



Faith
Hope
Love



2023 EAST OHIO ANNUAL CONFERENCE

PRE-CONFERENCE WORKBOOK

"We always thank God for all of you when we mention you constantly in our prayers. This is because we remember your work that comes from faith, your effort that comes from love, and your perseverance that comes from hope in our Lord Jesus Christ in the presence of our God and Father."

1 THESSALONIANS 1:2-3 (CEB)



Tracy S. Malone Resident Bishop

Tracy S. Malone, Presiding Bishop • Cynthia Patterson, Secretary

Brenda Vaccaro, Workbook Editor



**OHIO EAST AREA
THE UNITED METHODIST CHURCH**

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

Dear Lay and Clergy Members of the East Ohio Conference,

Soon we will gather at the John S. Knight Center in Akron for the 54th session of Annual Conference, June 8-10, 2023. The theme for this time of holy conferencing is *Faith Hope Love ...* and our worship services, mission and ministry celebrations, business sessions and learning component will be guided by the words of 1 Thessalonians 1:2-3:

“We always thank God for all of you when we mention you constantly in our prayers. This is because we remember your work that comes from faith, your effort that comes from love, and your perseverance that comes from hope in our Lord Jesus Christ in the presence of our God and Father.” (CEB)

During these three days we will remember, celebrate and renew our call to be disciples of Jesus Christ ... who make disciples of Jesus Christ ... for the transformation of the world.

I will preach the Service of Commemoration and Holy Communion and deliver the Episcopal Address on Thursday, June 8. The Rev. Jay Rundell, president of Methodist Theological School in Ohio, will preach the Service of Commissioning and Ordination on Friday June 9. And Rev. Angela Lewis and Rev. Dr. David Palmer, pastors in the East Ohio Conference, will be the Friday and Saturday morning preachers.

There will be a video teaching segment led by Dr. David Field, the Ecumenical staff officer for Faith & Order and Theological Dialogue for the Council of Bishops of The UMC. We will explore together the teachings and practices of our Christian faith that underscore our core theological convictions as United Methodists.

This year’s conference offering will benefit EOC Volunteers in Mission (Fund 1301), Heart 4 the City in Akron (Fund 9941), and the Bishop’s Discretionary Fund.

It is my prayer that this will be a time of revival and renewal. Please join me in praying for an outpouring of God’s spirit on each attendee and on every aspect of our conference.

Please visit www.eocumc.com/eoac23 for all information related to the 2023 Annual Conference.

“Now Faith, Hope and Love Abide ... The Greatest of These is Love!”

Bishop Tracy S. Malone

ATTENTION LAY MEMBERS:

If you are **not to be a lay member** of Annual 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 March 15 deadline, for consideration and action by the East Ohio Annual Conference Session, to be held June 8-10 at the John S. Knight Center in Akron, 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 *2023 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 **May 14** to: Cheryl Duell, 8800 Cleveland Ave., NW, North Canton, OH 44720, and enlarged pages will be mailed to you before May 28.

Please send Large Print pages of the *2023 Pre-Conference Workbook* to:

Name: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Return this form **before** May 14 to:

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

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54rd SESSION
EAST OHIO ANNUAL CONFERENCE
JOHN S. KNIGHT CENTER – AKRON OHIO
Thursday, June 8 through Saturday, June 10, 2023

Faith Hope Love 1 Thessalonians 1:2-3 (CEB)

AGENDA

TUESDAY AFTERNOON

June 6, 2023

- 2:00 p.m. Agenda Meeting
- 3:00 p.m. Production Meeting & Tech Rehearsal

WEDNESDAY MORNING

June 7, 2023

- 8:30 a.m. Production Meeting
- 9:00 a.m. **CLERGY SESSION BUSINESS AGENDA with LUNCH**

WEDNESDAY AFTERNOON

June 7, 2023

- 1:00 p.m. **CLERGY SESSION BOUNDARIES TRAINING**
- 4:00 p.m. Adjournment
- 4:15 p.m. Rehearsal for Service of Commissioning and Ordination
- 5:15 p.m. Rehearsal for Service of Commemoration and Holy Communion

THURSDAY MORNING
June 8, 2023

- 8:00 a.m. Agenda Meeting
- 8:30 a.m. Production Meeting
- 9:00 a.m. **CALLING THE CONFERENCE TO ORDER**
SERVICE OF COMMEMORATION AND HOLY COMMUNION
 Preacher: Bishop Tracy S. Malone
- 10:30 a.m. **BREAK**
- 10:45 a.m. **OPENING BUSINESS SESSION**
 - Prayer
 - Instructions & Opening Motions
 - AC Program Committee
 - Agenda, Rules & Administrative Process (ARAP) Committee
 - Introduction to Resolutions
 - Episcopacy Committee
 - Leadership Committee
 - Courtesies & Announcements
- 11:50 a.m. **BREAK**
- 12:00 p.m. Board of Trustees / Corporate Meeting
 Local Church Disaffiliation Vote
- 1:00 p.m. **PRAYER AND RECESS**

Cindy Patterson
 Matt Williamson
 Cindy Patterson
 Cindy Patterson
 Heidi Welch
 Ivy Smith
 Matt Williamson

Randy May

THURSDAY AFTERNOON
June 8, 2023

- 2:30 p.m. **BUSINESS SESSION**
 - Prayer
 - Episcopal Address
 - Commission on the Status and Role of Women (COSROW)
 - Conference Offering
 - 1/3 – Heart 4 the City
 - 1/3 – Volunteers in Mission (VIM) Teams
 - 1/3 – Bishop’s Discretionary Fund
- 3:45 p.m. **BREAK**

Bishop Tracy S. Malone
 Lorrin Radzik
 Matt Williamson

ORGANIZATION AND INFORMATION

Tracy S. Malone
Resident Bishop, Presiding

District Superintendents & Conference Executive Staff

Angela Lewis Canal District
 Nestor Nazario Firelands District
 Abby Auman..... Mahoning Valley District
 Nestor Nazario Mid-Ohio District
 Bruce Hitchcock North Coast District
 Kelly Brown/Laura White Ohio Valley District
 Laura White..... Southern Hills District
 Kelly Brown Three Rivers District
 Cara Stultz Costello Tuscarawas District
 Edgar Brady Western Reserve District
 Edward Peterson..... Executive Assistant to the Bishop
 Edward Fashbaugh..... Executive Director of Connectional Ministries
 Vera Rebrovich..... Executive Director of Financial & Administrative Services
 Rick Wolcott Executive Director of Communications

Annual Conference Program Committee

Matthew Williamson.....Chairperson
 Cindy Patterson..... Conference Secretary
 Kimberly Green Conference Lay Leader
 Susan Lausch.....Chairperson, AC Worship Committee
 Brenda VaccaroRegistration
 Other Program Committee Members: Wendy Bramley, Jennifer Darling-Mellott, Edward Fashbaugh,
 Nathan Foulkrod, Ed Kovacik, Tammy Kuntz, Emily Sheetz,
 Joy Snyder, Melanie Thomas, Rick Wolcott

Ministry of Music

Joe Leaman, Music Director

SPEAKERS



Bishop Tracy S. Malone
Resident Bishop
East Ohio Conference

Bishop Tracy S. Malone has served the East Ohio Conference of The United Methodist Church since 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, the president-designate of the Council of Bishops, 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, been a delegate to 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 Doctor of Ministry from United Theological Seminary in Dayton, Ohio.



Rev. Angela Lewis
East Ohio Conference

Rev. Angela Lewis is superintendent of the Canal District of the East Ohio Conference of The United Methodist Church. Prior to being appointed to the Cabinet July 1, 2021, she served three years as pastor of Doylestown UMC.

Lewis previously served Steubenville Simpson UMC, Maple Heights UMC, Cleveland St. Paul UMC, All God's Children, and Mansfield Urban Mission in the East Ohio Conference before serving seven years at Burns UMC in the Iowa Conference of The United Methodist Church.

She has served on the East Ohio Conference Board of Ministry, as a trustee at Otterbein University, and as vice president of the Black Pastors' Fellowship. While serving in the Iowa Conference she served as vice president of the Commission on Religion & Race, vice president of the Pastor's and Minister's Alliance, and as a member of the district operational team.

Born and raised in Oklahoma, where most of her biological family still lives, Lewis earned a Bachelor of Arts degree in English Education from HBCU Langston (OK) University, a Master of Arts in Secondary Administration from The University of Akron, and a Master of Divinity from Princeton Theological Seminary.

Lewis is an encourager who tries to see the good in every situation. One of her favorite passages is Joshua 1:9.



Dr. David N. Field is the Ecumenical staff officer for Faith & Order and Theological Dialogue for the Council of Bishops of The United Methodist Church, and a member of The UMC Central and Southern Europe Central Conference. He provides staff support to the bi-lateral dialogues and full-communion coordinating committees of The UMC, especially related to the Episcopal Church, Catholic Church, Moravian Church, and Evangelical Lutheran Church in America relationships.

Field previously served as academic coordinator for the Methodist e-Academy and research associate of the Research Institute for Theology and Religion at the University of South Africa. A renowned author, he also consults on e-learning in theological education to various projects in Africa and has served as lecturer and tutor to religious studies at various universities including Africa University.

Field is active at various levels of the denomination and has represented the Central Conference of Central and Southern Europe at various forums including the British Methodist Conference, the Community of Protestant Churches in Europe, and the World Methodist Council.

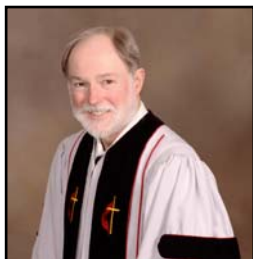
A dual Swiss and South African national, Field holds a PhD in Religion Studies from the University of Cape Town, South Africa. He and his wife the Rev. Dr. Caroline Schröder Field, a minister in the Protestant Reformed Church, live in Basel, Switzerland and are the proud parents of two adult children.

Rev. Jay Rundell is president of Methodist Theological School in Ohio (MTSO). An ordained Elder in the Rocky Mountain Annual Conference of The United Methodist Church, Rundell was appointed in 2006 to serve as president of the seminary, where he also occasionally teaches homiletics on campus.



Rundell is a clergy member of the Mountain Sky Annual Conference and recently completed service as president of the Association of United Methodist Theological Schools. He has served on the Commission on Theological Education of the University Senate of The United Methodist Church, sits on the Board of Directors of Educational and Institutional Insurance Administrators Inc., and is president of the Theological Consortium of Greater Columbus.

A native of South Dakota, Rundell is a graduate of Augustana College and Iliff School of Theology. He is married to Dr. Kristen Rundell, chair of the Department of Family and Community Medicine at the University of Arizona College of Medicine in Tucson. They are the proud parents of a daughter who lives and works in Columbus.



Rev. Dr. David Palmer
East Ohio Conference

Rev. Dr. David Palmer is senior pastor of Kent First United Methodist Church in the Canal District. Prior to being appointed to the church in 1995, Palmer served as pastor of Howland UMC for seven years. He began his 44-year ministry as associate pastor of Brunswick UMC and then served six years as pastor of Vermilion Grace UMC before being appointed to Howland.

Throughout his ministry, Palmer has served within and beyond the local church. He is currently a member of the East Ohio Conference Board of Benefits after most-recently serving as chairperson of the Conference Council on Finance & Administration. He has served on other committees and councils of the Conference,

on committees in the districts in which he has been appointed, and for many years was a summer volunteer at Camp Wanake, where he had served on summer staff in 1976. Palmer attended the World Methodist Conference in Singapore in 1991 and has also participated in an exchange with a German pastor through the World Methodist Council.

An author of nine books, Palmer earned a bachelor's degree from Wittenberg University, a Master of Divinity from Duke University, and a Doctor of Ministry from Princeton Theological Seminary. He and his wife Mavis are the proud parents of three children, who are students in college and graduate school.

Annual Conference Online

Follow Annual Conference 2023 online:

- All business sessions and worship services of Annual Conference 2023 will be livestreamed on the Conference website at www.eocumc.com/eoac23.
- Articles and photo galleries will also be posted on the website.
- Join the conversation on Twitter at #eoac23.

Annual Conference 2023 video archives:

- Videos of the services and worship services will be archived on the Conference Vimeo page, www.vimeo.com/eocumc.

Annual Conference offering:

- The Annual Conference 2023 offering (Fund 9214) will support:
 - Heart 4 The City in Akron
 - EOC Fund 9643 supporting travel, materials, and participant expenses of teams planned and organized by a United Methodist Volunteers in Mission-trained Team Leader
 - Bishop's Discretionary Fund
- Learn more about the Annual Conference offering at www.eocumc.com/eoac23/offering.
- Churches and individuals can make online donations to the Annual Conference offering at www.eocumc.com/donate, scrolling down the page to the section labeled Ministries Administered by Council on Ministries, locating Fund 9214: Annual Conference offering, and entering the amount to be donated to the offering.
- Those wishing to donate to the Annual Conference offering by mail may do so by making a check payable to the East Ohio Conference and including Fund 9214 or AC offering on the memo line. Checks should be mailed to:
 - East Ohio Conference
 - P.O. Box 76019
 - Cleveland, OH 44101-4755

Registering for Annual Conference 2023

- Registration opened on Monday, April 3 and will close at end of day Friday, May 12.
- Again, this year, registration is online only.
- Registrants must have an e-mail address that is not shared by anyone else who needs to register for AC 2023.

- Register on the East Ohio Conference website, www.eocumc.com or the Annual Conference 2023 website, www.eocumc.com/eoac23.
- Registrants should save the confirmation e-mail they will receive after registering for AC 2023.

New This Year: Pre-order & Pre-Pay for EOC Special Event Luncheons on the AC Registration Page

- Registrants will be able to pre-order and pre-pay for special event luncheons – and for AC 2023 t-shirts – at the same page as they register for Annual Conference.
- The deadline to pre-order meals and/or AC 2023 t-shirts is end of day Friday, May 26.

New This Year: A Modify Registration Button

- Should registrants want to purchase a special events luncheon or an AC 2023 t-shirt after they have already registered for this year's conference – and before the shirt/meal order deadline of May 26 – they can do so by clicking the Modify Registration button on the AC 2023 registration page.
- Registrants will then be prompted to enter the e-mail address they used to register for this year's conference and the Reference # they received in the registration confirmation e-mail.

New This Year: A Courtesy Shuttle from Akron First UMC to the John S. Knight Center

- A limited number of free parking spaces will be available at Akron First UMC, approximately ½ mile from the John S. Knight Center. The entrance to the lot is on S. Union Street behind the church, which is located at 263 E. Mill Street.
- A courtesy shuttle will transport AC members who park at the church to and from the John S. Knight Center on Thursday and Friday during Annual Conference.
- The shuttle will not be available on Saturday of Annual Conference but parking in the Broadway garage attached to the John S. Knight Center is free on weekends.

Thursday and Friday Lunch Conversations/Training Opportunities at Annual Conference

This year during the lunch breaks at Annual Conference you'll have the opportunity to join members of the Connectional Ministries team, and others, for conversation and training around issues impacting the local church.

When you register for Annual Conference, you can sign-up for these luncheon conversations and receive a Connectional Ministries-discounted box lunch with drink for only \$10! This allows you to pay in advance, skip lines, and have a place to eat, fellowship, and learn something new to take back to your church.

Space is limited. So, you must register in advance to take advantage of these learning opportunities with a discounted lunch.

Thursday, June 8 Connectional Ministries Luncheon Conversation/Training Sessions:

1. The **Safe Sanctuaries luncheon** is an opportunity to spend time with Rev. Gary Jones, the Connectional Ministries office Spiritual Formation & Christian Education director. A portion of Gary's responsibilities is to resource Safe Sanctuaries in the local congregation. He will walk through with participants what Safe Sanctuaries is, why we follow its procedures, and common elements. There will be time for Q & A. This lunchtime learning session is a great opportunity for leaders whose church is reviewing or creating its policies, for ministry team leads, and for anyone working with vulnerable persons in your faith community. **Cost is \$10. Capacity is 70 people.**

2. **Cooperative Parish luncheon** with Rev. Beth Ortiz, Connectional Ministries office Strategic Ministries director is a luncheon for clergy and laity who currently are, or soon will be, engaging in cooperative parish ministries. You are invited to learn about cooperative parishes and to fellowship with others in this model of ministry. Cooperative parishes are unique and during this lunch we will discuss some of the blessings and challenges of effective cooperative ministries. There will also be space for conversation and to hear from others in this model of ministry. **Cost is \$10. Capacity is 70 people.**

3. **Placemaking luncheon** with Will Fenton-Jones, Connectional Ministries office Multicultural Ministries director, is an opportunity to think about creating spaces that are purposeful and intentional for people from our communities to interact, build relationship and be present. Think about the places you have been that maybe were filled with art or benches or had live music and children playing and the smell of food cooking. Whether we think about our churches as intentional spaces for people to gather or ways for our churches to have a presence in our communities, placemaking can be a way to think about using “space” to transform our world. **Cost is \$10. Capacity is 70 people.**

4. **All In Community Introduction luncheon** with Jami Nathan and Reba Collins, coordinators in the West Ohio Conference, is an opportunity to learn how you can become part of the supportive All In Community with justice-involved neighbors, members, families, and allies. The mission of All In Community is to restore hope and support healing in lives impacted by crime and incarceration. A national study revealed that 50% of American families have, or have had, an immediate family member who is/was incarcerated. Rev. Kathy Dickriede, Connectional Ministries office Missions & Community Engagement director will host this lunchtime opportunity to learn ways to advance Jesus’ ministry of restorative justice. **Cost is \$10. Capacity is 70 people.**

Friday, June 9 Connectional Ministries Luncheon Conversation/Training Sessions:

1. **Mission Partners luncheon** is an opportunity to meet folks from our East Ohio Conference mission partners who have ministry tables at the John S. Knight Center during Annual Conference. Come and network, meet and hear from leaders out in the world where we are asked to be God’s agent of transformation, and have a conversation about social media best practices in telling the mission story. The luncheon conversation will be led by Rev. Kathy Dickriede, Connectional Ministries office Missions & Community Engagement director, Rev. Tammy Kuntz, North Central Jurisdiction United Methodist Volunteers in Mission coordinator, Brett Hetherington, Communications specialist, and Tom King, Disaster Response Committee chairperson. **Cost is \$10. Capacity is 70 people.**

2. **“SASSY” Church Leadership luncheon** is an opportunity to learn about a new “SASSY” form of church leadership. SAS (Simplified Accountable Structure, formerly known as the Single Board Model) is sweeping The United Methodist Church connection, helping churches everywhere refocus and renew their commitment to the Great Commission. The conversation will be led by Rev. Ed Fashbaugh, executive director of Connectional Ministries, and Rev. Beth Ortiz, Connectional Ministries office Strategic Ministries director. **Cost is \$10. Capacity is 70 people.**

3. **Resilient Leadership luncheon** in an opportunity to learn new leadership tools from guest speaker Rev. Dr. Sandy Selby, pastor of Furnace Street Mission, during this luncheon hosted by Will Fenton-Jones, Connectional Ministries office Multicultural Ministries director, and Kimberly Green, East

Ohio Conference lay leader. Resilient leadership is leadership that adapts and overcomes challenges. It's a leadership that bounces back in the face of extreme disruptions like the pandemic, denominational challenges, and economic stresses and does not give up. We all have had to be resilient in times of change and uncertainty. This workshop and conversation will inspire and encourage you to be a growing resilient leader. **Cost is \$10. Capacity is 70 people.**

4. **Fellowship of Associate Members and Local Pastors luncheon** is an opportunity to connect in conversation and fellowship over a box lunch. We will also elect and introduce the 2023-24 FAML P Board and close with a time of recognitions and communion. **Cost is \$10. Capacity is 70 people**

Saturday, June 10 Luncheons

1. **Black Pastor's Fellowship luncheon** is an opportunity for clergy and laity to gather over a meal during Annual Conference, continuing a 35+ year tradition. Plan to join us for a time of joyful conversation celebrating life events in our church and communities as well as milestones in the life of clergy. There will also be a time of prayer and sharing as we uplift our churches and individuals, and a time of discussion focused on how our fellowship will be visible in and beyond the East Ohio Conference assuring a supportive spirit to all. **Cost is \$6. Capacity is 70 people.**
2. **Methodist Federation for Social Action (MFSA) luncheon** is an opportunity to hear keynote speaker Bridget Cabrera, MFSA national executive director. At 2:00 p.m. during the luncheon the 2023 Bishop James S. Thomas Leadership Award recipient will be announced. **Cost is \$18. Capacity is 70 people.**

The following special event meals are scheduled to be offsite of the John S. Knight Center:

Open Table Worship Service – Friday, June 9 at Akron First UMC

East Ohio Reconciling Ministries Network (RMN) is pleased to invite you to our annual AC Open Table worship service, which will be held following the events of the day. This shared meal and service of welcome and inclusion will take place at Akron First United Methodist Church (263 East Mill Street), about ½ mile from the John S. Knight Center. Keynote speaker for the service is Bridget Cabrera, executive director of Methodist Federation for Social Action (MFSA). Dinner and worship are both free and open to the public, however your RSVP is much appreciated. Childcare will be provided at no cost.

Clergy Book Exchange

Clergy are invited to bring books to share with others, trade, and get off your shelves. These resources will be available for everyone to add to your shelves of knowledge and use for preaching, leadership development, personal reflection, and to share with others. Clergy can bring books to the John S. Knight Center on June 7. Tables will be available on the lower level. If you have questions about this opportunity to share resources with one another, please call Rev. Tammy Kuntz at (614) 325-8741.

**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.
- 2) Become familiar with the organizational structure and existing programs of the Annual Conference, parliamentary procedure, and the Conference rules.
- 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/eoac23. 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.
- 2) Become familiar with the organizational structure and existing programs of the Annual Conference, parliamentary procedure, and the conference rules.
- 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/eoac23. 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 Annual Conference Program Committee Report to Annual Conference 2023

2
3 *Submitted by Pastor Matthew Williamson, Annual Conference Program Committee chair*

4
5 The Annual Conference Program Committee plans all activities that are not a part of the worship or
6 business sessions of Annual Conference. We welcome you again to the John S. Knight Center for what I
7 am sure will be a meaningful and memorable Annual Conference.

8
9 The Program Committee continues to focus our efforts on welcoming you to an Annual Conference that
10 is easy to navigate and easily accessible. It pleases us to announce that on Thursday and Friday of
11 Annual Conference shuttle service will transport people to and from the main entrance of the John S.
12 Knight Center and First United Methodist Church of Akron one-quarter mile away. The shuttle service
13 will be available throughout the day to allow access to your vehicle. Volunteers will be present to
14 welcome you into the parking lot in the morning. Available parking spaces are limited, so plan on
15 arriving early. The shuttle will not be available on Saturday but parking in the deck connected to the
16 John S. Knight center is free that day.

17
18 Childcare will not be offered onsite during Annual Conference, but the Program Committee has worked
19 tirelessly to make access to childcare available through Kozmic Korner Pre-School and Child Care Center
20 in Akron. The childcare will be available at the Kozmic Korner location at 520 S. Main Street, about one
21 mile from the John S. Knight Center on Wednesday during Clergy Session and Thursday through
22 Saturday during Annual Conference. Kozmic Korner provides childcare for children ages six weeks to 10
23 years of age. The cost per child is \$70 per day. Those needing assistance with this childcare cost can
24 apply for \$100/child scholarships offered through the Connectional Ministries office by contacting
25 Melanie Thomas at (800) 831-3972 ext. 102 or mthomas@eocumc.com. If you have questions for the
26 team at Kozmic Korner, please call the office at (330) 253-8125 or visit the Child Care Center online at
27 <http://www.kozmickorner.com/>. Parents wishing to enroll their child(ren) in Kozmic Korner for any of
28 the days of Annual Conference must visit Child Care Center's website to complete paperwork before
29 Annual Conference so that the Kozmic Korner team will know how many children to expect those days.
30 Parents must also provide their child(ren)'s immunization shot records when they are dropped off for
31 the first time at Kozmic Korner.

32
33 Once again, this year, blocks of rooms at nearly one dozen hotels in and around Akron have been
34 designated for Annual Conference members. Visit the Annual Conference 2023 website,
35 www.eocumc.com/eoac23, and click on the Hotels tab to find a list of hotels and instructions for how to
36 make your reservations.

37
38 New this year, Camp Wanake is offering accommodations, including meals, during Annual Conference
39 for families with children five-years old to 17-years old. The children will have a day camp experience at
40 Camp Wanake while their parent(s) tend to the business of Annual Conference. When the parent(s)
41 return there will be a family dinner at the Camp. Visit the Annual Conference 2023 website,
42 www.eocumc.com/eoac23, to learn more.

43
44 We will again gather prayer requests throughout Annual Conference. Prayer requests can be emailed to
45 eocprayerconcerns@gmail.com or made in person at the help desk. Please only submit names and not
46 circumstances for prayer so that we can ensure each person's privacy.

47
48 The Program Committee is also responsible for designating the ministries that will receive portions of
49 the Annual Conference offering (Fund 9214). This year the offering will be disbursed 1/3 each to:

- 1 • EOC Volunteers in Mission Fund 9643 supporting mission teams organized by a United
- 2 Methodist Volunteers in Mission-trained team leader,
- 3 • Heart 4 the City in Akron building the front porch to the kingdom of God by prioritizing
- 4 relationships and establishing programs addressing needs in the city, and
- 5 • Bishop's Discretionary Fund used by Bishop Tracy S. Malone to support ministry needs that
- 6 impact countless lives each year.
- 7

8 Your generous donation to the 2023 Annual Conference offering – to be received Thursday, June 8 – can
9 make a difference for others in the coming year and beyond.

10
11 Throughout Annual Conference, Program Committee members and volunteers from across the East
12 Ohio Conference will be onsite welcoming you to the John S. Knight Center, providing hospitality, and
13 assisting you with any questions you may have. We ask that you please take a moment at the end of
14 Annual Conference to complete the brief evaluation found at the back of this Pre-Conference Workbook
15 and also online. Your responses will be reviewed and shared with the team that will plan Annual
16 Conference 2024.

17
18 In closing, I would like to thank everyone who served on the Program Committee this year. I really
19 appreciate their talent, energy, and willingness to serve. Thank you again to Reverend Ed Fashbaugh,
20 executive director of Connectional Ministries, for his guidance and to Bishop Tracy S. Malone for
21 entrusting me to chair this Committee. Most importantly, thank you to the East Ohio Conference for
22 allowing this Committee to serve you.

23
24 *Learn more on the Annual Conference 2023 pages of the East Ohio Conference website at*
25 *www.eocumc.com/eoac23.*

26 27 28 **Agenda, Rules, and Administrative Process (ARAP) Committee Report to Annual Conference 2023**

29
30 *Submitted by Rev. Cindy Patterson, ARAP chair*

31 32 **Agenda**

33 The agenda of the Annual Conference has been prepared by the Conference secretary, approved by the
34 ARAP Committee and will be presented to the Annual Conference on Thursday, June 8. The agenda will
35 be adapted as needed throughout the Annual Conference session.

36 37 **Administrative Process**

38 ARAP met twice following the 2022 Annual Conference. The group considered the referral of Rule 4.C
39 concerning the Daily Proceeding Committee and following discussion and consultation with the
40 Conference chancellor determined that the rule change presented at Annual Conference is appropriate
41 and will be presented to Annual Conference again this year.

42
43 ARAP formed a task group to work on our Conference Rules concerning Resolutions. Those changes will
44 be recommended when it has completed its work.

45
46 A rule change was submitted to ARAP from a member of the Annual Conference concerning the election
47 of General and Jurisdictional Delegates. After extensive review it was decided that the rule change was
48 not necessary because it was redundant to what is already outlined in *The Book of Discipline of The*
49 *United Methodist Church*.

1 Stewards of Conference policies have been determined and all Conference policies are being
2 reviewed/updated and several will be presented to the Annual Conference for approval this year.

4 **Proposed Rule Change (East Ohio Conference Standing Rules)**

5 ¶4.D Daily Proceedings Review Committee. The Leadership Committee Conference secretary shall
6 ~~nominate~~ select a committee of four people to be elected by the Annual Conference. This committee
7 shall read and correct the record of daily proceedings kept by the Conference secretary, and shall report
8 to the Annual Conference near the close of the annual session. The committee's report will constitute
9 the approved record. ~~The committee shall serve for the quadrennium.~~

10
11 *Learn more about Conference Rules in The Conference Journal found on the East Ohio Conference*
12 *website at www.eocumc.com/journal.*

15 **East Ohio Parental Leave Policy**

17 **Statement of Purpose**

18
19 “We believe the family to be the basic human community through which persons are nurtured and
20 sustained in mutual love, responsibility, respect, and fidelity”¹. While recognizing that families take on
21 different shapes and sizes, and the needs of each family are unique, we seek to love one another and
22 enable all members of the body of Christ to grow and flourish. The East Ohio Conference supports
23 families and advocates for parental leave for all persons welcoming a child into their home, both
24 clergy and lay. Further, we encourage all parents who are welcoming a child into their home to make
25 full use of parental leave policies.

26
27 The World Health Organization and the International Labor Organization advocate for “at least 14
28 weeks of parental leave”² and *The Book of Discipline of The United Methodist Church* allows for up to
29 13 weeks of parental leave for clergy families³. The East Ohio Conference has developed this policy in
30 order to assist clergy families, local churches, district superintendents, and the Annual Conference in
31 caring for family and advocating for parental leave in the church and beyond the church.

33 **BOD Foundations**

34
35 ¶ 355. **Maternity or Paternity Leave** - Maternity or paternity leave, not to exceed one-fourth of a
36 year, will be available and shall be granted by the bishop and the Cabinet, and the Executive
37 Committee of the Board of Ministry to any local pastor, provisional member, associate member,
38 or clergy member in full connection who so requests it at the birth or arrival of a child into the
39 home for purposes of adoption.

- 40
41 1. Persons desiring maternity or paternity leave should file their request with the committee
42 on pastor-parish relations after consulting with the district superintendent at least 90
43 days prior to its beginning to allow adequate pastoral care for the churches involved to be
44 developed.
45 2. During the leave, the clergy member's annual conference relations will remain unchanged,
46 and the health and welfare benefit plans will remain in force.
47 3. A maternity or paternity leave of up to one-quarter of a year will be considered as an
48 uninterrupted appointment for pension purposes.
49 4. Compensation will be maintained for no less than the first eight weeks of leave.

5. During the leave time, pastoral responsibility for the church or churches involved will be handled through consultation with the committee on pastor-parish relations of the local church(es) and the district superintendent.
6. Special arrangements shall be made for district superintendents, bishops, and those under special appointment.

