Sutherin Representative to Ohio VOAD

45 TBN Emotional & Spiritual Care Team Leader

46 Ed Fashbaugh Cabinet

47

48 UMCOR-certified Early Response trainers:

49 Michael Woodward

50 Jason Frazer

51

1 **Board of Benefits**

2 **Submitted by Rev. Dr. William Liming Jr., chairperson**

3

4 This report has been reduced from 18 pages to four pages for the purposes of the 2020 *Pre-Conference*  
5 *Workbook*. Only sections of the full report that need to be presented to the conference are in this  
6 limited edition.

7

8 Note: The board's report uses an ellipsis which is a series of three dots (...) that indicates an intentional  
9 omission of a section from a text without altering its original meaning. Therefore, upon seeing the  
10 ellipsis understand that a paragraph(s) or a section(s) is not in this year's Board of Benefits workbook  
11 report for Annual Conference. The Board of Benefits' full report can be found on the Conference website  
12 and will be published in the *2020 Conference Journal*.

13

14 I. Pensions

15 A. ...

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

19

20 The pension rate for retired clergy or local pastors of the Annual Conference for service  
21 prior to January 1, 1982 shall be **\$937** for **2021** annuity year. The Past Service Pension Rate  
22 (PSPR) for **2021** shall be **1.57%** of the Conference Average Compensation (CAC). The PSPR  
23 for **2020** is **\$918** at **1.59%** of the CAC.

24

25

26 C. Clergy Retirement Security Program (CRSP)

27

28 1. ...

29

30 For 2020 the CAC is \$57,696; therefore for 2020, part-time local pastors with plan  
31 compensation less than \$28,848 are not eligible for CRSP.

32 For **2021** the CAC is **\$59,740**, therefore for **2021**, **part-time local pastors with plan**  
33 **compensation less than \$29,870 are not eligible for CRSP.**

34

35

36 II. Health Care Program

37 ...

38

39 A. Health Care Benefits Enrollment for Members

40

41 ...

42 As of January 1, 2018, the Conference partnered with the Center of Health through Wespith  
43 Benefits & Investments to provide health benefits under HealthFlex, which offers a wellness-  
44 driven group health plan for The United Methodist Church (UMC) annual conferences and  
45 employer groups.

1 B. Health Care Funding

2  
3 1. As of January 1, 2018, health care coverage will be with HealthFlex, which is a fully-insured  
4 medical benefit plan with Blue Cross Blue Shield.

5  
6 2. The following health care premiums are based on current data and may be changed as  
7 needed:

8  
9 a) The 2020 monthly premiums for active lay employees are:

10 Participant only - \$765 (\$9,180 year).

11 Participant plus one - \$1,454 (\$17,448 year).

12 Participant plus family - \$1,990 (\$23,000 year).

13  
14 **The 2021 monthly premiums for active lay employees are:**

15 **Participant only - \$769 (\$9,288 year).**

16 **Participant plus one - \$1,461 (\$17,532 year).**

17 **Participant plus family - \$2,000 (\$24,000 year).**

18  
19 b) The 2020 monthly premiums for retirees\* are:

20 Participant only (less than age 65) - \$765 (\$9,180 year).

21 Participant only (age 65 & over) Medicare required - **\$300 (\$3,600 year).**

22  
23 **The 2021 monthly premiums for retirees\* are:**

24 **Participant only (less than age 65) - \$769 (\$9,228 year).**

25 **Participant only (age 65 & over) Medicare required - \$300 (\$3,600 year).**

26  
27 \*Eligible clergy retirees, their spouses, and surviving spouses, premium-share with the  
28 Conference based on the clergy retiree's years of pension funded by the East Ohio  
29 Conference, as stated in C.6 of this.

30 **NOTE:** Based on the Conference policy stated in C.6; most retirees premium-share at  
31 30% of the above rates (30% is the minimum):

32 **Less than age 65: \$230.70 per month (\$2,768.49 year)**

33 **Age 65 & over: \$90 per month (\$1,080 year).**

34  
35 c) The 2020 clergy flat rate premium is \$1,512 (\$18,144 year).

36 **The 2021 clergy flat rate premium will remain the same as 2020: \$1,512 (\$18,144**  
37 **year).**

38 The clergy flat rate shall be billed for each episcopal-appointed clergy (including  
39 Deacons where health coverage is not provided from another source) serving a local  
40 church full-time or three-quarter time\* including the director and associate directors of  
41 CCOM, assistant to the Bishop, **and** district superintendents. Each pastoral charge shall  
42 be billed an amount for health care coverage where applicable. (\*Not applicable to part-  
43 time local pastors at 75%).

44 ...

45  
46 5. The **apportionment for benefits (Fund III) for 2021 will be \$1,153,168 which is the same**  
47 **amount as 2020. Fund III primarily supports retiree health care for eligible retirees, their**  
48 **spouses and surviving spouse who began their service on or after 1.1.1982.**

49 ...

50

1 X. East Ohio Funds With The General Board of Pensions  
 2  
 3 Per action by the 1994 Annual Conference, the Board of Pensions will include in its report to Annual  
 4 Conference a report of all funds held, beginning balance, income for the previous year, expenses for  
 5 same, and ending balances audited or un-audited.

6  
 7 ...  
 8

9 **Deposit Account - 10018001**

10 ...

11			
12	Beginning Balance <b>1/1/2019</b>		<b>\$50,059</b>
13	<b>2019</b> Activity		
14	Income	<b>84,158</b>	
15	Expenses	<b>-117,137</b>	
16	Net <b>2019</b> change		<b>-32,979</b>
17	Total Deposit Account at <b>12/31/2019</b>		<b>\$17,080</b>

18  
 19

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

21 ...

22 **Pension & Health Care Reserve**

23	Beginning Balance <b>1/1/2019</b>		<b>\$17,120,484</b>
24	<b>2019</b> Activity		
25	Investment <b>Gains</b> at Wespeth	<b>3,117,691</b>	
26	Transfer to local bank to cover Pre-82 claimants		
27	Pertaining to <b>2018</b>	<b>-347,430</b>	
28	Transfer to local bank to cover Pre-82 claimants		
29	Pertaining to <b>2019</b>	<b>-1,011,295</b>	
30	Net <b>2019</b> change		<b>1,758,966</b>
31	Total Pension & Health Care Reserve at <b>12/31/2019</b>		<b>\$18,879,450</b>

32

33 **Note: After 2019, \$347,430 was transferred from Pension & Health Care Reserve. The amount**  
 34 **transferred was the balance of monies needed to support the 2018 health care cost for retirees,**  
 35 **spouses, surviving spouses and disabled participants who are Pre-82 pension claimants.**

36

37 **Note: During 2019, \$1,011,295 was transferred from Pension & Health Care Reserve. The amount**  
 38 **transferred was monies needed to support the 2019 health care cost for retirees, spouses, surviving**  
 39 **spouses and disabled participants who are Pre-82 pension claimants.**

40

1	<b>Deposit Account – Health Care Reserve</b>		
2			
3	...		
4			
5	<b>Health Care Reserve</b>		
6	Beginning Balance <b>1/1/2019</b>		<b>\$0</b>
7	<b>2019</b> Activity		
8	Investment Gains at <b>Wespath</b>	<b>65,548.88</b>	
9	Net <b>2019</b> change		<b>65,548.88</b>
10	Total Health Care Reserve at <b>12/31/2019</b>		<b>\$65,548.88</b>

11  
 12 **Note: After year-end 2018, the health care reserve funds were transferred to our local bank. The**  
 13 **amount transferred exhausted the account as of year-end which subsidized health care income from**  
 14 **Fund III and collected health care premiums.**

15  
 16 **The amount stated above as Investment Gains at Wespath is the interest after year-end 2018 to the**  
 17 **date the year-end balance was transferred.**

18  
 19 **Deposit Account – David Charles Boyd Trust**

20	...		
21			
22			
23	<b>Boyd Trust</b>		
24	Beginning Balance <b>1/1/2019</b>		<b>\$2,428,647</b>
25	<b>2019</b> Activity		
26	Investment Gains at Wespath	<b>511,881</b>	
27	Net <b>2019</b> change		<b>511,881</b>
28	Total Boyd Trust at <b>12/31/2019</b>		<b>\$2,940.528</b>

29  
 30 XI. The Funding Plan

31  
 32 General Conference 2012 approved legislation requiring each conference to annually submit to Wespath  
 33 Benefits & Investments a comprehensive funding benefit plan (CFBP) for addressing its benefits  
 34 obligations. **The responding opinion for 2020 written by the Managing Actuary of Wespath Benefits &**  
 35 **Investments, in Glenview, Illinois, is presented below:**



38  
 39  
 40  
 41

## 2020 RESOLUTIONS

Resolution 2020-01: "A Call for East Ohio United Methodists to Address Racism in our Churches and Communities"

General Church Budget Implications: None

East Ohio Conference Implications: Yes

**Background:**

**What is our role in racism, and what is our responsibility for dismantling it?** While racism has been supported by systems you and I did not intentionally or deliberately create, it has festered by our individual actions and inactions. In 1968, Methodists and Evangelical United Brethren formed The United Methodist Church with the stipulation that the segregated Central Jurisdiction be dismantled. Bishop James Thomas, the first Black bishop to serve a white Methodist church in U.S. conferences, chaired a commission to rewrite The Social Principles amid the racially-turbulent 1970s. Thus began an unfinished journey to eradicate long-standing overt and covert racist practices and attitudes in The United Methodist Church. That work remains unfinished: our church and nation continue the struggle to live as God has persistently called us to become. From ancient prophets; through the teachings, example, suffering and death of Jesus; to contemporary spiritual leaders around the world, **we have work to do.** And no one can do it for us...

**Whereas:** "racism" is a practice of disparaging all people within a group based solely on factors of their birth makeup, without knowing or becoming acquainted with any person within that group; on a larger scale, racism perpetuates inequalities, whether unconsciously or deliberately, that negatively impact the lives of people of color even when there is no malicious intent from those perpetuating it;

**Whereas:** racism relies on generalizations, hearsay, presumption, assumptions, and gossip which both our faith and our laws recognize as indefensible, unreliable, and unacceptable;

**Whereas:** racism at its core is fed by and fuels unfounded, unwarranted, and unjustified anger and fear that degrade entire members of a group on illegitimate bases which do not define the person any more than such thinking defines who WE believe ourselves to be;

**Whereas:** institutional racism has been sustained by individual attitudes and misconceptions that fail to recognize or seek to change factors that privilege one group while and by denying equal access to others;

**Whereas:** racism has NOT been eradicated from our practices, our attitudes, our language, or our regard for one another's differences which have no relevance to our inherent uniformity and equal standing as beloved sisters and brothers in Christ;

**Whereas:** racism is patently unholy and forever at odds with the concept of "God's Grace" – a fundamental belief of John Wesley's vision and understanding of God's nature and God's will for us to love each other as God first loves us;

**Whereas:** in our baptismal vows, our affirmations proclaiming God's great love, and in our public confessions of seeking forgiveness for our sins, we methodically profess an inclusiveness that we do not fully or consistently live;

1 **Whereas:** such confessions and professions are inconsistent with racist thoughts, words, and actions by  
2 which we continue to segregate and treat "differently" people of color in our church and communities;  
3

4 **Whereas:** while espousing principles of doing no harm, doing good, and staying in love with God, we  
5 have contributed harm, by silence or inaction, to sustaining a climate in which racist attitudes, language,  
6 and actions insult and discredit the contributions of and respect for the work and abilities of Black men,  
7 women, and children;  
8

9 **Whereas:** we have failed to acknowledge or seriously address eradicating recalcitrant actions,  
10 interactions, and attitudes that deny full inclusion and respect for abilities and contributions of Black  
11 sisters and brothers in Christ;  
12

13 **Whereas:** General Conferences in recent decades passed resolutions addressing evident as well as  
14 residual and resistant racist practices emerging from attitudes that have caused suffering and harm to  
15 Black United Methodists and contradict and undermine our professed tenets of Christian inclusivity;  
16

17 **Whereas:** resolutions passed by the 2016 General Conference\* provide opportunities and guidance for  
18 congregations and individual members to recognize, confront, and dismantle racism in our churches and  
19 communities as Christian witness requires of us; (\*the document current at submission deadline)  
20

21 **Therefore, this resolution prayerfully calls on clergy, lay leaders, and individual members of the**  
22 **United Methodist churches in East Ohio to:**

- 23 • read and discuss resolutions passed by General Conference 2016 (identified below) that address  
24 specific actions and inactions which have perpetuated racism in our local churches and  
25 communities, and within ourselves;  
26
- 27 • provide and promote opportunities to discuss this resolution within their local churches and  
28 districts;  
29
- 30 • read, observe, listen, and examine instances of racism within local communities;  
31
- 32 • host discussions related to matters of race in our communities so as to identify ways local  
33 congregations can participate in and promote dismantling racism;  
34
- 35 • commit to addressing racism so as to build The United Methodist Church as an authentically  
36 inclusive Christian community;  
37
- 38 • prayerfully reflect individually to discern our roles and individual responsibilities in having  
39 contributed to racism and commit to dismantling racism in our churches and wider  
40 communities.  
41

42 **Submitted by:** East Ohio Methodist Federation of Social Action, East Ohio Reconciling Ministries  
43 Network, East Ohio Church & Society, East Ohio Religion & Race and East Ohio United Methodist  
44 Women  
45

**1 REFERENCES AND RESOURCES****2 *The Book of Discipline of The United Methodist Church (2016)\******3 Part V: The Social Principles of the UMC, (Section Paragraphs 160-166)****4 Racial Discrimination as a Chargeable Offense (Section Paragraph 2702.1k)****5 Racial Justice (Section/Paragraph 5, *Article V*)****6 Restorative Justice (Social Principles, paragraph 164H)****7 *The Book of Resolutions of The United Methodist Church (2016) "BLACK AMERICANS"*****8 3061: Black Family Life****9 3062: African American Methodist Heritage Center****10 3063: Resourcing Black Churches in Urban Communities****11 3065: Observance of Martin Luther King Day****12 3066: Support Reparations for African Americans****13 3377: Opposition to Racial Profiling in the U.S.****14 3378: Racism and Economic Injustice Against People of Color in the U.S.; specifically:****15 \*Biblical and Theological Grounding****16 \*Background and Motivation****17 \*Resources on Racism and Economic Justice for People of Color****18 **3379: Stop Criminalizing Communities of Color in the United States******19 \*Waging "War" on Communities of Color****20 \*Targeting Migrants****21 \*Mass Incarceration****22 \*Impact on Women and Children****23 \*Ending the Torture of Solitary Confinement****24 \*Ongoing Punishment After Incarceration****25 \*The United Methodist Church's Response****26 8020: Effectively Recruiting and Retaining Young Clergy of Color****27 \**Documents current at the March, 2020 submission deadline.*****28**

**1 Conference Board of Trustees Report to Annual Conference 2020****2 Submitted by Rev. Dr. Randy May, chairperson**

3  
4 According to ¶12512 of *The Book of Discipline of The United Methodist Church 2016*, each annual  
5 conference must have a board of trustees (“Board”) responsible for receiving, collecting, holding in  
6 trust, and administering all of the Conference’s real and personal property. The Board will meet as  
7 needed, but shall meet at least annually and make to each session of the Annual Conference a full, true,  
8 and faithful report of its doings, of all funds, monies, securities and property held in trust by it, and of its  
9 receipts and expenditures during the conference year. In compliance with these requirements, receive  
10 now this annual report of the Board.

11 During the conference year, the Board met four times, three in-person (7/20, 9/23, 2/22), and one via  
12 Zoom (4/16). The Board dealt with property issues arising between meetings using email and conference  
13 calls. At the first meeting on July 20, the Board elected officers for the year: Randall May as chair; Dick  
14 Erickson as vice-chair; and Ralph Krall as secretary.

15 The Board’s work is comprised of three categories: 1) maintaining and managing Conference-owned  
16 properties; 2) acquisition, sale and leasing of Conference properties; and 3) other tasks associated with  
17 Conference property. The following is a summary of work performed by the Board during the prior  
18 conference year (July 2019 to June 2020).

**19 Maintaining and Managing Conference-Owned Properties**

- 20 • *District and Episcopal Residences*: The Board oversaw maintenance and repair issues related to  
21 the Conference’s 10 district parsonages and the episcopal residence in coordination with the  
22 Conference Director of Financial & Administrative Services Vera Rebrovich, with A. Anthony  
23 Corporation – the property management company employed by the Conference – with the  
24 Conference Council on Finance and Administration, and with the Episcopal Residence  
25 Committee. The district parsonages and episcopal residence are now in good condition, except  
26 the Tuscarawas District parsonage which is being sold.
- 27 • *Area Center and Other Property*: The Board worked with Conference Director of Financial &  
28 Administrative Services Vera Rebrovich and other Conference leaders on maintenance and  
29 repair work related to the Area Center, including the roof, AEDs and security system, and dealt  
30 with the Conference’s property/casualty & liability insurance.

**31 Acquisition, Sale and Leasing of Conference Properties**

- 32 • *Linwood Park, Vermillion*: The Board completed the donation and transfer of the one share in  
33 the Linwood Park Association owned by the Conference. The share had a de minimis value (\$500  
34 - \$1,000) and was donated provided that it be auctioned off to raise funds to provide housing  
35 for a park chaplain.
- 36 • *St. Paul UMC, Ashland*: The original intent in 2006 was to transfer ownership of the entire  
37 church property to the buyer. The property was comprised of two lots, however only one lot  
38 was conveyed. This oversight was corrected by transferring the other lot by quit claim deed to  
39 the current owner for no consideration.
- 40 • *Guernsey County Properties*: The former church building was taken down, and the property was  
41 conveyed to the local township. A gas/oil company informed the Board that the Conference still  
42 owned 1.26 acres of land in Guernsey County. The Conference also conveyed this property to  
43 the township for no consideration.
- 44 • *Conotton UMC, Harrison County*: Ownership of this property was transferred to the local  
45 township along with its mineral rights for no consideration.

- 1 • *Miller UMC Church Cemetery*: Title to this 1.59-acre property was transferred to the local  
2 township for no consideration. The Conference retained the mineral rights.
- 3 • *Oliver's Cemetery, Mingo Junction*: Ownership of the .25-acre cemetery along with its mineral  
4 rights was transferred to the local township for no consideration.
- 5 • *Mingo First UMC, Mingo Junction*: This property included the church building, a parsonage, and  
6 a vacant lot. The structures were located in a depressed real estate market and in extremely  
7 poor condition. The properties were sold for \$10,000.
- 8 • *Mapleton UMC, Mapleton*: This property was conveyed for net proceeds of \$66,556.
- 9 • *Aurora UMC, Aurora*: This property consisted of a parsonage and church building. The parsonage  
10 was sold for net proceeds of \$228,351, and the church for \$301,835.
- 11 • *Wellsville UMC, Wellsville*: This property consisted of four parcels. All parcels were sold, netting  
12 the Conference proceeds as follows: parsonage - \$31,178; vacant lot - \$1,662; 501 Main Street -  
13 \$44,002; and 1001 Main Street - \$27,483.
- 14 • *Additional Closed Churches*: As of the date on which this report was written, three additional  
15 churches have closed or are preparing to close: Bethel Valley UMC in Akron; Beach City UMC in  
16 Beach City; and Howard UMC in Howard. Other local churches have been discussing their  
17 futures but have not yet made any firm decisions.
- 18 • *Area Center*: A safety task force was set up to address safety issues, policies and capital  
19 improvement at the Area Center. Conference leadership and the Board have continued to  
20 investigate the Area Center for future projects, shared use of space opportunities, anticipated  
21 future needs, and renewal of leases with the Credit Union and Foundation.
- 22 • *Dave Evans*: The contract retaining Dave Evans as management consultant for Conference  
23 facilities was renewed for calendar year 2019. As a consultant, Dave worked directly for the  
24 Board and managed the Area Center, negotiated with vendors and tenants, maintained the  
25 district parsonages and episcopal residence, assisted with maintenance and disposition of other  
26 Conference properties, and performed such additional work as requested. After 22 years of  
27 service as facilities manager and consultant, Dave announced that he was retiring, effective  
28 December 31, 2019. The Board, on our own behalf and on behalf of the Conference, would like  
29 to express our deep appreciation and gratitude for Dave's many years of dedicated and selfless  
30 service. We greatly appreciate Dave's thorough and efficient reports and slide shows,  
31 willingness to travel, negotiation skills, and flexible availability. We will truly miss him and his  
32 dedication, and we thank him for his years of service.