EOC Policy for Births and Adoptions

1. All clergy in the East Ohio Annual Conference who are expecting the birth or adoption of a child are eligible for Parental Leave (maternity or paternity leave in *The Book of Discipline of The United Methodist Church 2016*, ¶ 355). This policy applies to all clergy, regardless of their part-time or full-time status. Parental leave is guaranteed to all clergy who request it within the guidelines of this policy.
2. Clergy are encouraged to begin communication with their district superintendent as soon as they are able to publicly share the anticipation of a child's arrival. Families giving birth are encouraged to begin planning as soon as they are public about their pregnancy. Adoptive parents are encouraged to make a plan as soon as they are approved for adoption/foster parenting. Parental leave must be requested at least 90 days in advance of the anticipated beginning of the leave, in accordance with *The Book of Discipline of The United Methodist Church*.
3. Parental leave shall be encouraged and permitted for up to 13 weeks with full pay and will not affect the clergy person's pension, health benefits, and appointment status.
4. Churches will maintain their regular compensation for clergy on leave for the duration of the leave.
5. The district superintendent will consult with the pastor to arrange coverage for the duration of leave.
6. The annual conference will assist local churches with additional funding for pastoral coverage and compensation, in consultation with the pastor and the SPRC, up to \$10,000* per leave.
7. Parental leave may be taken consecutively or non-consecutively, full- or part-time, according to the needs of the family. All parental leave must be taken within nine months of the placement or birth of the child.
8. Parental leave is not vacation. The use of parental leave does not affect the clergy person's use of their annual vacation granted in the Annual Conference Rules.
9. Churches will make reasonable accommodations for breastfeeding and pumping parents, as well as for the feeding of infants. This can include private space, access to an outlet, and time/space to feed according to the infant's needs.
10. Churches will also examine their personnel policies for lay staff and are encouraged to ensure adequate and equal parental leave for all.
11. Clergy in the annual conference will support and promote parental leave, including by providing pastoral care coverage if asked and needed, in accordance with their schedule.

*Note: At the time of the Pre-Conference Workbook deadline, "up to \$10,000" per birth or adoption was approved by the EOC Board of Ministry and Cabinet, contingent upon conversation with Conference Council on Finance & Administration. This is based upon the expectation of two to four births or adoptions per year, as well as the amounts often paid to retired clergy who substitute for clergy out on medical reprieve for conditions such as cancer, joint replacement, etc. This recommendation will be affirmed or revised at Annual Conference 2023.

EOC Policy for Foster Care Placements

The EOC recognizes the significant need for foster care families. The intended temporary nature, often short notice, and government financial support of foster present different needs to address and support from birth or adoption.

1. Clergy who serve as foster parents should be in communication with their district superintendent and the SPRC at the time of appointment or during the licensing process.
2. Foster parents are encouraged to make an advance plan of contingencies as soon as they are approved for adoption/foster parenting.
3. Should a clergy family welcome a child into their home for foster care, a specific plan will be worked out between the district superintendent, SPRC, and the clergy family, with the goal of caring for the family.
 - a. Foster parents generally anticipate taking off work for some days at the beginning of the placement, to arrange for daycare and/or school enrollment, potential medical or caseworker appointments, etc., and then returning to a more normal work schedule more quickly than after the birth of a child. Foster parents may also need a few days at the end of a placement as well, to care for both the logistics and grief of transition.

¹ *The Book of Discipline of The United Methodist Church*, ¶ 161B.

² Maternity Protection, Compliance with International Labor Standards.
<https://www.who.int/data/nutrition/nlis/info/maternity-protection-compliance-with-international-labour-standards>

³ *The Book of Discipline of The United Methodist Church* ¶ 355.

East Ohio Parental Leave Procedures

Clergyperson's Responsibilities & Action Steps:

2. Clergy are encouraged to begin planning for Parental Leave as soon as possible. Think through the logistics and needs of your family, ensuring that you consider what will best serve your family. Parental Leave may be taken for up to 13 weeks for birth or adoption, consecutively or non-consecutively, full or part time, and must be taken within nine months of the birth/arrival of a child.
3. Talk with your district superintendent before sharing the news with your local church.
3. Share your plans for Parental Leave with your SPRC.
4. Submit a formal Parental Leave request at least 90 days in advance to the district superintendent, Episcopal office, and the Board of Ministry Conference Relations registrar.
5. If needed or desired, the district superintendent will meet with the SPRC to discuss the Parental Leave policy, benefits, and needs of the congregation.
6. Work with the SPRC to determine the local church resources and needs during the leave. Request funding (up to \$10,000* per leave) by submitting a budget for the expenses of pastoral coverage during leave to the district superintendent.
7. Arrange pastoral coverage for the duration of your leave. The district superintendent is available to assist you if desired.
8. Communicate your Parental Leave plans to the SPRC, district superintendent, and local church/ministry setting.
9. As the child's arrival date nears, ensure all notes and pastoral coverage plans are in place and have been communicated to all involved.
10. Set appropriate boundaries with local church leadership as to your needs during leave. Think about if you wish to be contacted during your leave, and under what circumstances.

1 Communicate your boundaries clearly, and ensure that the local church/ministry setting
 2 understands your availability during leave. (Think about how or if you will respond when a
 3 parishioner calls you. What about if there is a funeral? What will happen to emails that are
 4 sent during your leave?) Ensure that communication is kind and clear so that all know what to
 5 expect.

- 6 11. As the child's arrival date nears, it may be helpful to have back up pastoral coverage and
 7 worship services ready, in case of unanticipated circumstances. Consider developing a lay-
 8 led service or two and equipping members to be prepared in the event they need to lead
 9 without you.
- 10 12. When your child arrives and your leave begins, inform your district superintendent and SPRC.
- 11 13. Take full advantage of the Parental Leave benefits offered to you, for the benefit of your family.

12
 13 *Note: At the time of the Pre-Conference Workbook deadline, "up to \$10,000" per birth or adoption
 14 was approved by the EOC Board of Ministry and Cabinet, contingent upon conversation with
 15 Conference Council on Finance & Administration. This is based upon the expectation of two to four
 16 births or adoptions per year, as well as the amounts often paid to retired clergy who substitute for
 17 clergy out on medical reprieve for conditions such as cancer, joint replacement, etc. This
 18 recommendation will be affirmed or revised at Annual Conference 2023.

19 20 **District Superintendent and Conference Responsibilities & Action Steps:**

- 21
 22 1. District superintendents will support clergy and encourage the full use of the EOC Parental
 23 Leave Policy.
- 24 2. If desired, district superintendents will meet with the SPRC to discuss the Parental Leave
 25 policy, Foster Care Placement policy, benefits, and needs of the congregation, for birth,
 26 adoption, or foster care placement.
- 27 3. District superintendents will receive Parental Leave coverage budgets from local
 28 churches/ministry settings and will ensure that funding is provided (up to \$10,000 per leave) in
 29 accordance with the EOC Parental Leave policy.
- 30 4. District superintendents will remain in consultation with the clergy as pastoral coverage is
 31 arranged. If desired, the district superintendent will assist the clergy person in finding
 32 appropriate coverage.
- 33 5. District superintendents will help interpret and support the need for space and time for
 34 grieving for clergy families experiencing pregnancy or infancy loss or at the end of a foster
 35 placement. District superintendents will be in consultation with clergy and the SPRC to
 36 arrange this time. This time will not affect a clergy person's annual vacation.
- 37 6. District superintendents will encourage good boundaries during Parental Leave.
- 38 7. The annual conference will support and promote Parental Leave and will advocate
 39 for Parental Leave in all aspects of society.
- 40 8. The BOM, Cabinet, and COSROW will review and update the Parental Leave policy at least
 41 quadrennially.

42 43 44 **East Ohio Sexual Ethics Policy**

45 46 **Statement of Purpose & Theological Foundation**

47
 48 All human beings are created in the image of God, and are beloved of God, deserving of love and
 49 respect. In the East Ohio Annual Conference of The United Methodist Church, we honor God and one
 50 another by pursuing healthy and life-giving relationships with each another. Jesus said, "You shall love

1 the Lord your God with all your heart, and with all your soul, and with all your mind.” This is the
 2 greatest and first commandment. And a second is like it: “You shall love your neighbor as yourself.”
 3 (Matthew 22:37-39)
 4

5 Our relationship with and knowledge of God guides and illuminates our reflections on human sexual
 6 behavior. Together we affirm that:

- 7
- 8 ● God calls us to honor our bodies and gives us responsibility over our own bodies
 9 (I Corinthians 6:12-20).
- 10 ● God calls us to honor the integrity of our neighbors, and their authority over their own
 11 personhood (Deuteronomy 22:25-30).
- 12 ● God calls us into covenant with each other within the family of God (Deuteronomy
 13 14:1-2; Ephesians 4:14-16).
- 14 ● God calls us to support each other (1 Thessalonians 5:11, NRSV).
- 15 ● God, through the church, calls leaders (whether ordained, consecrated, elected or appointed)
 16 to witness to the preciousness of bodies, our own and others; and to declare that each person
 17 is unique and of divine worth (I Corinthians 6:19-20; Ephesians 4:1).
- 18

19 In light of these understandings, the East Ohio Conference is committed to honor the complete
 20 integrity of one another, and in doing so, we honor and remember the Body of Christ.

21
 22 This policy exists to safeguard relationships, to build up the Body of Christ, and to provide guidelines
 23 for the prevention and reporting of sexual and professional misconduct to the East Ohio Annual
 24 Conference. This policy applies to all ministry professionals working in East Ohio Annual Conference
 25 churches and shall become a part of local church policies. The East Ohio Annual Conference is
 26 committed to responding to all violations of this policy in a way that promotes true justice and
 27 accountability and in such a way that promotes healing.

28 **Definitions**

29
 30
 31 *Ministry Professionals* - ministry professionals (paid and unpaid) are those persons (clergy and lay)
 32 serving in positions of power and authority. Ministry professionals are charged with the sacred trust of
 33 creating and maintaining environments where all can encounter the living Christ and grow in their
 34 knowledge and love of God.
 35

36 *Sexual Misconduct* - Sexual misconduct within ministerial relationships is a betrayal of sacred trust. It
 37 is a continuum of sexual or gender-directed behaviors by either a lay or clergy person within a
 38 ministerial relationship (paid or unpaid). It can include child abuse, adult sexual abuse, harassment,
 39 rape or sexual assault, sexualized verbal comments or visuals, unwelcome touching and advances, use
 40 of sexualized materials including pornography, stalking, sexual abuse of youth or those without
 41 capacity to consent, or misuse of the pastoral or ministerial position using sexualized conduct to take
 42 advantage of the vulnerability of another. It includes criminal behaviors in some nations, states, and
 43 communities and is a chargeable offense in The United Methodist Church. (2016 Book of Resolutions,
 44 #2044)
 45

46 *Sexual Harassment* - sexual harassment is a form of sexual misconduct, defined as unwanted sexual
 47 or gender-directed behavior within a pastoral, employment, ministerial (including volunteers),
 48 mentor, or colleague relationship that is so severe or pervasive that it alters the conditions of
 49 employment or volunteer work or unreasonably interferes with the employee or volunteer’s
 50 performance. It can create a hostile, offensive environment that can include unwanted sexual jokes,

1 repeated advances, touching, displays, or comments that insult, degrade, or sexually exploit women,
2 men, elders, children, or youth. (*The Book of Resolutions of The United Methodist Church 2016,*
3 #2045)
4

5 **Reporting & Responding to Complaints of Misconduct**

- 6
- 7 1. Violations of this policy may be reported to your SPRC, pastor, any United Methodist
- 8 clergy person, the district superintendent, or the bishop.
- 9 2. All persons who have knowledge of alleged misconduct are encouraged to come
- 10 forward.
- 11 3. Keep a journal to document specifics surrounding all incidents in question. Include
- 12 conversation and contacts with the person, dates, times, witnesses and descriptions of the
- 13 incidents.
- 14 4. When the alleged conduct constitutes a criminal act, report it to the police. A complaint
- 15 which involves a child under the age of 18 must also be reported to the nearest agency
- 16 charged with child protection.
- 17 5. In order for a violation of this policy to become an official complaint (subject to ¶362 of *The*
- 18 *Book of Discipline of The United Methodist Church 2016*) it must be presented in writing and
- 19 signed by the person making the complaint.
- 20 6. All complaints will be dealt with promptly and in confidence according to ¶362. All
- 21 investigations of clergy will be conducted according to ¶2701-2706 of *The Book of Discipline of*
- 22 *The United Methodist Church 2016*. All appropriate legal reporting practices shall also be
- 23 followed.
- 24 7. Confidentiality is an important part of this process. Confidentiality means that information will
- 25 only be shared on a need to know basis, at the discretion of the bishop. In the event of a
- 26 signed complaint, information will be shared as outlined in ¶362, for the purposes of
- 27 accountability and repairing the harm that has been done.
- 28 8. Remember that you are not alone in this process. All persons who bring forward complaints
- 29 will be heard, affirmed for coming forward, given access to support persons, and prayed for
- 30 throughout the process.
- 31 9. The East Ohio Annual Conference takes seriously any violations of the sacred trust by ministry
- 32 professionals.
- 33

34 **Policy Against Retaliation**

35
36 The East Ohio Annual Conference has a zero tolerance policy for retaliation against those who report
37 misconduct or submit a complaint.
38

39 **Updates to the Sexual Ethics Policy**

40
41 COSROW shall update this policy at least once every four years. If any provision of this policy is in
42 conflict with the current *Book of Discipline of The United Methodist Church*, the Discipline
43 shall prevail. Such conflict shall not be grounds for invalidating this policy.
44

45 **Additional Resources**

- 46
- 47 1. UM Sexual Ethics: www.umsexualethics.org
- 48 2. The General Commission on the Status and Role of Women: www.gcsrw.org
- 49 3. Do No More Harm: <https://donomoreharm.org>
- 50

Professional Standards

2. Clergy shall observe the following professional standards:
 - a. We respect the parish of another clergy person and perform a service in that parish only at the invitation of the assigned clergy person (§1341.4).
 - b. A clergy person who has retired or been appointed to a new charge shall not return to the former charge for at least one year and with the invitation of their successor(s).
 - c. Clergy who attend, but are not appointed to a charge (who may be retired or serving in extension ministry) are to respect the work of the clergy person appointed to that charge. At the invitation of the appointed clergy person, credentialed clergy may preside over sacraments, funerals, and weddings at that charge. At all times, clergy are to seek to enhance, not undermine, the pastoral authority of the clergy person under appointment at charge.
 - d. We deal honorably with the record of our predecessor and successor.
 - e. We give endorsement only to those movements, agencies, or individuals who have been thoroughly investigated and have our full personal approval.
 - f. We respond to community calls for our service as a part of our ministry to the church.
 - g. We promote the entire program of the church.
 - h. Makes effective use of social media to Do No Harm and Do Good.

Committee on Episcopacy Report to Annual Conference 2023

Submitted by Rev. Heidi Welch, Committee on Episcopacy, chair

Greetings on behalf of the East Ohio Conference Committee on Episcopacy. Our task is to:

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

This year, our committee began its work by creating an Annual Conference Profile for the North Central Jurisdictional Committee on Episcopacy (NCJCOE), to be used when assigning bishops at the North Central Jurisdictional Conference in November 2022. Surveys were distributed to 80 leaders throughout the East Ohio Conference, paying special attention to demographics, to collect a variety of viewpoints. A summary was compiled of the 37 surveys returned, and then shared with NCJCOE.

Our committee spent considerable time reviewing all the survey responses, as they gave us insight into the perceived needs and concerns of our Conference community. Thank you to all who took time to respond!

Typically, our committee meets three times throughout the year with Bishop Malone for consultation and feedback. This year, our meetings were filled with Bishop Malone sharing the ways she is leading East Ohio into the future.

Bishop Malone created several task forces to focus on specific needs in East Ohio: a Shepherding team, which includes individuals who are trained around the disaffiliation process to assist superintendents; a District Restructure/Realignment team to gather information and ensure we are stewarding our resources well; a "YES!" team focused on identifying and clarifying the identity of the East Ohio

1 Conference so that we can live into the new expression of The United Methodist Church here in East
 2 Ohio; and a Disaffiliation team to navigate ¶ 2553 of *The Book of Discipline of The United Methodist*
 3 *Church* and to ensure East Ohio is following the proper procedures.

4
 5 Two bright spots this past year were Bishop Malone's educational trips with East Ohio clergy and laity to
 6 Turkey/Greece (Journeys of Paul) and the Holy Land. These trips provided Bishop Malone with an
 7 opportunity to engage with laity and clergy in a deeper and more intentional and personal way.

8
 9 Bishop Malone is leading by example, and living out what she is calling each of us to do: manage the
 10 transition and change in which we constantly find ourselves, while at the same time staying focused on
 11 growth, vitality, and where the Spirit is leading.

12
 13 We encourage you to continue to pray for Bishop Tracy S. Malone, for her husband Derrick, and for their
 14 daughters as we, by the power of the Holy Spirit, join together to spread Christ's hope, joy, love, and
 15 peace to all the world.

16 17 18 **Commission on Equitable Compensation Report to Annual Conference 2023**

19
20 *Submitted by Dr. Gloria Brown, Commission on Equitable Compensation chair*

21
22 The overall purpose of the Commission on Equitable Compensation is to support the bishop and Cabinet
 23 in fulfilling the mission of the Conference, which is to make and mature disciples of Jesus Christ for the
 24 transformation of the world. This Commission provides salary support, where the bishop and Cabinet
 25 deem necessary, establishes minimum salaries, and awards sustentation grants.

26 27 **I. PASTORAL COMPENSATION FOR FULL-TIME CLERGY**

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

II. ELIGIBILITY FOR ALLOWANCES: CHARGES

- 1
2 A. No minimum salary should be paid to a charge that has not conducted a responsible
3 stewardship campaign each year. Refer to the Conference website for information on
4 stewardship and stewardship programs.
5
6 B. Any change in clergy appointment to a charge on minimum salary support should be reported
7 immediately to the office of the Conference executive director of Financial & Administrative
8 Services.
9
10 C. No minimum salary support should be made to cover the failure of a local charge to meet the
11 pastor's salary as approved by the Charge Conference.
12
13 D. A local charge is expected to maintain its level of clergy support from previous years and must
14 set a definite salary.
15
16 E. A local charge is expected to provide a comfortable parsonage (or adequate housing
17 allowance) meeting standards adopted by the Conference for parsonages and parsonage
18 furnishings.
19
20 F. Any charge receiving minimal salary support will be given a maximum of five years to assume
21 full pastoral support. The charge must project a plan of incremental reductions effective with
22 the second year of support. After five years, minimum salary support may be terminated if
23 substantial progress in reducing dependence on salary support has not been made.
24 Continuation of salary support beyond the five-year limit shall require concurrent action by
25 the Commission and the Cabinet.
26
27 G. The Cabinet representation on the Commission on Equitable Compensation will give an annual
28 report to the Commission regarding the progress each charge is making toward moving off
29 equitable compensation funding.
30

III. ELIGIBILITY FOR ALLOWANCES: PASTORS

- 31
32 A. A pastor who is engaged in business, a profession, or farming, or who is engaged in non-
33 church activity for remuneration, or who is employed in secular business shall not be eligible
34 for any salary supplementation, except in cases which may qualify for less than full-time
35 appointment.
36
37 B. A retired Conference member or retired local pastor who is serving as pastor shall not be
38 eligible for any salary supplementation or any sustentation allowance.
39
40 C. For the local church to be eligible for salary supplementation, a pastor shall live on the charge
41 or in the parsonage provided by the charge. Under unusual circumstances, the Commission
42 may make an exception.
43
44 D. Minimum salary support is not a contractual right but a consideration of our relationship in
45 Christian ministry.
46

IV. APPLICATION AND PROCEDURES FOR MINIMUM SALARY SUPPORT

47
48
49 Supplementation is not automatic but must be applied for each year or when there is a pastoral
50 change. The deadline for filing applications for the next calendar year is November 1 or

1 immediately following Charge Conference. However, any time there is a change in pastoral
2 appointment or status of the applicant, a new application must be completed. The local charge is
3 responsible for filing the application.
4

5 A. The local charge shall obtain the application forms from its district superintendent. The local
6 Staff Parish Relations Committee shall complete the forms and send them in duplicate by the
7 deadline to the office of the Conference executive director of Financial & Administrative
8 Services. The following information is required, in addition to the application:
9

- 10 1. Two copies of the church budget for each church on the charge. A completed budget
11 includes:
 - 12 a. The previous year's approved budget, year-end expenditures, and audit report
 - 13 b. The current approved budget and year-to-date expenditures
 - 14 c. The proposed budget for the year support is requested.
- 15
- 16 2. A one-paragraph description of the program for stewardship education in each church
17 including information such as how members were contacted, use of pledge cards,
18 percentage of members who respond to the program, use of regular financial updates,
19 and any other helpful information.
- 20 3. One copy of the church's year-end report must be returned to the office of the
21 Conference executive director of Financial & Administrative Services by January 31.
22
- 23 4. A report with plans for growing the ministry of the charge. Charges beyond the first year
24 of receiving funds shall include in that report how they are progressing on their plans for
25 growing ministry, including anything they have learned from what did not work in the
26 past.
27
- 28 5. Incomplete applications or applications submitted without required documentation will
29 be returned without consideration by the Commission on Equitable Compensation, and
30 payment may be delayed.
31
- 32 B. When a pastoral change is made during the year:
 - 33 1. Charges requesting support for the first time shall also submit the items listed in IV., A. 1,
34 to 4.
 - 35 2. Charges already receiving supplementation with pastoral changes need submit only a new
36 application.
37

38 V. **MINIMUM CASH SALARY SCHEDULES**

39
40 Currently, East Ohio Conference has one of the lowest minimum salaries across the United States and is
41 second to the bottom excluding two missionary Conferences (DAC & CAC Summary, 2023 and 2024 DAC
42 and CACs by Conference name, Wespeth Benefits and Investments, June 9, 2022). The Minimum Cash
43 Salaries are not commensurate with the cost of living. This claim is substantiated by data collected by
44 the East Ohio Conference staff and members of the East Ohio Commission on Equitable Compensation.
45

46 Based on USDA (Food Pantry) WIC and SNAP income requirements,

- 47 • Full-time local pastors who have not completed their Course of Study are less than \$2,000 away
48 from being eligible for food stamps.

- All are eligible for Head Start, free school lunches, and WIC, and all are eligible to receive food from food pantries funded by local food banks through the USDA. These food pantries are often housed in the churches in which clergy are serving.

(E. Peterson, personal communication, October 7, 2021).

Even when adjusted, the minimum salaries fall below the living wage for every county in the East Ohio Conference (<https://livingwage.mit.edu/states/39>).

(W. Fenton- Jones, personal communication, February 25, 2022).

In December 2022, a Young Clergy task force was commissioned by the bishop to gather perceptions held by that population as related to minimum salaries. A survey was formulated and distributed to young clergy up to age 35. Seventy five percent of respondents were full-time ordained Elders and 25% were full-time local pastors. The return rate was 51.5%. Emerging themes/greatest concerns included healthcare, salary, and housing.

[Unpublished research]. (Buie and Heskett., 2023, pp. 1-3).

(Buie and Heskett, 2023) reported additional findings. However, some did not fall within the responsibilities of the EOC Commission on Equitable Compensation. A copy of the complete report was sent to the bishop.

Everyone should be concerned that the East Ohio Conference is “second from bottom” in the nation in terms of salaries. There are other compensation factors that are not generally known and are hard to see and understand. For example, some conferences do not offer the more robust level of health care coverage that is offered in East Ohio. Some conferences have no health care coverage and pastors must pay for their own healthcare. In other conferences, pastors pay part of the health care premium. East Ohio is not at the bottom when total compensation is considered; we place more in the middle. It should still be said, however, that good compensation packages are necessary to attract and keep quality pastors.

The Commission on Equitable Compensation investigated the effect of the current U.S. inflation index (Consumer Price Index or Cost of Living Index) upon East Ohio Conference as another input before recommending what the minimum salary increase suggestion would be for the 2023 Annual Conference. The following is a summary of the investigation.

Consumer Price index or Cost of Living Index		
Location	Consumer Price Index or Cost of Living, % (Based upon a 12 month comparison)	Index - Compared to National Average, %
US - National Average	6.5	100
State of Ohio	5.92	91
Key Cities in EOC		
Cleveland	6.11	94
Akron	5.95	91.5
Canton	5.78	88.9
Youngstown	5.27	81
Alliance	4.75	73
Wooster	5.98	92
Mansfield	4.46	68.6
Mount Vernon	5.01	77.1
Cambridge	4.46	68.6
New Philadelphia	5.02	77.3
Average of Key Cities	5.28	
Note: Jan 2023 - US National Average was 6.4%		

1 The above data for the U.S., state of Ohio and key cities in East Ohio Conference were obtained by using
 2 the Salary Research for Cost of Living for each specific location based upon a 12-month comparison
 3 (December 2022 vs December 2021). An example of the data for Akron is found by using the following
 4 link <https://www.salary.com/research/cost-of-living/akron-oh>.

5
 6 It is readily observable that the inflation rate varies depending upon the market conditions for the
 7 urban, suburban, and rural locations within the East Ohio Conference.

8
 9 (W. Watts, personal communication, February 17, 2023)

10
 11 When collaborating about recommending a rate of increase commensurate with the current inflation
 12 rate, the commission also considered the effect that such an increase would have on local churches.
 13 Such an increase would cause some churches to pay a full-time salary, pay increased healthcare costs,
 14 and fund additional pensions. Clearly, some would be forced to close.

15
 16 The table below dates to 2016. It substantiates the fact that the Commission on Equitable Compensation
 17 has made an effort to perpetually increase salaries. Since 2016, the total percentage increase has been
 18 31.6% which is applaudable.

19

Year	Minimum Cash Salary	Difference	% Increase	Inflation
2016	\$33,806			1.6
2017	\$34,558	752	2%	2.1
2018	\$35,247	689	2%	2.4
2019	\$35,982	734	2%	1.8
2020	\$37,750	1,768	5% ¹	1.2
2021	\$39,638	1,888	5%	4.7
2022	\$40,431	793	2%	8.0
2023	\$44,474	4,043	10%	

20
 21 [Unpublished Report]. (Hitchcock, 2023, p. 1)

22
 23 Therefore, in effort to move the minimum salaries toward a more sustainable wage, to address the
 24 current inflation rate to an extent, and to keep churches open, the commission recommends a 5%
 25 increase to each of the three minimum salary categories for 2024. If the above recommendation is
 26 approved, the 2024 salary schedule will be that seen in Column #3.

27

2022	2023	2024 Proposed 5% Increase	
40,431	44,474	46,698	Full members, associate members, provisional members, and ordained persons from other denominations
36,335	39,969	41,967	Full-time pastors who have completed the course of study
34,289	37,718	39,604	Full-time pastors who have not completed the course of study

VI. SUSTENTATION AID

Sustentation grants are available in cases of special need or financial emergencies to all 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. Due to inflation and growing need, donations to this fund are encouraged. The Fund # is 9917.

VII. GUIDELINES FOR MILEAGE

- A. In setting the pastor's mileage, the local church(es) shall pay vouchered mileage at the mileage rate set for the current year by the Internal Revenue Service. This figure may be obtained by doing a search for "business mileage rate" on the IRS website, www.irs.gov. Flat fixed rates for mileage are subject to apportionments.
- B. A church or charge may have the option of prepaying an estimated mileage figure monthly. 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.
- G. When the pastor combines local charge business and personal business on the same trip, the mileage attributed to the personal errands shall not be included in the reimbursable mileage.
- H. Mileage should be paid by inviting charge when a pastor travels to another charge to perform services at the request of the other charge's pastor.
- I. Multiple church charges should divide travel monies in the same proportion as salary, utilities, and other reimbursable expenses. Multiple travel logs must not be required.
- J. Students who travel to the charge for weekend pastoral duties shall not include travel to and from school as charge mileage. The charge shall reimburse for extra trips necessitated by pastoral emergencies.

- 1 K. Mileage should be paid by the inviting charge when a pastor travels to another charge to
 2 perform services at the request of the other charge's pastor.
 3
- 4 L. Multiple church charges should divide travel monies in the same proportion as salary, utilities,
 5 and other reimbursable expenses. Multiple travel logs must not be required.
 6
- 7 M. Students who travel to the charge for weekend pastoral duties shall not include travel to and
 8 from school as charge mileage. The charge shall reimburse payment for extra trip necessitated
 9 by pastoral emergencies.
 10

11 Leadership Committee Report to Annual Conference 2023

12 Submitted by Rev. Ivy Smith, Leadership Committee chair

13
 14 The Leadership Committee is responsible for nominating persons who are elected by Annual Conference
 15 to serve on councils, boards, commissions, committees, and agencies. The committee is also responsible
 16 for reviewing and recommending structure changes of all councils, boards, commissions, and
 17 committees of the East Ohio Conference (See Conference Rules 5 & 6).
 18
 19

20 The Leadership Committee is composed of lay and clergy representatives from each district of the East
 21 Ohio Conference. We also receive representation from the Board of Laity, the Commission on the Status
 22 and Role of Women (COSROW), Youth, and the Commission on Religion and Race (CORR). We are
 23 appreciative of the support and guidance from our Conference directors and chairpersons, as our
 24 Leadership Committee meets throughout the year to recommend committee candidates and
 25 recommend structural support to committees.
 26
 27

28 The Leadership Committee has prayerfully focused deliberations to fulfill the mission and vision of the
 29 Conference. To that end, the Committee has been very intentional in gathering the names of persons
 30 who:

- 31 • are members of The United Methodist Church who support the mission and vision of the East
- 32 Ohio Conference,
- 33 • have aptitude, skills, and capacity to serve in the complex environment and broad perspective
- 34 needed for Conference leadership, and
- 35 • represent perspectives and experiences of new people, young people, and more diverse people.
 36

37 All nominations in this report are made with consideration for inclusiveness as stated in ¶610.5 of *The*
 38 *Book of Discipline of The United Methodist Church*: "In the nomination and election of the membership
 39 on councils, boards, and agencies of the annual conference, special attention shall be given to the
 40 inclusion of clergywomen, youth (¶ 256.3), young adults, older adults, persons from churches with small
 41 memberships, people with disabilities, and racial and ethnic persons, in keeping with policies for general
 42 Church agencies. It is further recommended that the membership of such agencies, except for the Board
 43 of Ordained Ministry, include one-third clergy, one-third laywomen, and one-third laymen, who are
 44 professing members of local churches."
 45

46 Should you have spelling corrections, editorial corrections, changes in district, or ex-officio positions,
 47 resignations, or other items that do not require a vote of the Annual Conference, please email them to
 48 Melanie Thomas at mthomas@eocumc.com by July 1 or the report will be printed as is in *The Journal*.
 49

1 If you have nomination suggestions for new members, are not able to actively participate in meetings,
 2 or request to be removed from leadership, please email the chair, director, or staff support for the
 3 council, board, commission, or committee. This will provide the chair with names of persons who may or
 4 may not be nominated but can also support tasks, activities, events, or processes planned in the coming
 5 year.