### 33 **Various Other Tasks Associated with Conference Real and Personal Property**

- 34 • *A. Anthony Corporation*: During 2018, the Board contracted with A. Anthony Corporation, a  
35 commercial property management firm to oversee the management, maintenance, marketing,  
36 and sale of closed churches and other Conference properties. A. Anthony is paid a monthly flat  
37 fee of \$250, a fee of \$250 per property inspection, a fee of costs plus 15% for recommended  
38 work that is completed, and a 7% sales commission for the sale of any properties. The Board has  
39 continued A. Anthony's contract for 2020.
- 40 • *Camping and Retreat Endowment (C.A.R.E.) Investment Report*: The total current balance of  
41 C.A.R.E. Funds is \$2,610,045. The total current balance of all funds (restricted, unrestricted and  
42 C.A.R.E.) is \$2,623,813. There is a loan payable to the Conference for the Aldersgate director's  
43 house with a total principal balance due of \$62,594. The loan terms are: 15-year term, 2%  
44 interest, \$13,165 payment per annum.
- 45 • *Operating Guidelines for the Disposition of Property and Assets for a Closed Local Church*: The  
46 Board, in cooperation with the Conference Council on Finance & Administration and with  
47 Assistant to the Bishop the Rev. Dr. Gary M. George, drafted new operating guidelines under the

1 provisions of ¶12549 of *The Book of Discipline of The United Methodist Church 2016*. The  
2 guidelines are designed to assist the Conference with the disposition of all real and personal  
3 property of closed local churches, and liquidated funds related thereto. The new guidelines  
4 became effective on February 22, 2020.

- 5 • *Disaffiliating Church Issues*: A local church within the Conference has attempted to disaffiliate  
6 from the Conference without following the process set forth in ¶12553 of *The Book of Discipline*  
7 *of The United Methodist Church 2016*. Bishop Tracy S. Malone appointed a task force comprised  
8 of Assistant to the Bishop the Rev. Dr. Gary M. George, the district superintendent in whose  
9 district the local church is located, the chair of the Board, and the chair of the affected District  
10 Board of Church and Location, to resolve the issue.
- 11 • *Paycheck Protection Program Loan*: Director of Financial & Administrative Services Vera  
12 Rebrovich, at the direction of Bishop Tracy S. Malone, and in consultation and coordination with  
13 the Conference Council on Finance & Administration and the chair of the Board, applied for a  
14 Paycheck Protection Program (“PPP”) Loan under the U.S. CARES Act through Huntington Bank.  
15 Huntington approved the PPP Loan in the amount of \$818,763 on May 4, 2020. Based on payroll  
16 and other calculations, the Conference anticipates converting the loan into a grant not requiring  
17 repayment.

18 The Board has been busy during this conference year, so I thank the members of the Board for their  
19 time and commitment during this challenging time. During the conference year, the Board continued to  
20 communicate and meet in traditional as well as novel ways in order to effectively, promptly and safely  
21 complete the work for which the Board is responsible. This concludes the annual report of the Board of  
22 Trustees of the East Ohio Annual Conference.

23  
24  
25 **Conference Council on Finance & Administration (CCFA) Report to Annual Conference 2019**  
26 **Submitted by Rev. David Palmer, chairperson**

27  
28 This past year, 2019, was the final year of a 14-year stretch in which the Conference budget for the five  
29 shared ministry funds remained the same. For the final five years of that period, the pay-in rate toward  
30 the five shared ministry funds steadily declined – from a high of 83.4% in 2014 to 83.2% in 2015 to  
31 82.3% in 2016 to 81.1% in 2017 to 80.2% in 2018 and to 78% in 2019. This downward trend,  
32 corresponding to church demographics, moved CCFA to propose a 5% budget reduction in the  
33 apportioned funds for 2020. That reduction was approved at the 2019 Annual Conference.

34  
35 The good news for 2019 was that the pay-in rate declined at a rate only slightly faster than the trend  
36 had been, even though it was an extremely turbulent year in The United Methodist Church.  
37 Contributions to the shared ministry challenge goal actually went up, albeit by a small amount of \$634.  
38 A total of 453 churches paid 100% or more of their apportionments. This was down from 482 in 2018,  
39 but it still amounts to about 65% of our East Ohio Conference churches. Total receipts declined by  
40 approximately \$279,500. At the same time, investment returns were very favorable in 2019, in contrast  
41 to 2018. This enabled the Conference to end the year in strong financial position.

42  
43 Giving to Advance Specials in 2019 totaled \$882,000. In 2018 East Ohio Conference churches gave  
44 \$950,000 to Advance Specials, compared to \$924,500 in 2017, \$760,000 in 2016 and \$754,000 in 2015.

45  
46 For more than a decade, the East Ohio Conference has reflected the value of paying 100% of shared  
47 ministry apportionments by paying 100% of the Conference’s General Church apportionments. In 2019,

1 for the 14<sup>th</sup> year in a row, the East Ohio Conference continued this pattern by paying all General Church  
2 apportionments at 100%.

3  
4 In 2019, the Conference moved to a new budget system in which all line items are budgeted for a 100%  
5 payout rate. Anticipated shortfalls in income are now accounted for through budget line items that  
6 specify reductions in income due to unpaid shared ministry funds. This system has worked well and has  
7 resulted in much greater budget clarity for our various budget stewards.

8  
9 Looking beyond apportioned funds to areas of direct billing, the direct billing pay-in rate in 2019 – for  
10 pensions and hospitalization – was 99%. The actual cash shortfall caused by unpaid direct billings in  
11 2019 was \$40,350, down from a shortfall of \$96,177 in 2018. This was very good progress toward  
12 eliminating the issue of pension and health care arrearages. Such arrearages put stress on the  
13 Conference budget, since health care and pension costs must still be paid when a local church falls short.

14  
15 The ongoing decline in the pay-in rate toward the apportioned funds in 2019 confirmed that our  
16 Conference made the right decision in reducing the 2020 budget by 5%. Looking ahead, CCFA intends to  
17 propose a further reduction of 5% or more in the 2021 budget for the five apportioned shared ministry  
18 funds. Approving this budget will be part of our actions at Annual Conference.

19  
20 With this foundation, CCFA proposes these policy items to the Annual Conference:

## 21 22 I. PAYMENTS AND REPORTING

23  
24 A) **Local Church Apportionment Payments** – All payments to Conference budget items shall be  
25 made at least monthly to the director of Financial & Administrative Services on supplied  
26 remittance forms. Special offerings should be sent only with the regular monthly remittance.  
27 Please do not send them separately. Payments should be sent directly to the bank lock box in  
28 the envelopes provided. There is also a separate remittance form for the directly billed Health  
29 Care & Pension Program. Please follow the directions on the separate remittance forms.

- 30  
31 1) **Timing** – Items in the Conference budget that are apportionments are expected to be paid  
32 in full. One-half of the apportionment should be paid by June 30. To do less causes hardship  
33 for the programs and people of the East Ohio Conference.  
34 2) **Reporting** – The district superintendent will receive up-to-date reports on the  
35 apportionment giving levels of the local churches and is asked to be an advocate for full fair-  
36 share giving by each local congregation.  
37 3) **Staying current** in all five apportionment funds is expected. Any church that wishes to  
38 support the ministry of any of the funds at greater than 100% is encouraged to do so.

39  
40 B) **Annual Church Reports** – Annual church reports (pastor's report) shall be mailed to the director  
41 of Financial & Administrative Services by **January 18, 2021**, but an extension until **January 31,**  
42 **2021** may be granted in cases of emergency, provided the request is made in writing and  
43 received by the director of Financial & Administrative Services before **January 18, 2021**. This  
44 extension is automatically granted to multiple church charges. Money must be received at the  
45 bank by **January 6, 2021**. Please make note of this date! Monies received after **January 6, 2021**  
46 will not be credited to the 2020 records. When churches do not file a year-end statistical report,  
47 those churches' next apportionments will remain at the same level.  
48

- 1 C) **Audit Reports** – ¶ 617.2 of *The Book of Discipline of The United Methodist Church, 2016*. All  
2 agencies receiving financial support from Conference benevolences or from any other  
3 authorized Conference-wide appeal shall make audited reports to the council concerning all  
4 such receipts and the disbursements thereof in such detail and at such times as the council may  
5 direct. These audits shall be due on March 31, or 90 days following the closing of the fiscal year  
6 and shall be sent to the Funding Evaluation Committee of the Conference Council on Ministries  
7 (CCOM) office. Any agency that fails to provide a satisfactory audited report by said deadline will  
8 have its current-year funding suspended until the Committee accepts the report. The council has  
9 established minimum guidelines for audits and an Audit Committee has provided a standard  
10 form for use by all districts commencing with the 1995 audit using Generally-Accepted  
11 Accounting Principles or an acceptable comprehensive basis of accounting other than generally-  
12 accepted accounting principles and including a listing of property values and all fund balances  
13 including investments, restricted and non-restricted funds. All audits are to be duly signed by  
14 the person performing the audit. Copies of district audits shall be available to local churches at  
15 the district conferences.  
16
- 17 D) **Investment Reports** – The director of Financial & Administrative Services is authorized, in  
18 consultation with CCFA, to invest a portion of the Huntington Sweep Account fund in AAA  
19 Commercial Paper. Monthly reports of investments shall be made at CCFA meetings.  
20

## 21 II. BUDGET

22

- 23 A) **Timeline** – All program agencies asking for funds shall participate in a one-year budget.  
24
- 25 B) **Ministries and Missions Balances** – Carry-over balances in the Fund I Conference Connectional  
26 Mission Apportionments accounts shall be channeled into a Ministries and Missions  
27 Contingency Fund. At year-end all un-vouchered project/program funds shall be retained in the  
28 CCOM Ministries and Missions Contingency Account. Final disbursements of unspent balances  
29 will be determined by CCOM at the end of each 12-month period. The Ministries and Missions  
30 contingency balance can be accessed by procedures adopted by CCOM.  
31
- 32 C) **Payout rates** – All funds are budgeted for a 100% payout rate.  
33
- 34 D) **Contingency and Reserve Funds**  
35
- 36 1) **Contingency Funds** – By action of the 1976 Annual Conference, two contingency funds were  
37 established, Administrative and Ministries and Missions. CCFA and CCOM agreed that  
38 unused balances at the end of the year are put into the respective unbudgeted Conference  
39 Contingency Funds. CCOM may initiate requests for Ministries and Missions Fund through  
40 its established procedure. Non CCOM-related groups may appeal directly to CCFA for  
41 Administrative Contingency Funds. Any such request must stand five tests:  
42 a) does not duplicate budgeted funding;  
43 b) has not been turned down in the budgeting process;  
44 c) does not circumvent the budgeting process;  
45 d) funds are available, and;  
46 e) where applicable, there are specific bid figures attached to the requests. Ministries and  
47 Missions grants are paid only upon submission of a documented voucher, in the same  
48 manner as budgeted item grants are made.  
49

- 1           2) **Reserve Funds** – These funds consist of interest earnings from short-term investments and  
2           restricted funds, and some unspent contingency funds voted to the Unrestricted Reserve  
3           Fund by CCFA. This fund is used under the jurisdiction of CCFA primarily as a reserve for  
4           capital or administrative expenditures. Since October 18, 1972, CCFA's goal, upon  
5           recommendation of the General Council on Finance and Administration, has been to set the  
6           Unrestricted Reserve Fund limit at one and one-half times the average monthly income from  
7           the preceding year's Conference apportionment receipts. The current limit for **2019** is  
8           **\$1,394,922**. The Unrestricted Reserve Fund had a balance of **\$1,394,922** on **December 31,**  
9           **2019**.

### 10 11 **III. COMPENSATION AND REIMBURSEMENT**

- 12  
13           A) **District Superintendent's Salary** – The formula for district superintendent's salary was  
14           established at the 2002 Annual Conference. Because of the numerous voluntary wage freezes  
15           taken by the district superintendents over the years, the formula for their salary was updated in  
16           2009 by Annual Conference. The formula salary is equal to 1.80 times (formerly 1.90 times) the  
17           Conference Average Cash Salary of the 2019 year for pastors as computed by the General Board  
18           of Pensions for the 2021 year. For 2021 salary, we will use the 2019 Conference Average Cash  
19           Salary of \$45,492, which will calculate a salary of \$81,886 for 2021. The salaries for the director  
20           of Connectional Ministries, the assistant to the Bishop, the director of Financial & Administrative  
21           Services, and the director of Communications are set by using the same formula, but with a  
22           housing allowance adjustment.
- 23  
24           B) **Travel Allowance** – Effective **January 1, 2020** the mileage reimbursement rate for Annual  
25           Conference staff shall be the maximum rate allowed by the Internal Revenue Service, currently  
26           **\$0.575** per mile.
- 27  
28           C) **Housing/Utilities**
- 29  
30           1) District superintendents shall be provided housing with full utilities and maintenance  
31           provided.
- 32           2) The assistant to the Bishop, the director of Connectional Ministries, the director of Financial  
33           & Administrative Services, and the director of Communications shall receive a housing  
34           allowance – or, if not clergy, a salary adjustment – equal to 25% of the salary figure that is  
35           established in part A.
- 36           3) CCOM associate directors (full-time) shall receive a housing allowance at a rate established  
37           by CCFA, plus full utilities, if clergy.
- 38  
39           D) **Expenses** – Conference treasurer audits all line items and requires substantiation for  
40           reimbursable expenses. Outside auditors review the treasurer's expense account.
- 41  
42           E) **Minimum Salary** – Minimum requirements detailed in the Commission on Equitable Salaries  
43           report are to be applicable to all charges.
- 44  
45           F) **Health Insurance** – Each pastoral charge shall be billed an amount for health care coverage  
46           where applicable. For 2021 it is anticipated that the premium will remain approximately the  
47           same. The East Ohio Conference Board of Benefits will set the final premium charges. Employing  
48           agencies will be charged the appropriate premium for their participants. Amounts will be  
49           remitted on Health Care Forms provided by the director of Financial & Administrative Services.

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

3  
4 H) **Travel Reimbursement** – The rate for mileage reimbursement for Conference business, for  
5 other than Conference staff, shall be paid only in cases of critical need at \$0.14 per mile.  
6

#### 7 **IV. MOVING EXPENSES**

8 The purpose of this policy is to describe how the East Ohio Conference will help defray the costs of  
9 household moves related to clergy assignment within the Conference and to clearly state the rules  
10 which apply so that local charges and affected individuals may recognize in advance the maximum  
11 amount of financial help they might receive from the Conference. Moving expenses, subject to  
12 conditions and limitations that follow, are to be shared by the Conference and the charge accepting  
13 the minister. The Conference-share reimbursement rate will be determined by CCFA based upon  
14 available funding. Moving arrangements are to be made by the individual who will move, and such  
15 arrangements are subject to approval by the charge sharing the cost. It is recommended that a  
16 professional mover be used. On a non-professional move, the Conference will not reimburse for  
17 labor or wages and the Conference will assume no liability for such a move. All exceptions to this  
18 move reimbursement policy may be referred to CCFA for resolution.  
19

#### 20 **A) Conditions and Limitations**

- 21 1) **Positions Covered** – Situations eligible for reimbursement are those which involve either a  
22 parsonage or a housing allowance from a local church or the Conference for clergy under  
23 episcopal appointment. An appointment beyond the local church may be covered only if it is  
24 a position in which the East Ohio Conference funds full salary. Also covered would be newly  
25 retired pastors being hired as supply pastors (see also B-1). In negotiating with candidates  
26 for Conference professional positions approved in *The Conference Journal*, this policy should  
27 be used as a guideline.  
28
- 29 2) **Reimbursements** – The charge receiving a pastor is to pay the carrier and submit a  
30 documented voucher to the director of Financial & Administrative Services for  
31 reimbursement of the Conference share. The Conference will reimburse the local  
32 church/charge 50% (subject to limitations) of the moving costs of each pastor under  
33 episcopal appointment. All local churches/charges with a valid moving bill incurred at the  
34 usual moving time, at the end of June, must submit that bill to the director of Financial &  
35 Administrative Services by August 1 each year. The director of Financial & Administrative  
36 Services will subsequently reimburse to the local churches an amount of 50% of the moving  
37 bill (subject to limitations). Mid-year moving bills shall be submitted with prior approval of  
38 the Cabinet.  
39
- 40 3) **Apportionment Requirement** – If half-year apportionment payments of Shared Ministry  
41 Funds II, III, IV as well as directly-billed Pension and Health Care are current as of June 30, a  
42 charge will be eligible for moving reimbursement as per established policy. In charges whose  
43 current-year apportionments are not paid to date, only churches of said charges which have  
44 these apportionments paid will be proportionally reimbursed the Conference-share of  
45 moving expense.  
46
- 47 4) **Distance, Packing and Weight Limitation**
- 48 a) **Distance** – is limited to mileage within the Conference boundaries following the shortest  
49 route acceptable to the carrier.

- 1  
2 b) **Packing** – Conference reimbursement to local churches for packing materials and/or  
3 packing charges is limited to \$500.  
4  
5 c) **Weight** – Only household goods are included. Specific exclusions include cars, boats,  
6 and trailers, as well as storage charges and overtime for movers.  
7  
8 d) **Estimate** – As part of exercising stewardship while planning the move, the pastor being  
9 moved shall obtain two written estimates of the full cost of the move (including  
10 insurance from licensed movers) and shall submit all estimates, as well as the final bill,  
11 as attachments to the reimbursement request.  
12  
13 5) **New Seminary Graduate Appointments** – Graduates entering the East Ohio Conference to  
14 assume their first full-time appointments will be given total moving expense reimbursement  
15 from the place of origin of their move to their new appointment in the Conference if they  
16 use a self-move method. If using a professional move, the graduates shall be under the  
17 conditions and limitations of Section IV.A. If moving from outside the Conference the local  
18 church/charge to which the incoming graduate is appointed shall be expected to pay the  
19 appropriate moving expense prorated from the nearest Conference boundary to the new  
20 residence. The mode of move shall be determined by the district superintendent in  
21 consultation with the pastor, church and Cabinet.  
22  
23 6) **Out of Conference Transfers In** – Churches receiving persons transferring into East Ohio  
24 from other annual conferences shall have their related moving expenses reimbursed by the  
25 annual conference under the terms specified in A1-4 (except 4a, Distance). The local  
26 church/charge will be expected to pay one-half of the actual cost of the move, but not more  
27 than half of the cost of the average professional move over the prior two years as listed in  
28 this report. The East Ohio annual conference will pay the balance subject to payout rates  
29 specified in A1-4.

31 The average professional moving expense over the prior two years:

32 **2018 and 2019 average (used in 2020) = \$2,742.**

- 33  
34 B) **Retirees and Disability**  
35 **NOTICE:** All benefits described in this section are to be applied for those retiring in the current  
36 year. Anyone retiring in a prior year should consult the language in *The Conference Journal* for  
37 the year in which they retired. Reimbursed moving expenses for retirees is a taxable transaction  
38 and will receive a Form 1099 at year-end, appropriately.  
39  
40 1) **Retirees** – Full-time local pastors and clergy under appointment as district superintendents,  
41 Conference staff, or on a pastoral charge, serving with pension funded by the Conference,  
42 shall be eligible to receive a non-recurring moving expense allowance at the time of their  
43 retirement under ¶ 358.1,2.a.,2.b.,2.c of *The 2008 Discipline*, provided that such clergy shall  
44 not have been re-admitted for the purpose of retirement. Retirees eligible per the previous  
45 language that are approved to continue working in retirement will remain eligible for this  
46 non-recurring moving expense allowance at such time as they end their work. This  
47 allowance must be used within six months of the end of their work unless granted an  
48 extension in writing by the director of Financial & Administrative Services, and with prior

1 approval of both Cabinet and CCFA. The development and administration of policy  
2 governing the allowance shall be the responsibility of the Conference Board of Benefits.

3  
4 **2) Payment Amount**

5 a) **Inside Conference** – Clergy retiring and moving to a retirement residence within the  
6 East Ohio Conference at the time of their retirement shall receive full reimbursement  
7 for actual expenses in accord with the conditions and limitations of Section IV.A.1-4.

8  
9 b) **Outside Conference** – Clergy retiring and moving to a retirement residence outside the  
10 East Ohio Conference at the time of retirement shall receive actual expenses up to a  
11 maximum equal to the average cost of a professional move reimbursed by the annual  
12 conference over the two years prior to their actual retirement.

13  
14 c) **Other Than Time of Retirement** – Retired clergy moving to a retirement residency  
15 either inside or outside the East Ohio Conference (and who have not already used their  
16 non-recurring retirement move reimbursement), shall be reimbursed actual expenses  
17 up to a maximum equal to the average cost of a professional move reimbursed by the  
18 annual conference over the two years prior to their actual retirement.

19  
20 3) **Disability/Death** – A similar non-recurring moving expense allowance will be granted to  
21 eligible members granted disability, full-time local pastors granted disability benefits, and  
22 surviving spouse of eligible members or full-time local pastors.

23  
24 **V. APPORTIONMENT PROCESS**

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

30  
31 
$$\text{Local Church Total Base Figure} / \text{Conference Total Base Figure} = \text{Local Church Grade Figure}$$

32  
33 1) **Total Base Figure** – Total base figures are the sum of the church program expenses, other  
34 current expenses, salary paid pastor and associates, and travel and utilities paid to pastor  
35 and associates by the church for them. The total base figure is listed annually in *The*  
36 *Conference Journal*.

37 a) **Travel** – Travel at the Conference-approved rate per vouchered mile for each pastor  
38 and/or diaconal minister will not be counted in total base figure. If a flat rate or  
39 allowance is used, the total amount is taxable to the recipient, and the total amount will  
40 be included in the calculation of the total base figure.

41  
42 b) **Moving Expense** – The moving expenses paid by the church are not added to the total  
43 base figure but must be reported by each church as outlined in the local church report  
44 to annual conference.

45  
46 c) **Health Insurance** – The health insurance premiums for lay and clergy paid directly by  
47 the charge shall not be considered in establishing the charge's apportionments.

48

- 1           d) **Pension** – Pension provided for lay employees is not considered in establishing the  
2 charge's apportionments. Pension charges billed directly to the local church/charge for  
3 clergy shall not be considered in establishing the charge's apportionments.  
4
- 5           e) **Housing Allowance** – Housing allowance for apportionments shall exclude amounts  
6 expended on either rent or mortgage and interest payments. Taxes, maintenance,  
7 insurance, and utilities will remain a part of the formula.  
8
- 9       B) **Timeline** - Preliminary Apportionments for 2021 will be mailed in October 2020 (later than usual  
10 due to the delayed date of Annual Conference) and will be based on the report for the year  
11 2019. Final apportionments will be mailed by early November 2020.  
12
- 13       C) **New Churches** – A new church will be apportioned by the Conference and the district 10% of its  
14 "full" amount during the first year after the effective charter year. During the second year the  
15 apportionments will be at 15%; during the third year 20%; fourth year 40%; fifth year 60%; sixth  
16 year 80% and 100% in the seventh year and thereafter. Existing new churches will be considered  
17 as in their first year. The term "apportionments" is meant to include all apportioned funds  
18 (Currently two churches in 2020).  
19
- 20       D) **New Program Staff Position Salaries** – These salaries will be exempt from total base figure  
21 calculation for a period of two years from the date of hire. During this period of time, new  
22 program staff position salaries will be reported along with the date of hire each year on the local  
23 church report to annual conference.  
24
- 25       E) **Merged Churches** – As part of the merger process, the congregations involved will create a  
26 proposed budget for the merged church which will go into effect on the date the merged church  
27 begins worshipping and meeting as one congregation. This budget will be worked out in  
28 consultation with, and given approval by, the district superintendent and the district Committee  
29 on Church Building and Location. This budget will then be forwarded to the office of the director  
30 of Financial & Administrative Services to be used to formulate the current year's apportionment  
31 figures for the newly-merged church. A new total base figure will be calculated for the merged  
32 church based on the formula outlined in ¶ V.A) above.  
33
- 34       This new total base figure will be in effect until the actual financial records of the merged church  
35 are reported for the first full year of its existence and can be used to calculate a total base figure  
36 based on actual expenditures.  
37
- 38       A new classification of merged churches will be VITAL Mergers. Those mergers fulfilling the  
39 VITAL Merger qualifications will be considered as a new church start by the Board of  
40 Congregational Development and will consequently be considered a New Church for  
41 apportionment purposes.  
42

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

2  
3 A) All Conference assets, liabilities, and fund balances are to be accounted for by the office of the  
4 director of Financial & Administrative Services, who will provide a Central Treasury for the East  
5 Ohio Annual Conference (See *2012 Discipline* ¶613.12). The director of Financial &  
6 Administrative Services is charged with the accounting for all financial activity of the  
7 Conference, including all boards, agencies, and committees. No group or individual may perform  
8 this accounting function in lieu of the director of Financial & Administrative Services, who must  
9 account for all receipts, disbursements, and fund balances.

10  
11 B) The director of Financial & Administrative Services is not currently expected to perform the  
12 accounting function for the district offices, the EOC Credit Union, the EOC Foundation, or the  
13 UMW. These bodies perform their own accounting function and are both separately audited and  
14 reported to the annual conference.

15  
16 **VII. CONFERENCE LOAN POLICY**

17 CCFA may borrow up to 2% of the Conference annual apportioned budget in any given conference  
18 year for current expense purposes.

**2020 INFORMATIONAL REPORTS****Personnel Committee Report to Annual Conference 2020  
Submitted by Rock VanFossen, chairperson**

The Conference Personnel Committee is responsible for working with representatives from Conference committees, boards, and agencies to establish executive and professional leadership positions, to review requests by directors for support staff positions, and to set policies and procedures for the employment, evaluation, and supervision of all employees of the East Ohio Conference.

We are aware of, and in conversation about, the importance of providing meaningful compensation for highly-qualified, experienced, and dedicated leadership. Adjustments to staffing are and will continue to be prioritized around missional and strategic needs in a very complex and transitional time in the life of the Church. East Ohio Conference staff at all levels are instrumental in fulfilling the mission and vision of the Conference recognizing that:

Discipleship is our foundation.  
Covenant guides us.  
Connection strengthens us.  
Leadership moves us forward.

We are pleased to report that there have been no retirements or changes in Conference staff this conference year. We continue to be impressed by the faith, skill, and perspective our newer employees bring, as well as the experience, commitment to ministry, and flexibility of our more seasoned employees.

We recognize that Conference staff compensation is a significant portion of the apportioned budget. The Personnel Committee works closely with the Conference Council on Finance & Administration in balancing needs for leadership with the financial realities faced by our local congregations. As was reported during the 2019 Annual Conference, the plan compensations for executive staff and district superintendents in 2020 remained the same as in 2019. Requests for the 2021 budget were very conservative while understanding the need for compensation appropriate to the responsibilities and leadership required. The committee approved a transition in the employment for the Rev. Kathy Dickriede from half-time to three-quarter time as director of Missions and Community Engagement to better align with her responsibilities and leadership.

A major component of rising staff costs continues to be health care and other benefits. The Personnel Committee asked the Board of Benefits to review and adjust, where appropriate, the flat-rate benefit billing for lay employees so that each department pays for the actual costs related to its employees.

The Personnel Committee has no motions for this Annual Conference.

As I conclude my term as chair of this committee, I thank Bishop Malone for the opportunity to serve. I have been blessed by my interactions with Conference staff and members of the committee. I am pleased to report that Susan Achberger will succeed me as the chair. I am confident that you will be well served by her leadership.

Please continue to be in prayer for God's assistance to our Conference directors and staff as they adjust to the wide variety of changes and concerns that they confront each day.

**Mission Awareness****Submitted by Rev. Jerry Krueger, chairperson**

The Advance for Christ is an official program within The United Methodist Church through which donors may designate giving to specific projects and purposes. Advance giving goes the “second mile” in generosity. It is in addition to our covenant promise to support The United Methodist Church through shared ministry funds (budgeted apportionments).

The Advance forwards 100% of your donation to the specific project indicated in your gift. This is possible because apportionments pay for the communication and financial networks that administer the Advance. Other charities must deduct administrative fees to process similar donations.

Advance projects are partners in mission helping us extend the love of Christ into local communities. Through volunteering with and learning about these projects, we find the presence of Christ in ways and in areas beyond that which we experience as individual churches.

A Conference Advance Project directs funds to a mission partner (or purpose) that has been reviewed and approved by the Mission Awareness Committee of the East Ohio Conference of The United Methodist Church (EOCUMC).

A General Advance Project directs funds to a mission partner (or purpose) that has been reviewed and approved by the Advance Committee of the General Board of Global Ministries. This can include General Advance Projects in Ohio as well as those around the world.

Please pray for the people and communities these serve. Volunteer and build relationships with these partners. These connections have much to teach us about being “the body of Christ redeemed by His blood.”

**Recommendation #1:** That the following be adopted and promoted as Conference Advance Projects for support by East Ohio United Methodist churches July 1, 2020 through June 30, 2021. (NOTE: Grouped by ministry or mission type.)

**Extension Ministry appointments, director is clergy or credentialed member of the East Ohio Conference:****Blue Rose Mission, Mansfield | EOC 9940**

To provide opportunities for people to bring Christ to homeowners in need in Richland County through home improvement projects. Our purpose is to use community and church groups to do housing repair for people in need.

**Epworth Center, Bethesda | EOC 9140**

Epworth Center Work Mission helps our neighbors who apply for assistance during the summer months. Mission teams come to Epworth for three to five days and work mostly on outdoor projects: ramps, porches, fences, yards, or painting for those who can't physically or financially do the work themselves.

**Heart 4 the City, Akron | EOC 9941**

Building the front porch to the Kingdom of God by prioritizing relationships and establishing programs that address needs in our community, including a food pantry and a free store.

**Nehemiah Mission, Cleveland | EOC 9136**

The Nehemiah Mission of Cleveland rebuilds lives and homes of physically- and fiscally-challenged individuals in order to sow seeds of hope.

**Urban Mission Ministries, Steubenville | EOC 9107**

Provides a holistic ministry approach to ending poverty in the Ohio Valley by providing hunger relief, housing, community development, neighborhood revitalization and spiritual care for individuals and families. Our vision is to end poverty one fresh start at a time.

**Health & Welfare agencies historically affiliated with and in a covenant relationship with the EOCUMC:****Copeland Oaks Care Fund, Sebring | EOC 9172**

The Life Care Fund is an on-going program that provides financial assistance to aging folks in our care who can no longer afford to pay for housing, meals, prescriptions, and healthcare needs.

**Flat Rock Home & Care Center, Flat Rock | EOC 9174**

Flat Rock provides health care, day programming, vocational and employment services for adults with significant developmental disabilities and severe behavioral disorders in nine counties in Ohio. This project provides much-needed free, charitable care and services not covered by Medicaid or other programs.

**OhioGuidestone, Berea | EOC 9173**

OhioGuidestone's mission is to provide pathways for growth, achievement, and lifelong success by helping those we serve overcome barriers to success and find the joy that comes with self-sufficiency and accomplishment.

**Otterbein Marblehead, Lakeside - Marblehead | EOC 9175**

Otterbein values the older person as a child of God. In keeping with our United Methodist tradition, Otterbein seeks to enhance the quality of life and holistic growth of older persons.

**UMC community ministries, operated primarily by UMC members or local churches:****Canton Calvary Mission, Canton | EOC 9151**

Canton Calvary Mission provides a safe, warm and caring place for children, teens and adults through multiple programs such as: food programs, after-school and summer programs for children and teens, diapers and formula, health education opportunities and connection to healthcare through our partnership with Access Health, school supplies, clothing, bedding, household and other items.

**Covered Bridge Mission, Ashtabula County | EOC 9975**

This mission addresses small home improvement projects that other charitable organizations don't always provide, such as wheelchair ramps. Covered Bridge Mission helps the economically disadvantaged in the rural and urban areas of Ashtabula County, Ohio's largest geographic county.

**Gifted Gaits, Quaker City | EOC 9919**

Gifted Gaits is a ministry in the Southern Hills District, birthed out of Kennonsburg UMC. It provides equine-assisted therapy, caregiver support, and workforce development that is rooted in prayer, relationships, and horses.

**Martha's Cupboard, Fresno | EOC 9964**

To follow Jesus' command to love our neighbors as ourselves by helping those who have lost their jobs or are low income. Provides cleaning supplies, personal hygiene supplies, diapers and school supplies that can't be purchased with food stamps.

**Nepali-Speaking Ministry, Cuyahoga Falls | EOC 9923**

Christian education for children and adults who speak English as a second language, including those who speak Nepali as a first language.

**UMC-affiliated ecumenical or community ministries relating to EOCUMC district strategy:****ACCESS Ashland Emergency Shelter, Ashland County | EOC 9953**

Provides temporary shelter and meals in a loving Christian environment to homeless women and families with children, while connecting them to resources to become empowered for self-sufficiency and family stability.

**Harmony House, Mansfield | EOC 9134**

Our mission at Harmony House is to provide the homeless citizens in Richland County with a clear path to housing and hope.

**Interchurch Social Services of Knox County, Knox County | EOC 9196**

Interchurch Social Services provides emergency assistance to residents of Knox County including rent, utility, and prescription assistance, pantry service, clothing, gasoline vouchers for medical appointments, and Christmas assistance.

**Journey's End Ministries, Newcomerstown | EOC 9931**

Journey's End operates a food pantry to feed the less fortunate in Newcomerstown and the surrounding area. We also offer used clothing and household items.

**Kenmore Free Store, Akron | EOC 9920**

Kenmore Free Store shares the good news of Jesus Christ and provides items like clothing and household goods to all who are in need at no cost or obligation. It introduces people in the Kenmore community and surrounding area to the grace of Christ. It also serves as a pathway to Christian discipleship by reducing the barriers of poverty and building relationships with all who participate in this ministry.

**McKinley Community Outreach Center, Willoughby | EOC 9966**

McKinley Community Outreach Center exists to serve the low-income, under-resourced population of western Lake County by assisting with basic needs that support personal and family stability.

**Neighborhood Community Development Center, Steubenville | EOC 9112**

The Neighborhood Community Development Center works within urban communities to find and develop new leaders, equipping them to create programming that will benefit the community in the areas of health, education, economic development, and spiritual growth.

**O.P.E.N. M, Akron | EOC 9102**

O.P.E.N. M Community Works Akron (CWA) assists those in poverty to become economically self-sufficient through holistic employment assistance, prioritizing financial literacy, job retention, and mentorship to reduce individual barriers to employment.

**Project Hope for the Homeless Ecumenical Shelter Network, Lake County | EOC 9143**

Project Hope Restoring Hope & Renewing Lives is a 50-bed emergency shelter, which includes a 12-bed family wing with extended hours (Families Moving Forward), as well as comprehensive services and aftercare services upon exit.

**South Street Ministries, Inc., Akron | EOC 9195**

South Street Ministries assists unemployed adults and addresses the spectrum of youth education and mentoring needs in the South Akron community with its many programs.

**West Side Community House (WSCH), Cleveland | EOC 9933**

West Side Community House transforms lives in the community through an array of model programs and services that strengthen and stabilize the family, encourage lifelong learning and economic self-sufficiency, promote health and wellness, foster independence and renew the life spirit.

**International Missions or General Church partners:****3Cs Missions | EOC 9936**

East Ohio Missions 3Cs provides support to international mission partners, projects, and UMVIM team leaders around the world. The 3Cs represent Churches, Clinics and Classrooms but in recent years the fund has broadened its scope to include many different types of international mission projects.

**CHOAIDS (Caring for Haitian Orphans with AIDS), Haiti | EOC 9922**

CHOAIDS provides shelter, food, access to education, transportation, and medical treatment for neglected children in Haiti who are HIV positive. They also employ HIV-positive women as “house moms” to provide direct care to these orphans.

**Eastbrook Mission Barn, New Castle, PA | EOC 9918**

Established in 2008 as a ministry of Eastbrook UMC, its mission is four-fold: collect, process, package, and ship United Methodist Committee on Relief (UMCOR) kits in a tri-state region; construct handicap access ramps and help with local needs; provide material support for Early Response Teams (ERT) doing disaster response; provide education about Christian mission, especially UMCOR and United Methodist Volunteers in Mission (UMVIM).

**Farmer to Farmer, Liberia | EOC 9026**

Farmer to Farmer supports mission partners in Harrisburg, Liberia, whose work includes providing farm equipment and training to the Liberian farming community.

**Masindi Educational Ministries, Uganda | EOC 9192**

Funding for construction of additional facilities at Rock Foundation School, a Christian-based school serving students in Masindi, Uganda.

**Midwest Mission Distribution Center (MMDC), Illinois | EOC 9944**

A facility for collecting, processing, sorting and shipping material goods for disaster response.

**North Coast of Haiti Mission, Haiti | EOC 9947**

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.

**The Resurrection Community Center, Mamantel, Mexico | EOC 9974**

The center is currently being renovated and expanded to provide a space for worship services, bible study, English is a Second Language (ESL) classes, free community meals, computer resource center, and library. Visitors will also be able to receive canned goods, vouchers for farmers market, hygiene kits, clothing, school supplies and low-cost haircuts.

**EOCUMC staff-administered ministries:****Disaster Response in Ohio | EOC 9200**

Provides immediate and long-term recovery for the community and the survivors of a disaster in the East Ohio Conference or neighboring areas.

**Disaster Response Leadership Development | EOC 9648**

Funding for Early Response Team (ERT UMCOR) training, scholarships, and leadership development sponsored by the East Ohio Disaster Response Committee.

**East Ohio Conference Camps | EOC 9899**

East Ohio Conference camps provides for camperships and subsidizes other needs at the camp sites to provide a quality Christian camping program.

**East Ohio Volunteers in Mission | EOC 9046**

Provides funding for training, scholarships, and leadership development of East Ohio Volunteers in Mission. *Please do not use fund 9633*

**East Ohio Volunteers in Mission Teams | EOC 9643**

Funding for team travel, materials, and participant expenses of teams planned and organized by an UMVIM-trained team leader.

**East Ohio Conference Camps - L.O.T. Campership Program | EOC 9186**

The L.O.T. (Least Of These) Campership Endowment fund provides camperships for children, youth, young adults and families from poverty situations.

**John M. Roseberry Scholarship Fund | EOC 9976**

Scholarships are awarded to racial-ethnic students who have been members of The UMC for at least three years and do not have the access to higher education that others may have.

**Partners in Mission | EOC 9948**

Staff salary and expenses for the East Ohio Missions coordinator to develop networks and share stories of all God is doing through risk-taking mission partnerships.

**Young People's Ministries Service Projects | EOC 9701**

Provides funding for large events like Project Feed and other opportunities for East Ohio youth to be in mission.

**The following have been discontinued as Advance Projects:**

EOC 9704 – Africa U VIM Project

EOC 9018 – East Ohio Russia Initiatives

EOC 9910 – J.I.M.'s Place

EOC 9939 – Starting Point Outreach Center

EOC 9171 – Wesleyan Senior Living

**RECOMMENDATION #2:** That churches and individuals in East Ohio be encouraged to support General Advance Projects. Visit <https://www.umcmmission.org/give-to-mission> to search for General Advance Projects or to donate directly.

**RECOMMENDATION #3:** That the Conference Council On Ministries Executive Committee, upon recommendation by the Board of Missions, be authorized to revise this list of Conference Advance Projects between sessions of Annual Conference.

**RECOMMENDATION #4:** That every church promote the Special Sunday and Conference offerings. The local church may use traditional dates or choose any other time to promote these ministries. Visit <http://www.eocumc.com/finance/special-sundays.html> to learn more about these giving opportunities.

**Peace with Justice Sunday | EOC 9209**

May 30, 2021

Historically, Peace with Justice Sunday has been celebrated with an offering on the first Sunday after Pentecost. Half of the offering is disbursed through the General Board of Church & Society and half through the Conference Church & Society Committee. The offering supports programs that advocate for peace and justice at home and around the world. East Ohio Peace With Justice grant applications are available at <http://www.eocumc.com/church-society/pwj.html>.

**World Communion Sunday | EOC 9210**

October 4, 2020; October 3, 2021

Historically, World Communion Sunday has been celebrated with an offering on the first Sunday of October. The offering supports ethnic students who will be the first generation in their families to attend college and people of color who haven't historically had access to resources that make higher education possible. The offering is disbursed to:

- a) World Communion Scholarships: 50 percent (General Board of Global Ministries), with at least one-half of the annual amount for ministries beyond the United States;
- b) Ethnic Scholarship Program: 35 percent (General Board of Higher Education and Ministry); and
- c) Ethnic In-Service Training Program: 15 percent (General Board of Higher Education and Ministry).

**United Methodist Student Day | EOC 9211** November 29, 2020; November 28, 2021

Historically, United Methodist Student Day has been celebrated with an offering on the last Sunday in November. The offering supports United Methodist scholarships and the United Methodist Student Loan Fund.

**Human Relations Sunday | EOC 9204** January 17, 2021

Historically, Human Relations Day has been celebrated with an offering on the Sunday before the observance of Martin Luther King Jr.'s birthday. Human Relations Day calls the Church to recognize the right of all of God's children in realizing their potential as human beings in relationship with each other. The offering is disbursed through:

- a) Community Developers Program: 57 percent (General Board of Global Ministries);
- b) United Methodist Voluntary Services Program: 33 percent (General Board of Global Ministries) and;
- c) Youth Offender Rehabilitation Program: 10 percent (General Board of Church and Society).

**UMCOR Sunday | EOC 9206** March 14, 2021

Previously called "One Great Hour of Sharing," this offering supports the administration and foundational work of the United Methodist Committee on Relief (UMCOR). UMCOR is the global humanitarian aid and development organization of The United Methodist Church. UMCOR's work can be categorized into three major areas: Humanitarian Relief / Disaster Response; Sustainable Development; and Global Health (in collaboration with Global Ministries).

**Native American Sunday | EOC 9207** April 18, 2021

Historically, Native American Ministries Sunday has been celebrated with an offering on the third Sunday of Easter. This Sunday serves to remind the Church of the gifts and contributions made by Native Americans to our society. Half of the offering is disbursed through the General Board of Higher Education and Ministry to provide scholarships for Native Americans. Half is disbursed through the Conference Native American Awareness Committee to develop and strengthen Native American ministries within the annual conference.