6
 7 Please note that Conference rules authorize the Leadership Committee to fill vacancies between
 8 sessions of Annual Conference. Places which are to be named (TBN) may already have possibilities
 9 identified but these persons have not yet confirmed acceptance of the nomination. If changes occur
 10 between March 15 and Annual Conference, they will be included in the Leadership Addendum voted on
 11 by Annual Conference members. Remaining vacancies will be addressed at future meetings of the
 12 Leadership Committee.

13
 14 I especially give thanks to Bishop Tracy S. Malone for the oversight and guidance over our task of
 15 nominations throughout the year. I also give a big thanks to the faithful Committee members and Rev.
 16 Ed Fashbaugh, executive director of Connectional Ministries, for seeking, recruiting, and recommending
 17 clergy and laity to represent our Conference in all areas of ministry. I also want to thank Melanie
 18 Thomas for her outstanding control of this document and the entire leadership process.

19
 20 **On behalf of the Leadership Committee, I move the following:**

21 *1. Terms of Office*

- 22 • Terms of office for persons elected quadrennially as required in *The Discipline of The*
 23 *United Methodist Church* begin on the date of this action by Annual Conference and end
 24 June 30, 2024.
- 25 • Persons serving ex-officio serve while holding a specific office or responsibility.
- 26 • Persons named or nominated by districts or other agencies serve for one year or until
 27 their successor is named.
- 28 • All other nominations, as well as chairs named by the bishop, are from July 1 to June 30
 29 of the year indicated (class). If no class is indicated, the term ends June 30, 2024.

30
 31 *2. Leadership Report to the Annual Conference*

- 32 • In this report –
 - 33 ▪ “+name” indicates new nominations or ad-interim changes.
 - 34 ▪ “TBN” indicates “to be named.”
 - 35 ▪ “Structure Change” indicates a change in the membership structure.
 - 36 ▪ All other names renew or continue their term of office.

37
 38
 39 **A) CONFERENCE LEADERSHIP**

40
 41 **1) Leadership Committee**

42 **PURPOSE:** to recruit, train, nurture, support, and evaluate leaders in the annual conference and to
 43 review proposed structural changes to the annual conference leadership structure and bring them to
 44 the Annual Conference for action. All Conference nominations are to be made with consideration for
 45 inclusiveness as stated in ¶1610.5 of *The Book of Discipline 2016*

46 **STRUCTURE:** 36 members and two ex-officio members with voice; chair named by the bishop, two lay
 47 persons and one clergy named by each district, the Conference lay leader; and one representative
 48 named by each of the Commission on the Status and Role of Women (COSROW), the Commission on
 49

1 Religion and Race (CORR), and the Conference Council on Youth Ministries (CCYM). The executive
 2 director of Connectional Ministries shall be an ex-officio member with voice and the executive assistant
 3 to the bishop shall be an ex-officio member with vote.

4

5 Chair: +Ivy Smith (2024)

6 Executive Director, Connectional Ministries: Ed Fashbaugh

7 Administrative Support: Melanie Thomas

8

9 Nominated by Districts (yearly)

10	TBN	CN	Clergy
11	David Houser	CN	Lay
12	TBN	CN	Lay
13	Paul Wilson	FL	Clergy
14	TBN	FL	Lay
15	TBN	FL	Lay
16	+Kyle Gould	MO	Clergy
17	Melody Barnes	MO	Lay
18	TBN	MO	Lay
19	Matthew Darrin	MV	Clergy
20	TBN	MV	Lay
21	TBN	MV	Lay
22	Cynthia Theobald	NC	Clergy
23	TBN	NC	Lay
24	TBN	NC	Lay
25	TBN	OV	Clergy
26	TBN	OV	Lay
27	TBN	OV	Lay
28	TBN	SH	Clergy
29	Betty Parry	SH	Lay
30	Rhonda Stemmer	SH	Lay
31	TBN	TR	Clergy
32	TBN	TR	Lay
33	Susan McCurdy	TR	Lay
34	+Matthew Garrabrant	TW	Clergy
35	+Megan Myers	TW	Lay
36	+Doris Brown	TW	Lay
37	TBN	WR	Clergy
38	Marcia Schettler	WR	Lay
39	TBN	WR	Lay

40

41 Nominated by Other Agencies (Term ends June 2024 unless noted otherwise):

42 +Jaime Ebersole CCYM (2023)

43 +Dianne Tobey Covault COSROW

44 +Will Fenton-Jones CORR

45

46 Ex-Officio with Vote:

47 Ed Peterson Executive Assistant to the Bishop

48 Kimberly Green Board of Laity

49

2) Agenda Rules and Administrative Process Committee (ARAP)

PURPOSE: to plan and order the business of the Annual Conference.

STRUCTURE: 11 members: one clergy and two laypersons named by the bishop; ex-officio with vote: executive assistant to the bishop, bishop, Conference secretary (serves as chair), *Journal* editor, chair of the Annual Conference Program Committee, executive director of Connectional Ministries, executive director of Communications, and district superintendent named by the bishop.

Chair: Cynthia Patterson, Conference Secretary

Administrative Support: Melissa McGee

Named by the Bishop:

Steven Stultz Costello	Clergy (2024)	Kelly Brown	Cabinet
Linda Crowell	Lay (2024)	TBN	Lay (2024)

Ex-Officio with Vote:

Bishop Tracy S. Malone	
Ed Peterson	Executive Assistant to the Bishop
Brenda Vaccaro	Editor, <i>Conference Journal</i>
Matt Williamson	Chair, Annual Conference Program Committee
Ed Fashbaugh	Executive Director, Connectional Ministries
Rick Wolcott	Executive Director, Communications

3) Annual Conference Program Committee

PURPOSE: plan all activities that are not part of the business sessions or worship of Annual Conference.

STRUCTURE: 16 members: chair named by the bishop; four classes with one clergy and one layperson per class nominated by the Leadership Committee, elected by Annual Conference; ex-officio with vote: executive director of Connectional Ministries; Conference secretary; person nominated by Conference lay leader; chair Annual Conference Worship Committee. The committee will name team leaders and team members as needed.

Chair: Matt Williamson (2024)

Executive Director, Connectional Ministries: Ed Fashbaugh

Administrative Support: Melanie Thomas

Nominated by Leadership Committee:

Matt Williamson	Clergy (2024)
+Nathan Foulkrod	Lay (2024)
Ed Kovacik	Clergy (2025)
+Wendy Bramley	Lay (2025)
+Jennifer Darling-Mellott	Clergy (2026)
TBN	Lay (2026)
TBN	Clergy (2027)
TBN	Lay (2027)

Ex-Officio with Vote:

Cynthia Patterson	Conference Secretary
Kimberly Green	Conference Lay Leader
+Susan Lausch	Chair, Annual Conference Worship Committee
Brenda Vaccaro	Editor, <i>Conference Journal</i> and Registrar

1 **4) Annual Conference Worship Committee**

2 **PURPOSE:** provide design and leadership for worship during Annual Conference, naming the organist,
3 naming the choir director, and providing support for all worship services.

4 **STRUCTURE:** chair named by the bishop; two persons nominated by the Board of Ministry (BOM), four
5 classes of two persons each with four-year terms nominated by the Leadership Committee, elected by
6 Annual Conference; ex-officio with vote: chair of Program Committee; executive director of
7 Communications.

8
9 Chair: +Susan Lausch (2023)

10 Executive Director, Communications: Rick Wolcott

11

12 Nominated by Leadership Committee:

13 Karen Graham (2024)

14 Jonah Mitchell (2024)

15 Teresa Betts (2025)

16 Amy Shipley (2025)

17 +Hawa Buie (2025)

18 +Lindsay Funtik (2026)

19 TBN (2026)

20 TBN (2027)

21 TBN (2027)

22

23 Named by the Board of Ministry:

24 Dianne Tobey Covault

25 Andrew Scott

26

27 Ex-Officio with Vote:

28 Matt Williamson Chair, Annual Conference Program Committee

29

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

31 **PURPOSE:** ¶641 *The Book of Discipline 2016*; to preserve the records of the annual conference, to collect
32 and preserve data relating to the organization and history of the Conference, to maintain an archival
33 depository, to provide liaison with shrines, landmarks, to assist in planning appropriate historical
34 observances within the Conference, to assist churches in preserving their records and compiling their
35 histories, to work with ethnic congregations to develop and preserve the historical records of those
36 congregations and antecedent conferences.

37 **STRUCTURE:** 16 members: chair named by the bishop and elected by the Annual Conference; one
38 representative nominated by each district; two at-large nominated by Leadership Committee
39 (quadrennial term). Conference historian named by the bishop. Ex-officio with vote: bishop or executive
40 assistant to the bishop; and archivist (Nominated by Ohio Wesleyan University).

41

42 Chair: Meg Sondey (2024)

43 Executive Assistant to the Bishop: Ed Peterson

44 Administrative Support: Melissa McGee

45

46 Nominated by Districts (yearly):

47 Deb Saito CN

48 Carol Nelson-Burns FL

49 James MacDonald MO

50 TBN MV

1	Sandra Beard	NC
2	TBN	OV
3	Mollie Gerlach	SH
4	John Parr	TR
5	TBN	TW
6	Kathy Fuller	WR

7		
8	Ex-Officio with Vote:	
9	Bishop Tracy S. Malone	
10	Sharon Monigold	Archivist

11		
12	Nominated by Leadership Committee: (term ends 2024)	
13	Kerry King	
14	Mary Ann Stotts	

15		
16	Named by the Bishop:	
17	Donald L. Trigg	Conference Historian (No Max Term)

18

19 **6) Committee on Episcopacy (COE)**

20 **PURPOSE:** *The Book of Discipline 2016 ¶1637*: to support the bishop of the area in the oversight of the
21 spiritual and temporal affairs of the Church.

22 **STRUCTURE:** 12 members: two persons named by the bishop; seven at-large members nominated by
23 the Leadership Committee and elected by the Annual Conference; ex-officio with vote: Conference lay
24 leader and two persons from the Jurisdictional Episcopacy Committee. The chair is elected by the
25 Committee.

26

27 Chair: Heidi Welch

28 Vice-Chair: Laura Root

29 Bishop: Tracy S. Malone (Ed Peterson, Executive Assistant to the Bishop as alternate)

30 Administrative Support: Melissa McGee

31

32	Named by the Bishop (2024):	
33	Doug Arbaugh	Lay, Secretary
34	Darlene Robinson	Clergy

35

36	Nominated by Leadership Committee (2024):	
37	Mark Behnke	Lay
38	Dan Eggan	Clergy
39	Cheryl Emrich	Lay
40	Shawn George	Lay
41	Laura Root	Lay, Vice-Chair
42	Christy Suffecool	Clergy

43

44	Ex-Officio with Vote:	
45	Kimberly Green	Conference Lay Leader
46	+Susan Achberger	NCJCOE Representative, Lay
47	Andy Call	NCJCOE Representative, Clergy

48

1 **Episcopal Residence Committee**

2 **PURPOSE:** *The Book of Discipline 2016 ¶1638:* To provide for the care and maintenance of the episcopal
3 residence.

4 **STRUCTURE:** three members: chairs of Conference Council on Finance & Administration, Board of
5 Trustees, Conference Episcopacy Committee. All terms based on the term of office they represent.

6
7 Executive Director, Financial & Administrative Services: Vera Rebrovich

8
9 Ex-Officio with Vote:

10	Dan Bryant	Chair, Conference Council on Finance & Administration
11	Randall May	Chair, Board of Trustees
12	Heidi Welch	Chair, Episcopacy Committee

13
14 **7) Personnel Committee**

15 **PURPOSE:** *The Book of Discipline 2016 ¶1613.13:* to provide for uniform personnel practices and policies
16 in the annual conference. To integrate the mission and vision of the annual conference into the process
17 for hiring of annual conference-level staff; to establish policies and procedures for all annual
18 conference-level professional staff in matters of selection, termination, evaluation, performance review,
19 salary schedule, benefit guidelines, and employment practices; to solicit applications for available
20 professional positions at the annual conference level; to create position interview teams in cooperation
21 with other Conference agencies; to receive the recommendation of position interview teams and make
22 the appropriate hiring decisions for the given positions; to terminate an employee when necessary; to
23 work in cooperation with the Conference Council on Finance & Administration (CCF&A) in their
24 *Disciplinary* responsibility for hiring and supervising the Conference treasurer/executive director of
25 Financial & Administrative Services.

26 **STRUCTURE:** chair named by the bishop; bishop; vice-chair elected from the Committee membership;
27 secretary elected from the Committee membership; seven persons representing Conference
28 Connectional Table, Board of Communications, CCF&A, and Trustees; four members at-large with
29 personnel management and/or administrative experience nominated by the Leadership Committee; ex-
30 officio with voice: executive director of Connectional Ministries, executive director of Financial &
31 Administrative Services, executive director of Communications; ex-officio with vote: bishop or executive
32 assistant to the bishop.

33
34 Chair: Susan Achberger (2024)

35 Administrative Support: Melissa McGee

36
37 Nominated by Leadership Committee: (2024)

38	Stephanie Bradford	Vice-Chair
39	Jill Centrello	
40	Marilyn Coney	
41	Peggy Sutherin	

42
43 Named by Other Agencies:

44	Kimberly Green	Connectional Table
45	TBN	Connectional Table
46	Dan Bryant	Chair, Conference Council on Finance & Administration
47	Christine Bell	Board of Benefits
48	Randall May	President, Board of Trustees
49	TBN	Chair, Board of Communications

50

- 1 Ex-Officio with Vote:
- 2 Bishop Tracy S. Malone (Ed Peterson, Executive Assistant to the Bishop as alternate)
- 3
- 4 Ex-Officio with Voice:
- 5 Vera Rebrovich Executive Director, Financial & Administrative Services
- 6 Rick Wolcott Executive Director, Communications
- 7 Ed Fashbaugh Executive Director, Connectional Ministries
- 8
- 9

B) CLERGY LEADERSHIP

1) Board of Ministry (BOM)

PURPOSE: *The Book of Discipline 2016 ¶1635:* the purpose of the BOM is to create a culture of call for all forms of ministry. The BOM recruits and credentials candidates and clergy in addition to recommending them for licensing and ordination. The BOM develops standards for continuing formation and regular evaluation.

STRUCTURE: up to 50 members named by the resident bishop, elected by Annual Conference in the year following General Conference. Vacancies are filled by the bishop after consultation with the chair of the Board. Detailed guidance for representational membership is provided in ¶1635. The Cabinet representative serves yearly. The chair, registrars, executive committee, and other leadership are elected from membership by the Board ¶1635.c.

Chair: Jonathan Priebe (2024)
 Administrative Support: Cynthia Patterson

Executive Committee (2024)

- Doug Winner Vice-Chair, Associate Member
- Joseph Baker Secretary
- Hannah Weisbrod Registrar, Full Membership
- Nathan Howe Registrar Conference Relations
- Lisa Kropinak Registrar, Provisional Associate Member
- Kimberly Arbaugh Order of Elders
- Kathy Dickriede Order of Deacons
- Jeri Johnson Fellowship of Associate Members and Local Pastors (FAMLP)

Members (2024)

- William Fenton-Jones Lay CN
- TBN Lay FL
- William Achberger Lay MO
- Cheryl Emrich Lay MV
- Brian Sheetz Lay NC, Scholarships and Grants
- David Crisman Lay OV
- TBN Lay SH
- TBN Lay TR
- Avis Thrash Lay TW
- Laurie Babcock Lay WR
- Armando Arellano
- Seth Auman
- Dogba Bass
- Carolyn Berry

1	Mar Bruner	Background Check Coordinator
2	Joseph Burkhardt	
3	Dianne Tobey Covault	
4	Robin Dillon	
5	+Jake Heskett	
6	Allison LeBrun	
7	Karol Lewis	
8	David MacDonald	
9	+Craig Moock	
10	Tim Morrison	
11	Vernon Palo	
12	Darlene Robinson	
13	Andrew Scott	Communications
14	Edna Stahl	
15	Ashley Steele	
16	Ashwin Welch	Candidacy Chair
17	Tammy Wilden	Psychological Assessments
18	David Whitt	
19	Karen Wolcott	Candidacy Summit
20		
21	Ex-Officio with Vote:	
22	Edgar Brady	Cabinet
23		

2) Commission on Clergy Well-Being

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

STRUCTURE: chair, Cabinet liaison and Board of Ministry liaison named by the bishop; three clergy nominated by the Leadership Committee, one each from the Order of Elders, the Order of Deacons, and the Fellowship of Associate Members and Local Pastors. The Leadership Committee will consult with each of the Orders in considering names to be nominated in this process. The Commission may name or remove additional resource consultants as needed.

Chair: David Whitt (2024)

Executive Director, Connectional Ministries: Ed Fashbaugh

Administrative Support: Melanie Thomas

Nominated by Leadership Committee (2024)

40	Kimberly Arbaugh	Order of Elders
41	Kathy Dickriede	Order of Deacons
42	Jeri Johnson	Fellowship of Associate Members and Local Pastors
43		

Named by the Bishop:

45	Cara Stultz Costello	Cabinet
46	TBN	Board of Ministry Liaison (2024)
47		

Resource Consultants:

The Commission may name or remove resource consultants as needed.

50

C) FINANCIAL & ADMINISTRATIVE SERVICES
1) Council on Finance & Administration

PURPOSE: *The Book of Discipline 2016* ¶611: to develop, maintain, and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures, and management services for the annual conference.

STRUCTURE: 13 members: six lay persons, five clergy persons, nominated by the Leadership Committee; Board of Pensions representative, Conference lay leader; the chair, vice-chair and secretary are elected by the Council; ex-officio with voice: executive director of Financial & Administrative Services, district superintendent, and executive director of Connectional Ministries; ex-officio with vote: bishop or executive assistant to the bishop.

Chair: Dan Bryant (2024)

Executive Director, Financial & Administrative Services: Vera Rebrovich

Nominated by Leadership Committee (2024):

Bill Young	Lay M
Sue Rogers	Lay W, Vice-Chair
Vicky Kelley	Clergy W
Marcia Miller	Lay W
Keith Kirkpatrick	Lay M
Dan Bryant	Chair, Clergy M
Steve M Smith	Clergy M
Tina Siroki	Clergy W
+Sandy Hodge	Lay W
TBN	Lay
+Andrew Scott	Clergy M

Nominated by Other Agencies:

William Liming, Jr.	Benefits
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Ex-Officio with Vote:

Bishop Tracy S. Malone (Ed Peterson, Executive Assistant to the Bishop as alternate)	
Kimberly Green	Board of Laity
Steven Court	GCFA Board

Ex-Officio with Voice:

Bruce Hitchcock	Cabinet
Ed Fashbaugh	Executive Director, Connectional Ministries

2) Board of Trustees

PURPOSE: *The Book of Discipline 2016* ¶640 & ¶2512.1-7: to hold in trust for the benefit of the Conference any and all donations, bequests, and devices that may be given to the Board or Conference; to intervene and take all necessary legal steps to safeguard and protect the interests and rights of the Conference; to make to each session of the Annual Conference a full, true, and faithful report of its doings, of all funds, monies, securities, and property held in trust by it, and of its receipts and disbursements during the conference year.

STRUCTURE: 12 members: four classes of (recommended) three persons, two lay persons and one clergy person, in each class, nominated by the Leadership Committee and elected by the Annual Conference; ex-officio with voice: bishop (executive assistant to the bishop as alternate), Conference lay leader,

1 Conference executive director of Administrative Services, and chancellor; ex-officio with vote: The
2 president is elected by the Board.

3

4 President: Randall May (2024)

5 Executive Director, Financial & Administrative Services: Vera Rebrovich

6 Administrative Support: Lori Charton

7

8 Nominated by Leadership Committee:

9	Ivy Smith	Clergy W (2024)
10	Gloria Brown	Lay W (2024)
11	Brian Hanner	Lay M (2024)
12	Peggy Streiff	Clergy W (2025)
13	TBN	Lay W (2025)
14	Bill Harding	Lay M (2025)
15	+Michael Farmer	Clergy M (2026)
16	TBN	Lay W (2026)
17	Brian Knotts	Lay M (2026)
18	+Christopher Liberati	Clergy M (2027)
19	+Randall May	Clergy M (2027)
20	TBN	Lay W (2027)
21	+Brian Bly	Lay M (2027)

22

23 Ex-Officio with Vote:

24 Bishop Tracy S. Malone (Ed Peterson, Executive Assistant to the Bishop as alternate)

25

26 Ex-Officio with Voice:

27	Rex Miller	Chancellor
28	Kimberly Green	Board of Laity
29	Kelly Brown	Cabinet

30

31 3) Board of Benefits

32 **PURPOSE:** *The Book of Discipline 2016 ¶1639.1*; the Board shall have charge of the interests and work
33 providing for and contributing to the support, relief, assistance, and pensioning of clergy and their
34 families, other church workers, and lay employees within the annual conference.

35 **STRUCTURE:** eight-year terms arranged in classes, not less than 12 members one-third lay women, one-
36 third lay men, and one-third clergy; one retired clergy member of the annual conference, all nominated
37 by the Leadership Committee, one person nominated by the Commission on Religion and Race and
38 elected by the Annual Conference; ex-officio with vote: bishop and Conference lay leader; ex-officio with
39 voice: one Cabinet representative, executive director of Financial & Administrative Services, Benefits
40 manager. The chair is elected by the Board.

41

42 Chair: William Liming, Jr. (2024)

43 Executive Director, Financial & Administrative Service: Vera Rebrovich

44 Manager, Benefits: +Robin Whitacre

45 Administrative Support: TBN

46

47 Nominated by Leadership Committee:

48	Sylvester Huston	Lay M (2024)
49	Lisa Huston	Lay W (2024)
50	Matthew Merriman	Clergy M (2025)

1	Paul R. Turner	Clergy M (2026)
2	Erin Griffith	Lay W (2026)
3	Mollie Brown	Clergy W (2027)
4	Carol Rinehart	Lay W (2027)
5	David Palmer	Clergy M (2027)
6	Jennifer Dyer	Lay W (2028)
7	Barbara Yoost	Lay W (2029)
8	+Bob Hoy	Lay M (2031)
9	Holly Grant	Lay W (2023)

10

11 Nominated by Other Agencies:

12 Linda Crowell CORR

13

14 Ex-Officio with Vote:

15 Bishop Tracy S. Malone (Ed Peterson, Executive Assistant to the Bishop as alternate)

16 Kimberly Green Board of Laity

17

18 Ex-Officio with Voice:

19 Edgar Brady Cabinet

20

21 **4) Commission on Equitable Compensation**

22 **PURPOSE:** *The Book of Discipline 2016* ¶1342, ¶1614.1,e,f, ¶1625, ¶1807.20: to recommend Conference standards for clergy support, administer funds to be used in minimum salary support, study needs for additional support within the Conference, recommend annually to the Conference a schedule of minimum salaries for all full-time pastors.

26 **STRUCTURE:** eight members: chair named by the bishop; six at-large members in classes with an equal balance of lay and clergy with at least one clergy and lay person each from churches of fewer than 200 members nominated by the Leadership Committee; one district superintendent with vote; ex-officio with voice: executive director of Financial & Administrative Services; ex-officio with vote: bishop, executive assistant to the bishop.

31

32 Chair: Gloria Brown (2024)

33 Executive Director, Financial & Administrative Services: Vera Rebrovich

34

35 Nominated by Leadership Committee:

36 Janet Nevels Lay (2024)

37 Jim Winkler Clergy (2024)

38 William Watts Lay (2025)

39 Paula Koch Clergy (2025)

40 TBN Lay (2026)

41 +Dawan Buie Clergy (2026)

42

43 Ex-Officio with Vote:

44 Bishop Tracy S. Malone (Ed Peterson, Executive Assistant to the Bishop, as alternate)

45 Bruce Hitchcock Cabinet

46

47 **D) COMMUNICATIONS**

48 **1) Board of Communications**

49 **PURPOSE:** *The Book of Discipline 2016* ¶1646 & ¶1613.4: the Board of Communications is a service agency of the annual conference with responsibilities for promotion and interpretation of the connectional life

50

1 & Christian Education, Camps & Retreat Ministries, Missions, Funding Evaluation, Stewardship,
 2 Communications, United Methodist Men, United Women in Faith (formerly United Methodist Women);
 3 one additional each from: Conference Council on Youth Ministries, United Methodist Men, United
 4 Women in Faith; one person representing ministry with older adults; ex-officio with vote: executive
 5 assistant to the bishop, members of the General Council on Ministries and the Jurisdictional Council on
 6 Ministries (Mission Council); ex-officio with voice: executive director of Connectional Ministries,
 7 Connectional Ministries program directors, executive director of Communications, executive director of
 8 Financial & Administrative Services, and a representative from Conference Council on Finance &
 9 Administration.

10

11 Chair: Bishop Tracy S. Malone
 12 Vice-Chair: Kimberly Green (2024)
 13 Executive Director, Connectional Ministries: Ed Fashbaugh
 14 Administrative Support: Melanie Thomas

15

16 Nominated by Districts (yearly):

17	TBN	CN
18	Dave Broski	FL
19	Mandy Rocks	MO
20	Deb Anthony	MV
21	Sandra Beard	NC
22	Sue Rogers	OV
23	Clayton Coffey	SH
24	Sharon Mozena	TR
25	Matthew Wald	TW
26	TBN	WR

27

28 Commission, Board, or Committee Chairs (or designee of the chair)

29	David Whitt	Commission on Clergy Well-Being
30	Lorin Radzik	Commission on Status and Role of Women (COSROW)
31	TBN	Board of Congregational Development
32	Kay Low	Board of Missions
33	Beth Wilterdink	Board of Camps & Retreat Ministries
34	Carrie Antczak	Spiritual Formation & Christian Education Committee
35	David MacDonald	Board of Higher Education
36	Liz Piatt	Board of Multicultural Ministries
37	Tina Nees	Commission on Religion and Race (CORR)
38	Sheena Cameron	Ethnic Local Church Concerns
39	Michael Farmer	Board of Church & Society
40	Kyle Gould	Office of Christian Unity and Interreligious Relationships (OCUIR)
41	TBN	Board of Communications

42

43 Named by Other Agencies:

44	+Jaime Ebersole	Chair, Conference Council on Youth Ministries (2023)
45	+Nathan Foulkrod	Vice-Chair, Conference Council on Youth Ministries (2023)
46	TBN	President, United Methodist Men (inactive)
47	TBN	Representative, United Methodist Men (inactive)
48	Judy Kidder	President, United Women in Faith
49	TBN	Representative, United Women in Faith

50

1	Named by the Bishop:	
2	Angela Lewis	Cabinet
3	Cara Stultz Costello	Cabinet
4	TBN	East Ohio Representative to NCJ Mission Council
5	TBN	Funding Evaluation Team (inactive)
6	TBN	Stewardship Team (inactive)
7	TBN	Ministry with Older Adults (inactive)
8		
9	Ex-Officio with Vote:	
10	Kimberly Green	Conference Lay Leader
11	Cynthia Patterson	Conference Secretary
12	Ed Peterson	Executive Assistant to the Bishop
13		
14	Ex-Officio with Voice:	
15	Beth Ortiz	Director, Strategic Ministries
16	Gary Jones	Director, Spiritual Formation
17	TBN	Director, Young People's Ministries
18	Will Fenton-Jones	Director, Multicultural Ministries
19	Kathy Dickriede	Director, Missions & Community Engagement
20	Rick Wolcott	Executive Director, Communications
21	Vera Rebrovich	Executive Director, Financial & Administrative Services
22	Dan Bryant	Chair, Conference Council on Finance & Administration

23 **Connectional Table Executive Committee**

24 **PURPOSE:** provides operational support for Connectional Ministries and a process for reviewing
 25 contingency requests in the Ministries and Missions funding process. All recommendations and actions
 26 of the Executive Committee are delegated by and reported to the Connectional Table at its regular
 27 meetings.
 28

29 **STRUCTURE:** the Connectional Table Executive Committee is comprised of the bishop, executive
 30 assistant to the Bishop, Connectional Table vice-chair, executive director of Connectional Ministries,
 31 executive director of Financial & Administrative Services, and Conference lay leader.
 32

33	Ex-Officio with Vote:	
34	Bishop Tracy S. Malone	Chair
35	Ed Peterson	Executive Assistant to the Bishop
36	Ed Fashbaugh	Executive Director, Connectional Ministries
37	Vera Rebrovich	Executive Director, Financial & Administrative Services
38	Kimberly Green	Vice-Chair and Conference Lay Leader

39 **Connectional Table Representative to North Central Jurisdiction Mission Council**

40 **PURPOSE:** provide for the development of missions and ministries within the North Central Jurisdiction.

41 **STRUCTURE:** a Conference representative named by the bishop and elected by the Annual Conference.
 42

43
 44 TBN
 45

46 **2) Commission on the Status and Role of Women (COSROW)**

47 **PURPOSE:** *The Book of Discipline 2016:* ¶1644 Inform the status and role of all women in the total life of
 48 the Conference; to initiate cooperation with United Women in Faith (formerly United Methodist
 49 Women) at the annual conference level, and other levels as appropriate, to achieve full participation of
 50 women in decision-making structures.

1 **STRUCTURE:** 15 members: chair named by the bishop, three members nominated by the Leadership
 2 Committee, all these proceeding elected by Annual Conference; one representative from United
 3 Women in Faith; one representative from each district; one representative nominated by Clergy
 4 Women’s Association.

5
 6 Chair: Lorrin Radzik (2024)
 7 Executive Director, Connectional Ministries: Ed Fashbaugh
 8 Administrative Support: Melanie Thomas
 9

10 Nominated by Leadership Committee (2024):

11 Dianne Tobey Covault
 12 Hyeran Yu
 13 Becky Weamer
 14

15 Nominated by Districts (yearly):

16	Kris Patt	CN
17	TBN	FL
18	TBN	MO
19	Elizabeth Weed	MV
20	Heidi Welch	NC
21	TBN	OV
22	Mark Zimmer	SH
23	Gail Angel	TR
24	Jacob Heskett	TW
25	Jill Scott	WR

26
 27 Nominated by Other Agencies:

28	Linda Crowell	United Women in Faith
29	Lenore Robinson	Clergy Women’s Association
30	Dianne Tobey Covault	Board of Ministry

31
 32 Named by the Bishop:

33	TBN	Cabinet
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34
 35 Ex-Officio with Vote:

36	Bishop Tracy S. Malone	General Commission on the Status and Role of Women
37	Sandra Lutz	General Commission on the Status and Role of Women

38
 39 **F) LAY LEADERSHIP**
 40

41 **1) Board of Laity**

42 **PURPOSE:** *The Book of Discipline 2016* ¶631 and ¶1101-1126: to foster an awareness of the role of laity
 43 both within the local congregation and through their ministries in the home, workplace, community, and
 44 world in achieving the mission of the Church. To develop and promote stewardship of time, talent, and
 45 possessions within the annual conference in cooperation with the Conference Connectional Ministries
 46 team. The Board shall relate to the lay servant program and to the organized lay groups in the
 47 Conference, such as United Methodist Men, United Women in Faith (formerly United Methodist
 48 Women), United Methodist young adults, and United Methodist youth, and shall support their work and
 49 help them coordinate the activities of the organized laity of the Conference.