**Golden Cross Sunday | EOC 9208** Any date determined by the local church

The offering is divided among the Health & Welfare covenant ministries.

**DisAbility Awareness Sunday | EOC 9212** Any date determined by the local church

DisAbility Awareness Sunday calls the Church to celebrate the gifts and graces of persons with differing abilities and calls the Church and society to full inclusion of persons with differing abilities and health concerns. The offering is administered by the DisAbility Awareness team.

**Volunteers in Mission Awareness Sunday | UMC 9643** Any date determined by the local church

United Methodist Volunteers In Mission Awareness Sunday calls the Church to celebrate those who have served in short-term missions and the work of UMVIM throughout the world. The offering is administered by the Conference UMVIM team to provide training, networks, and scholarships for individuals and mission teams.

**For more information:****#MakeADifferenceDay**

October 24, 2020

Make a Difference Day occurs annually on the fourth Saturday in October. This is a good opportunity to witness to the world and engage other community partners by volunteering in local mission settings. Contact Advance Special Projects for ideas.

**#GivingTuesday**

December 1, 2020

Giving Tuesday is the first Tuesday after Thanksgiving. This provides a good opportunity for churches and organizations to use social media to promote a specific advance. Through the 2019 UMC #GivingTuesday campaign, \$624, 868 was donated to The Advance.

Churches may give to Conference Advance Projects and to General Advance Projects by taking up an offering and indicating the project number on the church statement/remittance form sent by the local church treasurer to the East Ohio Conference.

Visit <http://www.eocumc.com/finance/advance-special.html> to view the current list of Advance Projects.

**Episcopacy Committee Report to Annual Conference 2020****Submitted by Rev. Joe Burkhardt, chairperson**

Greetings on behalf of the Committee on Episcopacy. Our task is:

- to support and pray for Bishop Malone as she oversees the spiritual and temporal affairs of the Church,
- to be available to Bishop Malone for consultation and feedback,
- to help interpret for our Conference the role of our episcopal leader, and,
- at the direction of the North Central Jurisdictional Committee on Episcopacy, to consult with our bishop, and prepare episcopal reports.

We are very grateful for Bishop Tracy S. Malone, who continues to articulate a clear and positive vision for our annual conference, and throughout the general church, a vision which honors the 50 years of faithful service among our local churches as members of the East Ohio Conference, a vision which at the same time directs our focus toward the road ahead, toward innovation, and transformation.

Bishop Malone is intentional in extending her presence within our Conference – meeting frequently with laity and clergy – as well as offering her unique gifts for episcopal leadership around the globe. Throughout the uncertainty leading up to the 2020 General Conference, Bishop Malone has offered clear and grounded leadership for our Conference, both through her open communication, as well as by helping our Conference leadership be better prepared for any outcome.

As an annual conference, Bishop Malone encourages us to continue in our missional focus as congregations in The United Methodist Church:

- to be disciples who make and mature other disciples of Jesus Christ,
- to be God's agents of transformation in our communities and throughout the world, and
- to be courageous in reaching new people, younger people, and a more diverse people.

Perhaps most important of all, Bishop Malone has consistently prayed with us and for us, offering compassion in times of trepidation, struggle, and tragedy.

In these uncertain times, we are called to look to Jesus Christ our Savior for hope and for strength. As our bishop lifts us up in prayer, let us continue to pray for Bishop Tracy S. Malone, for her husband Derrick, and for her daughters Alexis and Ashley, as we, by the power of the Holy Spirit, join together to spread the Light of Christ to all the world.



**Board of Camps & Retreat Ministries Report to Annual Conference 2020**  
**Submitted by Rev. Beth Wilterdink, chairperson of the Board**  
**Rev. Gary Jones, director of Camps & Retreat Ministries**

The Board of Camps & Retreat Ministries wants to highlight being a partner with our local churches in the mission of making and maturing disciples of Jesus Christ. We recognize that it is through mature disciples inviting new children, families, and adults to camp, and through the work of the Holy Spirit in these communities that new disciples can be made.

We pray that in 2020, the East Ohio Conference would take this opportunity to reach out to children and youth that need to experience God through nature, develop close friendships with quality mentors, live in loving Christian community, and experience the transforming power of Jesus that can happen from a week at summer camp. **Our camps are a resource to be used for the mission of our church! Reach out into your mission field and be a partner with your Camps & Retreat Ministries to send at least one more child to camp this summer! It is not too late to sign up!**

In 2019, East Ohio Camps helped 1,577 campers mature in their walk with Christ during the summer season. Last year we again went through much of our campership funds that provided grants to campers who may otherwise be unable to attend. **We are helping children and youth acquire Christian leadership skills; we are assisting children and youth to mature as disciples of Jesus Christ.** Our camps not only provided an avenue for the Gospel to be shared with children and youth during the summer, they also provided sacred space for healing, wholeness, and renewal for 6,225 guests throughout the last year.

As our board began this year, we continued with a strategic planning process .....

*I invite you to be in touch with our site directors and ask them for stories to share with your local congregation. They would LOVE to share the lives that are being transformed through these powerful ministries.*

With this variety of programming and use, our facilities require continual upkeep for our guests and staff. The actual cost of keeping up our camps is higher than the market will allow for the cost to campers and retreat groups. Our camps depend on the combination of usage fees, Block Grant funding, Conference Council on Ministries (CCOM) administrative funds to cover salary and benefits for the camps CCOM office staff, board administrative funds that cover marketing and administrative costs, Advanced Special funds for camperships, Foundation funds set up to provide campership funds, the

CARE (Camp & Retreat Endowment) Fund that supplies capital monies and camperships, and gifts from alumni and friends from our development efforts at each site. All of these sources together make it possible for us to operate EOC Camps & Retreat Ministries.

***Offering hospitality, recruiting excellent summer staff, sharing stories of disciples being made and matured, and keeping up aging facilities, and so much more is an amazingly challenging job, and our site directors Dan Bajc, the Rev. Bill Graham, and Julie Lutt, and our Conference Director the Rev. Gary Jones work tirelessly to make this ministry possible. Our board expresses its appreciation for their partnership in the mission of our Conference and say, "thank you," for all of their hard work and the lives they are changing for Christ!***

**Board of Church & Society Report to Annual Conference 2020  
Submitted by Will Jones, director of Multicultural Vitality**

This year, The East Ohio Board of Church & Society adopted a set of "Wesleyan Questions" that guided our work. These questions are aimed at helping board members and others to consider every topic of the Social Principles and *The Book of Resolutions of The United Methodist Church* and how we might learn more together and then be engaged in a response.

The questions are:

1. Who have you talked to/shared this information with?
2. How have you stepped out of your "comfort zone" to hear from/learn from the affected demographic?
3. What have you read or learned to increase your knowledge of the subject? What does the Bible say?
4. How have you invested (time and money) in addressing this issue/topic?
5. Have you identified policy (in The UMC and in government) that needs to change and considered impact and history?
6. What do you need to repent of?

In the work of justice there is no condemnation, but an earnest yearning to live into Micah 6:8. Resources, such as Faith and Fact cards help United Methodists think through various topics and follow a model similar to the Wesleyan Quadrilateral: What does the Bible say (Scripture)? What do the facts say (Reason)? What does The United Methodist Church say (Tradition)? Finally, what do you say (Experience)? These resources are available through [www.umcjustice.org](http://www.umcjustice.org) or by contacting the East Ohio Conference Multicultural Vitality office.

EOC Church & Society also oversees the Peace with Justice Grant program which provides seed money for educational and advocacy programs celebrating God's call for shalom. Funding for this grant program comes from Peace with Justice Sunday offerings with one-half of the money given staying in the East Ohio Conference. By our Peace with Justice Grant program, we are pleased to be able to grant money back to local congregations, groups, and individuals responding to God's call in world-transforming ways. Church & Society also oversees the Peace with Justice scholarship program. A "deep dive" has been started to look at desired outcomes for Peace with Justice funds and how the East Ohio board can facilitate new Justice ministries or connect existing Justice ministries.

Throughout 2019, Church & Society provided resources such as DVD studies, Social Principle books, and Faith and Fact cards. We encourage all of East Ohio to pray and consider how God may be calling you to join in the work of justice!

**Commission on Religion & Race Report to Annual Conference 2020**  
**Submitted by Will Jones, director of Multicultural Vitality**

During the 2019-2020 church year, the East Ohio Conference Commission on Religion & Race (CORR) continued its efforts to help the Conference see things from a new and different perspective. Charged with providing resources and training in intercultural competency, institutional equity, and vital conversations, CORR hosted *Perspectives* events that challenged our understanding of evil, opened our eyes to understanding poverty, and helped us understand a Black theological perspective.

CORR invited Dr. Leah Gunning Francis, author of *Ferguson and Faith: Sparking Leadership and Awakening Community*, to be the speaker for *Perspectives: Black Theologian Day*. Hosted at Garfield Church, this *Perspectives* event helped our Conference have vital conversations about *Committing to God's Call*, the theme for this past year.

In January 2020, CORR, in partnership with the Ohio Council of Churches, Living Water Association of the United Church of Christ, and Church of the Saviour UMC, sponsored a screening of the movie *Just Mercy*, which tells the story of civil rights defense attorney Bryan Stevenson working to free a wrongly-condemned death row prisoner.

The Social Principles of The United Methodist Church states in ¶164.G that, "The death penalty denies the power of Christ to redeem, restore, and transform all human beings." The United Methodist Church also recognizes the unjust and flawed implementation of the death penalty where executions reveal racism, bias against mentally handicapped persons, and the likely execution of at least one innocent person (Resolution 5037, *Book of Resolutions of The United Methodist Church 2016*). These events and programs highlight the need for intersectional work between CORR, Conference boards and agencies, and ecumenical partners to work towards racial and social justice in East Ohio.

Evictions in East Ohio are one of those justice areas. A report from [www.evictionlab.org](http://www.evictionlab.org) revealed that Akron has the highest rate of evictions in Ohio. Prior to the report being released, United Methodists in the Canal District and members from the Living Waters Association had been meeting for "Community Conversations on Housing in Akron." Using the Bible and the book *Evicted* by Matthew Desmond as a guide, those conversations included community members from Cascade Village – an Akron Metropolitan Housing community. These vital conversations help us to think about institutional equity in our communities. Are some demographics more negatively impacted by evictions? Questions and learning opportunities like this develop our intercultural competency and make us more mature disciples.

The Bishops' Retreat with Black Clergy was once again hosted at Mohican State Park in September with the West Ohio Annual Conference and focused on the theme *Quietly Courageous* based on the book by Gil Rendle. Many East Ohio Black clergy attended and were rejuvenated for ministry in cross-racial appointments or in our African American congregations. Training Cross-Racial and Cross-Cultural (CRCC) appointments is also part of the work of CORR. A CRCC cohort was hosted this year in partnership with the General Commission on Religion & Race. Participants have engaged in understanding how Jesus lived a CRCC ministry and how pastors in those roles offer a unique perspective and ministry to their congregations.

Finally, CORR has continued its intercultural competency training throughout the Conference, conducting the Intercultural Development Inventory (IDI) in various districts and being involved in district leadership and clergy training such as Crucible. CORR in 2020 will partner with other Multicultural Vitality committees to engage a wider group across East Ohio. CORR's work in 2020-2021 will include fund raising for the John Roseberry scholarship fund for racial-ethnic minority students. CORR is asking churches from across East Ohio to consider how they might support the education of a youth who may not have access to higher education without the help of this scholarship fund.

**Commission on the Status and Role of Women (COSROW) Report to Annual Conference 2020  
Submitted by Dr. Stephanie Bradford, chairperson**

The Commission on the Role and Status of Women of the East Ohio Conference functions under the body of the General Commission on the Role and Status of Women of The United Methodist Church. The role of COSROW is to encourage the full and equal participation of all persons, particularly women, in the life and mission of The United Methodist Church. COSROW provides monitoring of Annual Conference; provides support, training and nurture of clergy and lay leaders; provides resources, education and training for sexual ethics and policies, responding to, preventing sexual misconduct and providing support to victims/survivors of sexual harassment and abuse; and raises awareness to churches of women's issues and opportunities in the church and the world, encouraging and recognizing that all persons are part of God's human family.

Throughout this year, COSROW has continued work that supports the general purpose and mission set forth by GCOSROW. The focus this year has continued to address the sexual ethics policy and clergy salary analysis.

The sexual ethics policy has been further reviewed and revised. A Clergy Harassment Task Force has been created to address the issue of clergy harassment (harassment to clergy). The task force has worked with Bishop Malone to discern direction. There is not a policy per the Board of Ministry that addresses the harassment of clergy. A document of policy regarding clergy harassment is completed; a document of process continues to be worked on which will delineate the process for handling harassment of clergy cases and situations. This task force supported the Healing the Harm event for clergy who have experienced and been harmed by clergy harassment. COSROW distributed copies of *The Way of Integrity* during the clergy sexual ethics training and clergy training session.

The study of clergy salary has continued. In 2017, COSROW conducted a comparison of salary levels for women and men who are full-time clergy. We had previously reviewed general salary comparisons every three to four years – those reviews had been very general. We found that year-end reports and other data had significant inconsistencies and were not reliable.

In 2017, our report included the comparison which was based on 2016 salary data and included a total of 347 clergy (98 women and 249 men). We identified salary ranges evident in the data and compared the percentage of women and men in each salary range, see Chart A below.

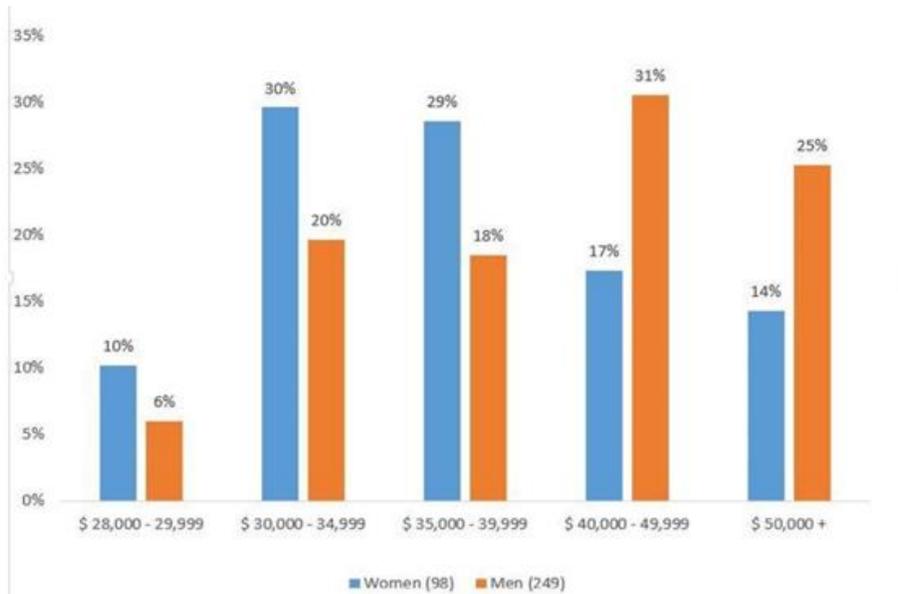


Chart A: 2016 Salary Range Comparison for 347 Appointed Full-Time Clergy

This year, our comparison was based on the salary data for 2019 that included a total of 254 clergy (75 women and 179 men). We adjusted the original salary ranges to reflect the increase in minimum salary and then compared the percentage of women and men in each salary range, see Chart B below.

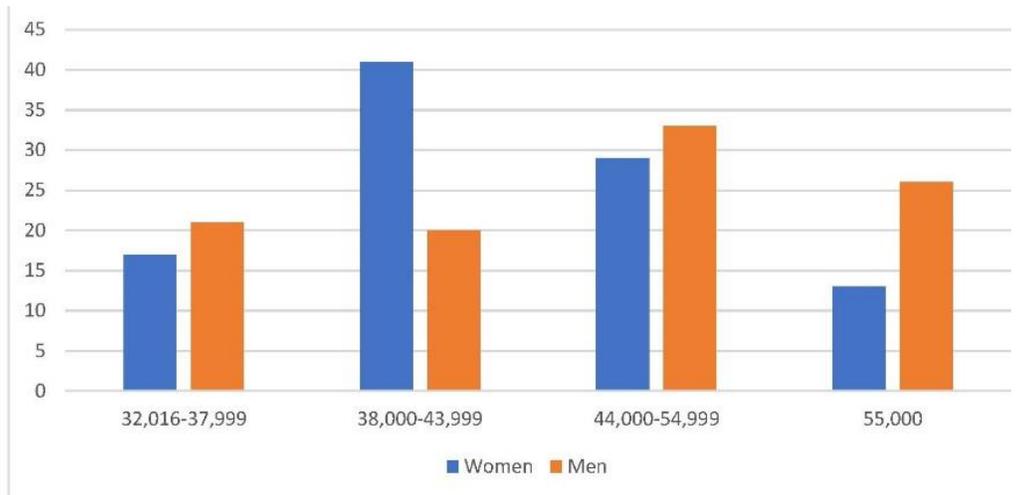


Chart B: 2019 Salary Range Comparison of 254 Appointed Full-Time Clergy

In 2016, the average salary for clergy women in this study was \$5,000 less than for men: \$39,543 for women, \$44,647 for men.

In 2019, the average salary for clergy women was \$4,010 less than for men: \$44,876 for women, \$48,886 for men.

As we look at salary ranges, we observe that the lower two salary ranges combined, shown to the left on Chart B, has a slightly higher percentage for women than does the percentage for men.

So, for example, 58% of all women but 41% of all men earn a salary in the range of \$32,016 to \$43,999. In the highest range, shown to the right on Chart B, we note 13% of all women and 26% all men earn \$55,000 or more.

Adding the highest two salary categories, 42% of clergy women earn \$44,000 or more while 59% of clergy men earn \$44,000 or more.

This comparison did not include superintendents and clergy serving on Conference staff. This comparison did not include years of experience.

We suggest that Conference leadership continue this comparison in coming years and that Conference leadership review progress over a five-year period. That year-by-year review might help us understand if historic trends are changing.

It is important to recognize that clergy salaries are only part of the full inclusion of women in church leadership. The constitutional amendment reflected in Paragraph 4, Article 4 is significant. The work of COSROW goes well beyond monitoring clergy salaries to include the role of women in all leadership responsibilities. We pray that every local church and Conference structure will be intentional in a leadership development and nomination process that offer opportunities for lay women to serve in all levels of the church.

COSROW resources emphasize “intersectionality” which includes the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. We encourage you to become familiar with the following Talking Points found on the General Commission on the Status and Role of Women website at [www.gcsrw.org/GeneralConference/TalkingPoints.aspx](http://www.gcsrw.org/GeneralConference/TalkingPoints.aspx).

- *Paragraph 4, Article IV*
- *Response Team Ministry for Sexual Misconduct*
- *Sexual Misconduct Within Ministerial Relationships*
- *Eradication of Sexism in the Church*
- *Apology from General Conference to the Victims/Survivors of Sexual Misconduct in The UMC*
- *Eradication of the Use of and Effects of Pornography Within the Church*
- *GCSRW Legislation Talking Points PowerPoint*

We also encourage you to utilize these downloadable resources found online at [www.gcsrw.org](http://www.gcsrw.org).

- *Sexual Misconduct In The Church: Understanding the Role of Power*
- *#MeToo Toolkit: Resources for a faithful response*

COSROW will continue to address the process, preparation and training for persons going through the candidacy process to ensure equitable experiences for all persons.

I am thankful to the annual conference for the opportunity to have served in the capacity as chairperson of COSROW; working with a remarkable group of faithful servants committed to the service and justice of the church for the past quadrennium has been a blessing. I offer gratitude to the Rev. Lorrin Radzik who will faithfully and brilliantly continue the work of COSROW as chairperson.

**Board of Congregational Development Report to Annual Conference 2020**  
**Submitted by Rev. Kelly Brown, director of Congregational Vitality**



The Board of Congregational Development exists to empower and encourage congregations to be more vital by aligning resources, growing lay and clergy leadership, and focusing on the local congregation as the primary place of making disciples that belong to the body of Christ; growing in Christ (practicing the means of Wesleyan grace); and joining Jesus in ministry. In

2019, we supported this vision by focusing on leadership development, vital development, and developing new congregations.

The intended outcome for leadership development is to provide learning opportunities for clergy and laity so that they can effectively lead congregations through the changes necessary to become more healthy and vital. In the last 12 months, the focus was on learning cohorts as a way to present information and provide ongoing coaching for resourcing and accountability. In the fall of 2019, Congregational Vitality sponsored 10 learning cohorts, as well as partnered with several districts as they developed learning cohorts. There were over 75 people, clergy and laity, that participated in these cohorts, not including other learning cohorts that were organized by the districts or Board of Ministry.

Through coaching reports from these learning cohorts, we have seen evidence that congregations have gained a clearer sense of vision and strategy. The cohorts have also led to an intentional focus on critical systems to church health. In the fall of 2020, the cohorts will be connected to the lifecycle of the church and placing congregations into a cohort that will help them with where they are on the church lifecycle.

The funding in the area of developing new congregations is directed to help new churches and new faith communities have the resources needed to become healthy, vital, and sustainable, whether that is through training, coaching, or financial. The process for how resources are distributed involves discussion among the Board of Congregational Development, the East Ohio Cabinet, and the faith community. This approach has helped us focus resources better and enables new work to become sustainable. We are seeing a trend away from traditional expressions of new church starts to faith communities established where people already gather; so, over the last 12 months we focused time and resources on beginning Catalyst faith communities. We are early in the process but beginning to see new ministries develop that create new spaces for new people.

The outcome for the Vital Development funding is to increase the number of vital congregations by helping churches engage in practices that better connect them with their community, so that those connections would lead to opportunities for faith sharing and transformation. This year we had 24 churches from three districts engaged in the "How to Reach New People" process. This process involves a learning workshop, development of an outreach plan and ongoing coaching. This has been helpful for churches because it helps them look outside of themselves to connect with new people and build relationships. What makes this process effective is the ongoing coaching, which brings resourcing and accountability to churches as they seek to live into their outreach plan.

Another key component of this fund is to help us increase the number of coaches in East Ohio so that we can bring resourcing and accountability through a coaching relationship to churches as they seek to be more healthy and vital. In 2019, we offered training to 10 people to help them receive the foundation they need to become a certified coach through the International Coaching Federation. The hope is that these people will be able to apply the principles of coaching throughout the East Ohio Conference to help pastors and laity be more effective leaders. In 2019, there were over 40 pastors and congregations

being coached through the resourcing of this fund, not including people being coached through the learning cohorts which are associated with the leadership development fund.

The Healthy Church Initiative process was utilized for the final time in 2019. While this initiative had some success, we have developed new ways to help churches evaluate their current reality, strategically plan around that reality, and develop a new path forward.

**Office of Christian Unity and Interreligious Relationships Report to Annual Conference 2020  
Submitted by Rev. Karen Burtner Graham, chairperson**

Our purpose is threefold:

- to interpret, advocate, and work for the unity of the Christian Church in every aspect of the life of the East Ohio Conference and its churches;
- to encourage dialogue and cooperation with persons of other living faiths; and
- to recommend to the Conference, in cooperation with the bishop and Cabinet, the development of ecumenical relationships and planning for mission with other judicatories.

Our primary task in 2019 was to continue working on our Fact Card project with the Local Initiative Grant we received from the Council of Bishops in 2018. We've made good progress, and a set of 15 cards is close to production. This has been a challenging, yet fulfilling, project and one shared by all members of the committee.

As chairperson I was able to attend the 2019 UMEIT/National Workshop on Christian Unity in St. Louis, MO, and was pleased to be joined by Joy Parker and Will Jones. It was a meaningful experience, filled with seminars and worship and fellowship. The 2019 theme was *Building a Beloved Community – A Call to Holiness*. Although prepared to attend again, the 2020 NWCU was cancelled, due to the coronavirus.

Bishop Tracy S. Malone invited me and fellow East Ohio OCUIR member the Rev. Kyle Gould to take part in a two-day retreat in October 2019 called *Confessing our Faith Together: Living and Growing into Full Communion*. The retreat brought together clergy and laity of the Evangelical Lutheran Church in America and The United Methodist Church. It was both informational and fruitful. There were presentations from each tradition on important Biblical passages, history, theology, polity and piety. There was participatory conversation about what our churches might do together, and how to move forward.

Our share of the Ministries and Missions Apportioned funds provides financial support for the Ohio Council of Churches (OCC). The East Ohio Conference is a member of the governing board of directors. Executive Director the Rev. Jack Sullivan, Jr. was installed on March 23, 2019. Brandi Slaughter is the Council's new Public Policy advocate. Priority advocacy areas for the OCC are: Anti-Racism; Building Relationships; and Social Justice/Anti-Poverty.

As I prepare to conclude my term as chairperson, I want to thank current committee members the Rev. Harley Wheeler, the Rev. Kyle Gould, the Rev. Paula Archdeacon, the Rev. Jeremy Roseberry, the Rev. Tina Nees, and Pastor Stephen Knisely for their participation and cooperation. Thanks also to Conference staff liaison Will Jones for his helpful support. It remains our committee's conviction that creating opportunities to foster Christian unity and to develop awareness of and cooperation with

persons of other faith traditions is vitally important. We are hopeful that even small measures can make a difference. Whatever we can do to strengthen the whole body of Christ will make our Christian witness more visible and effective. We who share the love of God for the world are also called to love and serve each other.

**Spiritual Formation & Christian Education Committee Report to Annual Conference 2020**  
**Submitted by Rev. Carrie Antczak, chairperson**

Our committee has been actively involved in the ministry of making and maturing disciples of Jesus Christ for the transformation of the world by offering trainings, insight and encouragement through our blog, and connecting with others serving Christ in spiritual formation and Christian education leadership.

**Training Workshops:**

*Share Your Story* was a training event for church leaders – clergy, local pastors, staff, lay leaders, teachers, Bible study leaders, volunteers, etc. – to learn how to equip people to tell their story in their local congregation. It was held two times – September 26 in North Canton and November 9 in Coshocton.

*2 One-Day Training Labs for Children and Youth Ministries* for church staff, pastors, volunteers and leaders included *2020 Vision: Making Goals Actually Happen* on February 1 in Wadsworth and *Discipleship Path: More Than a Theory* on May 2 in North Canton. Both days offered hands-on workshops for teams of those currently serving in ministry with children and youth.

**Smaller Church Cohort:**

Rev. Gary Jones and Kaye Wolfinger partnered with Ministry Architects to provide training for smaller churches with less than 120 in worship. In the 2019-20 cohort it was decided to change the format and hold two one-day workshops focused on topics to help the local church in planning for children's and youth ministry. Coaching was offered to all churches that participated. See the description above.

**Spiritual Formation Blog:**

We created and built up a library of blogs to encourage and equip faith communities in their mission to make and mature disciples of Jesus Christ. Each article highlights a particular ministry area, or a specific practice or program, that has been successful. Contributors come from our committee, but we welcome other contributors. Contact Rev. Gary Jones to find out how your effective ministry story could help others.

**Continuing Equipping Our Churches for Safe Sanctuaries:**

We sent trainers to churches this year, equipping and encouraging faith communities to embrace practices of Safe Sanctuaries. This offering continues. Please reach out to our team if you could benefit from an "outside voice" sharing the importance of Safe Sanctuaries and how to implement the policies.

**Studying Together to Continue Our Education in Spiritual Formation:**

As a committee, we are committed to our education in spiritual formation as well. We have studied and reflected together. From this study, we decided to share with the Conference by way of E-News reflection and discussion questions for people to reflect on The Why? part of their spiritual formation.

Connecting with Others Leading in Spiritual Formation:

Over this past year, we have connected with the Spiritual Directors Network within our Conference. This conversation and connection included education around spiritual direction and to the spiritual directors providing leadership in the *Share Your Story* events held in our Conference.



**Young People's Ministries Report to Annual Conference 2020  
Submitted by Kaye Wolfinger, director**

The Young People's Ministries in East Ohio accomplished many things in 2019. Here are a few highlights:

The Board of Higher Education and Collegiate Campus Ministries was able to fund 10 campus ministries through the board's funds. These ministries continue to find ways to better connect to the local United Methodist church in their respective areas. As we continue to hold them accountable, we are seeing fruit in their ministries to reach young people and disciple them through their collegiate years. The ministries that were funded are:

- Avon UMC: Lorain Community College ministry
- Central State University
- Dayton Sinclair Community College
- Downtowners in Columbus
- Kent State University UCM
- ICM Kent Stark
- Ohio University
- University of Toledo
- United Protestant Campus – Cleveland
- Youngstown State

Conference Council on Youth Ministry (CCYM) continues to seek ways to grow our young people in discipleship and leadership development. One of those areas is Youth Annual Conference (YAC). We have continued to see YAC grow as over 120 churches from around Ohio participate.

Our Project Feed event is also growing as we had well over 500 in attendance in 2019.

We have developed a strong Youth Leader's Network through our regional coordinators who have reached close to 60 youth leaders in 2019. We also support and give training for youth leaders including providing hospitality at the National Youth Workers Conference.

Another highlight is the Young Adult house at Annual Conference where we have been able to connect to 30+ young laity over the past five years. Those relationships have grown, and, in the fall of 2019, we held our first retreat for young adults.

The Practically Honest podcast and blog has continued during 2019. This new means of training those who work with young people has reached out beyond East Ohio to connect leaders across the globe. We are excited to continue to expand these opportunities.

### Africa University Report to the 2020 East Ohio Annual Conference

In 2019, Africa University's story was one of resourcefulness, investment and ministry growth. The university community continues to celebrate God's amazing grace with thanksgiving. Africa University extends its thanks and appreciation to Bishop Tracy S. Malone, the Cabinet and the committed lay and clergy leaders who inspire vitality within the local congregations of the East Ohio Conference. The gracious support of the East Ohio Conference resulted in a 100 percent investment in the Africa University Fund (AUF) apportionment in 2019.

East Ohio United Methodists continue to lead in second mile giving to address immediate and future ministry needs in Africa, through Africa University. The \$1.5 million "Teach • Reach • Bless" campaign to build and furnish a dormitory for female students is being strongly supported by individuals and congregations. Thank you, East Ohio Conference, for your prayers and gifts which affirm our United Methodist connection and global mission.

The generosity of East Ohio United Methodists helps Africa University to nurture, educate, and equip leaders who think for themselves, are contextually relevant and have a passion to serve. Since opening in 1992, Africa University has trained more than 9,000 graduates who lead and serve across sub-Saharan Africa and beyond. These young people are equipped to be ethical, responsible and responsive leaders who can discern their calling and determine how to serve the needs of their communities.

#### Institutional Update:

- Africa University has an annual student population of more than 2,800. There are 25-30 African nations represented in the student body each year.
- The university's three colleges operate as centers for teaching, research, innovation, community engagement and enterprise development. Africa University is still the only university in Zimbabwe accredited to offer online degree programs.
- Students, faculty and alumni contribute effective solutions to Africa's current challenges. Their interventions include graduate programs in migrant and refugee protection, articulated by refugee students, as well as doctoral level training for military chaplains in Africa. Why military chaplains? They are among the first responders in crisis situations in Africa who address immediate needs such as rescue, shelter, food and comfort for the bereaved as well as the longer-term challenge of healing shattered dreams.
- Africa University is transitioning to solar energy provision on its main campus. With the support of the General Board of Global Ministries of The United Methodist Church, a residence hall for women and a new wing of the student union building. The buildings—constructed with a gift to the university from the Dallas, Texas-based Highland Park United Methodist Church—will be the first solar-powered facilities on the campus.
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Africa University affirms its commitment to The United Methodist Church, its Cross and Flame, and the denomination's global mission to make disciples of Jesus Christ for the transformation of the world, in every season and despite a shifting social landscape.

Through its faithfulness, the East Ohio Conference invites new partners to join in the mission and change the world. By giving freely, East Ohio United Methodists walk alongside their neighbors, participate in bringing dreams to life, and help to shape an abundant present and future for more of God's people.

East Ohio Conference, thank you for your ongoing response of bold engagement and generosity. Thanks to your stewardship of God's blessings, Africa University has gone beyond what some thought was possible. "The things which are impossible with men are possible with God." Luke 18:27 NKJV

*Submitted by:*

*James H. Salley*

*Associate Vice Chancellor for Institutional Advancement*

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Boston University School of Theology

#### **BREAKING NEWS:**

- **Students:** We continue to increase and celebrate diversity in our student body.
- **Faculty:** We welcomed two faculty this year: **Filipe Maia** as Assistant Professor of Theology, and **Luis Menéndez-Antuña** as Assistant Professor of New Testament. Both are extraordinary teachers who delight in working with students.
- **Scholarships:** We continue to offer free tuition to UMC registered candidates for ordained ministry, and to build student scholarships and housing as key priorities. BUSTH also offers leadership fellowships to support students in ethnic, gender, and sexuality studies: Raíces Latinas, Sacred Worth, Howard Thurman, Indigenous Studies, Korean Studies, Women in Leadership, and African Studies.
- **Two new Programs: Faith and Ecological Justice (FEJ) and Raíces Latinas Program in Theology, Leadership, and Research (RL).** FEJ leads programs to build ecological awareness, theological research, church collaborations, and community activism in ecological justice.
- **Online Lifelong Learning:** We have launched an exciting new program, offering online mini-courses, workshops, and reading groups for professional and spiritual enrichment.
- **Theology and the Arts Initiatives:** Exhibits highlight sacred spaces in Boston; wilderness photography; a 1619 visual lament of 400+ years of slavery; voices and faces of Colombia; and paintings of a gay man struggling with the church.
- **Campaign:** We raised \$29.4 million to support students, faculty, and vital programs.
- **Website and Viewbook:** Check out our new BUSTH website ([www.bu.edu/sth](http://www.bu.edu/sth)) and Viewbook.

#### **PARTNERING FOR MINISTRY AND TRANSFORMATION:**

- **Creative Callings:** In partnership with local churches, we seek to create "a culture of call."
- **Continuing Scholar Program:** BUSTH courses are open to alums and local clergy for small lifelong learning fees.
- **Doctor of Ministry:** The DMin in Transformational Leadership flourishes with lively student cohorts that are broadly ecumenical, culturally diverse, and global.
- **Religion and Conflict Transformation Clinic:** The Clinic provides internships in local churches and organizations that foster just peacebuilding.
- **Travel seminars:** Immersion journeys open worlds to students in the borderlands of Arizona and Mexico, Cuba, Peru, Israel-Palestine, and Civil Rights landmarks.

- **Ecumenical partnerships:** We now have four denominational Communities of Learning: Wesleyan/Methodist, Episcopal/Anglican, United Church of Christ, and Unitarian Universalist.
- **Partnership with Hebrew College:** Together we are able to enrich interreligious learning through joint courses and public events, and also co-sponsor *The Journal of Interreligious Studies* and the *State of Formation* for emerging leaders.

#### **TAKING ACTION GLOBALLY AND LOCALLY:**

- **Campus action:** Work to improve accessibility and sustainability. BUSTH is the first certified Green School in BU and is active in the Green Seminary Initiative.

#### **COMMITMENT TO JUSTICE:**

- Faculty and students have been active in UMCOR efforts to support victims of hurricanes and fires, and support people suffering the consequences of immigration practices, disability inequities, or racial violence.
- In Town Hall meetings, the community has deep conversations on issues that divide, seeking to develop capacities for relating across difference and to create a community based on the dignity of all.

BUSTH celebrates transformational leaders of the United Methodist Church, who love with their whole hearts and follow Jesus Christ with their whole lives.



Mary Elizabeth Moore, Dean

### **Duke University Divinity School**

Dean L. Gregory Jones had his term as dean extended for a full five years through 2023.

The Duke Endowment awarded Duke Divinity School a \$12 million grant in support of DDS's three core priorities and traditions: Thriving communities enlivened by healthy congregations and gifted pastors, embodied wisdom through rigorous intellectual vitality, and creative institutions that inspire imaginative and transformative leadership including the Thriving Communities Fellowship program, which will provide 52 new full-tuition scholarships over the next four years.

DDS launched the Duke Divinity: Black Pastoral Leadership Collaboration which will draw on original research in Black church traditions and historical examples of effective Black church leadership to train and build networks of effective leaders for the Black church of today and the future. The collaboration will be led by the Rev. David Emmanuel Goatley, research professor of theology and Black church studies and director of the Office of Black Church Studies.

In 2019, Duke Divinity School welcomed 215 new students from 33 different states and seven other countries. The Master of Theological Studies (M.T.S.) and Master of Arts in Christian Practice (M.A.C.P.) degree programs received record enrollments of 35 students and 22 students respectively. The Master of Theology (Th.M., 14 students), Doctor of Ministry (D.Min., 20 students), and Doctor of Theology (Th.D., 4 students) all had strong enrollment. The D.Min. program was named the top online program by TheBestSchools.org. Duke Divinity's new Certificate in Theology and Health Care will enroll 8 students, all of whom are fellows with the Theology, Medicine, and Culture (T.M.C.) Initiative at the school. The

M.T.S. program also includes 8 students who are T.M.C. fellows, for a record year of 16 total fellows. The M.Div. degree program gained 110 new students, with minority students comprising more than 32 percent of the incoming M.Div. class, and Black students comprising 18 percent of the incoming M.Div. class. Female students made up 44 percent of incoming M.Div. students, while males were 56 percent.

Two new faculty members, Brent Strawn and Brett McCarty, joined the DDS faculty in July 2019. Strawn, Professor of Old Testament, is an ordained elder in the North Georgia Conference. Prior to joining the Duke faculty, Strawn taught at Candler School of Theology at Emory University for eighteen years.

McCarty, Assistant Research Professor of Theological Ethics, is a theological ethicist whose work centers on questions of faithful action within health care. He is associate director of the Theology, Medicine, and Culture Initiative.

Randy Maddox, William Kellon Quick Professor of Wesleyan and Methodist Studies, general editor of the Wesley Works Editorial Project, and elder in the Dakotas Conference, retires at the end of the 2019-2020 academic year.

United Methodist faculty member Brittany Wilson received tenure and promotion to the rank of Associate Professor.

The Hispanic-Latino/a Preaching Initiative is currently in its fifth year of providing high quality theological education to current and aspiring Hispanic-Latino/a ministers. 21 students from multiple denominations are taking courses with us this year. Tito Madrazo joined DDS as Senior Strategist for the Hispanic House of Studies and as a consulting faculty member.



### **Candler School of Theology—2020 UMC Annual Conference Report**

Since our founding in 1914, **Candler School of Theology at Emory University** has educated more than 10,000 students, shaping thoughtful, principled, and courageous leaders who are dedicated to transforming the world in the name of Jesus Christ. This is especially important to note amid the current shifts in our denomination. It is an honor and a privilege for Candler to be one of 13 official seminaries of The United Methodist Church. Yet true to the Methodist tradition of ecumenical openness, Candler has enthusiastically welcomed the entire Wesleyan family to our community for generations. Faculty, staff, and students from the AME Church, the AMEZ Church, the CME Church, Free Methodists, Nazarenes, and others have worked, worshiped, learned, and prayed alongside United Methodists, and have been a vital part of shaping Candler and our mission. This diversity has been a wonderful gift and a rich blessing. As we move forward, we will continue to invite and welcome those from all expressions of the Wesleyan tradition. Indeed, we will continue to welcome all those who follow Jesus Christ.

This year, Candler has continued to strengthen our deep commitment to alleviating student debt and promoting financial literacy. In 2018-2019, we awarded \$6.3 million in financial aid, with 100 percent of master of divinity (M.Div.) students receiving support and financial coaching. In fall 2019, we announced a major expansion of our financial aid program to include full-tuition scholarships for all M.Div. students who are certified candidates for ordained ministry in The United Methodist Church, and new merit scholarships covering 75% of tuition for qualifying M.Div. students who identify as pan-Wesleyan, and

those pursuing chaplaincy through Candler's new chaplaincy concentration. In addition, all incoming students in the master of divinity, master of theological studies, and master of religious leadership programs will receive awards covering at least 50% of tuition.

This year also saw the launch of two pilot "formation communities," off-campus student housing that focuses on intentional living and spiritual formation. Students from multiple degree programs applied to take part in these pilot groups. At the start of the year, the housemates created a "rule of life" to guide their days together, emphasizing prayer, fellowship, and celebration. A house chaplain—a Candler faculty member or church leader—supports them and shares in the journey. The ten students who took part this year describe feeling a richer sense of community and deeper connections to God and one another in the midst of their busy lives. It is clear that this fulfills a need for our seminarians, and we eagerly anticipate the program's growth in the coming years.

Candler's student body continues to reflect the diversity and breadth of the Christian faithful, with an enrollment of 470 from 12 countries and 38 states, with 40 percent people of color (U.S.) and a median age of 27 among MDivs. Students represent 42 denominations, with 45% of all students and 50% of MDivs coming from the Methodist family.

We offer six single degrees and ten dual degrees pairing theology with bioethics, business, international development, law, public health, and social work. Our Doctor of Ministry degree is 90 percent online, so students can remain in their places of ministry while completing their degrees.

Candler draws strength and inspiration from its relationship with The United Methodist Church. Our ability to fulfill our mission of educating faithful and creative leaders for the church's ministries throughout the world depends upon your prayers, partnership, and support. Thank you for the countless ways you advance this vital ministry in the life of our denomination. We invite you to visit us in person or online at [candler.emory.edu](http://candler.emory.edu).

—Jan Love

Mary Lee Hardin Willard Dean and Professor of Christianity and World Politics  
Candler School of Theology



[www.mtso.edu](http://www.mtso.edu)

Thank you for this opportunity to bring you news from MTSO.