1 **STRUCTURE:** the Conference lay leader (chair); associate Conference lay leader; the district lay leaders;
 2 three persons nominated by the Leadership Committee; two youth nominated by the Leadership
 3 Committee; the director of Lay Servant Ministries; the associate director of Lay Servant Ministries; the
 4 presidents of United Methodist Men, United Women in Faith, Council on Youth Ministries, and two
 5 representatives each from United Methodist Men, United Women in Faith, Council on Youth Ministries,
 6 one district superintendent; the executive director of Connectional Ministries; the resident bishop.

7
 8 Chair: Kimberly Green (2024), Conference Lay Leader
 9 Executive Director, Connectional Ministries: Ed Fashbaugh
 10 Administrative Support: Melanie Thomas

11
 12 Named by the Bishop:

13 TBN Conference Associate Lay Leader
 14

15 District Lay Leaders (yearly):

16 Liz Piatt CN
 17 Rick Hatton FL
 18 Don Burdsall MO
 19 +Jon Siron MV
 20 Susan Achberger NC
 21 Douglas Arbaugh OV
 22 Rhonda Stemmer SH
 23 TBN TR
 24 +Matthew Myers TW
 25 John C. Wilson WR
 26

27 Nominated by Leadership Committee (2024):

28 Mary Holloway
 29 Sandra Beard
 30 Byron Rock
 31 Blair Porter Youth
 32 Zoe Walters Youth
 33

34 Ex-Officio:

35 Amanda Armstrong Director, Lay Servant Ministry
 36 Suzette Tidrick Associate Director, Lay Servant Ministry
 37 TBN President, United Methodist Men (inactive)
 38 TBN Representative, United Methodist Men (inactive)
 39 TBN Representative, United Methodist Men (inactive)
 40 Judy Kidder President, United Women in Faith
 41 Margaret Harvey Representative, United Women in Faith
 42 TBN Representative, United Women in Faith
 43 +Jaime Ebersole President/Chair, Conference Council on Youth Ministries
 44 TBN Representative, Conference Council on Youth Ministries
 45 TBN Representative, Conference Council on Youth Ministries
 46 Bishop Tracy S. Malone
 47 Laura White Cabinet
 48

2) Lay Servant Ministries Committee

PURPOSE: *The Book of Discipline 2016 ¶1266-268:* to support, promote and train people in Lay Servant Ministries, to set criteria and guidelines for district committees on Lay Servant Ministries, to develop lay servant courses and approve courses developed by district committees, and to organize Conference-wide Lay Servant Ministry events.

STRUCTURE: 26 members: Conference director and associate director of Lay Servant Ministries, Conference lay leader (all named by the bishop); 10 district directors or their designee; 10 at-large representatives nominated by the Lay Servant Committee; two youth nominated by Conference Council on Youth Ministries; the executive director of Connectional Ministries.

Chair: Amanda Armstrong (2024), Director, Lay Servant Ministries
Associate Director, Lay Servant Ministries: TBN

Executive Director, Connectional Ministries: Ed Fashbaugh
Administrative Support: Melanie Thomas

District Director (named yearly by districts):

Lydia Stahl	CN
Carol Nelson-Burns	FL
Sharon Sours	MO
Cyd Scarnecchia	MV
Michael Kelley	NC
Holly Brindley	OV
TBN	SH
Deb & Steven Gilson	TR
Carl Courtney	TW
Kimmy & Chuck Farone	WR

Nominated by Leadership Committee (2024):

- Mell Felder
- Patty Maag
- Ron Rinehart
- Nancymae Scheurer
- Peggy Sutherin
- +April Smith
- TBN
- TBN
- TBN
- TBN

Nominated by Other Agencies:

- TBN Conference Council on Youth Ministries
- TBN Conference Council on Youth Ministries

Named by the Bishop:

- Kimberly Green Conference Lay Leader
- TBN Coordinator, Certified Lay Ministries
- TBN Cabinet

G) STRATEGIC MINISTRIES

1) Board of Congregational Development

PURPOSE: to creatively increase congregational vitality in East Ohio to make disciples of Jesus Christ for the transformation of the world. Our vision is to inspire, equip, and empower local church leadership to risk bold and innovative ministry. The core values of the Board of Congregational Development are leadership training, financial resourcing, congregational networking and promoting new work. It also serves as the equivalent structure permitted by *The Book of Discipline of The United Methodist Church, 2016* ¶633.5 parish and community development. The Board's main function is governance and responsibilities including creating an overall strategy for strengthening the ministry of the local church in meeting the needs of communities or regions and to maintain financial oversight and accountability for the achievement of the Board's objectives.

STRUCTURE: 15 members: chairperson, named by the bishop; 12 at-large members nominated by the Leadership Committee and elected by the Annual Conference, one Cabinet representative, ex-officio with voice: director of Strategic Ministries.

Chair: +Mikayla Doepker (2024)

Director, Strategic Ministries: Beth Ortiz

Nominated by Leadership Committee:

Connor Prusha	(Class of 2024)
William Wendell	(Class of 2024)
TBN	(Class of 2024)
JP Snyder	(Class of 2025)
Diana Hall	(Class of 2025)
+Jack Steele	(Class of 2025)
Dawan Buie	(Class of 2026)
Mikayla Doepker	(Class of 2026)
Andrew Thompson	(Class of 2026)
+Georgette Gaston	(Class of 2027)
+Steven Petrolewics	(Class of 2027)
+Preston Watkins	(Class of 2027)

Ex-Officio with Vote:

Angela Lewis Cabinet

H) MULTICULTURAL VITALITY

1) Board of Multicultural Ministries

PURPOSE: the Board of Multicultural Ministries will provide governance leadership to the functional areas of Multicultural Ministries: Commission on Religion and Race (CORR), Church & Society, Native American Ministry, Office of Christian Unity and Interreligious Relationships (OCUIR) and ethnic local church concerns. These areas work collaboratively to meet the requirement articulated in *The Book of Discipline 2016* ¶629, ¶632, ¶642, ¶643, ¶654, and ¶655. The Board of Multicultural Ministries will use a one board model to govern, manage budget processes, and establish leadership teams and committees as needed. This one board model will allow for adaptive leadership in managing the functional responsibilities monthly while providing two annual training opportunities in the intersectional areas of racial and social justice. This one board model will also provide opportunity for increased lay

1 involvement. Each Board member will lead a team that supports one of the functional areas. The teams
 2 will involve persons who participate in Multicultural Ministries events and want to engage in the work.
 3 **STRUCTURE:** chair to be named by the bishop, one Cabinet representative, Board members nominated
 4 by the Leadership Committee with specific responsibilities of focus; ex-officio with vote: One member
 5 named by each of the racial/ethnic caucuses recognized by the Connectional Table; ex-officio with voice:
 6 director of Multicultural Ministries. Individual membership for each of these areas will be determined by
 7 the Board of Multicultural Ministries rather than elected by Annual Conference.

8
 9 Chair: Liz Piatt (2024)

10 Director, Multicultural Ministries: William Fenton-Jones

11 Nominated by Leadership Committee (2024):

12	Tina Nees	Religion and Race
13	Michael Farmer	Church & Society
14	Sheena Cameron	Ethnic Local Church Concerns
15	David Hull-Frye	Native American Awareness Committee
16	Kyle Gould	Office of Christian Unity and Interreligious Relationships

17
 18 Racial/Ethnic Caucuses Relating to Multicultural Ministries:

19	Marc Tibbs	Black Methodists for Church Renewal (BMCR)
20	TBN	Native American International Caucus (NAIC)
21	TBN	National Federation of Asian American United Methodists (NFAAUM)
22	TBN	Methodists Associated Representing the Cause of Hispanic Americans

23
 24 Named by the Bishop:

25	Nestor Nazario	Cabinet
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26
 27 **I) YOUNG PEOPLE’S MINISTRIES**

28
 29 **1) Conference Council on Youth Ministries (CCYM)**

30 **PURPOSE:** *The Book of Discipline 2016 ¶1649*; to help develop United Methodist teen leaders. The teens
 31 on the Conference Council on Youth Ministries get leadership training with hands-on experience as they
 32 plan events for local churches at the Conference level. These events help to empower the teens across
 33 the Conference to be Christian leaders in their own churches, communities, and schools.

34 **STRUCTURE:** Executive Committee elected by CCYM consisting of chair, vice-chair, secretary, chaplain,
 35 production coordinator, and five other members as well as the director of Young People's Ministries.
 36 District representation nominated by CCYM rules.

37
 38 Chair: Jaime Ebersole (2023)

39 Director, Young People’s Ministries: TBN

40
 41 Executive Committee (2023)

42	+Nathan Foulkrod	Vice-Chair
43	Jonathan Pavelich	Secretary
44	+Brystal Bachman	Treasurer
45	+Abby Colbow	Chaplain
46	TBN	Coordinator, Production
47	TBN	Coordinator, Volunteers
48	TBN	Coordinator, Missions
49	Angela Wright	Adult
50	TBN	Adult

2) Board of Higher Education and Collegiate Christian Ministries (BHECCM)

PURPOSE: *The Book of Discipline 2016* ¶634: to implement and promote the United Methodist ministries in higher education which are supported by the general church and those specifically related to the Conference; to recommend policies guiding the Conference in its program of ministry on higher education; to train and provide resources for district committees and local church work areas of higher education and campus ministry; to apprise United Methodists of their historic commitment to, and present mission in, higher education; etc.

STRUCTURE: chair named by the bishop; eight committee members, nominated by the Leadership Committee, all elected by the Annual Conference, director of Young People's Ministries ex-officio.

Chair: David MacDonald (2024)

Director, Young People's Ministries: TBN

Nominated by Leadership Committee (2024):

Jane Fleischer

Micah Holland

Thomas Lewis

Tim Morrison

John Partridge

Liz Piatt

TBN

TBN

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

PURPOSE: *The Book of Discipline 2016* ¶630.2: develop and promote a Conference program of Christian education that gives children, youth, young adults, and adults a knowledge of and experience in the Christian faith as motivation for Christian service in the Church, the community, and the world etc.; to promote the development of the devotional life throughout the Conference.

STRUCTURE: 12 members: chair named by the bishop, 11 committee members nominated by the Leadership Committee, all elected by Annual Conference. Director of Spiritual Formation is ex-officio with voice.

Chair: Carrie Antczak (2024)

Director, Spiritual Formation: Gary Jones

Nominated by Leadership Committee (2024):

Lauren Clawson

Marie Grmek

Kira Holchin

James Lewis

Pamela Monteith

Tammy Palermo

+Ellie Peiffer

Lisa Richards

Ruth Roth

Pat Singelyn

TBN

2) Board of Camps & Retreat Ministries

PURPOSE: establishes the policies that guide, promote, and evaluate East Ohio camping and retreat ministries in accord with the mission and vision of the East Ohio Conference as permitted by *The Book of Discipline 2016* ¶610.

STRUCTURE: 15 persons: chair named by the bishop, 12 Board members are nominated by the Conference Leadership Committee and elected by the Annual Conference. One Conference Trustee representative and one Cabinet representative shall be nominated by their respective bodies. Ex-officio member with voice will include the director of Spiritual Formation and Camps & Retreat Ministries.

Chair: Kathryn "Beth" Wilterdink (2024)
 Director, Spiritual Formation: Gary Jones
 Administrative Support: Margaret Nichols

Nominated by Leadership Committee (2024):

- Marci Bailey
- David Collier
- Marsha Haas
- Allison LeBrun
- Tal Lewis
- Erin Mahaffey
- Sarah Ring
- Ben Wilde
- Emily Young
- TBN
- TBN
- TBN

Nominated by Other Agencies:

Brian William Amstutz Representative, Conference Trustees

Named by the Bishop:

Edgar Brady Cabinet

K) MISSIONS & COMMUNITY ENGAGEMENT

1) Board of Missions

PURPOSE: to perform the functions as outlined in *The Book of Discipline 2016* ¶633 that are not assigned to Mission Awareness Committee and the Board of Congregational Vitality.

STRUCTURE: chair and Conference secretary of Global Ministries named by the bishop; the chairs of Health & Well-Being Committee, Mission Awareness Committee, and Disaster Response Committee; the Mission coordinator of Education and Interpretation of United Women in Faith (formerly United Methodist Women); any members of the General Board of Missions (GBGM); all team leaders created by the Board of Missions to accomplish its purpose.

Co-Chairs: Kay Low & +Katelynn Gurbach (2024)
 Executive Director, Connectional Ministries: Ed Fashbaugh
 Director, Missions & Community Engagement: Kathy Dickriede
 Administrative Support: Melanie Thomas

1 Ex-Officio with Vote:

2	Georgette Gaston	Chair, Health & Well-Being
3	TBN	Chair, Mission Awareness
4	Tom King	Chair, Disaster Response
5	Emma Dixon	Education & Interpretation, United Women in Faith
6	Dan C. Bryant	Member, General Board of Missions (2022)
7	Karen Kilgo	Representative, UM Association & Team Leader, DisAbility Awareness

8

9 Named by the Bishop (2024):

10	+Kate Colbow	Conference Secretary of Global Ministries (CSGM)
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11

12 **1) Health & Well-Being Committee (formerly Health & Welfare)**

13 **PURPOSE:** *The Book of Discipline 2016* ¶1632.4: as United Methodists, we are committed to creating
 14 abundant health for all – a global connection striving for mental, physical, and spiritual well-being. The
 15 Health & Well-Being Committee resources and equips United Methodists in congregations, extension
 16 ministries, and covenant institutions that address concerns for the spiritual, mental, and physical well-
 17 being of the communities they serve. This will also include oversight for the Golden Cross offerings as
 18 well as historic covenant relationships.

19 **STRUCTURE:** chair named by the bishop; DisAbility Awareness team leader named by the bishop; five
 20 members nominated by the Leadership Committee, one representative from each of the current Health
 21 & Well-Being agencies as well as historical institutions in covenant relationship with the East Ohio
 22 Conference.

23

24 Co-chairs: Georgette Gaston & +Sheena Cameron (2024)

25 Director, Missions & Community Engagement: Kathy Dickriede

26 Administrative Support: Melanie Thomas

27

28 Nominated by Leadership Committee:

29 Rasul Welch

30 TBN

31 TBN

32 TBN

33 TBN

34

35 Nominated by Other Agencies:

36 Don Ackerman Canton For All People

37 +Angie Marvin Copeland Oaks

38 Darla Schnegg Epworth Center

39 Sherri Buehl Flat Rock Homes

40 Brett Bartels Heart 4 the City

41 +Michael Parisher Nehemiah Mission

42 Andrea O'Brien OhioGuidestone

43 Ashley Steele Urban Mission

44 Rachelle Milner West Side Community House

45

46 Named by the Bishop (2024):

47 Karen Kilgo Team Leader, DisAbility Awareness

48

2) Mission Awareness Committee

PURPOSE: *The Book of Discipline 2016* ¶1633.4, ¶1633.: cooperate with the General Board of Missions in its program outside the United States to identify with all who are alienated and dispossessed and to assist them in achieving their full human development; to cultivate Advance Special gifts; to develop and implement relationships and church financial support of Conference mission projects and programs, and health and welfare ministries.

STRUCTURE: eight members: chair named by the bishop; two members, nominated by the Leadership Committee; 10 members nominated by each district; the United Women in Faith (formerly United Methodist Women) mission coordinator, all elected by Annual Conference. The director of Missions & Community Engagement; the Conference secretary of Global Ministries is an ex-officio member with vote.

Chair: TBN (2024)

Director, Missions & Community Engagement: Kathy Dickriede

Administrative Support: Melanie Thomas

Nominated by Leadership Committee (2024):

Pat Norris

+Katie Osier

District Representatives (named yearly):

Jennifer Dyer CN

Ruth Brown FL

+Stan Wertz MO

Kathryn Adams MV

+Blair Porter NC

Ashley Steele OV

Jeff Coggins SH

TBN TR

+Teresa Purses TW

Pat Singelyn WR

Nominated by Other Agencies:

Mary Lou Henneman Missions Coordinator, United Women in Faith

Ex-Officio with Vote (2024):

+Kate Colbow Conference Secretary of Global Ministries (CSGM)

3) United Methodist Volunteers in Missions (UMVIM)

PURPOSE: *The Book of Discipline 2016* ¶1633.6: to equip mission teams and coordinate Volunteer-in-Mission ministries

STRUCTURE: a team leader and members nominated by the Board of Missions.

Director, Missions & Community Engagement: Kathy Dickriede

Administrative Support: Melanie Thomas

4) Disaster Response Committee

PURPOSE: *The Book of Discipline 2016* ¶1633.4.b: provide preparedness training, disaster assessment and coordination for supporting local churches, districts, and Conference (United Methodist Volunteers in Mission) UMVIM teams responding to disasters. The primary focus is preparedness for, and assessment

1 of, needs created by disasters within the Conference. An additional focus is basic and advance training
 2 for United Methodist Committee on Relief (UMCOR) certification of individuals participating on UMVIM
 3 Early Response Teams (ERT), UMVIM long-term recovery teams, and other specializations. Although the
 4 Disaster Response Committee provides training, all ERT work teams fall under the responsibility of
 5 UMVIM.

6 **STRUCTURE:** members named by the bishop: chair, Ohio Voluntary Organizations Active in Disaster
 7 (VOAD) representative, Emotional & Spiritual Care team leader; the executive director of Connectional
 8 Ministries serves as staff support; Conference Disaster Response coordinator; district coordinator(s) of
 9 Disaster Response nominated by the district superintendent; ex-officio with vote: Cabinet
 10 representative, the director of Missions & Community Engagement and UMCOR-certified Early Response
 11 trainers.

12
 13 Chair: Tom King (2024)

14 Coordinator, Disaster Response: Steven Court

15 Executive Director, Connectional Ministries: Edward M. Fashbaugh

16
 17 Director, Missions & Community Engagement: Kathy Dickriede

18 Administrative Support: Melanie Thomas

19
 20 District Coordinators of Disaster Response (named yearly)

21	Mike Woodward	CN
22	Dennis Dendinger	FL
23	Stan Wertz and Garland Harvey	MO
24	Bob Catchpole	MV
25	Bill Cook	NC
26	Robert Carson	OV
27	Karen Elliott and Rick Carpenter	SH
28	Matt Anderson	TR
29	TBN	TW
30	Mike Williams and Vern & Lynn Kempf	WR

31
 32 Named by the Bishop:

33	William Sutherin	Representative to Ohio Volunteer Organizations Active in Disaster
34	TBN	Team Leader, Emotional & Spiritual Care
35	Laura White	Cabinet

36
 37 UMCOR-Certified Early Response Team (ERT) Trainers:

38 Michael Woodward

41 **Board of Benefits Report to Annual Conference 2023**

42
 43 *Submitted by Robin Whitacre, Benefits manager*

45 I. Pensions

46 A. Ministers Reserve Pension Fund (MRPF) Pre-82-Supplement One to the Clergy Retirement 47 Security Program

48
 49 The Ministers Reserve Pension Fund as outlined in *The Book of Discipline of The United*
 50 *Methodist Church* and administered under the authority of the Wespath Benefits & Investments

1 and the Board of Pensions of the East Ohio Annual Conference, in conformity with the Plan of
 2 Union, was the pension program and plan of the East Ohio Conference through December 31,
 3 1981. A copy of the "Pension and Benefit RULES AND REGULATIONS for Annual Conferences of
 4 The United Methodist Church" may be secured from Wespath Benefits & Investments, 1901
 5 Chestnut Ave., Glenview, Illinois, 60201.

- 6
 7 1. The following paragraph is presented as an amendment to the action taken by the 1981
 8 Annual Conference (page 237, Volume 2, 1981 Journal) pertaining to the Ministerial Pension
 9 Plan and Comprehensive Protection Plan:

10
 11 The pension rate for retired clergy or local pastors of the annual conference for service prior
 12 to January 1, 1982 shall be **\$995** for **2024** annuity year. **The Past Service Pension Rate (PSPR)**
 13 **for 2024 is \$995 which is a 2% increase from the PSR from 2023 (\$975).**

- 14
 15 2. Participation by Full-Time Local Pastors

16
 17 A local pastor must be an ordained Deacon, must be under Episcopal appointment, must
 18 have rendered not less than four consecutive years of full-time service in the East Ohio
 19 Annual Conference, and shall have received a cash salary for such service which equals or
 20 exceeds the minimum salary set by the East Ohio Annual Conference (or predecessor
 21 conference) for the year in which the service was rendered, before annuity service years
 22 began under the M.R.P.F. The name of the local pastor must be listed annually under the
 23 Disciplinary Questions. In the MPP/CPP Plan, local pastors receive a pension based on
 24 compensation, and CPP benefits if they receive at least the minimum salary of a full-time
 25 local pastor. Vesting in MPP is immediate.

26
 27 Note: This provision applies to the historical practice of ordination as a "Local Elder" or
 28 "Local Deacon" which is no longer part of United Methodist policy or practice. The Local
 29 Deacon's and Local Elder's orders were credentials enabling supply and local pastors to
 30 perform ministry in the local churches to which they were appointed, comparable to
 31 licensing as a local pastor today. This provision has no relationship to ordination as Deacon
 32 under the *1992 Book of Discipline* (or previous), commensurate with Probationary
 33 Membership in the Annual Conference, nor does it pertain to ordination as a Deacon in Full
 34 Connection under the 1996 and 2000 Books of Discipline. It applies only to local pastor and
 35 supply years prior to 1982. (Dale Jones, client manager, Wespath Benefits & Investments,
 36 February 11, 2003.)

- 37
 38 VI. Ministerial Pension Plan (MPP)-Supplement Three to the Clergy Retirement Security Program

39
 40 Effective January 1, 1982, the pension program was changed to the Ministerial Pension Plan
 41 (MPP) and Comprehensive Protection Plan (CPP), which was authorized by the 1980 General
 42 Conference. This plan was administered under the authority of Wespath Benefits &
 43 Investments and the Board of Pensions of the East Ohio Conference through December 31,
 44 2006. A detailed copy of the program may be secured from Wespath Benefits & Investments or
 45 the Conference Benefits office.

- 46
 47 C. Clergy Retirement Security Program (CRSP)

48
 49 Effective January 1, 2014, the benefit formulas and eligibility for the Clergy Retirement Security
 50 Program (CRSP) were changed by authorization of the 2012 General Conference.

51
 52 The objective of the retirement plan changes is stewardship – balancing between adequacy for
 53 participant and affordability and sustainability for the Church.
 54

1 The Defined Benefit (DB) formula was reduced from 1.25% to 1% of the Denominational
2 Average Compensation (DAC) at retirement multiplied by years of service effective January 1,
3 2014. (The DB formula of 1.25% will remain effective for all covered service prior to January 1,
4 2014.)

5
6 The Defined Contribution (DC) changed, beginning January 1, 2014; the church will contribute
7 3% of compensation, if the participant contributes at least 1% of compensation to their United
8 Methodist Personal Investment Plan (UMPIP). If the participant does not contribute 1% to
9 UMPIP, 2% of compensation will be deposited to their CRSP DC account.

10
11 UMPIP contributions are direct-billed from Wespath Benefits & Investments to the local church.
12 UMPIP contributions are 'personal' contributions of the participant, to be reduced from a
13 participant's (pastor's) compensation. UMPIP contributions are NOT church liabilities; it is the
14 function of the church to timely remit their pastor's contributions to Wespath.

15
16 The Clergy Retirement Security Program is administered under the authority of Wespath Benefits
17 & Investments and the Board of Benefits of the East Ohio Conference. A summary of the plan
18 may be secured from Wespath Benefits & Investments' website: www.wespath.org.

- 19
20 1. Effective January 1, 2014, full-time and three-quarter (3/4) time clergy are eligible for CRSP.

21
22 The Conference is required to report to Wespath all appointments in ¼ time increments for
23 the purpose of eligibility in denominational benefit plans.

24
25 The time increments are based on the Conference Average Compensation (CAC). The
26 schedule of time increments is used solely for the purpose of pension/service credit
27 within the CRSP Defined Benefit Plan.

28
29 **For 2022 the CAC was \$61,298; therefore for 2022, part-time local pastors with plan**
30 **compensation less than \$30,649 were not eligible for CRSP.**

31
32 **For 2023 the CAC is \$62,750; therefore for 2023, part-time local pastors with plan**
33 **compensation less than \$31,375 are not eligible for CRSP.**

34
35 **For 2024 the CAC will be \$65,048, therefore for 2024, part-time local pastors with plan**
36 **compensation less than \$35,524 will not be eligible for CRSP**

37
38 Churches with clergy appointed at half-time (1/2) or less may elect to sponsor the United
39 Methodist Personal Investment Plan (UMPIP).

40
41 UMPIP is a 403b pension plan offered by Wespath Benefits & Investments in which the
42 employer and the employee may make contributions. UMPIP administrative documents can
43 be requested through the Conference Benefits office by phone at (330) 499-3972 ext. 151 or
44 by email: robin@eocumc.com.

- 45
46 2. Eligible clergy may not waive participation in the Clergy Retirement Security Program (CRSP)

- 47
48 3. Deacons

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

1 4. Annual Conference Funding of CRSP
2

3 The Clergy Retirement Security Plan (CRSP) began January 1, 2007.
4

5 Funding for CRSP's two benefit components (defined benefit and defined contribution) will
6 be provided for each eligible clergy member serving local churches of the East Ohio Annual
7 Conference, and those eligible clergy under special appointments whose salary is paid by
8 the Conference and who are under Episcopal appointment.
9

10 The **2024** CRSP DB pension billing formula will be, at 11% of total compensation, limited to
11 the DAC at **\$78,292**.
12

13 The **2024** CRSP DC pension billing formula will be at 3% of total compensation.

14 The **2024** CPP (death & disability) billing will be at 3% of total compensation, limited to two
15 times the DAC at **\$156,584**. Reference III.
16

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

19 Since January 1, 1982, Conference-responsible appointments have been those in which
20 the EOC Area Center is their salary-paying unit. Currently, those appointments include the
21 district superintendents, the executive director of Connectional Ministries and the
22 directors of the Connectional Ministries team. These appointments are listed in the 2008
23 EOC Journal, Extension Ministries #1300 Within the Connection Structure of United
24 Methodism (§344.1a.c.). As of January 1, 2007, the executive assistant to the bishop and
25 clergy Camp director(s) are considered Conference-responsible appointments.
26

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

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

32 Those serving under special appointments that are not paid by the annual conference are
33 not eligible for CRSP. Their respective employing agency may sponsor the United Methodist
34 Personal Investment Plan (UMPIP) through Wespath Benefits & Investments in Glenview,
35 Illinois.
36

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

39 a) UMPIP Personal Contributions
40

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

47 Since January 1, 1974, the General Board of Pension and Health Benefits now known as
48 Wespath Benefits & Investments has made available a program of tax-deferred annuity
49 contributions for members of the Pension Fund. There are two basic requirements: 1) a
50 prior agreement must be made between the member and the local church (or
51 Conference agency); and 2) all remittances under this program must be made by the
52 church treasurer (or agency treasurer). The members shall be given various options as
53 to how their contributions shall be invested. For a packet of information regarding

1 UMPIP Program, contact the Wespath Benefits & Investments, 1901 Chestnut Ave.,
 2 Glenview, IL 60025-1604, or the office of the Conference Benefits officer.

3
 4 All interest credited on contributions made under a pre-tax basis, is subject to tax
 5 following retirement or withdrawal and not in the year that it is credited. It should not be
 6 included in a member's income for tax purposes currently.

7
 8 b) Lay Employee Pension Plan

9
 10 On May 7, 2004, General Conference, in an important move toward greater equity
 11 among all church workers, approved legislation regarding retirement benefits for lay
 12 employees of the local church and annual conference.

13
 14 According to *The Book of Discipline*, ¶1258.12, the committee on pastor-parish
 15 relations or staff parish relations "shall recommend that the church council provide,
 16 effective on and after January 1, 2006, a 100-percent vested pension benefit of at
 17 least three percent of compensation for lay employees of the local church who work
 18 at least 1040 hours per year, are at least 21 years of age, and have at least one year of
 19 permanent service."

20
 21 For additional information on the lay pension benefit plan and all other Wespath
 22 administered plans, please visit its website or call its Participant Response Center at 1-
 23 800-851-2201. Robin Whitacre, Benefits manager for the Conference, at (330) 499-3972
 24 ext. 151, is also available to help the local church establish a lay pension plan.

25
 26 8. Central Conference Pension Initiative

27
 28 The Central Conference Pension Fund is an independent trust created to receive
 29 contributions for pension support of non-U.S. clergy. Wespath Benefits & Investments
 30 Glenview, Illinois projects that a \$25-50 million endowment is needed to help establish and
 31 maintain the fund. The East Ohio Conference encourages active and retired clergy, and laity
 32 to make voluntary contributions to the fund. The Treasurer's office of the East Ohio
 33 Conference has established Fund #9705 for collection of Central Conference Pension Fund
 34 contributions.

35
 36 II. Health Care Program

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

41
 42 The East Ohio Conference Board of Benefits recognizes that it has a fundamental interest in the
 43 health and welfare of its members, which is partially given expression by its health care program.
 44 The health care program will be designed around the needs of the members, although it may not
 45 meet their entire benefit needs. It will be coordinated with, according to law, all benefits provided
 46 through governmentally mandated programs. These will be partially- or fully-funded by the East
 47 Ohio Conference, its agencies or local churches accordingly, for such programs as Social Security,
 48 Ohio Disability and Workers' Compensation, and such others as become mandated by law.

49
 50 The goal of our health care program is to promote the general health and well-being of the member
 51 and member's family and to reimburse the member for the major costs incurred as a result of an
 52 illness or injury.

1 A. Health Care Benefits Enrollment for Members

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

11
12 Healthcare is provided by the Conference on a year-to-year basis.

13
14 As of January 1, 2018, the Conference partnered with the Center of Health through Wespath
15 Benefits & Investments to provide health benefits under HealthFlex, which offers a wellness-
16 driven group health plan for The United Methodist Church (UMC) annual conferences and
17 employer groups.

18
19 B. Health Care Funding

20
21 1. As of January 1, 2018, health care coverage will be with HealthFlex, which is a fully-insured
22 medical benefit plan with Blue Cross Blue Shield.