**Full-tuition scholarships extended to those pursuing United Methodist candidacy**

MTSO and the school's generous donors have pledged to extend a full-tuition pledge to all prospective students who are pursuing United Methodist elder or deacon candidacy. This pledge applies to qualified prospective students who apply by July 1 for the 2020-21 academic year. The MTSO admissions staff is happy to answer questions at 800-333-6876 or [admissions@mtso.edu](mailto:admissions@mtso.edu).

### Two young scholars appointed to faculty

MTSO President Jay Rundell has announced the appointment of Tejai Beulah and Kyle Brooks to the faculty, effective July 1. Beulah has been appointed assistant professor of history, ethics, and black church and African diaspora studies. She earned her doctorate in American religious history from Drew University; a Master of Theological Studies degree from MTSO; a master's degree in African American and African studies from Ohio State University; and a bachelor's degree in English, history and gender diversity studies from Xavier University. Brooks has been appointed assistant professor of homiletics, worship, and black church and African diaspora studies. He has served for two years as a Louisville Institute postdoctoral fellow at MTSO while completing his doctoral dissertation in pursuit of a Ph.D. from Vanderbilt University with a concentration in homiletics and liturgics. He holds a Master of Divinity degree from Yale Divinity School, and an M.A. in Urban Education Studies and B.A. from Yale University.

### Al Gore among participants at MTSO conference

In June 2019, more than 100 religious leaders, scholars, scientists and farmers gathered at MTSO for a three-day conference, "On Food and Faith: Ministry in the Time of Climate Change." Former Vice President Al Gore, founder and chairman of the Climate Reality Project, participated in all three days of the conference, delivering a multimedia climate presentation during a plenary session.

### Faculty offer reading recommendations

MTSO's faculty members, who are widely published themselves, have compiled a list of theological books that shaped their lives and work. Their brief reviews cover titles from *Down in the Chapel: Religious Life in an American Prison* to *Dakota: A Spiritual Geography*. They are available online at [www.mtso.edu/goodbooks](http://www.mtso.edu/goodbooks).

Respectfully submitted,  
Danny Russell, director of communications



United Theological Seminary  
Dayton, OH

For nearly 150 years, United Theological Seminary in Dayton, OH, has been preparing faithful, fruitful leaders to make disciples of Jesus Christ.

### Students

In the Fall 2019 semester, United equipped **459** women and men for leadership in the Church, including **272 masters' students** and **187 doctoral students**. An ecumenical community of many denominations, races and nationalities, United welcomed students from **11 countries**, **42 states**, and **37 denominations**, with the student body comprised of **49% African American**, **42% Caucasian**, and **10% ethnic/racial minorities**.<sup>1</sup> The Seminary prepared **165 Course of Study students** and served **36 students** through the Hispanic Christian Academy, a 3-year Spanish online course of ministry program for Hispanic/Latino lay pastors and leaders.<sup>2</sup> Altogether, approximately 660 students followed God's call through United Theological Seminary.

### Alumni/ae

United graduates are making an impact in their communities as they spread the Good News.

- **88%** of alumni/ae are currently employed in or retired from ministry<sup>3</sup>
- **70%** serve in local parishes<sup>4</sup>
- **Rev. Dr. Brad Kalajainen** (DMin '99) received the 2019 Effective Ministry Award for his transformative leadership of Cornerstone UMC in Grand Rapids, MI.
- **Rev. Dr. James Bushfield** (MDiv '79, DMin '92) received the 2019 Distinguished Alumnus Award for his leadership and ministry in the Indiana Conference of The UMC.
- **Rev. Dr. Sandra Coley** (DMin '14) received the Outstanding Doctor of Ministry Award for her advocacy of organ donation among African American communities.

### New at United

United introduced a 36-hour **Master of Arts (MA)** degree, designed for those who wish to earn a degree while completing the requirements for **Advanced Course of Study** in pursuit of ordination in The United Methodist Church. The MA program is available fully online, on-campus or in a combination.

United continues to offer innovative learning through its **Live Interactive Virtual Education (LIVE) environment** introduced in 2018. In the first year, 59 students participated in LIVE courses, connecting with classmates on campus in Dayton, OH, and across the country by attending classes in real-time via simultaneous webcast.

### Becoming Debt-Free

United remains committed to becoming debt-free by the seminary's 150th anniversary on October 11, 2021. Thanks to the support of generous donors, United has received more than \$2.5 million toward its goal of raising \$4 million to "burn the mortgage." Becoming debt-free as an institution will enable United to focus on generating income for scholarships that lighten the load of student debt for seminarians.

In Romans 10:14, St. Paul writes: "How shall they call on him in whom they have not believed? And how shall they believe in him of whom they have not heard? AND HOW SHALL THEY HEAR WITHOUT A PREACHER?" For 150 years, United has been preparing faithful and fruitful Christian preachers and leaders who proclaim the Good News of God's unconditional love which has come to us in Jesus Christ. Thanks be to God!

Dr. Kent Millard,  
President

<sup>1</sup>Data represents Fall 2019 headcount enrollment, unless otherwise specified.

<sup>2</sup>Data represents unduplicated headcount enrollment in the 2018-19 academic year.

<sup>3</sup>United Theological Seminary 2019 Alumni/ae Survey, sent in April 2019 to alumni/ae who graduated with a degree or certificate from United in years ranging from the 1940s to 2018, for whom the seminary had email contact information. Data collected represents a 25% response rate (520 respondents) of the 2,043 alumni/ae contacted.

<sup>4</sup>Or if retired, were serving in this capacity at time of retirement. United Theological Seminary 2019 Alumni/ae Survey.

**RULES OF THE EAST OHIO ANNUAL CONFERENCE****¶1. PARLIAMENTARY RULES**

- A. **Motions not Subject to Debate.** The following motions shall be acted upon without debate:
1. To adjourn, when unqualified, except to adjourn the conference.
  2. To suspend the rules (two-thirds vote required).
  3. To offer for discussion a motion which was tabled.
  4. To call for a previous question.
  5. To reconsider a motion not subject to debate.
  6. To call for the orders of the day.
- B. **Precedence of Secondary Motions.** If any one or more of the following motions are made when one or more other motions are pending, the order of precedence shall be the same as the order below.
1. To fix the time to which the conference shall adjourn. (This motion is subject to amendment or it may be tabled)
  2. To adjourn
  3. To take a recess
  4. To table
  5. To limit or extend debate
  6. To postpone to a certain time
  7. To commit or refer
  8. To amend or substitute
  9. To postpone indefinitely
- C. **When A Second is Not Required.** The following do not require a second (numbers in brackets indicate paragraph in *Robert's Rules of Order*).
1. To raise a question of privilege [19]
  2. To raise a question of order [21]
  3. To object to the consideration of a question [25]
  4. To call for the division of the question [24]
  5. To call for the division of conference in voting [25]
  6. To call up motion to reconsider [36]
  7. To fill blanks [33]
  8. To nominate [33]
  9. Motion for leave to withdraw a motion [27]
- D. **When Motion and Resolution Are to be Written.** The presiding officer of a majority vote of the conference may direct all motions and resolutions to 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.
- E. **When Motions or Resolutions are in Possession of the Conference.** When a motion or resolution is made and seconded or stated by the presiding officer, it shall be in the possession of the conference. By conference consent, any motion or resolution may be withdrawn by the mover at any time before it is amended or voted upon.
- F. **Alteration of Reports.** When a committee report has been published in the Conference workbook, it is in possession of the conference.
- G. **Order of Precedence of Subsidiary Motions.** When a question is under debate, any subsidiary motion applying thereto may be made. This includes the following motions listed in order of precedence:
1. Table
  2. Previous question

3. Limit or extend of debate
4. Postpone to a certain time
5. Commit or refer
6. Amend
7. Substitute
8. Postpone indefinitely

Privileged motions are always in order, limited only by such restrictions as listed in ¶ 19, *Robert's Rules of Order*. The motion to adjourn cannot be made when a member has the floor or when it interrupts voting or verifying a vote.

- H. **Amendments and Substitutions.** Only one amendment to an amendment shall be in order. However, it is in order to move a substitute which is an alternative for the main motion. In such case the chair shall proceed to perfect the original motion. When the main motion has been perfected, the chair shall proceed to perfect the substitute. When the substitute has been perfected, the chair shall call for a vote on the substitute. If the substitute is carried, it shall replace the original main motion and become the main motion. The chair will then call for a vote on the (new) main motion. The new main motion can be amended only by addition. If the substitute does not carry, without further debate the chair shall call for a vote on the original motion as it has been perfected.
- I. **Division of the Question.** Before a vote is taken, any member may move to divide the question into two or more questions as the mover specifies, so that a separate vote can be taken on any particular point or points. If the conference sustains the motion, the division shall be made.
- J. **Tabling Related Motions.** No motion which adheres to another motion or has another motion adhering to it can be tabled separately. Such motions, if tabled, shall carry with them the motions to which they adhere or which adhere to them.
- K. **Limitations on Debate.** No member shall speak more than once on the same question until all who desire to speak have spoken. No member shall speak more than three minutes at any time without leave of the conference, provided, however, that a committee making a report shall be entitled to three minutes to close the discussion. There may be no more than three persons speaking in favor of any debatable motion and three persons speaking in opposition of the motion. The motion to limit or extend the limits of debate is in order at any time, except when a member has the floor.
- L. **Motions After Speaking on a Pending Question.** A member who has spoken on a pending question may not, at the close of his or her speech, call for the previous question or move to table the motion.
- M. **Who May Vote.** Every member who is seated within the voting area of the conference at the time the question is put may vote. A member who is not within the voting area of the conference at the time the question is put by the chair may not vote, unless his or her absence is necessitated by the work of the conference.
- N. **Previous Question.** When any member moves the previous question (that is, that the vote be taken on the motion or motions pending), the member shall indicate to what the previous questions shall apply if any secondary motion or motions are pending. If the member does not so indicate, the chair may regard the motion as applying to the immediate pending question. This vote shall be taken without debate and, if in the judgment of the chair two-thirds of those who are present vote for its adoption, the vote shall be taken on the motion or motions to which it applies.

- O. **Interrupting the Speaker.** No one shall interrupt a member who has the floor except for:
1. A breach of order
  2. A misrepresentation
  3. To direct the attention of the conference that the time has arrived for a special order of the day
  4. To raise a very urgent question of high privilege
- P. **Reconsideration of a Question.** A motion to reconsider an action of the conference shall be in order at any time, if offered by a member who voted on the prevailing side. If the motion it is proposed to reconsider is non-debatable, the motion to reconsider may not be debatable.
- Q. **Suspension of Rules.** The application of any vote of the provisions of these rules of order may be suspended at any time by a two-thirds vote of the conference.
- R. **Robert's Rules of Order, Supplementary Authority.** In any parliamentary situation not covered in these rules of order, the conference shall be governed by Robert's Rules of Order, Newly Revised, Tenth Ed., 2000.
- S. **Adoption of Business by Consent.** In order to expedite the business of the conference, the Committee on Agenda, Rules and Administrative Process, in consultation with agencies or individuals presenting reports, recommendations or resolutions, may, on the opening day of the conference sessions, present a written list of items which shall be considered as adopted by consent of Annual Conference, unless they are removed from this list at a time set aside for this purpose on the second day of conference. A motion supported by 25 members of the conference shall be required to place an individual item from the consent list on the agenda. The Committee on Agenda, Rules and Administrative Process shall determine where on the agenda such an item or items shall appear.
- T. **Authority of the Presiding Bishop.** The presiding bishop shall be the legal chairperson of the Annual Conference. The chairperson shall decide points of order raised by the members, and shall rule on points of order not raised by the members, as the chair deems necessary to conform to these rules, subject, in both cases, to an appeal to the conference by any member without debate, except that the chairperson and the appellant, in the order here named shall both have three minutes for a statement in support of his or her respective positions. A tie vote in the case of appeal shall sustain the chair. Any member who raises a point of order shall cite the rule adjudged to have been violated. The presiding bishop shall have the right to recess a session of the Annual Conference at any time at his or her discretion and to reconvene at such time as he or she shall announce. The presiding bishop shall also have the right to stipulate that the session shall reconvene with only members, authorized personnel and authorized guests permitted to attend such a session.
- U. **Bishop's Right to Speak on Issues.** The bishop is not, and by church law cannot be, a member of the body over whom he or she is charged to preside. But he or she is head of the area, vitally concerned with the decisions of conference. Therefore, the bishop shall have the right to speak on the issues before the conference, provided that the bishop feels he or she should apprise the conference on matters pertaining to it.
- V. **Amending Rules.** The rules of the Annual Conference shall be those printed in the latest *Conference Journal* until they have been altered or modified by the action of the Annual Conference. These rules may be amended or changed by a two-thirds vote of the conference, provided the proposed change or amendment for parliamentary rules, rules of procedure, Annual Conference membership, Conference secretary, General and Jurisdictional nominations and election of delegates has originated in the Agenda, Rules and Administrative Process Committee. Proposed changes in the procedures for nominations and elections, organizational procedure for councils, boards, commissions and committees and district organizational matters must be presented to the Leadership, Nurture and Evaluation sub-division of the Leadership Committee.

The Leadership Committee, as a whole, must act upon the change and present it to Annual Conference.

## ¶12. RULES OF PROCEDURE

- A. **Attendance.** It is the duty of every ministerial member and local pastor under appointment of the annual conference to attend conference sessions and to furnish such reports in such form as *The Book of Discipline* may require. Any such person unable to attend shall report by letter to the Conference secretary, setting forth the reason for his or her absence. Should any clergy member in active service absent him or herself from the session of Annual Conference without a satisfactory reason for the absence, the matter shall be referred by the Conference secretary to the Board of Ordained Ministry (*The 2012 Book of Discipline* ¶ 602.8). All members, both lay and clergy, who sign for full-time attendance at the conference are required to fulfill that commitment unless otherwise excused by the district superintendent; excuses, shall be for emergency purposes only.
- B. **Lay Credentials.** The Conference lay leader, a lay assistant Conference secretary, and one other lay person appointed by these two shall constitute a committee to pass on the credentials of all lay members of the conference.
- C. **Agenda.** In fulfillment of *The 2012 Book of Discipline* ¶ 605.2 there shall be a quadrennial standing committee known as the Committee on Agenda, Rules and Administrative Process
  1. Membership shall be constituted as follows:
    - a. Nine members:
      - 1 clergy and 2 laypersons appointed by the Bishop
    - b. Ex-officio with vote:
      - 1.) The Bishop
      - 2.) The assistant to the Bishop (Chairperson)
      - 3.) The Conference secretary (Vice-Chair)
      - 4.) The chairperson of the Conference Program Committee
      - 5.) The Journal editor
      - 6.) The director of Connectional Ministries
      - 7.) The director of Communications
  2. Functions of the committee will include:
    - a. To prepare an Annual Conference agenda for recommendation to the Conference Program Committee;
    - b. To propose new rules and rule amendments to the Annual Conference;
    - c. To serve in a supervisory, supportive and advocacy capacity to the Conference secretary, including but not limited to the following:
      - 1) In consultation with the secretary, to recruit and name an editor of the *Journal* and editors of the *Pre-Conference Workbook* and editors of sections, such as memoirs, conference organization and lay directory (who may be the chairperson or secretary of the Leadership Committee), ministerial rolls, lay membership;
      - 2) To advise the secretary on the purchase and maintenance of equipment for the secretary's office;
      - 3) To present budget requests to Council on Finance and Administration for the operation of the secretary's office and the printing of the *Conference Journal* and *Pre-Conference Workbook*;
    - d. To provide for the publishing of the *Conference Journal* by:
      - 1) Establishing deadlines for submission of material for the *Journal* and *Pre-Conference Workbook* in cooperation with the editor;
      - 2) Soliciting bids and approving contracts for printing the *Journal* and workbook;
      - 3) Determining policies relative to the distribution of the *Journal* and workbook.

- e. To keep an overview of progress toward completion of conference business and take such actions as may seem necessary to expedite the business of the conference during the sessions of Annual Conference.
- D. **Voting Area.** Upon recommendation of the Program Committee, the voting area of the conference shall be established. Only properly-identified members of the conference shall be seated within the voting area of the conference.
- E. **Document Distribution.** Printed material for official distribution to the conference shall be submitted to a committee consisting of the Conference secretary, the chairperson of the Conference Program Committee and the assistant to the bishop. Promotional and/or informational material shall be distributed through the conference packet.
- F. **Printed Reports.** Reports to the conference shall be included in the *Pre-Conference Workbook* when they are filed with the *Journal* editor and/or the Conference secretary by the published date for admission of reports to the *Pre-Conference Workbook* as set forth in conference rule 4.C. At the Conference secretary's discretion and after consultation with the chairperson of the board, committee, task force, or agency giving the report, reports prepared after the published deadline may be included in the Annual Conference packet or distributed at the site of Annual Conference. In such instances, the board, committee, task force or agency giving the report is responsible for duplicating costs incurred in presenting its report to the Annual Conference. Further, the board, committee, task force or agency is responsible to provide sufficient quantities of the report to the Conference secretary no later than the session immediately prior to the scheduled time for the presentation of the report as scheduled on the agenda for Annual Conference. (Note: "sufficient quantities" means at least 1,500 copies of a report to be presented to the Annual Conference and 600 copies for reports presented to executive session.) When it is necessary for the Conference secretarial staff to print reports at the site of Annual Conference, one of the following two conditions must be met:
  - 1. The Conference secretary or presiding bishop, in consultation with the presenter of the report, has determined that such publication of the report is necessary;
  - 2. The Annual Conference has ordered the report's publication and distribution. The presenters of the report shall be responsible for the clarity and accuracy of the content of the report and shall present it to the Conference secretary in a "camera ready" form. The expense of producing the report shall be born by the agency presenting the material to the Annual Conference or, when ordered by the Annual Conference, at the expense of the Annual Conference. In all cases of printed reports, brevity is encouraged and appreciated.
- G. **Formal Reports.** All boards, committees, agencies, task groups, individuals and officers either having official business to be presented to the Annual Conference for action or information pertinent to the Annual Conference, may request time on the agenda of the Annual Conference through the Annual Conference secretary and/or the Agenda, Rules and Administrative Process Committee. The total time allotted to such requests for time on the Annual Conference agenda shall be determined by the Agenda, Rules and Administrative Process Committee, upon recommendation by the Conference secretary or, while in a session of the Annual Conference, the presiding bishop or the Annual Conference itself. Regardless of the time allotted on the agenda to a board, committee, agency, officer, individual member of the conference or task force, the total formal presentation of a report shall not exceed 30 minutes in length, unless the time for the verbal presentation is extended by simple majority of the Annual Conference members present and voting. The annual Episcopal, laity and cabinet addresses are not subject to the 30 minute maximum presentation length portion of this rule. Brief and carefully-prepared oral presentations of reports coming before the Annual Conference are encouraged and appreciated.

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- H. **Courtesies.** Persons introduced to the conference as a matter of courtesy shall refrain from speaking beyond three minutes.
- I. **Resolutions.**
1. General Provisions
    - a. Resolutions are matters for consideration by the Annual Conference which are not motions for action or proper amendments to reports by conference agencies, but which call for expression of opinion by the annual conference on issues of concern to the membership of the church and the general public. Resolutions may be submitted by any member of a United Methodist Church or an annual conference organization in the East Ohio Conference.
    - b. Resolutions shall be presented to the Conference secretary prior to the announced deadline for inclusion in the *Pre-Conference Workbook*. Where the secretary receives two or more substantially identically worded resolutions, the secretary may print one, indicating the total number of petitions received on that subject.
    - c. Resolutions on subjects which become timely after the deadline has passed for inclusion in the *Pre-Conference Workbook* may be acted upon by the Annual Conference if submitted to the Conference secretary by 5:00 p.m. on the Sunday of Annual Conference. The resolutions will be distributed in their entirety to the Annual Conference by the close of the Monday afternoon session. To be placed on the Annual Conference agenda, a resolution must receive at least a  $2/3$  vote without debate or question.
  2. Procedures for Processing Resolutions for the Annual Conference Session
    - a. The Conference secretary and the *Journal* editor shall receive and edit for clarity the resolutions to be printed and distributed to the Annual Conference. A member or designee of the Agenda, Rules and Administrative Process committee shall present resolutions for action by the Annual Conference at times designated by the Agenda, Rules and Administrative Process Committee.
    - b. The person or agency making the resolution may support it with a two-minute presentation. If the person sponsoring the resolution is not a member of the Annual Conference, he or she may designate a member to be the presenter.
    - c. Following the presentation by the sponsor, debate on the resolution shall be limited to two speeches in favor and two speeches in opposition of two minutes each. Any amendments to the resolution shall also be limited to two speeches in favor and two speeches in opposition of two minutes each. Resolutions may be amended until the previous question is called. Following debate, the conference shall then vote to approve or disapprove the resolution as amended. A two-thirds affirmative vote shall be necessary for adoption of the resolution as well as any amendments to the resolution.
    - d. When the resolution is a petition to the General Conference, the following additional rules shall apply:
      1. No amendments shall be permitted.
      2. Only petitions endorsed by a two-thirds majority vote shall be forwarded by the Conference secretary to the General Conference.
      3. If the votes are counted the Conference secretary shall forward the tally to the General Conference with the petition.
  3. Reporting back regarding the impact of Annual Conference Resolutions adopted.
    - a. The maker of the resolution has the responsibility of reporting to the Annual Conference the following year regarding who received the resolution, what was the response of the

resolution and what if any dialogue was established. This information may be printed in the *Pre-Conference Workbook*.