23
24 2. The following health care premiums are based on current data and may be changed as
25 needed:

26
27 a) The 2023 monthly premiums for active lay employees are:

28 Participant only - \$870 (\$10,440 year).

29 Participant plus one - \$1,653 (\$19,836 year).

30 Participant plus family - \$2,262 (\$27,144 year).

31
32 **The 2024 monthly premiums for active lay employees will be:**

33 **Participant only - \$969 (\$11,628 year).**

34 **Participant plus one - \$1,842 (\$22,104 year).**

35 **Participant plus family - \$2,520 (\$30,240 year).**

36
37 b) The 2023 monthly premiums for retirees* are:

38 Participant only (less than age 65) - \$870 (\$10,440 year).

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

40
41 **The 2024 monthly premiums for retirees* will be:**

42 **Participant only (less than age 65) - \$969 (\$11,628 year).**

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

44
45 *Eligible clergy retirees, their spouses, and surviving spouses, premium-share with the
46 Conference based on the clergy retiree's years of pension funded by the East Ohio
47 Conference, as stated in C.6 of this report.
48

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

Less than age 65: \$291 per month (\$3,492 year)

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

c) The 2023 clergy flat rate premium is \$1,663 (\$19,956 year).

The 2024 clergy flat rate premium is \$1,807 (\$21,684 year).

The clergy flat rate shall be billed for each episcopal-appointed clergy (including Deacons where health coverage is not provided from another source) serving a local church full-time or three-quarter time* including the executive director of Connectional Ministries and the directors in the Connectional Ministries office, the executive assistant to the bishop and district superintendents. Each pastoral charge shall be invoiced an amount for health care coverage where applicable. (*Not applicable to part-time local pastors at 75%)

NOTE: The mandatory health care provision outline above was implemented in 2002 and revisited in 2019 by the Board of Benefits. The key factors of implementing the provision continue to be relevant as the church/conference continues to evolve and since our number of plan participants have decreased over the years. Removing the mandatory provision will cause appointment challenges and potential financial hardship for churches and plan participants.

ALL premiums will be remitted to the Conference through direct billing issued by the Financial & Administrative Services office.

3. Effective 1/1/2018, eligibility for the Conference-sponsored Health Benefit Plan through HealthFlex requires participants to be working a minimum of 30 hrs./week.
4. In those cases involving a multiple point charge, each church shall be billed for both health & pension as instructed by the district office. Premiums for coverage shall be in the amount as determined by the Board of Benefits for flat rate, single, participant + 1 or family as appropriate.
5. The **apportionment for benefits (Fund III) for 2024 will be \$943,205**. Fund III primarily supports retiree health care for eligible retirees, their spouses and surviving spouse who began their service on or after January 1, 1982.
6. The amount paid by the local church under II. B. 2. a) & c) shall not be included in the total base figure used to calculate apportionments.
7. Enrolled employees of conference employing agencies shall be direct billed for the appropriate premium for the participant's coverage.
8. No Conference money shall be used to pay for health and/or life insurance coverage other than the Conference sponsored plan.
9. Participation in Workers' Compensation by Episcopal-appointed clergy is required.

1 10. The East Ohio Conference Health Insurance Policy offers a wide range of benefits that
 2 compare favorably to other health plans. The EOC Board of Benefits would like to note
 3 that our plan, like similar plans, expects Workers' Compensation to be in effect to cover
 4 workplace related accidents, including automobile accidents occurring during the course
 5 of business travel and their related cost of claims. The East Ohio Conference Health
 6 Insurance Policy DOES NOT provide benefits for injuries sustained during the course of a
 7 clergy's employment duties, because that coverage is provided by the Bureau of Workers'
 8 Compensation:

9
 10 Therefore: To avoid the possibility that no benefit will be available, all clergy under
 11 appointment to a church within the bounds of the East Ohio Conference must be enrolled as
 12 a participant with the Bureau of Workers' Compensation. Premiums for this coverage must
 13 be paid by the church or churches to which the clergy is appointed.

14
 15 C. Eligibility for Retiree Health Benefits – Clergy

16
 17 In order for a pastor to be eligible to retiree health coverage through the East Ohio Conference such
 18 pastor:

- 19
 20 1. Must be a member (full member or local pastor) of the East Ohio Conference.
 21
 22 2. Must retire under the provisions of Paragraph 358.2b or 358.2c. (2012 *Book of Discipline*)
 23 Members retiring under Paragraph 358.2a (with 20 years of services) are not eligible.
 24
 25 3. Effective on and after July 1, 2010, must have a minimum of 10 years of pension funded by
 26 the East Ohio Conference. Deacons must have a minimum of 10 years of service certified by
 27 the local church or an approved agency.
 28
 29 4. Must be properly enrolled and covered under Conference-sponsored health benefit plan
 30 at the time of retirement. Effective on and after July 1, 2010, must have been covered by
 31 the Conference-sponsored health benefit plan for at least five years immediately prior to
 32 the effective date of retirement. The five years health care participation is not applicable
 33 to deacons.

34
 35 Those individuals who are age 60 or older in 2009 and who would have been eligible
 36 for retiree healthcare coverage under the previous policy who are adversely affected by
 37 the five-year rule shall be grandfathered /grandmothered to the rules which previously
 38 existed. This policy exception extends only to 16 individuals.

- 39
 40 5. Post 65: Retirees must participate in the Medicare Part A and Part B programs.
 41
 42 6. Eligible retirees, spouses and surviving spouses shall contribute an amount toward the
 43 premium based on the policy effective August 1, 2004; whereas, retirees who have 25 or
 44 more accumulative years of pension credit service funded by the East Ohio Conference
 45 will pay 30% of their health care premiums. For service less than 25 accumulative years,
 46 the retiree will pay 30% plus 2.8% for each year less than 25 years of service. (For
 47 example: a retiree with 15 years of service will pay 58% of the premium).
 48
 49 7. The retired clergy's surviving spouse will be provided health care coverage in the same
 50 manner as the retiree (see C.6 above) until such time as they remarry or die. Should this

1 remarried spouse later become single, eligibility for health care insurance coverage shall
 2 be returned to this surviving spouse. A surviving spouse of an active clergy will be
 3 provided health care coverage until such time as they remarry or die.

4
 5 Should this remarried spouse later become single, eligibility for health care insurance
 6 coverage shall be returned to this surviving spouse. Dependent children of active clergy
 7 will be provided health care coverage until such time as they no longer meet the
 8 requirements to remain "Eligible Dependents." Premium sharing shall be calculated in the
 9 same manner as stated in C.6, above.

- 10
 11 8. Retirees may add a spouse and/or dependents to the Health Care Plan after retirement,
 12 provided that the cost, as determined annually by the East Ohio Conference Board of
 13 Benefits, is paid by the retiree.

14
 15 D. Eligibility for Retiree Health Benefits – Lay Employees

16
 17 1. Area Center, Area Office, and Camps

- 18 a) In order for a Lay employee of the Area Center, Area office, and Camps to be eligible for
 19 retiree health coverage through the East Ohio Conference such employee must be age
 20 62.
 21 b) Must have a minimum of 10 years of pension funded by the East Ohio Conference.
 22 c) Must be properly enrolled and covered under the Conference Health Benefit Plan for at
 23 least five years immediately prior to the effective date of retirement.
 24 d) Post 65: must participate in the Medicare Part A and Part B.
 25 e) For funding see F.3

26
 27 2. Agencies, Districts, and Local Churches

- 28 a) In order for a Lay employee of a qualifying agency, district, and/or local church to be
 29 eligible for retiree health coverage through the East Ohio Conference such employee
 30 must be age 65.
 31 b) Must have a minimum of 10 years of service certified by the agency, district and/or local
 32 church.
 33 c) Must be properly enrolled and covered under the Conference Health Benefit Plan for at
 34 least five years immediately prior to the effective date of retirement.
 35 d) Post 65: must participate in the Medicare Part A and Part B.
 36 e) For funding see F.4. 4.

37
 38 E. Temporarily Waiver of Retiree Health Benefits – Clergy and Lay

39
 40 Effective on and after July 1, 2003, when a retiree, retiree spouse or surviving spouse, is
 41 actively employed with employer provided insurance, the participant may temporarily waive
 42 the conference-sponsored health benefit plan without premium sharing, and return to the
 43 Plan upon termination of such employer provided insurance. (Documentation will be
 44 required.) This includes clergy couples in which one spouse is retired and the other remains
 45 active.
 46

1 F. Retiree Health Care Funding

2
3 1. Clergy with East Ohio Pre-82 Pension Credit

4
5 Retired clergy, spouses and surviving spouses who are covered by the Health Care Plan
6 sponsored by the East Ohio Conference premium-share per Conference policy. The
7 Conference supports the balance of their health care plan expenses by funds from the
8 Pension and Health Care Reserve Account as directed by Judicial Council Decision #976
9 and ap- proved by Annual Conference 2004.

10
11 2. Clergy with East Ohio Pension Credit on and after 1/1/1982 with No Pre-82 Pension Credit

12
13 Retired clergy, spouses and surviving spouses who are covered by the Health Care Plan of
14 the East Ohio Conference premium-share per conference policy. Fund III supports the
15 balance of their health care plan expenses.

16
17 3. Lay Retirees (Area Center, Area Office, and Camps)

18
19 Lay retirees, spouses and surviving spouses who are covered by the Health Care Plan of
20 the East Ohio Conference premium-share on the same basis as the clergy in the East
21 Ohio Conference. Fund III supports the balance of their health care plan expenses.

22
23 4. Lay Retiree (Agencies, Districts and Local Churches)

24
25 Lay retirees, spouses and surviving spouses who are covered by the Health Care Plan of
26 the East Ohio Conference are billed at full amount of the base premium. Any premium-
27 sharing is the responsibility of the individual agency, district or local church.

28
29 Agencies, districts or local churches may require lay employees to contribute a portion of
30 the premium cost based on the number of years worked and the age at retirement. The
31 collection of this money is the responsibility of the individual agency, district or local
32 church.

33
34 Lay retirees must comply with all the provisions of the Conference-sponsored health
35 benefit plan document.

36
37 The Conference Benefits officer shall be authorized to terminate coverage for any lay
38 retiree whose premium is not paid.

39
40 G. Retiree Emergency Aid

41
42 1. Financial Aid & Hardship Grants

43
44 Effective January 1, 2002, the policy stated below is applicable to the retiree's secondary
45 Health Care premium sharing. In addition, the original intent of the policy will be
46 maintained.

47
48 Where emergency aid is necessary for a retired member of the Conference, a retired local
49 pastor, a surviving spouse, or other Conference claimant, it will be administered by the

1 Executive Committee of the Conference Board of Benefits. Application forms should be
2 obtained from the Treasurer's office and returned to the Treasurer/Benefits officer of the
3 East Ohio Conference.

4
5 2. Emergency Fund for retired clergy with Other Insurance

6
7 Upon appeal and application, a retiree, retiree spouse or surviving spouse may request
8 grant money to help pay for other insurance premiums. The Executive Committee of the
9 Conference Board of Benefits will administer the Emergency Fund. Application forms
10 may be obtained from the Benefits office and returned to the Benefits manager of the
11 East Ohio Conference.

12
13 H. Delinquent Health Care Premium Payments

14
15 1. Any church/charge or agency having a balance due for health care billing from the
16 previous year (December 31), for a pastor's premium, will be notified of such balance by
17 the Benefits office, with notification also sent to the pastor's district superintendent and
18 chairperson of the Staff-Parish Committee. The Benefits office and the district
19 superintendent will work with the church/charge for payment of the delinquent amount.

20
21 2. Persons on special appointment who are enrolled in the health benefit plan and
22 delinquent at year-end (December 31) will be notified of such delinquency by the Benefits
23 office. If a satisfactory payment schedule cannot be negotiated by April 1 of the year
24 following the delinquency, the coverage will be terminated.

25
26 3. Laypersons who are enrolled in the health benefit plan and delinquent at year-end
27 (December 31) will be notified of such delinquency with their employing church/charge or
28 agency also notified. If a satisfactory payment schedule cannot be negotiated by April 1 of
29 the year following the delinquency, the person's coverage will be terminated with the
30 employing church/charge or agency responsible for the payment. If the church/charge or
31 agency does not make the payment, no additional persons from that church/charge or
32 agency will be enrolled until the balance is paid in full.

33
34 I. Pension and Health Care Arrearage Debt Resolution Policy

35
36 Effective 1/1/2005, a church/charge with past health care and pension arrearages and is
37 current for three calendar years may apply for final resolution. A church/charge seeking
38 resolution must submit a letter requesting arrearage debt resolution with details of their
39 proposal for settlement to their district superintendent with a copy sent to the chair of the
40 Board of Benefits. After full review by Cabinet and Board of Benefits, the Board of Benefits will
41 vote on the negotiation of balance payment and any forgiveness of a determined arrearage.

42
43 The pension and health care arrearages of a closed church will be removed upon written
44 recommendation by Cabinet and consultation of the Conference director of Financial &
45 Administrative Services.

46

1 III. Disability and Death Benefits

2
3 A. Clergy - Comprehensive Protection Plan (CPP)

- 4
5 1. Long-term disability (LTD), survival and death benefits are provided through the
6 Comprehensive Protection Plan (CPP) for clergy under full-time Episcopal appointment and
7 receiving 'plan compensation' equal to or greater than 60% of the Denominational Average
8 Compensation or the Conference Average Compensation. Clergy serving at three-quarter
9 time participate under CPP Special Arrangements provision. (Part time local pastors are not
10 eligible for CPP.)
11
12 2. The funding rate yearly for each eligible full-time clergy member (including Deacons)
13 serving local churches of the East Ohio Conference, or special appointments whose salary is
14 paid by the Conference who are under Episcopal appointment is 3% of plan compensation
15 (salary plus housing) with two times the DAC as the cap. The required funding rate for those
16 under CPP Special Arrangements is 3% of the Denominational Average Compensation.
17
18 3. CPP LTD benefits may be approved by the Wespath Benefits & Investments for the
19 members who are granted Medical Leave by action of the Annual Conference.
20
21 4. The Comprehensive Protection Plan is administered by the Wespath Benefits &
22 Investments, providing monthly LTD benefits to active participants who qualify.
23
24 5. The income replacement payable by CPP is 70% of the plan compensation, with plan
25 compensation capped at 200% of the DAC.
26
27 6. The CPP disability benefit (income replacement) is reduced by any disability benefit payable
28 under Social Security. The revised benefit applies only to eligible clergy whose disability
29 effective date, as determined by Wespath Benefits & Investments on or after 1/1/02. Clergy
30 approved for CPP disability benefits continue to be credited pension contributions.
31
32 7. For the purpose of receiving CPP benefits, a clergyperson is considered disabled based on
33 medical evidence that he/she is unable to engage in the usual and customary duties of a
34 United Methodist clergyperson due to bodily injury, disease or mental or emotional disorder
35 or disease which will last for at least six continuous months and excluding disability
36 resulting from: 1) Service in the armed forces of any country, 2) Warfare, 3) Intentional self-
37 inflicted injury, 4) Participation in any criminal or unlawful act. After receiving benefits for
38 24 months, in order to continue receiving CPP disability benefits, a clergyperson must
39 demonstrate that he/she is unable to engage in substantially all of the usual and customary
40 duties pertaining to any employment in an occupation for which the disabled clergyperson
41 is reasonably qualified.
42
43 8. The disabled member is encouraged to make application to Social Security Administration
44 to determine eligibility under the government's program. Social Security disability benefits
45 may begin after a waiting period of five full calendar months.
46
47 9. Health care coverage upon Medical Leave is administered according to the Conference's
48 Health Benefit Plan document, and current plan language takes precedence in all cases. If
49 the member is enrolled in the Conference-sponsored Health Benefit Plan coverage prior to
50 being granted Medical Leave, coverage will continue 180 days following the date the

1 member was actively at work, at no cost to the member. The next 18 months the provision
 2 of the plan for Continuation of Coverage would be applicable, at no cost to the member. If
 3 the member is determined under Title II or XVI of the Social Security Act to have been
 4 disabled at the time of Medical Leave, coverage would continue as a secondary coverage to
 5 Medicare disability. If the member does not become Social Security disabled, the
 6 Conference-sponsored Health Benefit coverage terminates after the 18 months under the
 7 Continuation of Coverage Provision.

8
 9 CPP death benefits are based on eligibility as an active clergy person and as a retiree. The
 10 schedule of CPP benefits for 2020 can be found on the conference website.

11
 12 Educational Benefits are provided for the children of deceased members while enrolled in
 13 an accredited college through age 25.

14
 15 B. Clergy – UMLifeOptions (clergy not eligible for CPP)

- 16
 17 1. Local churches with Episcopal-appointed clergy not eligible for the Comprehensive
 18 Protection Plan (CPP) may adopt an UMLifeOptions plan to provide long-term disability
 19 (LTD) and life insurance coverage for their appointed pastor.
 20
 21 2. For more information regarding sponsoring UMLifeOptions, please visit Wespath
 22 Benefits & Investments' webpage at [http://www.wespath.org/center-for-](http://www.wespath.org/center-for-health/plans/umlifeoptions/)
 23 [health/plans/umlifeoptions/](http://www.wespath.org/center-for-health/plans/umlifeoptions/)
 24

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

- 26
 27 1. UMLifeOptions formerly known as the Basic Protection Plan (BPP) of The United
 28 Methodist Church covers lay employees for Long-Term Disability (LTD) of the Area Center,
 29 Area Office and Camps. The income replacement payable by UMLifeOptions is equivalent
 30 to 60% of the employee's predisability compensation. The UMLifeOptions disability
 31 benefit (income replacement) is not reduced by any disability benefit payable under
 32 Social Security.
 33
 34 2. As of January 1, 2009, UMLifeOptions will make a maximum 3% of predisability
 35 compensation contribution to the approved disabled Employee's United Methodist
 36 Personal Investment Plan (UMPIP).
 37

38 IV. Special Grants

39 The East Ohio Conference for **2022-2023** conference year shall pay special grants calculated by the
 40 Board of Benefits to such persons approved by the Board.
 41

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

44
 45 The following is in effect for **2023**:

46
 47 An amount equal to 100% of the pension, severance, or disability payments received from plans
 48 authorized under *The Book of Discipline of The United Methodist Church* (the "Discipline"), which
 49 includes all such payments from Wespath Benefits & Investments ("Wespath"), during the period
 50 **January 1, 2023 through December 31, 2023**, by each active, retired, terminated, or dis-abled

1 clergy person who is or was a member of the Conference, or its predecessors, be and hereby is
2 designated as a rental/housing allowance for each such clergy person; and
3

4 The pension, severance, or disability payments to which this rental/housing allowance designation
5 applies will be any pension, severance, or disability payments from plans, annuities, or funds
6 authorized under the Discipline, including such payments from Wespeth and from a commercial
7 annuity company that provides an annuity arising from benefits accrued under a Wespeth plan,
8 annuity, or fund authorized under the Discipline, that result from any service a clergy person
9 rendered to this Conference or that an active, a retired, a terminated, or a disabled clergy person of
10 this Conference rendered to any local church, annual conference of the Church, general agency of
11 the Church, other institution of the Church, former denomination that is now a part of the Church,
12 or any other employer that employed the clergy person to perform services related to the ministry
13 of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit
14 under, such a plan, annuity, or fund for such an active, a retired, a terminated, or a disabled
15 clergy person's pension, severance, or disability plan benefit as part of his or her gross
16 compensation.
17

18 NOTE: The rental/housing allowance that may be excluded from a clergy person's gross income
19 in any year for federal (and, in most cases, state) income tax purposes is limited under Internal
20 Revenue Code section 107(2), and regulations thereunder, to the least of: (a) the amount of the
21 rental/housing allowance designated by the clergy person's employer or other appropriate
22 body of the Church (such as this Conference in the foregoing resolutions) for such year; (b) the
23 amount actually expended by the clergy person to rent or provide a home in such year; or (c) the
24 fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the
25 cost of utilities in such year. Each clergy person or former clergy person is urged to consult with his
26 or her own tax advisor to determine what deferred compensation is eligible to be claimed as a
27 housing allowance exclusion.
28

29 VI. Service Records

- 30
- 31 A. The official years for pension are those entered on the service records on file with Wespeth
32 Benefits & Investments and certified by the Conference Board of Benefits, not the service
33 records in *The Journal*. Persons with questions about their service record should contact the
34 Conference Benefits office.
35
 - 36 B. Pension credit with another conference either for effective, associate, or local pastor years
37 must be established by direct contact with that conference and by its official action.
38
 - 39 C. The East Ohio Conference does not have any responsibility for annuity years other than those
40 served in the East Ohio Conference, or one of its predecessor conferences, except for service in
41 the former Sandusky, Lexington, or Southeast Ohio Conference assigned by a joint Distribution
42 Committee of Wespeth Benefits & Investments.
43

44 VII. For Information

- 45
- 46 A. Concerning all payments to the General Board of Pension and Health Benefits or the Ministerial
47 Reserve Pension Fund, and all pension payments to claimants, or other information, write to
48 the Wespeth Benefits & Investments, 1901 Chestnut Ave., Glenview, Illinois, 60025-1604 or
49 visit Wespeth's website: www.wespeth.org.
50

- 1 B. Concerning clergy benefits and/or pension credit, service years, or credit as full-time local
2 pastor, write or contact the Conference Benefits Office, 8800 Cleveland Avenue NW, P.O. Box
3 2800, North Canton, Ohio 44720.
4

5 VIII. References
6

- 7 A. For the "Plan of Union", see pages 423-424, recommendation 21, 1969 Yearbook and Record of
8 the North East Ohio Annual Conference, or pages 57-58, Recommendation 21, 1969 Conference
9 Journal of the East Ohio Conference.
10

- 11 B. For the "Guidelines for Granting Benefits to a Person Whose Membership Has Been
12 Terminated", see pages 196-198 of the 1973 Yearbook and Record of the East Ohio Annual
13 Conference.
14

- 15 VII. For the special action regarding "Benefits for the Surviving Spouse of a Marriage Subsequent to
16 the Member's Retirement", see the action on page 195 of the 1973.
17

- 18 VIII. For the special action regarding "Equalization of Benefits Related to Required Personal
19 Contributions", see pages 197-198 of the *1976 Journal of the East Ohio Conference, Volume II*.
20 (References are available in the Conference Treasurer's Office).
21

22 IX. East Ohio Funds With The General Board of Pensions
23

24 Per action by the 1994 Annual Conference, the Board of Pensions (now known as the Board of
25 Benefits) will include in their report to Annual Conference a report of all funds held, beginning
26 balance, income for the previous year, expenses for same, and ending balances audited or un-
27 audited.
28

29 The East Ohio Conference Board of Benefits maintains four accounts with Wespath Benefits &
30 Investments in Glenview, Illinois. The first account is a deposit account for CRSP and CPP liabilities.
31 Second is our holding account for the money raised in the Capital Funds Campaign and its accrued
32 interest. The third deposit account holds a portion of our Health Care Reserve and the fourth
33 account holds proceeds from a 1929 trust and earned interest. Following is a brief description of
34 each account and its related balances and activity for the previous year 2017.
35

36 **Deposit Account – 10018001**
37

38 This is the East Ohio Conference deposit account with Wespath Benefits & Investments and is our
39 'primary' account. Money raised through apportionments and direct pension billing in East Ohio for
40 HealthFlex, CRSP, (Clergy Retirement Security Program), CPP (Comprehensive Protection Plan), and past
41 service obligations are forwarded from East Ohio to this account. On a monthly basis, the GBOP charges
42 and transfers money from this account to all the individual clergy accounts currently funded.
43

1	Summary	
2		Market Value
3		
4	Beginning Balance 1/1/2022	\$28,632.08
5	Deposit	\$9,322,067.11
6	Adjustment Credit	\$871.30
7	Insurance Deductions	\$90.00
8	Wespath Annual Dstr (Chartered Fund)	\$463.00
9		
10	Monthly Settlement	(\$1,010,952.49)
11	Insurance Deduction Fee	\$0.90
12	DB Contributions	(\$1,742,560.00)
13	HEALTHFLEX	(\$6,576,209.28)
14	Realized Gain/Loss	\$2,274.55
15	Change in Unrealized Gain/Loss	\$8.43
16	Total Deposit Account at 12/31/2022	<u>\$24,685.60</u>

17
18 Change in Unrealized Gain/Loss is for the fiscal year, 2022.

19		
20	Income Earned – Gross	\$2,657.09
21	Fund Operating Expenses	(\$377.19)
22	Income Earned – Net	<u>\$2,279.90</u>

23
24
25 **Deposit Account-Pension and Health Care Reserve Account (P&HCR)**

26
27 This account was formerly known as the Capital Funds Campaign account. By action of Annual
28 Conference 2001, this account was redesignated as the Pension and Health Care Reserve Account, and
29 approved to be maintained to provide a reserve for Conference pension and health care plan liabilities
30 subject to disbursement only upon recommendation of the Conference Board of Benefits and approval
31 of Annual Conference. This action was questioned at Annual Conference 2003. Judicial Council ruled on
32 the question in October 2003; therefore, the guiding principle of this account was amended to read:

33
34 “The East Ohio Annual Conference is directed (Judicial Council decision #976) to fund the pre-1982 past
35 service account meeting the donor intent of the 1988-92 capital funds campaign. The appropriate
36 amount should be based on the current actuarial projections for the Pre-1982 past service account. All
37 remaining funds including accrued interest shall be held in the East Ohio Annual Conference Pension
38 and Health Reserve account for pension and health benefits for Pre-1982 clergy, spouses, and
39 dependents.”

40
41 In addition, the EOC BOP will adhere to the following guidelines concerning this fund:

42
43 On an annual basis, an amount not to exceed \$2.5 million may be withdrawn from this account for pre-
44 82 benefits. All activity around these accounts will be printed in the annual *Pre-Conference Workbook*, as
45 well as in *The Journal*.

46		
47	Pension & Health Care Reserve	
48	Beginning Balance 1/1/2022	\$20,756,412.67
49	Change in Unrealized Gain/Loss	(\$3,451,877.53)
50	Total Pension & Health Care Reserve at 12/31/2022	<u><u>\$17,304,535.14</u></u>

51

1 **Healthcare Reserve**

2
3 As the Conference recovered from its critical financial problems associated with its Health Care Program
4 in 1990, we began to build a reserve. In 1992 this deposit account was established to hold that reserve.
5 Prior to 2003, most of the reserve was maintained with the General Board (GBOP) and some health care
6 funds were maintained locally as working capital. The General Board ceased paying interest on accounts
7 as of February 28, 2003. For the balance of 2003, monies were transferred from this account to the
8 deposit ac- count to care for monthly MPP/CPP liabilities. The East Ohio United Methodist Credit Union
9 (now Christian Family Credit Union), paying interest, then became the holder of most of the reserve.
10 These reserves aid cash flow and protect our Health Plan against unplanned and catastrophic events not
11 covered by existing stop loss insurance. Finally, it allows us to stabilize fluctuation in our premium
12 charges.

13
14 **Healthcare Reserve**

15 Beginning Balance 1/1/2022	\$84,267.91
16	
17 Change in Unrealized Gain/Loss	<u>(\$14,014.10)</u>
18 Total Health Care Reserve at 12/31/2022	<u><u>\$70,253.81</u></u>

19
20
21 **David Charles Boyd Trust**

22
23 This trust was drafted in 1929 with distribution to the "Trustees or other proper governing body of
24 the Northeastern Ohio Conference of the Methodist Episcopal Church or its successors for the
25 benefit of the Itinerant Minister's Conference Claimants' Endowment Fund".

26
27 The actual distribution of \$556,859.97 was made in June of 1996. The proceeds were deposited with the
28 GBOP in Evanston. In 1998, \$11,774 from the Superannuants Fund was donated to this fund. In 2014, the
29 final distribution of \$904,453.78 from the Boyd Estate was received. In 2016, \$6,216.25 was donated
30 from the estate of Warren Sartwell and deposited to this fund.

31
32 This fund has been used to provide financial assistance to clergy retirees, spouses and surviving spouses
33 with regard to their required health care premium-sharing amounts and to fund monthly conference
34 health care expense for disabled clergy and their families who do not have Pre82 pension claim.

35
36
37 **Boyd Trust**

38 Beginning Balance 1/1/2022	\$4,506,967.25
39	
40 Change in Unrealized Gain/Loss	<u>(\$619,680.94)</u>
41 Total Boyd Trust at 12/31/2022	<u><u>\$3,887,286.31</u></u>

42

1 X. The Funding Plan

2

3 General Conference 2012 approved legislation requiring each conference to annually submit to Wespath
4 Benefits & Investments a comprehensive funding benefit plan (CFBP) for addressing its benefits
5 obligations. **The responding opinion for 2022 written by the Managing Actuary of Wespath Benefits &**
6 **Investments, in Glenview, Illinois, is presented below:**



Opinion on **East Ohio Conference 2023** Comprehensive Benefit Funding Plan

The funding plan meets the standards for a Pre-82 funding plan as established by Wespath Benefits and Investments and the favorable opinion requirements for a funding plan. Note: The statement above and any written opinion provided by Wespath do not imply any representation as to the ability or probability of the applicable plan sponsor to fulfill the obligations included in the funding plan.

Wespath Benefits and Investments

Wespath Benefits and Investments
1901 W Chestnut Ave
Glenview, IL 60025

2023 RESOLUTIONS**Resolution 2023-01: “Advocating for the Human Rights of Palestinian Children and Families Living Under Israeli Military Occupation”****General Church Budget Implications: None****East Ohio Conference Implications: Yes****Advocating for the Human Rights of Palestinian Children and Families Living Under Israeli Military Occupation****BE IT RESOLVED** that the East Ohio Conference of The United Methodist Church:

Joins the United Methodist General Board of Church & Society, as well as numerous other Christian denominations and organizations, in endorsing H.R. 2590, Defending the Human Rights of Palestinian Children and Families Living Under Israeli Military Occupation Act; and

Calls upon all clergy and laity of the Conference to educate themselves about the plight of Palestinian children and families living under Israeli military occupation and the reasons for Christians to oppose U.S. funds being used to detain, torture, and imprison Palestinian children in military detention, to subject Palestinian families to widespread home evictions and demolitions, and to annex Palestinian territory; and

Encourages all clergy and laity of the Conference to write, call, or meet with their legislators in Congress, to urge their Representative to co-sponsor H. R. 2590 and to urge their Senators to introduce, co-sponsor, and support a companion bill to H. R. 2590; and,

Directs the Conference secretary to write to all legislators representing the region of the Conference in the U.S. Congress, informing them that the Conference has endorsed H.R. 2590 and that the Conference urges them to co-sponsor and support H.R. 2590 in the House of Representatives or to introduce, co-sponsor, and support a companion bill in the Senate. A full copy of this resolution should be provided with that correspondence.