- J. **Source of Funding.** If action on a motion will require funding not specifically included in the budget, the motion shall include a recommended source of funding.
- K. **New Organization.** All requests and/or motions which would expand the Conference structure by establishing a new program or committee within the annual conference will be referred to the Conference Council on Ministries. The Council on Ministries must approve of the new committee by 2/3 vote before the council recommends it to the Annual Conference for approval. Any new committee proposed or established must include an estimation of how long the committee is to exist. It must also name the existing annual conference body to which it would be accountable. Two-thirds vote of the Annual Conference is required to create new committees recommended by the Conference Council on Ministries.
- L. **Secretary, Statistician, Treasurer, Chancellor.** At the first session following the General Conference, the conference shall elect a secretary and statistician, upon nomination of the Committee on Agenda, Rules and Administrative Process in consultation with the Cabinet and a treasurer upon nomination by the Council on Finance and Administration and a chancellor upon nomination of the Bishop.
- M. **Assistants.** The secretary, treasurer and statistician may appoint such assistants as they deem necessary to carry out the function of their offices.
- N. **Conference Lay Leader/Associate Lay Leader.** At the first session following General Conference, the conference shall elect the Conference lay leader and associate lay leader for the upcoming quadrennium. The Board of Laity shall recommend prospective nominees to the Conference Leadership Committee and the Bishop by January 1 of that year to start the nomination process. Their considerations shall not be restricted to names submitted.
- O. **Per Diem and Travel.** For clergy and lay members that experience significant financial hardships because of the cost of attending Annual Conference, an assistance fund and an application procedure shall be provided through the Office of Financial & Administrative Services (cf. 2003 Conference Journal, p. 4-15).

### ¶13. ANNUAL CONFERENCE MEMBERSHIP

- A. **Lay Members.** Lay members and alternates to the annual conference shall be elected annually.
- B. **Equalization of Lay and Clergy Membership.** The Constitution of The United Methodist Church (*The 2016 Book of Discipline* ¶ 32. Article 1) names the following laypersons as members of Annual Conference:
  - 1.) Lay members elected by each charge
  - 2.) Diaconal ministers
  - 3.) Active deaconesses
  - 4.) Home missionaries under episcopal appointment within the bounds of the annual conference
  - 5.) Conference president of United Methodist Women
  - 6.) Conference president of United Methodist Men
  - 7.) Conference lay leader
  - 8.) District lay leaders
  - 9.) Conference director of Lay Servant Ministries
  - 10.) Conference secretary of Global Ministries
  - 11.) President or equivalent of the Conference young adult organization
  - 12.) President of the Conference youth organization
  - 13.) One young person between the ages of 12 and 17 from each district
  - 14.) One young person between the ages of 18 and 30 from each district
  - 15.) Additional lay members to equalize additional clergy serving in local churches

In addition to those lay members as outlined by *The 2016 Book of Discipline*, Lay membership will include the following:

- 16.) Lay members of the Board of Ministry
- 17.) Lay members of the Agenda, Rules and Administrative Process Committee
- 18.) Lay members of the Annual Conference Daily Proceedings Team
- 19.) Lay members of the Annual Conference Program Committee
- 20.) Lay members of the Annual Conference Worship Committee
- 21.) Lay chairpersons of Conference committees, commissions, boards, and teams
- 22.) Lay delegates to General and Jurisdictional Conference
- 23.) Lay executive and director staff
- 24.) CCYM executive team
- 25.) Two youth CCYM members from each district

After the laypersons serving in these positions are counted and the number compared to the total number of clergy members of Annual Conference, the balance needed shall be filled by district lay members at-large.

The balance shall be divided among the districts by dividing one-half of the total needed equally among the districts. The remaining portion of the number needed shall be proportioned among the districts by dividing the total local church membership of the annual conference into the total district local church membership and multiplying the result by the remaining portion of the number needed for equalization.

#### C. Equalization Process for Districts

1. By January 15 of each year, the Conference secretary shall determine, according to the provisions of this rule, the number of at-large members to be elected by each district conference and communicate this number to the district superintendents. By February 15 each year, the district superintendents shall certify to the Conference secretary, according to the provisions of this rule, the names and addresses of persons elected as at-large members from their respective districts.
2. District conferences shall elect their respective district lay members at-large of Annual Conference. Of the total number set by the Conference secretary for each district, a minimum of two of these members must be between the ages of 18 and 30 at the time of spring district conference immediately preceding their conference of membership. The nominating process by which each district conference develops its candidates for district lay member at-large positions shall be determined by each district conference. Each year each district shall seek eligible nominees in number not less than 1 and ½ times the number of total district members at-large needed to complete the district delegation. In making such nominations, each district is to nominate at least 2 persons between the ages of 18 and 30 to stand for election as a district lay member at-large, or as many as are available or required. The nomination process in each district shall be determined by the district conference. The election process shall be as follows:
  - a. At each spring district conference, the district conference shall elect qualified district members at-large one year before the Annual Conference session in which their representation shall take place.

- b. After all nominations are received, the district superintendent shall announce to the district conference the number of district lay member at-large positions available as certified by the Annual Conference secretary.
  - c. Ballots shall be distributed to each member of the district conference with the names of all eligible nominees printed or written on the ballot. Eligibility for election as a lay member at-large must be certified by each nominee. The qualifications are:
    - 1) Active participation in The United Methodist church for the four (4) years immediately preceding their election;
    - 2) Membership in The United Methodist Church for the two (2) years immediately preceding their election.
    - 3) Qualifications for lay membership in Annual Conference are set by the Constitution of The United Methodist Church. Neither the district conference nor Annual Conference can modify these qualifications for election.
  - d. Members of district conference shall vote for the exact number of persons needed for the lay member at-large delegation from their respective district. Ballots received with less or more votes than the exact number needed as certified by the Annual Conference secretary shall be declared invalid.
  - e. Ballots shall be counted and vote totals recorded in order of the number of votes received for each nominee down to 1 and  $\frac{1}{2}$  times the number of persons needed for the lay member at-large delegation. Persons shall be declared elected or elected as alternates to Annual Conference in order of total votes received.
  - f. In the event a person elected as a district lay member at-large to Annual Conference is unable to serve, a replacement shall be named from those elected as alternates in order of the votes received at district conference. In the event that a district has an insufficient number of elected alternates for any given year, the delegates to the spring district conference immediately proceeding the Annual Conference session may elect additional alternates to represent the district.
  - g. If a position designated for a member at-large between the ages of 18 and 30 is vacated or left vacant following the district conference one year before their Annual Conference membership, it must be held open for an eligible and qualified person of the same age group to be elected at the district conference in the following year. If no persons of this age group stand for election at this time, it may be filled by any other elected delegate through normal procedures.
3. In addition to district lay members-at-large, each district shall be represented by at least two youth ages 12-18. In those districts where senior and/or junior high youth members of the Conference Council on Youth Ministries meet the disciplinary qualifications for lay membership in the Annual Conference, said youth member(s) shall serve as the person (s) between the ages of 12 – 18 from that district holding membership in the Annual Conference. In the event that one or both of the CCYM members from the district do not meet the disciplinary qualifications for lay membership in the Annual Conference, the district Council on Ministries, upon recommendation by the district Youth coordinator, shall select the appropriate number of eligible persons between the ages of 12 – 18 for membership in the annual conference.

#### ¶4. CONFERENCE SECRETARY

- A. **Official papers.** The secretary shall take charge of the *Journal* and other official papers of the conference and preserve them with care. No one shall be permitted to take any original paper without the consent of the conference.

- B. **Reports.** The secretary shall be responsible for the recording of all changes in and amendments to reports made after they have been submitted to the conference. The secretary shall edit all matters for the conference minutes.
- C. **Official Record.** The official record of the conference is the *Journal*, containing reports of the conference organizations and reports and information required by *The Book of Discipline*. The editing and publishing of the official record shall be under the supervision of the Conference secretary.
1. Reports and information of the conference, which do not require the legislative action of the conference along with reports from affiliated institutions, are due to the *Journal* Editor by **March 1** for inclusion in the *Journal*.
  2. The *Pre-Conference Workbook* contains reports and resolutions, which require the legislative action of the Annual Conference. Material published in the *Pre-Conference Workbook* is not the official position of the annual conference. When the material is perfected and approved by the conference, it shall become part of the official record of the Annual Conference and published in the *Journal*. The deadline for submission of resolutions is **March 15**. The deadline for submission of reports for legislative action is **March 15**. The *Pre-Conference Workbook* shall be distributed by **May 15**.
  3. The *Journal* will be distributed by **November 15**.
- D. **Daily Proceedings Review Committee.** 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.
- E. **Authority to Print.** The secretary shall have the authority to print the proceedings of the last of the conference sessions without a formal report of the Daily Proceedings Review Committee.
- F. **Standing Rules.** The Conference secretary is authorized to edit the standing rules and regulations annually and to bring them into harmony with any conference actions when no such specific action is taken relative to necessary change. The Conference secretary will also edit the rules to bring them into conformity with the current *Book of Discipline*, once a quadrennia.

#### ¶15. NOMINATIONS AND ELECTIONS

- A. **General Policies.** The Leadership Committee shall recruit, develop, nurture and evaluate people who have been nominated and elected to serve on annual conference agencies. It is the responsibility of the Leadership Committee to insure that the people who serve in the various volunteer positions throughout the Conference structure represent the diversity of our annual conference. Unless otherwise stated by *The Book of Discipline*, all boards, committees, commissions and agencies of the annual conference shall be composed of one-half laypersons and one-half clergy persons.
- B. **Nominating Process.** The Leadership Committee of the annual conference is responsible for nominating all persons to serve in the Conference structure except where provided for in *The Book of Discipline*, the Conference rules, or the Conference structure. The Leadership Committee shall present its report as early as possible at the annual session. Additional nominations may be made from the floor to the councils, boards, commissions, committees and other agencies unless prohibited by *The Book of Discipline*. If necessary, ballots will be cast at a later session of the conference. The consent of the nominees shall be secured prior to the presentation of the nomination to the conference from the floor. Nominations from the floor must include the nominee's name, address and eligibility. When the *Discipline* or conference rules specify that a

nomination must come from a certain person or agency, a request for an additional nominee to be considered may be made from the floor of Annual Conference. If the request is supported by a majority vote of conference members, the additional nominee shall be considered by the responsible person or agency and reported to the Annual Conference.

- C. **Nominations Deadline.** All nominations originating in offices or groups other than the Leadership Committee must be in the hands of the Leadership Committee by March 1 of the year those nominations are to be presented to the Annual Conference, except for institutional trustees. The deadline for the nomination of institutional trustees is May 1. The Leadership Committee shall review all nominations and may suggest changes to those who made the nominations.
- D. **Tenure Limitation.** Unless otherwise permitted by the annual conference or *The Book of Discipline*, membership on all Conference councils, boards, commissions, or committees elected by the Annual Conference shall be limited to two quadrennia. In the case where a person fills a vacancy in the third or fourth year in a quadrennium, he/she shall be permitted to serve two additional quadrennia. After a person has served the full tenure permitted for the various positions within the annual conference he/she will be ineligible for service on the same agency of the annual conference for four (4) consecutive years.
- E. **Limitation on Membership.** 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:
1. Persons who are serving on Conference councils, boards, commissions or committees by virtue of election to a general or jurisdictional agency. (These people are eligible for election to a Conference council, board, commission or committee and also be eligible to serve as an ex-officio member of the Conference agency which carries out the functions on the conference level that are directed by the general or jurisdictional agency to which the person has been elected);
  2. Persons who serve on Conference agencies which exist for the sole purpose of facilitating the sessions of Annual Conference. Persons who serve as members of the Annual Conference Program Committee, Worship Committee, and the Agenda, Rules and Administrative Process Committee are eligible for election to one annual conference council, board, commission, or committee;
  3. Persons who serve the East Ohio Annual Conference by virtue of their positions on the Committee on Investigation and the Administrative Review Committee are also eligible for election to a Conference council, board, commission, or committee.
- F. **District Superintendent Membership.** *The Book of Discipline* requires that all district superintendents be members of the Conference Council on Ministries. Their assignment to all other Conference agencies, unless otherwise stated in *The Book of Discipline*, shall maximize their function as a connecting link between the congregation and the Conference. Assignments shall be at the discretion of the resident bishop in consultation with the Leadership Committee and the respective organization. Membership will be termed ex-officio with vote.
- G. **Institutional Trustees.** Nominations for trustees elected or confirmed by the Annual Conference to serve on the boards of trustees of hospitals, homes and educational institutions shall be made by the agencies themselves. The Leadership Committee may suggest nominees to the respective agencies. The Leadership Committee shall present the list of trustees to be elected by the Annual Conference on behalf of the various agencies. A person's membership on an agency board of trustees does not negate his or her eligibility for service on a Conference program board or agency.
- H. **Ex-Officio Membership.** Unless otherwise specified by *The Book of Discipline* or Annual Conference rules, an ex-officio member assigned to a board, committee, commission or council may vote. The bishop of the Ohio East Area and the Conference lay leader are ex-officio

members with vote on the following conference councils, boards and committees unless specified otherwise in *The Book of Discipline* or by Conference action:

1. The Council on Finance and Administration
2. The Board of Benefits
3. The Board of Trustees
4. The Commission on Archives and History
5. The Commission on Equitable Compensation

At the discretion of the bishop, he or she may designate the assistant to the bishop to serve in his or her place with vote on the Conference council, board, commission or committee named above. For strategic missional concerns, the Episcopal leader shall have direct access to any board, committee, commission, or council of the annual conference.

#### ¶16. ORGANIZATIONAL PROCEDURE FOR COUNCILS, BOARDS, COMMISSIONS AND COMMITTEES

- A. **Organizational Structure.** All provisions concerning the size, configuration and responsibility of Conference councils, boards, commissions and committees are delineated in the ANNUAL CONFERENCE STRUCTURE AND ORGANIZATION section of the current *Conference Journal*. The size of the Conference boards, commissions, committees, councils and agencies shall be limited to the absolute minimum number of persons specifically called for throughout the structure. Each Conference council, board or commission is authorized to perfect its organization by forming divisions, sections and/or committees from its membership, as may be advisable to carry out its function. Proposed changes in the procedures for nominations and elections, organizational procedure for councils, boards, commissions and committees and district organizational matters must be presented to the Leadership Committee. The Leadership Committee must act upon the change and present it to Annual Conference. Task groups for specific tasks may be formed and can include persons who are not members of the agency forming the task group. In such cases though, all expenses of the special task group must be born from the existing budget allocated to the agency forming the task group. The Leadership Committee shall be informed of the need for the task group and shall be told why the task assigned to the special group cannot be carried out by the existing membership of the agency. Each special task group formed by an existing agency shall have a time line which sets forth when the task for which the group has been formed is to be completed and when the group called together for the task is to be dissolved.
- B. **Officers.** Unless otherwise stated by *The Book of Discipline*, all chairpersons of Conference committees, boards, commissions, and agencies shall be nominated by the resident bishop, after consultation with the Leadership Committee and elected by the Annual Conference.
- C. **Task Group or Study Commission Established by the Annual Conference.** Any conference action requesting a study, administrative action, specific task or program emphasis shall be presented to the conference by the close of the Wednesday afternoon session of the Annual Conference and shall require a 2/3 majority vote for approval. Unless the composition of a task group/study commission is specified in the enabling legislation, any conference actions which request a study, administrative action, specific task, or program emphasis shall be referred by the Agenda, Rules and Administrative Process Committee (ARAP) to existing Conference councils, boards, commissions, committees and agencies under whose disciplinary or structural responsibility such an action or study falls. If the ARAP committee should determine that the requested study, administrative action, task, or program emphasis ordered by the conference does not clearly fall under the jurisdiction of an existing agency within the Conference structure, ARAP shall report such findings to the Annual Conference in the same session which ordered the action, and shall recommend to the Annual Conference a proposed organization to carry out that action, how long the organization is to exist, and to what existing Annual Conference body it is accountable. Furthermore, if the action requires

financial support, the request shall be referred to the Council on Finance and Administration for proper funding.

- D. **Vacancies.** Should vacancies occur between sessions of the Annual Conference, the Leadership Committee shall present nominees to fill in the vacancies and his or her assignment will be reported to the next regular session of the Annual Conference.
- E. **Attendance Requirements.** The Leadership Committee shall evaluate the performance of Conference committee, council, board and agency members and chairpersons. The committee, in consultation with the agency chairperson or in the case of a chairperson in consultation with the resident bishop, may declare seats vacant where persons have not fulfilled the responsibilities of their offices.
- F. **Listing in the Conference Journal.** The Leadership Committee shall present the names of persons who will serve the Annual Conference structure. This report shall be presented to the editor of the Conference *Journal* for publication following each session of Annual Conference. The report shall be in a uniform style and format worked out in consultation with the *Journal* editor and Annual Conference secretary.

## ¶17. ELECTION OF GENERAL AND JURISDICTIONAL DELEGATES

### A. General Provisions

1. The Conference secretary shall conduct the election of General and Jurisdictional Conference delegates under the provisions set forth in *The Book of Discipline of The United Methodist Church* and in strict compliance with the standing rules of the East Ohio Annual Conference.
2. All voting shall be by ballot. The ballots shall be prepared by and/or authorized by the Annual Conference secretary.
3. Balloting shall begin as early as possible in the regular Annual Conference session immediately preceding the regularly scheduled session of the General Conference of The United Methodist Church.
4. Balloting for General and Jurisdictional Conference delegates shall be considered an order of the day whenever called for by the Agenda, Rules and Administrative Process Committee. Results of the balloting shall be reported immediately to the session of the Annual Conference. Another lay or clergy ballot shall be cast immediately if necessary and shall become the current business of the Annual Conference agenda as an order of the day.
5. The number of General Conference lay and clergy delegates authorized by the secretary of the General Conference shall be elected first, followed, through continuing ballots, by the election of the additional number of lay and clergy Jurisdictional Conference delegates.
6. Lay and clergy candidates elected to Jurisdictional Conference shall be reserve delegates to General Conference in order of their election to the Jurisdictional Conference delegation.
7. Reserve lay and clergy delegates in the General Conference delegation who are attending sessions of General Conference may be seated for an elected East Ohio delegate to General Conference in the General Conference session as per the Rules of General Conference.
8. The Annual Conference secretary shall call for sufficient numbers of lay and clergy tellers from each district of the annual conference. The district superintendents shall name the lay and clergy tellers from their districts called for by the conference secretary. The role and functions of the tellers for General and Jurisdictional Conference elections shall be outlined by the Annual Conference secretary.

9. The Annual Conference secretary shall have the authority to name lay and clergy head tellers for the purpose of conducting the election of lay and clergy delegates to General/Jurisdictional Conference.
10. The head tellers, under the direction of the Annual Conference secretary, shall supervise the distribution and collection of ballots cast by their respective orders. The head tellers shall also supervise the counting of the ballots and transmit, in writing, the results thereof to the Annual Conference secretary. The Conference secretary shall present the tabulation of each ballot to the presiding bishop. The results of the balloting shall be kept strictly confidential throughout this process until they are announced by the bishop to the Annual Conference.
11. Candidates who receive 10 or more votes on the first lay and clergy ballot as a General/Jurisdictional Conference delegate shall have their names, charges, districts and vote totals reported to the Annual Conference. At any time in the balloting process, should a candidate, lay or clergy, who has not been previously presented to the Annual Conference receive 10 or more votes, that candidate's name, charge, and district shall be reported to the conference before the conference takes another ballot.
12. After the second and remaining ballots for General/Jurisdictional delegates, the names and vote totals of candidates who receive 25 or more votes shall be reported to the Annual Conference.
13. Upon the election of the General Conference delegates, the names of those so elected shall be reported to the Annual Conference. Upon the election of the total General/Jurisdictional delegates and reserves, those names shall be reported to the Annual Conference.
14. The Annual Conference secretary shall give instructions for the casting of each ballot prior to the marking of the ballot by members of Annual Conference. Ballots shall be declared defective and not counted if, in the opinion of the head tellers, the ballots are marked in a manner inconsistent with the instructions given prior to the casting of the ballot by the conference secretary. Each ballot shall contain votes for up to but no more than as many candidates as are eligible for election on that ballot.
15. Ballots shall be collected by the lay and clergy tellers and only from those members of Annual Conference seated within the voting area of the conference.