RATIONALE:

In April 2021, Rep. Betty McCollum (MN-4) introduced a landmark piece of legislation to the U.S. Congress: H.R. 2590, Defending the Human Rights of Palestinian Children and Families Living Under Israeli Military Occupation Act.¹

The United Methodist General Board of Church & Society has joined over 170 human rights and faith-based organizations in endorsing H.R. 2590. Those endorsements include: The Episcopal Church, The Presbyterian Church (USA), The United Church of Christ, The Evangelical Lutheran Church in America (ELCA), the National Council of Churches USA, Church World Service, Pax Christi USA, American Friends Service Committee (AFSC), United Methodists for Kairos Response (UMKR), Jewish Voice for Peace, American Muslims for Palestine, and IfNotNow.²

This bill “seeks to promote justice, equality and human rights for Palestinian children and families by prohibiting Israeli authorities from using U.S. taxpayer funds to detain and torture Palestinian children, demolish and seize Palestinian homes, and further annex Palestinian Land in the occupied West Bank,” in violation of international law.

1 Israel is the only country in the world that systematically prosecutes children in military courts. Each
2 year approximately 700 Palestinian children enter the abusive Israeli military detention system; a
3 UNICEF report has described the problem as “widespread, systemic, and institutionalized.” Children as
4 young as 12 have been subjected to arrest and imprisonment. Children are often held and interrogated
5 for hours or days with no attorney and without the presence or knowledge of their parents. A large
6 majority of these children report severe physical and emotional abuse during their detention.³

7
8 The United Methodist Book of Discipline in the Social Principles clearly affirms the rights of children:
9 “children have the rights to food, shelter, clothing, health care, and emotional well-being ... In particular,
10 children must be protected from economic, physical, and sexual exploitation and abuse.”⁴

11
12 Furthermore, United Methodists have repeatedly adopted resolutions and endorsed measures to
13 protect the rights of Palestinian children, at both the general church and annual conference levels.⁵

14
15 The United Methodist Church also has affirmed the United Nations Convention on the Rights of the
16 Child, which says, “No child shall be subjected to torture or other cruel, inhuman or degrading treatment
17 or punishment,” and “the arrest, detention or imprisonment of a child shall be in conformity with the
18 law and shall be used only as a measure of last resort and for the shortest appropriate period of time.”⁶

19
20 For decades, Israel has relentlessly perpetrated the seizure and destruction of Palestinian property and
21 the forcible transfer of civilians in the Israeli-controlled Palestinian territories, in violation of
22 international and humanitarian law. In 2021, Israel demolished more than 850 Palestinian homes and
23 other structures in the West Bank including East Jerusalem; over 1,100 Palestinians lost their homes,
24 including more than 400 children. At the beginning of 2022, thousands of Palestinians in East Jerusalem
25 are living under imminent threat of losing their homes to demolition or to expulsion and replacement by
26 settlers.

27
28 Israel continues to aggressively expand its illegal settlements in Palestinian territory with thousands of
29 additional living units per year. Since the Israeli military occupation of the West Bank began in 1967,
30 Israel has moved 700,000 or more Israeli citizens illegally into the occupied Palestinian territory.⁷

31
32 In 2020, Israel stated its goal to formally and permanently annex to itself large segments of the West
33 Bank to make way for more illegal settlements, in flagrant violation of international law. United Nations
34 High Commissioner for Human Rights, Michelle Bachelet, declared this would not only seriously damage
35 peace efforts, but would have a “disastrous impact on human rights.”

36
37 The United Methodist Church has long and adamantly opposed Israel’s colonization and annexation of
38 occupied Palestinian territory, restating that firm position for decades in the resolution “Opposition to
39 Israeli Settlements in Palestinian Land.”⁸

40
41 In May 2021, the United Methodist General Board of Church & Society joined over 100 faith and social
42 justice organizations in calling on the Biden Administration to condemn Israeli government plans to
43 forcibly displace Palestinians to further their illegal annexation and ethnic cleansing of occupied East
44 Jerusalem.⁹

45
46 *Submitted by: East Ohio Methodist Federation for Social Action*

47

References:

1. The bill, H.R. 2590: Defending the Human Rights of Palestinian Children and Families Living Under Israel Occupation Act <https://www.congress.gov/bill/117th-congress/house-bill/2590/>
2. HR 2590 Endorsing Organizations: https://nwtac.dci-palestine.org/hr_2590_endorsing_organizations
3. UNICEF report – Children in Israeli Military Detention: <https://www.unicef.org/sop/reports/children-israeli-military-detention>
3. Defense for Children International–Palestine (DCIP) No Way To Treat A Child campaign: <http://nwtac.dci-palestine.org>
3. United Methodists for Kairos Response (UMKR) resource: Palestinian Children & the Israeli Occupation: https://www.kairosresponse.org/quick_facts_series.html
4. The Social Principles: The Social Community: ¶162 C, The Rights of Children <https://www.cokesbury.com/book-of-discipline-book-of-resolutions-free-versions>
5. United Methodists for Kairos Response (UMKR) report – Annual Conference Resolutions Focus on Palestinian Children: https://www.kairosresponse.org/2018_ac_resolutions_palestinian_children.html
6. United Nations Convention on the Rights of the Child, Articles 37 A, B, <https://www.ohchr.org/en/professionalinterest/pages/crc.aspx>
7. B’Tselem report – A Regime of Jewish Supremacy from the Jordan River to the Mediterranean Sea: This is Apartheid: https://www.btselem.org/publications/fulltext/202101_this_is_apartheid
7. Human Rights Watch report – A Threshold Crossed: Israeli Authorities and the Crimes of Apartheid and Persecution: <https://www.hrw.org/report/2021/04/27/threshold-crossed/israeli-authorities-and-crimes-apartheid-and-persecution>
8. United Methodist Book of Resolutions 2016, Resolution 6111: <https://www.umc.org/en/content/book-of-resolutions-opposition-to-israeli-settlements-in-palestinian-land>
9. *The Hill: Progressive groups call for Biden to denounce evictions of Palestinians as 'war crimes'* <https://thehill.com/policy/international/553472-more-than-100-progressive-groups-call-for-biden-to-denounce-evictions-of>

Resolution 2023-02 “Request for a Special Annual Conference for Disaffiliating Churches”

General Church Budget Implications: Yes
East Ohio Conference Implications: Yes

RATIONALE: ¶ 2553 is available to be used for disaffiliation from The United Methodist Church through December 31, 2023. The final step is approval by the Annual Conference. Without a specially called East Ohio Annual Conference in late fall or early December of 2023, churches must have completed all of their work over six months before the deadline given by the General Conference. A church could

1 complete all of the work that is required of them, and still not be allowed to disaffiliate in the time
2 allowed by *The Book of Discipline*, because the final action of Annual Conference approval is not
3 available to them. If this action is not taken by the bishop, East Ohio Conference Board of Trustees, and
4 the East Ohio Annual Conference.

5
6 **Whereas:** in 2019, the Specially Called General Conference approved ¶ 2553 which suspends the Trust
7 Clause and allows churches who meet the specific requirements of the legislation to disaffiliate, over
8 matters pertaining to human sexuality through December 31, 2023.

9
10 **Whereas:** churches may meet all of the requirements that they control, before the December 31, 2023,
11 deadline, and still be denied this Disciplinary privilege, because the final requirement is a vote by the
12 Annual Conference.

13
14 **Whereas:** bishops in multiple annual conferences have declared their intent to hold a special Annual
15 Conference session for the express purpose of voting for or against the disaffiliation of churches who
16 meet the ¶ 2553 requirement before December 31, 2023. This conference could be held in-person or
17 online with the intent of incurring the least expense possible.

18
19 **Whereas:** the following annual conferences of the United Methodist Church have or will conduct special
20 conferences on these dates; North Texas 3/4/23, Upper New York 3/25/23, Holston 4/22/23, Florida
21 4/22/23, Oklahoma 4/22/23, Illinois Great Rivers 5/5/23, Alaska 5/6/23, Oregon 5/6/23, Rio Texas
22 5/6/23, Western North Carolina 5/6/23, Pacific Northwest 5/7/23, Alabama-West Florida 5/7/23, North
23 Alabama 5/11/23, West Texas New Mexico 5/20/23, Florida 8/5/23, Virginia 10/7/23, Upper New York
24 10/14/23, Alabama-West Florida 11/12/23, Tennessee-West Kentucky 11/13/23, Iowa 11/18/23,
25 Michigan 11/30/23, Illinois Great Rivers 12/5/23 and Mississippi 12/3/23.

26
27 **Whereas:** a bishop may call a special session through ¶ 369.6 of *The 2016 Book of Discipline*, which
28 states: “A special session of the annual conference may be held at such time and at such place as the
29 bishop shall determine, after consultation with the cabinet and the executive committee of the Board of
30 Ordained Ministry.”

31
32 **Whereas:** an Annual Conference may request that a session be held under ¶ 603.5 of *The 2016 Book of*
33 *Discipline* which states, “A special session of the Annual Conference may be held at such time and in such
34 place as shall have been determined by the Annual Conference after consultation with the bishop, or by
35 the bishop with the concurrence of three-fourths of the district superintendents. A special session of the
36 Annual Conference shall have only such powers as are stated by the call.”

37
38 **Whereas:** a called Special Session of the Annual Conference at the close of 2023, would be an act of
39 grace and a step toward peace and reconciliation to those churches seeking to follow their conscience
40 out of The United Methodist Church.

41
42 **Therefore, be it resolved** that the East Ohio Annual Conference request that Bishop Tracy S. Malone, in
43 consultation with the Cabinet and the Executive Committee of the Board of Ministry, call for a Special
44 Session of the Annual Conference between November 1 and December 15, 2023, to vote on the matter
45 of disaffiliation for all churches that have completed the required work to disaffiliate under ¶ 2553 in
46 *The 2016 Book of Discipline*. This conference could be held electronically, at a church, or at a suitable
47 location as directed by Bishop Malone and the Cabinet. Cost to be borne by the East Ohio Annual
48 Conference through the Administrative Reserve Fund or another fund recommended by CF&A and
49 reported before the conclusion of this Annual Conference.

50

1 *Submitted by the following East Ohio Lay General Conference Delegates: Bob Wagner, Betty Wilson,*
2 *Jerry Rinehart, and Holly Grant*

3
4 Contact Person: Bob Wagner; 4170 Perron Rd. S.E., Amsterdam, Ohio 42903
5 Phone: 330-324-7193; Email: wagnerenterprises@frontier.com
6

7
8 **2023-03 Resolution: "Supporting the Christmas Covenant"**
9

10 **General Church Budget Implications: None**

11 **East Ohio Conference Implications: Yes**
12
13

14 **Supporting the Christmas Covenant**
15

16 **Whereas:** the connectional ties between the church in the United States and the Central Conferences is
17 of sacred worth, and is vital to the ministry and work of the global United Methodist Church; and
18

19 **Whereas:** delegates and leaders from Africa, the Philippines, and Europe worked together towards a
20 response to how we move forward as a global church: and
21

22 **Whereas:** delegates and leaders from Central Conferences rarely submit legislation to General
23 Conference; and
24

25 **Whereas:** the creation of a U.S. Regional Conference and conversion of the Central Conferences to
26 Regional Conferences, as outlined in the Christmas Covenant help to establish structural parity
27 throughout the global church; and
28

29 **Whereas:** the creation of a U.S. Regional Conference, as outlined in the Christmas Covenant will align
30 and establish the governance necessary to allow the church to accommodate ministry across various
31 contexts, and more effectively make disciples of Jesus Christ for the transformation of the world; and
32

33 **Whereas:** the Cavite Annual Conference in the Philippines endorsed and submitted the petition to the
34 General Conference and Annual Conferences in the SEJ and SCJ have affirmed the petition; and
35

36 **Therefore:** we urge the East Ohio Annual Conference to support the Christmas Covenant.
37

38 **Now, Therefore Be It Resolved:** we, the East Ohio Annual Conference of The United Methodist Church
39 support the Christmas Covenant legislation in full, including the creation of a US Regional Conference;
40 and
41

42 **Be It Further Resolved:** that we, the East Ohio Annual Conference of The United Methodist Church,
43 recognize and support the leadership of our Central Conferences in the creation and furtherance of the
44 Christmas Covenant legislation; and
45

46 **Be It Further Resolved:** the Conference secretary shall send copies of this resolution to all delegates to
47 General Conference from the East Ohio Annual Conference, and urge them to support the Christmas
48 Covenant and to make such legislation a priority for the East Ohio AC delegation at General Conference
49 in 2024; and
50

1 **Be It Further Resolved:** the Conference secretary shall send copies of this resolution to the Commission
2 on the General Conference and urge them to take such action as is necessary for the full consideration
3 of legislation related to the Christmas Covenant from the Philippines Cavite Annual Conference by a
4 Committee of the Whole, and the General Conference in 2024.

5
6 *Submitted by: East Ohio Methodist Federation for Social Action*
7
8

9 **Conference Board of Trustees 2023 Annual Report**

10
11 *Submitted by Rev. Randall May, Conference Board of Trustees president*
12

13 According to ¶2512 of *The Book of Discipline of The United Methodist Church 2016*, each annual
14 conference must have a Board of Trustees responsible for receiving, collecting, holding in trust, and
15 administering all of the conference's real and personal property. The Board meets as needed but must
16 meet at least annually. According to ¶2512.6 of *The Book of Discipline of The United Methodist Church*
17 *2016*, the Board must make to each session of the Annual Conference a full, true, and faithful report of
18 its doings, of all funds, monies, securities, and property owned or held in trust by it, and of its receipts,
19 acquisitions, expenditures, sales or leasing during the conference year. In accordance with these
20 requirements, receive now the 2023 Annual Report of the Board of Trustees ("Board") of the East Ohio
21 Conference ("Conference") for the conference year beginning July 1, 2022, and ending June 30, 2023
22 ("Conference Year").
23

24 During the Conference Year, the Board met four times for regular quarterly meetings using the Zoom
25 application on the following dates: July 9, 2022, October 15, 2022, February 11, 2023, and May 13, 2023.
26 Also, the Board dealt with several issues requiring Board action between regular quarterly meetings
27 using email and online voting. At the July 9, 2022, meeting of the Trustees, the Board elected the
28 following members as officers: Randall May as president; Ivy Smith as vice president; and Brian Knotts as
29 secretary. Vera Rebrovich, executive director of Financial & Administrative Services for the Conference,
30 serves as the Board's treasurer.
31

32 The Board's work is comprised of three principal categories: 1) maintaining and managing Conference
33 properties; 2) acquisition, sale, and leasing of Conference properties; and 3) other tasks associated with
34 Conference property. The following is a summary of work completed by the Board during the current
35 Conference Year.
36

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

38 *District Parsonages and Episcopal Residence*

39 The Board, in coordination with Conference Executive Director of Financial & Administrative Services
40 Vera Rebrovich, the Conference Council on Finance & Administration, and the Episcopal Residence
41 Committee are responsible for the repair and maintenance of the Conference's district parsonages and
42 episcopal residence. If the maintenance and repair work is minimal in nature, it is handled directly by
43 the district superintendent or the bishop from a budget allocation, while larger maintenance and repair
44 work is handled through Conference Executive Director of Financial & Administrative Services Vera
45 Rebrovich. The district parsonages and episcopal residence are currently in good condition and repair,
46 although various repair and renovation work was completed during the Conference Year. Two district
47 parsonages, which were no longer needed (Firelands and Ohio Valley), were sold as authorized by last
48 year's Annual Conference, the details of which are included later in this report.
49

50 *Area Center*

1 Renovation and some maintenance projects in the Area Center in North Canton have been deferred in
2 prior years but are now in need of being completed. The Board worked with Conference Executive
3 Director of Financial & Administrative Services Vera Rebrovich and other Conference leaders on
4 maintenance, repair, and renovation work in the Area Center, including new carpeting and flooring,
5 repainting, new appliances in the break room, new decor and interior finish, and conversion of lighting
6 to LED. The total cost for the work on the Area Center that has already been completed is \$75,800.
7 Replacement of 10 aging rooftop HVAC (heating, ventilation, air conditioning) units, which have long
8 exceeded their expected life, will soon be completed at an estimated cost of \$130,000. Additional
9 flooring in the halls and vestibules will also soon be completed at an estimated cost of \$22,000. In May,
10 the parking lot will be repaved at a cost of \$13,500. Finally, the main entrance signage will be replaced
11 for an estimated cost of \$40,000. Some further interior and exterior renovation work is planned for next
12 year, and the Board will also be considering energy-saving and renewable energy improvements that
13 could be implemented at the Area Center. In addition to the renovation and repair work on the Area
14 Center, some legal work is also being carried out. The parcels of land on which the Area Center is located
15 include excess acreage which has not been improved and which is not needed by the Conference.
16 Interest has been expressed by several prospective buyers in the excess property, so the Board has
17 approved the execution of some survey work in anticipation of the possible sale of the excess property,
18 the sale of which the Board hereby seeks authorization for from this Annual Conference.

19

20 **Other Conference Properties**

21

22 *Epworth Center Roof*

23 This Conference-owned property in Bethesda, Belmont County, Ohio, is leased to the Epworth Center
24 for use as a community-based Christian outreach mission. In 2021, the roof began to leak, and it was
25 determined that a full roof replacement was needed. The roof replacement was completed last July for
26 a total cost of \$21,085. The Conference paid \$20,000, and Epworth paid the balance.

27

28 *Conference Camps*

29 The Board has continued to review and participate in repairs, maintenance and improvement projects at
30 the various camp properties owned by the Conference. Additional work and costs are anticipated in the
31 coming year.

32

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

34 *Acquired Properties*

35 The following properties were acquired in title or trust by the Conference during this Conference Year:

- 36 • Sandyville UMC (Sandyville, Ohio – TW – church): This church building was acquired and held in
37 trust by the Board of Trustees for the Conference in September of 2022.
- 38 • Bray's Chapel (Toronto, Ohio – OV – church): This church building was acquired and held in trust
39 by the Board of Trustees for the Conference in October of 2022.
- 40 • Additional Closed Churches: As of the date of this report, the Board is aware of several
41 additional churches which are closing or preparing to close. Other local churches have been
42 discussing their futures but have not yet made any firm decisions.

43

44 *Sold Properties*

45 The following properties were sold by the Conference during this Conference Year:

- 46 • Barton UMC (Bridgeport, Ohio – OV – church): This church was closed in January of 2021, and
47 the building was sold on July 20, 2022, for net proceeds in the amount of \$45,553.50 to a private
48 individual.

- 1 • Greater Youngstown Korean UMC (Youngstown, Ohio – MV – church): This church was closed in
2 June of 2021, and the building was sold on July 20, 2022, for net proceeds in the amount of
3 \$91,352.47 to a private individual.
- 4 • Bloomingdale UMC (Bloomingdale, Ohio – OV – church): This church was closed in January of
5 2021, and the building was sold on July 26, 2022, for net proceeds in the amount of \$53,954.65
6 to Global Ministries Church.
- 7 • Lloydsville UMC (Lloydsville, Ohio – OV – church): This church was closed in March of 2022, and
8 the building was sold on August 23, 2022, for net proceeds in the amount of \$108,619.50 to a
9 private individual.
- 10 • Firelands District Parsonage (Norwalk, Ohio – FL – parsonage): Because of changes to district
11 superintendents appointed to serve the Firelands District, this district parsonage was no longer
12 needed and was sold on October 31, 2022, for net proceeds in the amount of \$214,529.80 to a
13 private individual.
- 14 • Calvary UMC (Green Springs, Ohio – FL – parsonage): This church was closed in June of 2022,
15 and the parsonage was sold on December 1, 2022, for net proceeds in the amount of \$79,419 to
16 a private individual.
- 17 • New Life UMC (Canton, Ohio – TW – church and parsonage): This church was closed in June of
18 2021, and the building and associated parsonage was sold on February 3, 2023, for net proceeds
19 in the amount of \$365,831 to a ministry group.
- 20 • Sandyville UMC (Sandyville, Ohio – TW – church): This church was closed in September of 2022,
21 and the building was sold on February 24, 2023, for net proceeds in the amount of \$78,069 to a
22 private individual.
- 23 • Ohio Valley District Parsonage (Bloomingdale, Ohio – OV – parsonage): Because of changes to
24 district superintendents appointed to serve the Ohio Valley District, this district parsonage was
25 no longer needed and was sold on March 20, 2023, for net proceeds in the amount of
26 \$332,345.22 to a private individual.
- 27 • Lloydsville UMC (Lloydsville, Ohio – OV – parsonage): This church was closed in March of 2022,
28 and this church's parsonage was sold on March 28, 2023, to private individuals for net proceeds
29 in the amount of \$149,183.89.
- 30 • Additional District Parsonage Sales and/or Purchases: Finally, with respect to the acquisition and
31 sale of Conference properties, the Board is also seeking authorization from this Annual
32 Conference to sell and/or acquire additional district parsonage properties as needed. With
33 additional changes being made to the superintendency plan by Bishop Malone and the Cabinet
34 during this Conference Year and the coming Conference Year, the Board continues to need the
35 ability to sell unneeded or inconveniently located district parsonage properties, and to acquire
36 new parsonage properties conveniently and centrally located within districts in which
37 superintendents can be housed. Thus, the Board seeks authorization from this Annual
38 Conference to sell and/or acquire additional parsonage properties *ad interim* with the consent
39 of the bishop and majority of the district superintendents, and as approved by the Board, all as
40 provided for in ¶ 2515 of *The Book of Discipline of The United Methodist Church 2016*.

41 *Leasing*

- 42 • Oil and Gas Leases: The Board is continuing to discuss and consider the Conference's interests in
43 the oil and gas rights associated with several properties owned by the Conference.
44

45 **Various Other Tasks Associated with Conference Properties**

46 *Camping and Retreat Endowment (C.A.R.E.) and Other Camp Assets:*

47
48 At the end of 2022, the total balance of all C.A.R.E. funds (restricted, unrestricted and C.A.R.E.) was
49 \$2,907,135. There is a loan payable to the Conference for the Aldersgate director's house with a total
50

1 principal balance as of the end of 2022 of \$25,792. Loan terms are: 15-year term, 2% interest, \$13,165
2 payment per annum, expected to pay off in 2024.

3 4 *Trusts*

5 The Board continues to work on resolving several trust issues associated with closed local churches:
6 former Beach City UMC and former Conotton UMC.

7 8 *Boy Scouts of America (BSA) Bankruptcy*

9 The Board, in coordination with Executive Director of Financial & Administrative Services Vera
10 Rebrovich, the Conference Council on Finance & Administration, and Conference Chancellor Rex Miller,
11 and with the leadership and direction of Bishop Malone, has been participating in a joint legal defense
12 and resolution effort in the Scouting BSA bankruptcy. The BSA bankruptcy plan has provisionally been
13 approved by the bankruptcy court, subject to a few open issues and finalization by the court. Once
14 finally approved, the bankruptcy reorganization plan will require the Conference and local churches with
15 claims against them for paying a designated settlement amount. In addition, all local churches of the
16 Conference will be responsible for reviewing and updating their Safe Sanctuary policies and taking other
17 actions to protect vulnerable individuals.

18 19 *Detterman Log Church, Historic Lyme Village*

20 The Conference Commission on Archives and History (“Archives”) financially contributed to the rescue,
21 relocation and restoration of a historically significant log church formerly located on private land owned
22 by the Detterman family in Seneca County, Ohio. The church was relocated to Historic Lyme Village in
23 Lyme, Ohio, by Historic Lyme Village and was restored by Historic Lyme Village with contributions by
24 various institutions and individuals, including Archives. Archives continued financial support for periodic
25 repair of the Detterman Log Church. The Board is working with Archives and other Conference leaders
26 to clarify legal issues associated with the Detterman Log Church, to determine if any further financial
27 support is warranted or desired, and from where that financial support will come.

28 29 *Use of Closed Church Sale Proceeds for Clergy Salary Support*

30 Last year at Annual Conference, a resolution was adopted asking the East Ohio Conference Board of
31 Trustees to consider using some of the proceeds generated by the sale of closed church properties to
32 help support local churches in the payment of clergy salaries. The Board is unable to comply with this
33 resolution, as *The Book of Discipline of The United Methodist Church 2016* directs how some sale
34 proceeds must be used. (See ¶2549.7 with respect to local church property in urban centers, for
35 example.) In addition, once the properties are sold, converted into financial proceeds, and deposited
36 into Conference accounts, the Board has very little power with respect to directing or determining how
37 those funds are used or spent. The Board believes that the power to make those kinds of decisions rests
38 primarily with the bishop, the Cabinet, and the Conference Council on Finance & Administration.

39 40 *Disaffiliation of Local Churches*

41 **NOTE: The number of and names of disaffiliating churches are indicated in this section of the report by**
42 **(TBD) because this publication needed to be printed and mailed before the deadline for churches to**
43 **complete the steps necessary to be included in the disaffiliation vote at Annual Conference 2023.**

44
45 At the 2022 Annual Conference, 11 local churches which had completed the disaffiliation process
46 pursuant to ¶2553 *The Book of Discipline of The United Methodist Church 2016* were approved by
47 majority vote of the Conference for disaffiliation. This year, (TBD) local churches have completed the
48 disaffiliation process pursuant to ¶2553 of *The Book of Discipline of The United Methodist Church 2016*
49 by the deadlines set by the bishop and the Cabinet. The Board met in a regular session on Saturday, May
50 13, 2023, to review these disaffiliation requests, and the status of each requesting local church with

1 respect to their fulfillment of all requirements set forth in ¶2553 of *The Book of Discipline of The United*
2 *Methodist Church 2016*. At that meeting, the Board found that (TBD) local churches had entered into a
3 written disaffiliation agreement with the Conference on its standard form, made all required payments,
4 and complied with all other conditions precedent as set forth in ¶2553 of *The Book of Discipline of The*
5 *United Methodist Church 2016* and in the church's disaffiliation agreement, and hereby submits these
6 (TBD) churches to the 2023 Annual Conference for consideration for disaffiliation. These (TBD) churches
7 are: (TBD).

8
9 According to Judicial Council Decision 1379, and ¶2529.1b(3) of *The Book of Discipline of The United*
10 *Methodist Church 2016*, these disaffiliation agreements must be ratified by a simple majority of the
11 members present and voting at a duly called session of the Annual Conference. f the (TBD) local
12 churches listed above are approved for disaffiliation by majority vote of this Annual Conference, the
13 churches will be disaffiliated from the East Ohio Annual Conference and The United Methodist Church
14 effective at 12:00 a.m., on July 1, 2023.

15
16 The Board has been extremely busy during this Conference Year, so I would like to thank all the
17 members of the Board and Executive Director of Financial & Administrative Services Vera Rebrovich, for
18 their time and commitment during this challenging season. During the Conference Year, the Board
19 continued to meet, communicate, and complete all the work for which the Board is responsible
20 effectively, promptly, legally, and carefully. This concludes the 2023 annual report of the Board of
21 Trustees of the East Ohio Conference.

22 23 24 **Conference Council on Finance & Administration (CCF&A) Report to Annual Conference 2023**

25
26 *Submitted by Rev. Dan Bryant, Conference Council on Finance & Administration chair*

27
28 Seasons of change are all around us as we journey in 2023. Change is happening and we find ourselves
29 both excited and apprehensive about what tomorrow holds. And yet, in the seasons of change are
30 moments of transformation, rebirth and renewal. We marvel at the faithfulness of a loving God who
31 guides us always, amidst both prosperity and challenges.

32
33 This past year, 2022, we found ourselves emerging from the COVID restrictions and navigating
34 uncharted waters as pastors and local church leadership continued adapting to change happening in our
35 church and society. The postponement of General Conference heightened the anxiety within the system
36 and some local churches began exploring disaffiliation. We are thankful for the steady leadership of
37 Bishop Tracy S. Malone and the continued movement of God's grace in our lives. In all things, we
38 continue to give thanks.

39
40 Changing seasons bring both excitement and apprehension. Being United Methodist allows our local
41 churches to touch lives both within our local communities and across the world. Friends, though the
42 journey may seem difficult and uncertain, we see so much for which to be thankful. God's grace and
43 steadfast love abound!

44
45 The pay-in rate from local churches to our East Ohio Conference budget was 78.4% in 2022 compared to
46 79% in 2021. The \$7,974,921 contributed towards the mission and ministry of East Ohio in 2022 was
47 7.5% less than in 2021. Every dollar contributed is a gift enabling the good news of Jesus Christ to be
48 shared.

49

1 We give thanks for the gift of 665 local churches serving the mission fields across the East Ohio
2 Conference in 2022. A total of 436 local churches paid 100% apportionments which included 11
3 churches that disaffiliated in June 2022. The number of local churches paying 100% was 2% less than in
4 2021. Of our current United Methodist Churches in East Ohio, 425 paid 100% of apportionments in
5 2022. The percentage of churches that paid 100% or more was 64%. We give thanks for the 140 local
6 church congregations that increased their giving to apportionments in 2022. We acknowledge the 34
7 local churches who paid 100% in 2021 but only paid between 25%-50% in 2022. Fifty churches did not
8 contribute anything in 2022 compared to 49 in 2021. That's about 7.6% of our local churches. That
9 represents \$567,154 of our 2022 budget. Our Conference can accomplish a great deal through shared
10 ministry that local churches could not accomplish on their own. Yet, at the same time, we know that the
11 most critical investment for mission and ministry are those made at the local church.

12
13 In 2022, 281 churches donated something toward the Shared Ministry Challenge Fund. Of those
14 churches, 233 gave 100% of the amount apportioned to them. We received \$201,041 toward the Shared
15 Ministry Challenge Fund. God continues to move in the gracious generosity of you, the local church.

16
17 The 2022 Conference budget was reduced by 5.3% so that local churches would have more available
18 funds for their respective mission fields. CCF&A continues to monitor trends and examine budgetary
19 needs as we head into this quadrennium. Since General Conference is postponed until 2024, we are
20 treading water regarding implications of denominational changes that may come our way.

21
22 Giving to Advance Specials in 2022 totaled \$1,100,353. Included in that amount was \$164,834 donated
23 specifically to the Teach • Reach • Bless campaign.

24
25 For the 17th year, our East Ohio Conference paid 100% of our General Church apportionments. East
26 Ohio Conference sent the General Church \$2,075,680 for our share of the anticipated General Church
27 apportionment amount. We paid the same amount as in 2021 because we have been including the same
28 amount in our Conference budget due to General Conference not meeting and being able to approve a
29 new updated budget. The General Church funds support global efforts of the church through seven
30 general funds: World Service, Ministerial Education, Episcopal, Black College, Interdenominational
31 Cooperation, Africa University, and the General Administration Fund. As United Methodists we believe
32 and support the saying, "the world is our parish." God's grace and steadfast love abound!

33
34 Looking beyond apportioned funds to areas of direct billing, the medical insurance direct bill pay-in rate
35 in 2022 was 93.2%. The pension direct bill pay-in rate for 2022 was 99.3%. The actual aggregate pay-in
36 rate for 2022 for both was 94.9%.

37
38 Because of the faithfulness and generosity of our local churches, East Ohio Conference was able to
39 increase its apportionment payment for Africa University in 2022 over and above what the anticipated
40 budget amount had been. Our 2022 apportionment payment to Africa University Fund was \$40,149.

41
42 Looking ahead CCF&A intends to propose a further reduction of 5% in the 2024 budget for the five
43 apportioned shared ministry funds. Approving this budget will be part of our actions at Annual
44 Conference.

45
46 The faithfulness of our local churches continues to be the focal point of transformative ministry. As we
47 journey together in 2023, we pray that you will be encouraged by the continued movement of God's
48 Spirit guiding us in the uncertainties, decisions, and mission opportunities enabling all of us to share
49 God's love and witness to a world hungering for justice, peace, and compassion. God's grace and
50 steadfast love abound!

1
2 With the assurance of God's presence, and the foundational comments above, CCF&A proposes these
3 policy items to the Annual Conference:
4

5 **I. PAYMENTS AND REPORTING**
6

7 A) **Local Church Apportionment Payments** – All payments to Conference budget items shall be
8 made at least monthly to the executive director of Financial & Administrative Services on
9 supplied remittance forms. Special offerings should be sent only with the regular monthly
10 remittance. Please do not send them separately. Payments should be sent directly to the bank
11 lock box in the envelopes provided. There is also a separate remittance form for the directly
12 billed Health Care & Pension Program. Please follow the directions on the separate remittance
13 forms.
14

- 15 1) **Timing** – Items in the Conference budget that are apportionments are expected to be paid
16 in full. One-half of the apportionment should be paid by June 30. To do less causes hardship
17 for the programs and people of the East Ohio Conference.
18 2) **Reporting** – The district superintendent will receive up-to-date reports on the
19 apportionment giving levels of the local churches and is asked to be an advocate for full fair-
20 share giving by each local congregation.
21 3) **Staying current** in all five apportionment funds is expected. Any church that wishes to
22 support the ministry of any of the funds at greater than 100% is encouraged to do so.
23

24 B) **Annual Church Reports** – Annual church reports (pastor's report) shall be submitted online by
25 January 17, 2024, but an extension until January 31, 2024, may be granted in cases of
26 emergency, provided the request is made in writing and received by the executive director of
27 Financial & Administrative Services before January 17, 2024. This extension is automatically
28 granted to multiple church charges.
29

30 *PLEASE NOTE: Money must be received at the bank by Thursday, January 4, 2024. This is the*
31 *third business day of the new year. This deadline is imposed upon us by our audit firm. The cut-*
32 *off is the third business day of the new year, every year. Please make note of this date! Monies*
33 *received after January 4, 2024, will not be credited to the 2023 records. Be aware that credit*
34 *card transactions and ACH payments take one business to process. Please plan accordingly.*
35

36 When churches do not file a year-end statistical report, those churches' next apportionments
37 will remain at the same level as the last year for which they filed a statistical report.
38

39 C) **Audit Reports** – ¶ 617.2 of *The Book of Discipline of The United Methodist Church, 2016*. All
40 agencies receiving financial support from Conference benevolences or from any other
41 authorized Conference-wide appeal shall make audited reports to the Council concerning all
42 such receipts and the disbursements thereof in such detail and at such times as the Council may
43 direct. These audits shall be due on March 31, or 90 days following the closing of the fiscal year
44 and shall be sent to the Funding Evaluation Committee of the Connectional Ministries office.
45 Any agency that fails to provide a satisfactory audited report by said deadline will have its
46 current-year funding suspended until the Committee accepts the report. The Council has
47 established minimum guidelines for audits and an Audit Committee has provided a standard
48 form for use by all districts commencing with the 1995 audit using generally accepted
49 accounting principles or an acceptable comprehensive basis of accounting other than generally
50 accepted accounting principles and including a listing of property values and all fund balances

1 including investments, restricted and non-restricted funds. All audits are to be duly signed by
2 the person performing the audit. Copies of district audits shall be available to local churches at
3 the district conferences.
4

- 5 D) **Investment Reports** – The executive director of Financial & Administrative Services is
6 authorized, in consultation with CCF&A, to invest a portion of the Huntington Sweep Account
7 fund in AAA Commercial Paper. Monthly reports of investments shall be made at CCF&A
8 meetings.
9

10 II. BUDGET

- 11
12 A) **Timeline** – All program agencies asking for funds shall participate in a one-year budget.
13

- 14 B) **Ministries and Missions Balances** – Carry-over balances in the Fund I Conference Connectional
15 Mission Apportionments accounts shall be channeled into a Ministries and Missions
16 Contingency Fund. At year-end, all un-vouchered project/program funds shall be retained in the
17 Connectional Table (formerly Conference Council on Ministries) Ministries and Missions
18 Contingency account. Final disbursements of unspent balances will be determined by
19 Connectional Table at the end of each 12-month period. The Ministries and Missions
20 contingency balance can be accessed by procedures adopted by the Connectional Table.
21

- 22 C) **Payout rates** – All funds are budgeted for a 100% payout rate.
23

24 D) **Contingency and Reserve Funds**

- 25
26 1) **Contingency Funds** – By action of the 1976 Annual Conference, two contingency funds were
27 established, Administrative and Ministries and Missions. CCF&A and CCOM (now
28 Connectional Table) agreed that unused balances at the end of the year are put into the
29 respective unbudgeted Conference Contingency Funds. CCOM (now Connectional Table)
30 may initiate requests for Ministries and Missions Fund through its established procedure.
31 Non-CCOM-related (now non-Connectional Table-related) groups may appeal directly to
32 CCF&A for Administrative Contingency Funds. Any such request must stand five tests:
33 a) Does not duplicate budgeted funding
34 b) Has not been turned down in the budgeting process
35 c) Does not circumvent the budgeting process
36 d) Funds are available
37 e) Where applicable, there are specific bid figures attached to the requests. Ministries and
38 Missions grants are paid only upon submission of a documented voucher, in the same
39 manner as budgeted item grants are made.
40

- 41 2) **Reserve Funds** – These funds consist of interest earnings from short-term investments and
42 restricted funds, and some unspent contingency funds voted to the Unrestricted Reserve Fund
43 by CCF&A. This fund is used under the jurisdiction of CCF&A primarily as a reserve for capital or
44 administrative expenditures. Since October 18, 1972, CCF&A's goal, upon recommendation of
45 the General Council on Finance & Administration, has been to set the Unrestricted Reserve Fund
46 Limit at one and one-half times the average monthly income from the preceding year's
47 Conference apportionment receipts. The current limit for 2022 was \$1,288,770. The
48 Unrestricted Reserve Fund had a balance of \$1,288,770 on December 31, 2022.
49

III. COMPENSATION AND REIMBURSEMENT

- 1
2
3 A) **District Superintendent's Salary** – The formula for district superintendent's salary was
4 established at the 2002 Annual Conference. Because of the numerous voluntary wage freezes
5 taken by the district superintendents over the years, the formula for their salary was updated in
6 2009 by Annual Conference. The formula salary is equal to 1.80 times (formerly 1.90 times) the
7 Conference Average Cash Salary of the 2022 year for pastors as computed by the General Board
8 of Pensions for the 2024 year. For 2024 salary, we will use the 2022 Conference Average Cash
9 Salary of \$49,038 which will calculate a salary of \$88,269 for 2024. The salaries for the executive
10 director of Connectional Ministries, the executive assistant to the bishop, the executive director
11 of Financial & Administrative Services, and the executive director of Communications are set by
12 using the same formula, but with a housing allowance adjustment.
13
- 14 B) **Travel Allowance** – Effective January 1, 2023, the mileage reimbursement rate for Annual
15 Conference staff shall be the maximum rate allowed by the Internal Revenue Service, currently
16 \$0.655 per mile.
17
- 18 C) **Housing/Utilities**
- 19 1) District superintendents shall be provided housing with full utilities and maintenance
20 provided.
 - 21 2) The executive assistant to the bishop, the executive director of Connectional Ministries, the
22 executive director of Financial & Administrative Services, and the executive director of
23 Communications shall receive a housing allowance – or if not clergy a salary adjustment –
24 equal to 25% of the salary figure that is established in part A.
 - 25 3) Connectional Ministries associate directors (full-time) shall receive a housing allowance at a
26 rate established by CCF&A, plus full utilities, if clergy.
27
- 28 D) **Expenses** – Conference treasurer audits all line items and requires substantiation for
29 reimbursable expenses. Outside auditors review the treasurer's expense account.
30
- 31 E) **Minimum Salary** – Minimum requirements detailed in the Commission on Equitable Salaries
32 report are to be applicable to all charges.
33
- 34 F) **Health Insurance** – Each pastoral charge shall be billed an amount for health care coverage
35 where applicable. For 2024 it is anticipated that the premium will increase slightly. The East
36 Ohio Conference Board of Benefits will set the final premium charges. Employing agencies will
37 be charged the appropriate premium for their participants. Amounts will be remitted on Health
38 Care Forms provided by the executive director of Financial & Administrative Services.
39
- 40 G) **Pension/Disability CRSP/ CPP Direct Billing** – (See worksheet provided with Omnibus Form).
41 Each pastoral charge will be billed an amount for CRSP and/or CPP.
42
- 43 H) **Travel Reimbursement** – The rate for mileage reimbursement for Conference business, for
44 other than Conference staff, shall be paid only in cases of critical need at \$0.14 per mile.
45

IV. MOVING EXPENSES

46 The purpose of this policy is to describe how the East Ohio Conference will help defray the costs of
47 household moves related to clergy assignment within the Conference and to clearly state the rules
48 which apply so that local charges and affected individuals may recognize in advance the maximum
49 amount of financial help they might receive from the Conference. Moving expenses, subject to
50

1 conditions and limitations that follow, are to be shared by the Conference and the charge accepting
2 the minister. The Conference-share reimbursement rate will be determined by CCF&A based upon
3 available funding. Moving arrangements are to be made by the individual who will move, and such
4 arrangements are subject to approval by the charge sharing the cost. It is recommended that a
5 professional mover be used. On a non-professional move, the Conference will not reimburse for
6 labor or wages and the Conference will assume no liability for such a move. All exceptions to this
7 move reimbursement policy may be referred to CCF&A for resolution.
8

9 **A) Conditions and Limitations**

- 10 1) **Positions Covered** – Situations eligible for reimbursement are those which involve either a
11 parsonage or a housing allowance from a local church or the Conference for clergy under
12 Episcopal appointment. An appointment beyond the local church may be covered only if it is
13 a position in which the East Ohio Conference funds full salary. Also covered would be newly
14 retired pastors being hired as supply pastors (see also B-1). In negotiating with candidates
15 for Conference professional positions approved in *The Conference Journal*, this policy should
16 be used as a guideline.
17
- 18 2) **Reimbursements** – The charge receiving a pastor is to pay the carrier and submit a
19 documented voucher to the executive director of Financial & Administrative Services for
20 reimbursement of the Conference share. The Conference will reimburse the local
21 church/charge 50% (subject to limitations) of the moving costs of each pastor under
22 Episcopal appointment. All local churches/charges with a valid moving bill incurred at the
23 usual moving time, at the end of June, must submit that bill to the executive director of
24 Financial & Administrative Services by August 1 each year. The executive director of
25 Financial & Administrative Services will subsequently reimburse to the local churches an
26 amount of 50% of the moving bill (subject to limitations). Mid-year moving bills shall be
27 submitted with prior approval of the Cabinet.
28
- 29 3) **Apportionment Requirement** – If half-year apportionment payments of Shared Ministry
30 Funds II, III, IV as well as directly-billed Pension and Health Care are current as of June 30, a
31 charge will be eligible for moving reimbursement as per established policy. In charges whose
32 current-year apportionments are not paid to date, only churches of said charges which have
33 these apportionments paid will be proportionally reimbursed the Conference-share of
34 moving expense.
35
- 36 4) **Distance, Packing and Weight Limitation**
- 37 a) **Distance** – This is limited to mileage within the Conference boundaries following the
38 shortest route acceptable to the carrier.
39
- 40 b) **Packing** – Conference reimbursement to local churches for packing materials and/or
41 packing charges is limited to \$500.
42
- 43 c) **Weight** – Only household goods are included. Specific exclusions include cars, boats,
44 and trailers, as well as storage charges and overtime for movers.
45
- 46 d) **Estimate** – As part of exercising stewardship while planning the move, the pastor being
47 moved shall obtain two written estimates of the full cost of the move (including
48 insurance from licensed movers) and shall submit all estimates, as well as the final bill,
49 as attachments to the reimbursement request.
50

- 1 5) **New Seminary Graduate Appointments** – Graduates entering the East Ohio Conference to
 2 assume their first full-time appointments will be given total moving expense reimbursement
 3 from the place of origin of their move to their new appointment in the Conference if they
 4 use a self-move method. If using a professional move, the graduates shall be under the
 5 conditions and limitations of Section IV.A. If moving from outside the Conference the local
 6 church/charge to which the incoming graduate is appointed shall be expected to pay the
 7 appropriate moving expense prorated from the nearest Conference boundary to the new
 8 residence. The mode of move shall be determined by the district superintendent in
 9 consultation with the pastor, church, and Cabinet.
 10
- 11 6) **Out of Conference Transfers In** – Churches receiving persons transferring into East Ohio
 12 from other annual conferences shall have their related moving expenses reimbursed by the
 13 annual conference under the terms specified in A1-4 (except 4a, Distance). The local
 14 church/charge will be expected to pay one-half of the actual cost of the move, but not more
 15 than half of the cost of the average professional move over the prior two years as listed in
 16 this report. The East Ohio annual conference will pay the balance subject to payout rates
 17 specified in A1-4.
 18

19 The Average Professional moving expense over the prior two years:
 20 2021 and 2022 average (used in 2023) = \$2,798.
 21

22 B) **Retirees and Disability**

23 **NOTICE:** All benefits described in this section are to be applied for those retiring in the current
 24 year. Anyone retiring in a prior year should consult the language in *The Conference Journal* for
 25 the year in which they retired. Reimbursed moving expenses for retirees is a taxable transaction
 26 and will receive a Form 1099 at year-end, appropriately.
 27

- 28 1) **Retirees** – Full-time local pastors and clergy under appointment as district superintendents,
 29 Conference staff, or on a pastoral charge, serving with pension funded by the Conference,
 30 shall be eligible to receive a non-recurring moving expense allowance at the time of their
 31 retirement under ¶ 358.1, 2.a., 2.b., 2.c of *The Book of Discipline of The United Methodist*
 32 *Church 2008*, provided that such clergy shall not have been re-admitted for the purpose of
 33 retirement. Retirees eligible per the previous language that are approved to continue
 34 working in retirement will remain eligible for this non-recurring moving expense allowance
 35 at such time as they end their work. This allowance must be used within six months of the
 36 end of their work unless granted an extension in writing by the executive director of
 37 Financial & Administrative Services, and with prior approval of both Cabinet and CCF&A. The
 38 development and administration of policy governing the allowance shall be the
 39 responsibility of the Conference Board of Pensions.
 40

41 2) **Payment Amount**

- 42 a) **Inside Conference** – Clergy retiring and moving to a retirement residence within the
 43 East Ohio Conference at the time of their retirement shall receive full reimbursement
 44 for actual expenses in accord with the conditions and limitations of Section IV.A.1-4.
 45
- 46 b) **Outside Conference** – Clergy retiring and moving to a retirement residence outside the
 47 East Ohio Conference at the time of retirement shall receive actual expenses up to a
 48 maximum equal to the average cost of a professional move reimbursed by the Annual
 49 Conference over the two years prior to their actual retirement.
 50

1 c) **Other Than Time of Retirement** – Retired clergy moving to a retirement residency
 2 either inside or outside the East Ohio Conference (and who have not already used their
 3 non-recurring retirement move reimbursement), shall be reimbursed actual expenses
 4 up to a maximum equal to the average cost of a professional move reimbursed by the
 5 annual conference over the two years prior to their actual retirement.
 6

7 3) **Disability/Death** – A similar non-recurring moving expense allowance will be granted to
 8 eligible members granted disability, full-time local pastors granted disability benefits, and
 9 surviving spouse of eligible members or full-time local pastors.
 10

11 V. APPORTIONMENT PROCESS

12 A) **Formula** – CCF&A recommends the following formula for determining apportionment of Shared
 13 Ministry Funds: Apportionments to local churches will be based on non-benevolent and non-
 14 building expenditures (referred to as "total base figure"). A "grade figure" will be derived for
 15 each local church so that it may readily figure its share of any Conference-budgeted item.
 16

17 The "grade figure" shall be computed as follows:

18
$$\text{Local Church Total Base Figure} / \text{Conference Total Base Figure} = \text{Local Church Grade Figure}$$

 19

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

24 a) **Travel** – Travel at the Conference-approved rate per vouchered mile for each pastor
 25 and/or diaconal minister will not be counted in total base figure. If a flat rate or
 26 allowance is used, the total amount is taxable to the recipient, and the total amount will
 27 be included in the calculation of the total base figure.
 28

29 b) **Moving Expense** – The moving expenses paid by the church are not added to the total
 30 base figure but must be reported by each church as outlined in the local church report
 31 to annual conference.
 32

33 c) **Health Insurance** – The health insurance premiums for lay and clergy paid directly by
 34 the charge shall not be considered in establishing the charge's apportionments.
 35

36 d) **Pension** – Pension provided for lay employees is not considered in establishing the
 37 charge's apportionments. Pension charges billed directly to the local church/charge for
 38 clergy shall not be considered in establishing the charge's apportionments.
 39

40 e) **Housing Allowance** – Housing allowance for apportionments shall exclude amounts
 41 expended on either rent or mortgage and interest payments. Taxes, maintenance,
 42 insurance, and utilities will remain a part of the formula.
 43

44 B) **Timeline** - Preliminary apportionments for 2024 will be mailed in August, 2023 and will be based
 45 on the Local Church report for the year 2022. Final apportionments will be mailed in October
 46 2023.
 47

48 C) **New Churches** – A new church will be apportioned by the Conference and the district 10% of its
 49 "full" amount during the first year after the effective charter year. During the second year the
 50 apportionments will be at 15%; during the third year 20%; fourth year 40%; fifth year 60%; sixth

1 year 80% and 100% in the seventh year and thereafter. Existing new churches will be considered
2 as in their first year. The term "apportionments" is meant to include all apportioned funds.
3

4 D) **New Program Staff Position Salaries** – These salaries will be exempt from total base figure
5 calculation for a period of two years from the date of hire. During this time, new program staff
6 position salaries will be reported along with the date of hire each year on the local church report
7 to annual conference.
8

9 E) **Merged Churches** – As part of the merger process, the congregations involved will create a
10 proposed budget for the merged church which will go into effect on the date the merged church
11 begins worshipping and meeting as one congregation. This budget will be worked out in
12 consultation with, and given approval by, the district superintendent and the district Committee
13 on Church Building and Location. This budget will then be forwarded to the office of the
14 executive director of Financial & Administrative Services to be used to formulate the current
15 year's apportionment figures for the newly merged church. A new total base figure will be
16 calculated for the merged church based on the formula outlined in ¶ V.A) above.
17

18 This new total base figure will be in effect until the actual financial records of the merged church
19 are reported for the first full year of its existence and can be used to calculate a total base figure
20 based on actual expenditures.
21

22 A new classification of merged churches will be VITAL Mergers. Those mergers fulfilling the
23 VITAL Merger qualifications will be considered as a new church start by the Board of
24 Congregational Development and will consequently be considered a New Church for
25 apportionment purposes.
26

27 VI. EAST OHIO ANNUAL CONFERENCE CENTRAL TREASURY

28 All Conference assets, liabilities, and fund balances are to be accounted for by the office of the
29 executive director of Financial & Administrative Services, who will provide a Central Treasury for
30 the East Ohio Annual Conference (See 2012 Discipline ¶613.12). The executive director of Financial
31 & Administrative Services is charged with the accounting for all financial activity of the Conference,
32 including all boards, agencies, and committees. No group or individual may perform this accounting
33 function in lieu of the executive director of Financial & Administrative Services, who must account
34 for all receipts, disbursements, and fund balances.
35

36 The executive director of Financial & Administrative Services is not currently expected to perform
37 the accounting function for the district offices, or the United Women in Faith. These bodies
38 perform their own accounting function and are both separately audited and reported to the annual
39 conference.
40

41 VII. CONFERENCE LOAN POLICY

42 CCF&A may borrow up to 2% of the Conference annual apportioned budget in any given
43 Conference year for current expense purposes.

2023 INFORMATIONAL REPORTS**Personnel Committee Report to Annual Conference 2023**

Submitted by Susan Achberger, Personnel Committee chair

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 executive directors for support staff, positions, and to set policies and procedures for the employment, evaluation, and supervision of all employees of the East Ohio Annual Conference.

We are aware of and are in conversation about the importance of providing meaningful compensation for highly qualified, experienced, and dedicated leadership. Adjustments to staffing 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

This conference year, Connectional Ministries office Young People's Ministries Director Kaye Wolfinger and Director of Human Resources and Benefits Michelle Anderson left their positions in the East Ohio Conference. We are grateful for their thorough work and service to the Conference.

To help fill the roles and responsibilities of the director of Human Resources and Benefits, Robin Whitacre, who has assisted with benefits for the Conference for many years, was promoted to Benefits manager effective January 1, 2023. Additional roles and responsibilities are being provided by two individuals who are our human resources partners with General Council on Finance & Administration (GCFA). Our GCFA HR partners are hard at work and some of their tasks thus far include helping to create a job description for the open position of Connectional Ministries office Young People's Ministries director, reviewing job descriptions, and updating the Personnel Handbook. We are grateful for their work and look forward to this continued partnership.

GCFA also provides the Conference with remote IT support with Brenda Vaccaro being the first point of contact for staff who have issues with their equipment and software. Last fall Executive Director of Financial & Administrative Services Vera Rebrovich and Executive Director of Communications Rick Wolcott announced increased responsibilities for Brenda, a member of the Communications team who also relates to the Financial & Administrative Services team. Her new title is Journal Editor/Database & Information Technology Manager.

The Personnel Committee has no motions for this Annual Conference.

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

Learn more about our dedicated staff on the East Ohio Conference website at www.eocumc.com/conf_staff/conference-staff.

Commission on Archives and History Report to Annual Conference 2023

Submitted by Meg Sondey, Commission on Archives and History chair

The Commission on Archives and History works to preserve the records of the annual conference and provides oversight of the Archives of Ohio United Methodism (AOUM) at Ohio Wesleyan University through the Joint Archives Committee (JAC). The Commission's association with the United Methodist Historical Society of Ohio (UMHSO) provides local church historians with resources as well as an annual in-person convocation. UMHSO also provides congregations celebrating milestone anniversaries with certificates upon submission of a request and updated history.

The current Commission consists of the chair, a representative from each district, two at-large representatives, the Conference historian, the archivist, an ex-officio representative from Historic Lyme Village, the location of a United Methodist heritage landmark, and the bishop or the executive assistant to the bishop.

Currently serving in those roles are Meg Sondey, chair; Rev. Ed Peterson, executive assistant to the bishop; Deb Saito, Canal; Pat Hogue, Firelands; James Macdonald, Mid-Ohio; Sandra Beard, North Coast; Mollie Gerlach, Southern Hills; John Parr, Three Rivers; Kathy Fuller, Western Reserve; Kerry King and Mary Ann Stotts, at-large; Sharon Monigold, archivist; Rev. Donald Trigg, Conference historian; and Stephen Rucker, ex-officio representative from historic Lyme Village. The Commission currently is without representatives from Ohio Valley, Mahoning Valley and Tuscarawas districts.

The past year saw the re-establishment of the relationship and communication with Historic Lyme Village, the location of the Detterman Log Church, part of the Bishop John Seybert/Flat Rock Cluster, a United Methodist heritage landmark. The Commission has expressed a need and desire to investigate the status and condition of United Methodist historic sites in the East Ohio Annual Conference. A plan to do this is in development.

The 2022 183rd UMHSO Convocation and Business Meeting was held at Powell UMC October 14-15. The 2023 184th UMHSO Convocation and Business Meeting is planned for October 13-14 at John Stewart UMC in Upper Sandusky, Ohio.

As a JAC participant, the Commission continues to work to address rapidly developing space issues at AOUM at Ohio Wesleyan because of the large influx of records from recently closed churches. Archivist Sharon Monigold has undertaken a detailed space study and JAC is continuing conversations to determine how and where additional appropriate space may be found as well as what potential editing of current holdings might be undertaken. Some unprocessed records have been taken to the Methodist Theological School in Ohio (MTSO) to store until space and processing time are available.

Lists of local church historians in the various East Ohio Conference districts have been provided to the Commission members representing those districts so that they may both provide information to them and communicate their needs to the Commission as a whole. Commission members have noted that the lists are incomplete, and the Commission encourages all congregations to report their local church historians so that important information can continue to be shared with them.

The Commission continues to encourage local church historians and others interested in Methodist history to participate in the Local Church Historians School through the General Commission on Archives and History (GCAH). The next class will begin in September 2023.

The Commission members have continued to work remotely and meet virtually throughout the past year. As always, the Commission remains dedicated to preserving the history of the East Ohio Annual Conference so that through those faith stories we can “make disciples of Jesus Christ for the transformation of the world.”

Learn more on the Archives and History pages of the East Ohio Conference website at www.eocumc.com/history-archives.

Commission on Clergy Well-Being Report to Annual Conference 2023

Submitted by Rev. David A. E. Whitt, Commission on Clergy Well-Being chair

The goal of the Commission on Clergy Well-Being is embracing, communicating, educating, and advocating the five dimensions of clergy well-being in the East Ohio Conference: spiritual, emotional, financial, physical, and social well-being. Goal activities the Commission achieved during the last year include:

- Regularly updating the Clergy Well-Being webpage on the Conference website to better communicate the five dimensions of clergy well-being. Interested individuals are welcome to contact the chair with resources that will continue to support our clergy and families on the web page.
- Responding to requests in various ways to link clergy and family with counseling referrals for persons with or without health care benefits.
- Directing individuals via phone and online to make the best use of Wespath benefits for both crisis and ongoing support.
- Over the past few months, several persons have contacted the Commission about connecting with spiritual directors. This connection has been helpful in providing the most up-to-date information on the Clergy Well-Being webpage.
- In meeting with representatives from the Order of Deacons, the Order of Elders, the Fellowship of Associate Members and Local Pastors, the Cabinet, and the Methodist Foundation of Ohio, there has been an exchange of ideals, events, and projects that benefit clergy well-being, including ways that this can occur at the district level.
- There continue to be ongoing discussions within the Conference advocating to provide safe spaces and positive relationships with clergy for genuine reflection and emotions without judgment or self-contempt from peers.

One of the major emphases this past year was that select members of the Commission on Clergy Well-Being be invited to the meetings of the East Ohio Conference Wholeness Taskforce, which was initiated by Bishop Tracy S. Malone in mid-2022 in response to concerns for the morale and general health of East Ohio Conference clergy.

Members of the commission uplift the work of the Clergy Wholeness Taskforce and their support toward wholeness:

- To encourage clergy to prioritize their families, their life beyond the ministry, and achieve deep personal connection with God.
- To take steps toward wholeness to embrace their unique call in their ministry setting.
- To share information and strategically coordinate efforts of clergy wholeness across the Conference.
- To reinforce that clergy exhaustion, low morale, and/or unhealthy lifestyle is in no way a part of God's vision for all people.
- To advocate that clergy be included and accepted in knowing the unconditional love of self and others.
- To educate that both laity and clergy play vital roles in clergy wholeness.
- To assist clergy in knowing they are allowed the freedom to think, reason, judge, and choose to govern their path in life without self-contempt while being emotionally close to others with the capacity for growth.

I am extremely grateful for the vision of Bishop Malone, the support of the Cabinet and members of this Commission in keeping before all of us that clergy and their families are of extreme value. Together we must always provide ways keep moving forward toward wellness, which is our calling as the people of God.

Learn more on the Clergy Well-Being pages of the East Ohio Conference website at www.eocumc.com/wellbeing.

Commission on the Status and Role of Women (COSROW) Report to Annual Conference 2023

Submitted by Rev. Lorrin Radzik, Commission on the Status and Role of Women chair

In the East Ohio Annual Conference, the Commission on the Status and Role of Women (COSROW) serves the church by encouraging the full participation of all persons, and particularly women, in the total life of The United Methodist Church, in partnership with the work of the General Commission on the Status and Role of Women (GCSRW). *The Book of Discipline of The United Methodist Church* directs the work of the annual conference commissions in areas of monitoring and research, advocacy, education, and cooperation with other conference and denominational supports. With the writing of this report, we celebrate the 50th anniversary of GCSRW, the progress that has been made, and we acknowledge that we still have work to do.

Here are a few highlights of the work of EOC COSROW since Annual Conference 2022:

- led Boundary & Ethics training for New Clergy Orientation.
- participated in the Clergy Wholeness taskforce.
- updated the EOC Sexual Ethics policy.
- collaborated with the Board of Ministry and the Cabinet to create a Parental Leave policy and procedures.
- received and analyzed the ongoing monitoring of salary and pay equity in the annual conference.
- hosted listening post opportunities for those in the credentialing process in an effort to receive feedback and monitor equity in the credentialing process.

- assisted Annual Conference 2023 in celebrating how far we have come and challenging us to move into a hope-filled future as we continue our work.
- collaborated with a task group from the Episcopal office, Cabinet, and Board of Ministry to host a second, trauma informed "Toward Healing the Harm" event that will take place on September 28, 2023. Look for more information coming soon.

In the year ahead, we expect to finalize work on a Clergy Harassment policy for the annual conference, as well as produce additional procedure and supporting documents to accompany the Sexual Ethics policy update and the forthcoming Clergy Harassment policy. It is our prayer that COSROW's ongoing work will help move the annual conference closer to God's vision for full and equal participation of all God's beloved children in the total life of The United Methodist Church here in East Ohio and beyond.