**B. The Election Process**

1. To be elected as a delegate to General Conference/Jurisdictional Conference a candidate must receive a majority of the valid ballots cast on the first ten lay and clergy ballots for General Conference/Jurisdictional Conference.
2. If after presenting to the conference the results of either the 10th lay ballot or the 10th clergy ballot the bishop determines that lay or clergy delegates are still needed to complete the East Ohio delegation to the General/Jurisdictional Conferences, the bishop shall put before the lay or the clergy members of conference, the question as to whether or not their respective 11th ballot for General Conference/Jurisdictional delegates shall be declared a plurality ballot.
3. The lay and/or clergy members of the conference shall vote on the question of a plurality ballot immediately and by a show of hands. If 2/3 of the members vote to sustain the call for a plurality ballot, the 11th ballot shall be a plurality ballot. Candidates who receive the highest number of votes shall be elected to the delegation to fill the General/Jurisdictional Conference lay or clergy delegation. In case of a tie, a special ballot(s) will be cast to determine the order of election of the tied candidates.
4. If 2/3 of the lay or clergy members of Annual Conference do not sustain the question for a plurality ballot, the balloting process shall continue.

5. If after presenting to the conference the results of either the 11th lay ballot or the 11th clergy ballot the bishop determines that lay and/or clergy persons are still needed to complete the delegation, the bishop shall put before the lay or the clergy members of conference the question as to whether or not the lay and/or clergy 12th ballot for General Conference and/or Jurisdictional Conference delegates shall be declared a plurality ballot.
  6. The lay or clergy members of the conference shall vote on the question of a plurality ballot immediately without debate and by a show of hands. If 2/3 of the members vote to sustain the call for a plurality, the 12th ballot shall be a plurality ballot. Candidates who receive the highest number of votes shall be elected to the delegation to fill the General/Jurisdictional Conference lay or clergy delegation. In case of a tie a special ballot(s) will be cast to determine the order of election of the tied candidates.
  7. If after presenting to the conference the results of either the 12th lay ballot or the 12th clergy ballot the bishop determines that either lay or clergy delegates are still needed to fill the quota authorized by the secretary of the General Conference for the East Ohio General/Jurisdictional Conference delegation, the 13th ballot for either lay delegates to General Conference or clergy delegates to General/Jurisdictional Conference shall become a plurality ballot without vote of either lay or clergy members of Annual Conference. On the 13th ballot the candidates who receive the highest number of valid votes cast shall be declared elected to the General/Jurisdictional Conference delegation to fill the delegation. In case of a tie, a special ballot(s) will be cast to determine the order of election of the tied candidates.
  8. There shall be no plurality ballot before the 11th ballot.
  9. The rule which provides for an automatic plurality ballot on the 13th 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 General Conference delegation.
  10. 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 five 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 declared elected as lay and clergy alternate Jurisdictional Conference delegates. 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.
  11. The seating of alternate lay and clergy delegates to Jurisdictional Conference shall follow the procedures outlined for seating lay and clergy delegates to General Conference in rule # 7 under General Provisions.
  12. In case of a tie at any point in the election process, a special ballot will be taken to determine the order of election prior to resuming the regular balloting process.
- C. Additional Provision for Lay Elections**
1. At the charge conference prior to the year that the Annual Conference elects its General and Jurisdictional delegation, each charge conference may nominate a member of that charge conference or any other charge in the East Ohio conference as a candidate for lay delegate to General Conference. The consent of the person nominated shall be obtained before his/her name is presented to the district conference. Nominees must be willing to attend the full session of the General and/or Jurisdictional Conference, if elected.
  2. Prior to the session of Annual Conference that elects its General/Jurisdictional Conference delegation, each spring district conference shall elect by ballot vote (with a plurality needed for election) their nominees for election as lay delegates to General/Jurisdictional Conference. This shall be a minimum of five and up to the number of nominees as

- provided under rule 3.b. for district-at-large members of the Annual Conference, as district nominees for election as lay delegates to General Conference. Districts will set their own number to be elected and are encouraged to be selective at this level where the people are best known. The slate will include the persons nominated by the charge conferences of the district as well as any nominated from the floor of the district conference. This ballot shall be voted on by the lay membership of the district conference. The conference secretary shall provide forms requesting the names and autobiographical data from the selected nominees. Nominees will be asked to include such information as their experience in church leadership, what they see as the key issues for the denomination and what their passion is for the Church. They also will be asked to acknowledge that they are familiar with United Methodist polity (Conference Rule PP7.C.4.b). The district superintendents shall return the forms to the Conference secretary not less than 30 days prior to Annual Conference. Autobiographical data concerning the district nominees shall be mailed to lay members of Annual Conference 15 days prior to Annual Conference.
3. The district nominees shall be introduced at a meeting for lay members on the first day of the Annual Conference session when the General and Jurisdictional delegation is elected. The lay members of Annual Conference may make additional nominations from the floor at this time. When the nominations are closed, those nominated from the floor shall be introduced. No one shall be nominated from the floor without having consented to his or her name being presented. Biographical data on floor nominees shall be submitted by the nominee to the Conference secretary (on forms provided) immediately at the close of the nominating session. Biographical data on these additional nominees shall be reproduced and distributed to lay members prior to the casting of the first lay ballot.

**D. Additional Provisions for Clergy Elections**

1. At the charge conference prior to the year that the Annual Conference elects its General and Jurisdictional delegation, each clergy will receive a nominating form to complete if he/she wishes to be considered for election to General and Jurisdictional Conference.
2. The forms will be sent to the Conference secretary by January 31 prior to Annual Conference and a voters' guide shall be mailed to clergy members of the Annual Conference no later than 15 days prior to Annual Conference. Because of Disciplinary requirements, all clergy will be assigned a voting number at Annual Conference, but candidate biographical information will be distributed only for those who choose to fill out a nomination form.

**E. Organization of the Delegation**

1. The bishop is requested to convene a meeting of the General and Jurisdictional Conference delegates within 14 days after the conclusion of the Annual Conference session at which delegates were elected.
2. The delegates thus assembled shall elect a chairperson and other officers as the delegates deem necessary from the General Conference delegates.
3. The first reserve lay and clergy delegates shall attend the sessions of General and Jurisdictional Conference. The Council on Finance and Administration shall provide for their travel and per diem costs at rate equal to that provided by General or Jurisdictional Conference.
4. The delegation is authorized to hold such meetings as they deem advisable in preparation for their work. We request from the Council on Finance and Administration funds adequate to cover the expenses of the delegations in the appropriate years, including the travel and per diem costs for the first reserve lay and clergy delegates at the General and Jurisdictional

Conferences. Facilities of the Area Center shall be available for duplicating and mailing service needed by the delegation.

5. Under the direction of the new chairperson, the delegates shall express their preference for service on legislative committees in the order of election, beginning with the first elected lay person and alternating the first elected clergy person, etc. If the delegation is composed of more delegates than there are legislative committees, persons may have the choice of doubling up on a committee in the number exceeding the number of legislative committees – i.e. If there are 10 committees and 11 elected clergy and lay delegates, one person in the delegation shall be permitted to “double up.” This option may be exercised by each person in order of election until that option is no longer available.

#### ¶18. SUGGESTION AND NOMINATION OF EPISCOPAL CANDIDATES

- A. The Episcopacy Committee of the annual conference may provide information from the Jurisdictional Episcopacy Committee to the spring district conferences prior to the Annual Conference session at which Jurisdictional delegates are elected. Information from the Episcopacy Committee may be shared for the purpose of identifying and discussing the qualities needed for the episcopacy in the jurisdiction. Any ordained Elder in full connection from East Ohio who match the qualities needed for the episcopacy may be discussed. No vote, recommendation or endorsement will be taken by the spring district conferences for Episcopal nominees.
- B. Each Conference member will be given the opportunity to write the name of one ordained Elder in full connection that he or she would like to have considered for the episcopacy during the Annual Conference session at which the Jurisdictional delegation is elected. The names of those who have received 10 or more votes will be read to the Annual Conference and given to the Jurisdictional delegation by the Conference secretary. The Jurisdictional delegation shall then determine its own process by which the delegation will recommend a nominee for the episcopacy. The delegation may also decide not to recommend a nominee for the episcopacy.
- C. At the Annual Conference session prior to the next regular session of the Jurisdictional Conference, the Jurisdictional delegation may present one or more names for nomination to the Annual Conference. The Jurisdictional delegation may also choose to present no names to the Annual Conference. Nominations from the floor shall be in order. The ordained elder in full connection who is being nominated from the floor shall have given his or her consent prior to the making of the nomination. Following the nomination from the floor, the nomination must have the support of at least 50 Conference members, present and voting, to sustain the nomination. This support shall be demonstrated by the show of hands when called for by the bishop.
- D. Once all nominations have been received, the Annual Conference shall proceed to indicate a nominee (or nominees) by ballot vote. Conference members may cast one or more votes up to the number of nominees presented or they may cast a ballot which clearly indicates they desire that no Episcopal nominee be endorsed by the Annual Conference. Nominees receiving a simple majority of valid ballots cast shall be endorsed by the Annual Conference.
- E. The Jurisdictional delegation shall not be bound by any action of the delegation or the Annual Conference regarding the endorsement of nominees when the Jurisdictional delegates cast their votes at Jurisdictional Conference (¶406.1, 2012 *The Book of Discipline*).

#### ¶19 DISTRICT ORGANIZATION

- A. **District Conference.** There shall be a district conference in each district to be presided by the district superintendent. Membership of the district conference shall consist of the following persons from the local churches of the district: the lay leader, chairpersons of Councils on Ministries, Administrative Boards, and Administrative Councils, presidents of the United

Methodist Men, United Methodist Women, United Methodist Young Adults, and United Methodist Youth Fellowship, lay members of the Annual Conference, ministerial members of the Annual Conference, part-time local pastors, student local pastors, deaconesses, home missionaries, diaconal ministers, church and community workers assigned by the National Division of the Board of Global Ministries to work in the district and members of Conference boards and agencies affiliated with churches within the district and the following persons from the district leadership: district designated officers including the secretary and treasurer, lay leader and associate lay leaders, chairpersons of all district councils and standing committees, presidents of district United Methodist Women, United Methodist Men, United Methodist Young Adult, United Methodist Youth or youth representative, district members-at-large of Annual Conference.

- B. **District Nominating Committee.** In each district there shall be a district Nominating Committee consisting of no fewer than five members, nominated and elected by the district conference. Members of the conference Leadership Committee residing in the district shall be members of the district Nominating Committee.
- C. **District Lay Leaders.** District lay leaders shall be nominated and elected by districts as each district determines and shall be under the conference rule 5. D. on tenure limitation.

¶10. **GUIDELINES FOR THE DISTRIBUTION OF CONFERENCE JOURNALS**

The Conference *Journal* will be available digitally on the Conference website, [www.eocumc.com](http://www.eocumc.com). The final version of the Conference *Journal* will be completed by November 1. Print or other digital forms of the *Journal* will be available upon request.

¶11. **GENERAL AGENCY MEMBERSHIP**

Annual Conference nomination for membership on General church agencies shall be determined in accord with the provisions of *The Book of Discipline*.



Thank you and Congratulations to these churches who have paid  
**100% of their Apportionments**

**Canal District**

Apple Creek  
Atwater  
Bethel Valley  
Burton City  
Charlestown  
Clearview  
Clinton  
Cuyahoga Falls First  
East Greenville  
Easton  
Hudson  
Kent  
Lakemore  
Macedonia  
Mogadore  
Montrose Zion  
New Pittsburg  
North Lawrence Chapel Of  
The Cross  
Oak Chapel  
Orrville Trinity  
Peninsula  
Rootstown  
Sawyerwood  
Seville  
Sharon Center  
Shreve  
Sterling  
Tallmadge  
Twin Falls  
Uniontown  
Wadsworth  
West Lebanon  
Wooster  
Wooster Church Of The Cross

**Firelands District**

Attica  
Belden  
Bellevue First  
Burbank Faith  
Burbank Trinity  
Calvary Green

Clarksfield  
Clyde First  
Collins  
Columbus Avenue  
Cornerstone  
Edison Memorial  
Fitchville  
Flat Rock Ebenezer  
Green Springs  
Greenwich  
Henrietta  
Homerville  
Huron  
Kelly's Island Zion  
La Grange  
Lakeside  
Lakeview  
Leroy  
Lodi  
Lorain Lighthouse  
Melmore  
Mount Carmel  
New Haven  
North Fairfield  
Norwalk First  
Nova Community  
Port Clinton Faith  
Republic Trinity  
Richmond  
Rust  
Sandusky Trinity  
Seybert  
South Amherst  
Sycamore  
Tiffin Faith  
Tiffin St Paul  
Union Pisgah  
Union Salem  
Vickery  
West Hartland  
West Salem  
Willard Grace

**Mahoning Valley District**

Boardman First  
Braceville  
Coalburg  
Damascus  
Deerfield  
East Fairfield  
East Liverpool First  
Elkton  
Ellsworth  
Fowler  
Franklin Square  
Highlandtown  
Howland  
Leetonia  
Lisbon  
Millcreek Community  
Negley  
New Garden  
Niles New Hope  
North Lima Calvary  
Palmyra  
Pricetown  
Riley's  
Robbins Memorial  
Salineville  
Smith Corners  
Vienna  
Warren Grace  
Western Reserve  
Winona  
Youngstown Trinity

**Mid-Ohio District**

Adario  
Ashland First  
Ashley  
Black Fork Parish Faith  
Blooming Grove  
Boundary  
Bucyrus  
Bucyrus Mount Zion  
Canaan  
Cardington First



Thank you and Congratulations to these churches who have paid  
**100% of their Apportionments**

Chesterville  
 Claridon  
 Crestline First  
 Delaware Asbury  
 Denmark  
 Ebenezer  
 Edison  
 Fairview  
 Harmony Chapel  
 Hayesville  
 Iberia  
 Jeromesville  
 Johnsville Grace  
 Kilbourne  
 Lakefork  
 Lexington Ch of the Cross  
 Liberty  
 Main Street  
 Mansfield Chapel Hill  
 Mansfield First  
 Memorial UMC of Caledonia  
 Mt Gilead Trinity  
 Nevada  
 New Beginnings  
 Ontario  
 Paradise Hill  
 Polk  
 Red Haw  
 Savannah  
 Scioto  
 Shelby First  
 Shelby Trinity  
 Sixteen  
 Sparta  
 St Paul  
 Steam Corners  
 Williamsport  
 Woodlawn

**North Coast District**

Aldersgate  
 Avon  
 Bay  
 Bennetts Corner

Berea  
 Brecksville  
 Chagrin Falls  
 Cleveland Trinity  
 East Shore  
 Elyria Community  
 Fields  
 Independence  
 Mount Pleasant  
 Mount Pleasant  
 North Olmsted  
 Pearl Road  
 Ridgewood  
 Rocky River  
 St Paul  
 Strongsville  
 Westlake

**Ohio Valley District**

Adena  
 Amity  
 Amsterdam  
 Asbury Chapel  
 Bannock  
 Barton  
 Bellaire South  
 Bergholz  
 Bethel  
 Bowerston First  
 Bowerston Trinity  
 Bridgeport First  
 Brooks Run  
 Buena Vista  
 Carrollton  
 Chestnut Ridge  
 Christ  
 Deersville  
 Dellroy  
 E Springfield Ch Of The Cross  
 Finley  
 George's Run  
 Hanover  
 Harmony  
 Harrisville

Herrington-Bethel  
 Holloway  
 Hopedale  
 Hopewell  
 Lansing  
 Lloydsville  
 Maynard  
 Mt Pleasant  
 Mt Pleasant  
 Mt Zion  
 Mt Zion  
 Mt Zion Carroll County  
 New Alexandria  
 New Athens  
 New Somerset  
 Old Wegee  
 Perrysville  
 Piedmont  
 Pine Grove  
 Pleasant Grove  
 Pleasant Grove  
 Pleasant Hill  
 Pleasant Valley  
 Powhatan Point  
 Rankin  
 Rayland  
 Richmond  
 Scio  
 Scott Memorial  
 Sewellsville  
 Sherrodsville Calvary  
 Toronto First  
 Toronto Riverview  
 Unionport  
 Wintersville

**Southern Hills District**

Antrim  
 Armstrong Mills  
 Ava  
 Barnesville First  
 Barnesville Main  
 Batesville  
 Beckett



Thank you and Congratulations to these churches who have paid  
**100% of their Apportionments**

Belle Valley  
 Belmont  
 Bethesda  
 Bethlehem  
 Beverly  
 Bloomfield  
 Caldwell  
 Cambridge First  
 Cambridge Ninth Street  
 Center  
 Chalfant's Chapel  
 Chandlersville  
 Clarington  
 Claysville  
 Cumberland  
 Derwent  
 Duncan Falls  
 Dungannon  
 Gaysport  
 Greenbrier  
 Hannibal  
 Hills  
 Hiramshurg  
 Jacobsburg  
 Jerusalem  
 Keith  
 Kennonsburg  
 Lebanon  
 Lewisville  
 Lore City  
 Lowell  
 Lower Salem  
 Macksburg  
 Mary Reed  
 McKendree  
 McConnellsville Grace  
 Morristown  
 Mt Ephraim  
 Mt Olive  
 New Concord  
 New Matamoras  
 Newport  
 Norich  
 Old Washington

Pisgah  
 Pleasant City  
 Pleasant Grove  
 Pleasant Hill  
 Pleasant Ridge  
 Quaker City  
 Ragans Chapel  
 Rural Dale  
 Salem  
 Salem Hall  
 Salesville  
 Sand Hill  
 Sardis  
 Smith's Chapel  
 Somerton  
 Stafford  
 Winterset  
 Woodsfield

**Three Rivers District**

Adamsville  
 Amity  
 Batemantown  
 Berlin  
 Bethel  
 Beulah  
 Bigelow  
 Birmingham  
 Blissfield  
 Brandon  
 Conesville  
 Danville  
 Ebenezer  
 Fredericktown  
 Freeport  
 Fresno  
 Gambier Epworth  
 Green Valley Chapel  
 Homesville  
 Hopewell  
 Howard  
 Isleta  
 Jelloway  
 Keene

Killbuck  
 Kings  
 Lakeville  
 Liberty Chapel  
 Millersburg  
 Moreland  
 Mount Hope  
 Mulberry Street  
 Nashville  
 Nellie Chapel  
 New Guilford  
 New Moscow  
 Newcomerstown Calvary  
 Orange  
 Otsego  
 Perrysville  
 Plainfield  
 Pleasant Grove  
 Prairie Chapel  
 Prospect  
 Roscoe  
 South Vernon  
 Tippecanoe  
 Trinway  
 Tyndal  
 Utica  
 Wesley Chapel  
 West Chester  
 West Union  
 Wolf

**Tuscarawas District**

Alliance Aldersgate  
 Alliance Christ  
 Alliance Lexington  
 Asbury  
 Beach City  
 Bisel  
 Bolivar  
 Bolton  
 Canton Epworth  
 Centenary  
 Church of the Lakes  
 Crooked Run



Thank you and Congratulations to these churches who have paid  
**100% of their Apportionments**

Crosspoint  
 Crystal Park  
 Dover Faith  
 Dundee  
 East Rochester  
 Fohl Memorial  
 Gnadenhutten  
 Holmes  
 Magnolia  
 Malvern  
 Massillon Trinity  
 Midvale  
 North Canton Faith  
 New Cumberland  
 New Franklin  
 New Life  
 New Philadelphia Broadway  
 New Way  
 Newcomers Chapel of  
     Pigeon Run  
 Newport  
 North Industry  
 Otterbein  
 Pleasant Valley  
 Sandyville  
 Senecaville  
 Strasburg  
 Uhrichsville First

Uhrichsville Grace  
 Union Avenue  
 Union Hill  
 Vine Street  
 Werner  
 Wilmot

**Western Reserve District**

Amboy  
 Ashtabula First  
 Bristolville  
 Bulah Calvary  
 Champion Otterbein  
 Chardon  
 Cherry Valley  
 Colebrook  
 Cortland  
 Gageville  
 Garrettsville  
 Geneva  
 Gustavus Federated  
 Harpersfield  
 Hartford  
 Hope Ridge  
 Kelloggsville  
 Kinsman  
 Leon  
 Light House

Madison Park  
 Mayfield  
 Mentor  
 Middlefield  
 Monroe  
 North Mentor Centenary  
 Nelson  
 North Bloomfield  
 Orangeville  
 Orwell  
 Perry  
 Plymouth  
 Richmond  
 Rock Creek Community  
 Saybrook  
 Shoregate  
 Southington  
 Thompson  
 Vernon  
 West Farmington  
 Wildare  
 Williamsfield  
 Willoughby Hills  
 Windham  
 Windsor

<b>HOW TO UNDERSTAND PARLIAMENTARY PROCEDURE</b>						
EACH TIME YOU WANT TO DO THIS: <sup>1</sup> <sup>1</sup> 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
<b>* yes, if the matter was debatable, no, if the matter was not debatable.</b>						