For the past several years COSROW has reported to this body the findings of our annual clergy salary analysis. With gratitude for the work of Benefits Manager Robin Whitacre and the office of Financial & Administrative Services and the work of the Rev. Beth Ortiz, Connectional Ministries office Strategic Ministries director, and the Connectional Ministries team, we submit to you these findings from the 2023 analysis:

- A 2023 analysis reviewed salary data for 237 full-time clergy and was inclusive of 81 women and 156 men. This comparison did, for the first time, include superintendents and clergy serving on Conference staff, as that is reflective of the advancement possibilities of all genders within East Ohio. It excludes any clergy serving outside East Ohio Conference and those paid by other agencies. This comparison also did not include years of experience or other factors that could impact pay such as those who are limited in their ability to participate in the itinerant system.
- It is of note that between 2020 and 2023 the percentage of female clergy rose from 28% to 34%. This is largely attributed to a significant number of retiring male clergy and to newer classes of clergy being more equal in gender ratio than previous decades.
- In a brief comparison of 2020 and 2023 data, we note gains in pay equity. In 2023, the average salary for full-time female clergy was \$2,591 less than male clergy: \$52,340 for women, \$54,931 for men. This marks an improvement from 2020 when the data indicated that the average salary for full-time female clergy was \$4,135 less than male clergy: \$44,185 for women, \$48,320 for men.
- In 2023, that comparison of average full-time clergy salaries reflected that women were paid 95 cents for every dollar their male counterparts were paid. This is a significant increase from 2020 when it was 91 cents on the dollar.
- This year, for the first time, 75%-time and 50%-time clergy salaries were also analyzed. In 2023, the analysis of the average salary of 66 clergy serving 50%-time indicated female clergy received, on average, \$1,089 less than their male counterparts. With average pay of \$22,335 for women and \$23,424 for men, this is consistent with the full-time ratio of women earning about 95 cents per dollar earned by men. The analysis for clergy serving 75%-time though indicated that women earned 92 cents per dollar earned by men making it the largest gender pay difference of the analyzed groups.
- This year, pay difference based on clergy classifications (licensed local, ordained Elder, and commissioned Elder) were also analyzed. Deacons, associate members, and other classifications were not analyzed due to sample size. Full-time licensed local pastor salary review indicated the smallest difference of gender difference with women earning 97 cents per dollar earned by men. Provisional Elders salary review indicated women earned 96 cents per dollar earned by their male counterparts. The largest difference was within ordained Elders with women earning only 94 cents per dollar earned by male counterparts.

- To understand a fuller picture of economic equality between the genders, a more holistic approach is being developed. This year, average length of appointment was reviewed as it has implications for economic situations. In 2023, the average length of appointment for female clergy was 3.26 years and 4.97 years for male clergy. To put in context, in a 30-year career this would reflect nine moves on average for women and six on average for men. This bears further analysis but is a notable difference that can have both economic and other implications for clergy and their families.
- It is also remarkable that 16% of male clergy have currently been at their appointment longer than eight years, while only 7% of female clergy currently meet that threshold.

In the chart below, we observe that the lower two salary ranges combined, shown to the left on the chart, have a higher percentage of women than men. Of the full-time female clergy, 71% are making less than \$55,000, while only 64% of male clergy fall in this range. In the highest salary range, shown to the right on the chart, we note that 7% of all female clergy and 11% of all men earn \$75,000 or more.

2023 Salary Range Comparison of 237 Appointed Full Time Clergy



Your East Ohio Conference Commission on the Status and Role of Women celebrates the progress we have made and remains committed to helping us move ever forward on our journey toward gender equity in our Conference, in The United Methodist Church, and in the world around us as we partner with you in service, prayer, and love.

Board of Congregational Development Report to Annual Conference 2023

Submitted by Rev. Beth Ortiz, Connectional Ministries office Strategic Ministries director

The purpose of the Board of Congregational Development is to creatively increase congregational vitality in East Ohio so that we make disciples of Jesus Christ for the transformation of the world. Our vision is to inspire, equip, and empower local church leadership to risk bold and innovative ministry. The core values of the Board of Congregational Development are leadership training, financial resourcing, congregational networking, and promoting new work.

The Board's main function is governance and responsibilities including creating an overall strategy for strengthening the ministry of the local church in meeting the needs of communities or regions and to maintain financial oversight and accountability for the achievement of the Board's objectives. In 2022, we continued living into this continuing to seek to provide coaching, consultants, trainings, and more all to support local churches and charges as they seek to live out God's vision for their community. Some of the ways we have served the Conference over the last year include:

- The creation of microgrants and the awarding of \$10,000 to local churches/charges trying new ministries to reach those not already in their faith communities.
- Cohorts to allow clergy to experiment in newer small group ministries with a peer group such as Pub Theology and D&D&D.
- Simplified Accountable Structure (SAS) workshops, cohorts, and coaching.
- Trainings and cohorts specifically for cooperative parishes and/or smaller congregations.
- Maintaining and developing online curriculum for Portico, the Conference's online learning platform.
- Providing unique cohorts throughout the year for specific circumstances.

Board members also help provide accountability to churches receiving funds, such as grants from the Trinity Fund, for new ministries. These are often multi-year commitments to help new ministries develop and thrive.

In the coming year, we look forward to continuing to explore new ways to support churches and clergy as they seek to faithfully serve God.

Learn more on the Strategic Ministries pages of the East Ohio Conference website at www.eocumc.com/strategicmin.com.

Board of Multicultural Ministries Report to Annual Conference 2023

Submitted by Will Fenton-Jones, Connectional Ministries office Multicultural Ministries director

The Board of Multicultural Ministries provides a space for the intersectional work of the Commission on Religion and Race (CORR), Church & Society, Native American Awareness, Office of Christian Unity and Interreligious Relationships (OCUIR), and Ethnic Local Church Concerns. These functional areas are represented in a way that searches for common points of intersection to allow us to creatively undertake justice work with the churches and people of the East Ohio Conference.

Racial Justice

Our commitment to anti-racism is an ongoing focus as we continue to resource churches with All in God's Image educational guides such as *"Hosting Angels in our Midst: An Introduction to Refugees and Global Migrants for All Ages"* which highlighted the stories and experience of refugees and migrants who live in our communities. Events such as *Perspectives: Black Theologian Day*, where participants heard the story of Betty Kilby Baldwin and Phoebe Kilby, authors of the book, *Cousins: Connected through Slavery, A Black Woman and a White Woman Discover their Past – and Each Other*, continue to inform and educate our East Ohio Conference. The Bishops' Retreat with Black Clergy remains a sought-after source of inspiration and renewal. This past year focused on Resilient Leadership. We continue to fund scholarships for minority students and provide grants for church ministry and clergy of Color and the Board supported clergy and laity to attend and participate in the national annual meeting of Black Methodists for Church Renewal. The Conference also continued its anti-racism work by creating a team

that has centered its work around education, repairing, and relationships. The team continues to discern and create a path forward for anti-racism work.

Advocacy and Ecumenism

Communal acts of mercy – seeking justice – is discipleship in action. We are a witness to the world when we advocate for marginalized groups, historically oppressed groups, and those who have little. The Ohio Council of Churches and Hunger Network in Ohio continue to be avenues for our voice to be present in the Ohio state legislature.

Our witness to the world is also to live into Jesus' prayer that we may be one. We have continued to be in partnership with our ecumenical allies to bring training and studies to United Methodist Church congregations. In April 2023, *Perspectives: Caring for God's Creation* educated and inspired participants to put their faith in action to address climate change. The Conference also participated in Ecumenical Advocacy days at the Ohio Statehouse, meeting with state legislators and senators on issues such as hunger, the death penalty, and criminal justice reform.

The Multicultural Ministries team continues to become a more adaptive and responsive team as it tackles complicated issues and problems on behalf of the Conference.

Learn more on the Multicultural Ministries pages of the East Ohio Conference website at www.eocumc.com/multi-cultural.

Board of Camps & Retreat Ministries Report to Annual Conference 2023

Submitted by Rev. Gary Jones, Connectional Ministries office Camps & Retreat Ministries director, and Rev. Beth Wilterdink, Board of Camps & Retreat Ministries chair

The Board of Camps & Retreat Ministries (BCRM) has been busy with work and planning not only for this summer's camp programs, but we've been focusing on the future. We believe, and hope you agree that children, youth, and adults have their lives transformed by God through camping ministry. Your camps are a vital resource, but we need you to partner with us. You can help create a future for camp. Put it on your church calendar each year in February or March to talk about camp in your church, then invite children from your neighborhood and community, and even go with your children and youth to camp to discover what Jesus is up to. It is not too late to sign up for camp!

We've known for some time that the need for camping ministry is shifting and changing. The BCRM shifted to a governance model several years ago, meaning that we set the policies for our camps, but allow our directors and staff to live it out. During the pandemic, the Board visited all three site camps and assessed critical needs – meaning that our site would not be able to function or run without these capital improvements and fixes. Our site camps of Asbury, Aldersgate, and Wanake have all been doing well to stretch their budgets.

Starting in the fall of 2022, Rev. Gary Jones applied for a grant from United Methodist Camp & Retreat Ministries Association to have a consultant work with us on how we can look to the future. Between November and April, the board met with Jody Oates from Kaleidoscope to assess where we are and what we need to do to be a vital ministry for making disciples in the future.

With the varieties of programming and sites' 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, Connectional Ministries administrative funds to cover salary and benefits for the Camps Conference 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 C.A.R.E. (Camp & Retreat Endowment) fund that supplies capital monies and camperships, and gifts from alumni and friends from our development efforts at each site. Please consider making a special gift to one of our camp ministries. Together, these sources make it possible for us to operate Camps & Retreat Ministries.

Offering hospitality, recruiting excellent summer staff, sharing stories of disciples being made and matured, keeping up aging facilities, and so much more is an amazingly challenging job, and site directors Dan Bajc, Sammi Riggs, and Julie Lutt, and Camps & Retreat Ministries Director Rev. Gary Jones, work tirelessly to make this ministry possible. Our Board wants to express its appreciation for their partnership in the mission of our East Ohio Conference and say “thank you” for all of their hard work and the lives they are changing for Christ!

We look forward to seeing you, and your friends at camp this summer!

Learn more on the Camps & Retreat Ministries pages of the East Ohio Conference website at www.eocumc.com/camps.

Board of Missions & Community Engagement Report to Annual Conference 2023

Submitted by Rev. Kathy Dickriede, Connectional Ministries office Missions & Community Engagement director and United Methodist Volunteers in Mission (UMVIM) coordinator

We have been actively working on building resources for community engagement in our East Ohio Conference United Methodist churches; looking to build partnerships and relationships that can lead to advocacy and transformation in community for justice, civic engagement, and community development.

As we look to the 2023-2024 conference year, we look to local churches to inspire and inform us on what is already happening as well as turning to mission partners and EOC Advances to teach and lead us in best practices for community engagement. Mission sites like OPEN M, Urban Mission in Steubenville, South Street Ministries in Akron, Canton for All People, and others are leading the way in this work. We will be resourcing these agencies to equip clergy and laity for this work. We will continue to build upon events like Mondays in Mission during Lent, Bridges Out of Poverty cohorts, UMVIM team leader trainings, webinars about grant writing, best practices, board development, and increasing social media posts to tell about the ministry that is transforming the world to reach new, young and more diverse people.

People in the EOC have been trained and commissioned as EarthKeepers, a creation care movement of Global Ministries and as advocates through the call of United Women in Faith for the lay order of home missioner and deaconess. Long-term recovery UMVIM journeys are happening in Puerto Rico and Lake Charles, Louisiana. East Ohio is responding, and mission opportunities are available. International mission partnerships have resumed in Liberia, Haiti, Guatemala, and Zimbabwe. Let us know what mission journey you are doing, what you are planning, or a place with which you would like help building a UMC relationship or partnership in the future!

We look forward to learning more about the Neighboring Movement, answering the need to partner with people in the justice system, advocating for accessible buildings for all people, becoming an anti-racist Conference through our mission movement, and discovering resilience in our leadership.

Learn more on the Missions & Community Engagement pages of the East Ohio Conference website at www.eocumc.com/missions.

United Methodist Volunteers in Mission (UMVIM) Report to Annual Conference 2023

Submitted by Rev. Kathy Dickriede, Connectional Ministries office Missions & Community Engagement director and United Methodist Volunteers in Mission (UMVIM) coordinator

United Methodist Volunteers in Mission (UMVIM) team leader trainings are happening. Share best practices for leading a mission team locally, nationally, and internationally. Connect with others who have a heart for missions. Discover the many resources and locations available through The United Methodist Church to lead mission journeys with youth and adults. Develop a strategy for sharing the mission story. Become equipped for reaching new, young, and diverse people to be a part of your next UMVIM journeys.

This year's UMVIM Mondays during Lent offered spiritual practice for the season as clergy and laity visited East Ohio Conference mission sites such as Epworth Center in Bethesda, North Street Ministry in Wooster, Covered Bridge Mission in Jefferson, and the Nehemiah Mission in Cleveland.

UMVIM long-term recovery teams to Kentucky, West Virginia, Puerto Rico, and Louisiana are happening, as are international UMVIM teams to Liberia, Mexico, Haiti, Cambodia, Cameroon, and Guatemala.

To where are you journeying in mission that you want to share with others? Let me know via e-mail at kdickriede@eocumc.com. You can also use our Missions Google document form to register your team: <https://docs.google.com/forms/d/e/1FAIpQLSehD8WTphPCw3nNNPAT0nQqmnR4ym9e6tGLLdzOqBwReWjLqg/viewform>

Learn more on the United Methodist Volunteers in Mission pages of the East Ohio Conference website at www.eocumc.com/missions/umvim.

Board of Missions & Community Engagement Committee Reports to Annual Conference 2023

Global Ministries Report to Annual Conference 2023

Submitted by Kate Colbow, Conference secretary to Global Ministries

In 2022, churches in East Ohio reached out in love to people in need around the world through generous giving to United Methodist Committee on Relief (UMCOR) Disaster Response. These gifts helped alleviate suffering due to natural disasters and human conflict, advancing hope and healing after a crisis. Gifts to UMCOR special focus projects helped provide clean water, sanitation, health care, food, and material resources to people in need.

East Ohio Conference churches supported 36 different Global Ministries Advance projects, including Love Beyond Borders, Heifer International, Red Bird Mission, McCurdy Ministries Community Center,

and many others. Our churches also supported 16 Global Ministries missionaries serving around the world. We need more churches to form a covenant relationship with a missionary. To learn more, visit <https://umcmmission.org/covenantrelationships>.

The General Board of Global Ministries commissioned 29 EarthKeepers in 2022, including three from East Ohio. EarthKeepers receive training from Global Ministries that equips them to launch and grow projects in their local communities that care for God's creation. EarthKeepers is open to active United Methodists 13-years of age and older. The next training session will be in the fall of 2023.

Learn more on the Global Ministries pages of the East Ohio Conference website at <https://www.eocumc.com/missions/eocglobalministries.html>.

Health & Well-Being Committee Report to Annual Conference 2023

Submitted by Pastor Georgette Gaston, Health & Well-Being Committee chair

The Health & Well-Being (H&W) Committee has been working and growing under its new name for more than a year. Our work continues to be advocating the physical, spiritual, and emotional well-being of our East Ohio Conference agency partners as well as building connections in ministry, resourcing, and networking. Our goal is to better equip one another and local congregations to be in hands-on ministry with other agencies, community organizations and communities for the good of all.

The current Conference Health & Well-Being agencies are:

- Canton For All People, Fund 9978
- Copeland Oaks, Fund 9172
- Epworth Center Work Mission, Fund 9140
- Flat Rock Home & Care Center, Fund 9174
- Heart 4 the City, Fund 9941
- Nehemiah Mission of Cleveland, Fund 9136
- OhioGuidestone, Fund 9173
- Urban Mission Ministries in Steubenville, Fund 9107
- West Side Community House, Fund 9933

This year we have responded to requests for information on cleaner air in buildings and how we can help resource one another with information on grants. One example was obtaining assistance for life saving medical equipment in our districts and local congregations. This has been an ongoing process in which we're making progress. This summer we're also planning a Zoom workshop on grant writing open to our agencies and congregations with an in-person workshop planned for the fall.

Asking our H&W agencies to complete a Covenant Statement is one more way we can walk alongside one another; increasing fruitfulness, accountability, and opportunities for us all to grow our connections as we seek to make and mature disciples of Jesus Christ for the transformation of the world.

The Committee also encourages churches to participate in Golden Cross Sunday on any Sunday of the year to raise awareness of the great work of our H&W agencies. Any offerings to Golden Cross Sunday (Fund 9208) are split evenly between our historical H&W agencies Copeland Oaks, Flat Rock Home & Care Center, and OhioGuidestone.

Learn more on the Health & Well-Being pages of the East Ohio Conference website at www.eocumc.com/missions/healthwell-being.

DisAbilities Awareness Team Report to Annual Conference 2023

Submitted by Karen Kilgo, DisAbilities Awareness team leader

The Ohio Disability and Ministry Collaborative (ODMC) includes members of the East Ohio Conference DisAbilities Awareness team meeting together with the team of the West Ohio Conference. This combined group was formed in 2021 by Rev. Zach Holler of the West Ohio Conference. Working together, team members provide resources for United Methodist churches across the state of Ohio. An ODMC speaker's bureau provides pulpit supply for both conferences and disability awareness presentations/workshops. Speakers include Deaconess Sherri Buehl and Rose Darling, who are each Church & Community Engagement coordinators at Flat Rock Homes, and also can provide Flat Rock-oriented pulpit supply, seminars, workshops, music supply, dramatic presentations, and United Women in Faith speakers. East Ohio Conference churches may contact sbuehl@flatrockhomes.org or rdarling@flatrockhomes.org to request a speaker.

The ODMC's bi-monthly newsletter is written and distributed to East Ohio and West Ohio Conference churches encouraging disabilities awareness, inclusion, and accessibility activities including DisAbilities Awareness Sunday programs; grants and equipment resources; and facilitating accessibility audits. Resources are provided to churches to assist their inclusion/accessibility efforts. The newsletter tells the stories of churches that have successfully implemented inclusion/accessibility activities and equipment to inspire other churches. Flat Rock Homes' stories are also included. Churches may access the newsletter by visiting www.eocumc.com/disabilities and clicking on Ohio Disabilities and Ministries Collaborative Newsletter in the right sidebar or by visiting www.flatrockhomes.org/faith-connections-newsletter.

ODMC hosted Accessibility Badge Program part 1 training for the ODMC team in August 2022 and will offer part 2 in 2023. This program helps churches assess facility accessibility and allows church visitors to know its ranking (bronze, silver, or goal). The annual Accessibility Audit, as required in *The Book of Discipline of The United Methodist Church*, is step one of the badge program. Churches may share their badges via newspapers, press releases, social media, and other outlets. During Flat Rock's visits to churches, congregations are made aware of the badge program and encouraged to apply. Eventually, ODMC plans church training for those interested. For more information on the badge program, churches may contact rdarling@flatrockhomes.org.

Church and Community Engagement:

Flat Rock Homes created the Church and Community Engagement function to engage congregations with individuals with disabilities served by Flat Rock. At Flat Rock, we believe connecting congregations to missions helps churches make disciples of Jesus Christ for the transformation of the world. Through engagement, disciples learn how to care for "the least of these" (Matthew 25:31-46) – those with intellectual, developmental, and/or physical disabilities who may also be an under-resourced within communities. Disciples learn how to improve health, advocate, address systemic and justice issues, and understand others who have different experiences because of their disabilities. Flat Rock encourages EOC Health & Well-Being ministries to engage with congregations, not only to provide vital financial support, but also to invite them into God's transformational mission work. Through the DisAbilities Awareness team, Flat Rock staff teaches/shares information and lessons learned in engaging churches and community groups.

Resources for Churches:

The DisAbilities Awareness team offers a variety of resources to churches to support their efforts to include individuals with disabilities in the life of the church. A grant resource list is available by contacting Karen L. Kilgo, DisAbilities Awareness team leader and Flat Rock's President/CEO, at kkilgo@flatrockhomes.org. In 2023, the DisAbilities Awareness team together with the Health & Well-Being Committee will offer workshops for churches that will include training on grant writing, advocacy, and other topics important to churches and individuals with disabilities.

Learn more on DisAbilities Awareness pages of the East Ohio Conference website at www.eocumc.com/disabilities.

Disaster Response Committee Report to Annual Conference 2023

Submitted by Tom King, Disaster Response Committee chair

The purpose of the Disaster Response Committee is to invite, encourage, train, and support church member volunteers to prepare for and respond to disasters within the East Ohio Conference (EOC) and, upon invitation, to respond beyond the annual conference ministry area. Disasters we are prepared to mitigate and to respond to are incidents which result in the evacuation of multiple households, the loss of many lives and/or substantial damage to multiple homes. We assist survivors as they move through phases of rescue, relief, and recovery. We have district coordinators available to assist in each East Ohio Conference district and three trailers stocked to accompany disaster response teams with tools, and cleaning and rebuilding supplies.

In the past year we:

- led Early Response Team (ERT) training and recertification in October and had volunteers also take part in training by the West Ohio Conference. Fourteen volunteers were initially trained or recertified. Over 40 EOC volunteers are certified as ERT members and are badged as recognized by the Federal Emergency Management Agency (FEMA).
- led Emotional and Spiritual Care training for disaster response with 14 participants.
- completed training to add three additional certified trainers to instruct additional ERT volunteers.
- traveled as a team of five volunteers to Dawson Springs, a flooded area of eastern Kentucky, to survey and assess damaged homes in August 2022. In October, 10 volunteers travelled there to provide recovery assistance to flooded homes. In March 2023, a team of approximately 20 were scheduled to continue recovery assistance.
- traveled as a team of eight volunteers to Detroit, Michigan in October 2022 to reclaim basements from 2021 storm sewer backups.
- went door-to-door in East Palestine this spring to check on the welfare of residents in the aftermath of evacuation and toxic fumes following the February 3 train derailment.
- conducted a tabletop exercise on response steps to a hypothetical flooding disaster.
- conducted two rounds of collections of flood cleanup buckets and hygiene kits stockpiled for future response.

Learn more on the Disaster Response pages of the East Ohio Conference website at www.eocumc.com/missions/disaster-response.

Mission Awareness Report to Annual Conference 2023

Submitted by Rev. Kathy Dickriede, Connectional Ministries office Missions & Community Engagement director

During 2023, Mission Awareness Committee members are focused on engaging local churches with Advance Specials and other local ministries. Team members are encouraged to find ways to connect churches with missions in the local area. The mission agencies need the Church, and the Church needs the mission agencies to teach us how to be God's agents of transformation in our communities. Disciples need to get out of the holy huddle and into the world to bring the Kingdom of God to the here and now.

Based on the 2022 end-of-year report, our total giving to Advances was less than in 2021 but more than in 2020:

- 2022: \$127,033
- 2021: \$177,202
- 2020: \$99,503

We are pleased to announce three new Advances:

- Brookdale Orchard, Cleveland | EOC 9983
- The Vine Food Pantry, Alliance | EOC 9981
- Trials for Hope, Cleveland | EOC 9982

There is one discontinued Advance:

- Otterbein Marblehead Senior Living (did not apply for renewal)

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 designates 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. Donations may be directed to your local church using the advance number or may be made online on the East Ohio Conference website at www.eocumc.com/donate.

Advance projects are partners in mission helping us extend the love of Christ into local communities. Advances have been vetted as working in good financial practices and committed to the mission of The United Methodist Church in East Ohio. The Advances work ecumenically and are always looking for partners who are praying, volunteering, and donating financially. 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. The Board of Missions has reviewed and recommended the Advances listed as Health & Well-Being agencies.

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 ministries serve and 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 the churches of the East Ohio Conference of The United Methodist Church (NOTE: Grouped by ministry or mission type).

Health & Well-being Agencies (formerly Health & Welfare): historically affiliated with or in a covenant relationship with the East Ohio Conference of The United Methodist Church.

Canton For All People | EOC 9978

Canton for All People is a Community Development Corporation formed by Crossroads UMC in partnership with the Lemmon and DeHoff family foundations and other area UMC churches to bring quality housing and opportunities for all people to downtown Canton.

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.

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 3 to 5 days and work mostly on outdoor projects: ramps, porches, fences, yards, or painting for those who cannot physically or financially do the work themselves.

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.

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 to sow seeds of hope.

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.

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. If you wish to donate to the Neighborhood Community Development Center, use this fund and note NCDC in the memo.

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.

Local Ministry Partners: 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.

(NEW) Brookdale Orchard, Cleveland | EOC 9983

A community orchard that is a joint mission project of Saint Matthew UMC and the Rockefeller Park Community Restoration & Development Association. Located in Cleveland's Hough neighborhood, it is creating a space for peaceful community gathering and growth.

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.

Christian Children's Home of Ohio, Wooster | EOC 9977

Provides a safe and structured environment to meet the physical, mental, emotional, and spiritual needs of children across Ohio that have been abused, neglected, or traumatized by the people they should be able to trust the most. Also offers foster care and counseling services for youth not living on campus.

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. Helping those who are disadvantaged economically and live 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 started by Kennonsburg UMC. It provides equine assisted therapy, caregiver support and workforce development that is rooted in prayer, relationships, and horses.

Wayfinders (formerly Harmony House), Mansfield | EOC 9134

The mission at Wayfinders 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. Also offers used clothing and household items.

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. Hosted by Fresno UMC.

Multicultural Ministries of Cuyahoga Falls | EOC 9923

Christian education for children and adults who speak English as a second language, hosted by Grandview UMC.

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 of 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.

Senior Adult Ministries of Cuyahoga Falls | EOC 9980

Intergenerational ministry at Grandview UMC to provide spiritual care for senior adults in Cuyahoga Falls.

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.

(NEW) The Vine Food Pantry, Alliance | EOC 9981

Choice fresh food pantry started by The Vine UMC in response to the COVID-19 pandemic.

Thrive 10:10, Girard | EOC 9979

Serving Mahoning and Trumbull counties, Thrive 10:10 hosts Ruth's Boutique which provides hygiene, personal care items, and accessories to women and teens in a boutique store setting. A workshop on managing finances called "Getting Ahead in a Just Getting' by World" began in 2023.

(NEW) Trials for Hope, Cleveland | EOC 9982

Delivering dignity and hope to those who fall between the cracks by delivering wholesome food, personal care items, and warmth to the Greater Cleveland, Ohio area.

Ministries Administered by the EOCUMC Connectional Ministries Office:**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 Conference Camps - L.O.T. Campership Program | EOC 9186

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

East Ohio Volunteers in Mission Leadership Development | EOC 9046

Provides funding for training, scholarships, and leadership development of East Ohio Volunteers in Mission.

East Ohio Volunteers in Mission Teams | EOC 9643

Funding for team travel, materials, and participant expenses of teams planned and organized by a United Methodist Volunteers in Mission (UMVIM)-trained team leader.

John M. Roseberry Scholarship Fund | EOC 9976

Scholarships are awarded to racial-ethnic students who have been members of The United Methodist Church 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 Connectional Ministries office Missions & Community Engagement director to develop networks and share stories of all God is doing through risk-taking mission partnerships.

Missions – Not Designated | EOC 9001

Funds to be used where most needed for missions. The Board of Missions approves any spending from this fund. Beginning in 2021, a portion of funds received is being used each year for grants administered by the board.

United Methodist Committee on Relief (UMCOR) Disaster Response:**Midwest Mission, Illinois | EOC 9944**

Midwest Mission is one of eight cooperating depots in the United Methodist Committee on Relief (UMCOR) supply network. It distributes UMCOR supplies and other items in response to disasters nationally and internationally.

Mission Barn, New Castle, PA | EOC 9918

Established in 2008 as a ministry of Eastbrook UMC, our mission is 4-fold: collect, process, package, and ship 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 UMVIM.

UMCOR US Disaster Response | EOC 1327

Donations are forwarded to the General Advance for US Disaster Response, Advance 901670.

UMCOR International Relief Fund | EOC 1301

Donations are forwarded to the General Advance for International Relief, Advance 982450.

General Church, National and International Mission Partners:**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. It also employs HIV positive women as 'house moms' to provide direct care to these orphans.

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.

North Central Jurisdiction (NCJ) UMVIM | EOC 9177

Support the work of the North Central Jurisdiction United Methodist Volunteers in Mission (UMVIM).

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 following has been discontinued as Advance Projects:

Otterbein Marblehead (did not apply for renewal)

Recommendation #2: that churches and individuals in East Ohio be encouraged to support General Advance projects and missionaries. Some projects or missionaries from years ago are no longer active, so before donating confirm the project is still active by visiting <https://umcmmission.org/about-the-advance/>.

Recommendation #3: that the Conference Connectional Table, upon recommendation by the Board of Missions and the Mission Awareness Committee, be authorized to revise this list of Conference Advance Projects between sessions of Annual Conference.

Recommendation #4: that every church promote Special Sunday and Conference offerings. The local church may use traditional dates or choose any other time to promote these ministries, that can be found on the Special Sundays page of the East Ohio Conference website at www.eocumc.com/finance/special-sundays.

World Communion Sunday | EOC 9210

October 1, 2023

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 have not historically had access to resources that make higher education possible. The offering is disbursed:

- 50% to world communion scholarships from General Board of Global Ministries with at least one-half of the annual amount for ministries beyond the United States,
- 35% to ethnic scholarship programs from General Board of Higher Education and Ministry, and
- 15% to ethnic in-service training programs from General Board of Higher Education and Ministry.

United Methodist Student Day | EOC 9211 November 24, 2023

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 14, 2024

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 God's children in realizing their potential as human beings in relationship with each other.

The offering is disbursed:

- 57% to community developer programs of General Board of Global Ministries,
- 33% to United Methodist voluntary services programs of General Board of Global Ministries, and
- 10% to youth offender rehabilitation programs of General Board of Church and Society.

UMCOR Sunday | EOC 9206 March 10, 2024

Previously called "One Great Hour of Sharing," this offering supports the administration and foundational work of United Methodist Committee on Relief (UMCOR), 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, 14, 2024

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. The offering is disbursed:

- 50% to scholarships for Native Americans through General Board of Higher Education and Ministry, and
- 50% to develop and strengthen Native American ministries in the East Ohio Conference through the Native American Awareness Committee.

Peace with Justice Sunday | EOC 9209 May 26, 2024

Historically, Peace with Justice Sunday has been celebrated with an offering on the first Sunday after Pentecost. The offering supports programs that advocate for peace and justice at home and around the world. The offering is disbursed:

- 50% through General Board of Church and Society, and
- 50% through East Ohio Conference Board of Church & Society.

Peace with Justice grant applications are available on the East Ohio Conference website at www.eocumc.com/church-society/pwj.

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 (UMVIM) 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 East Ohio Conference UMVIM team to provide training, networks, and scholarships for individuals and mission teams.

Other Special Days:

#MakeADifferenceDay October 28, 2023
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.

#GivingTuesday November 28, 2023
Unlike Black Friday and Cyber Monday, #GivingTuesday emerged to encourage generosity to benefit the lives of others. The United Methodist Church encourages churches and organizations to use social media to promote giving to general church and conference advance missions on #GivingTuesday.

Learn more on the Advance Specials pages of the East Ohio Conference website at www.eocumc.com/finance/advance-special.

2023-24 Timeline for Fund I - Ministries and Missions (M&M) Conference Benevolence Budget 12-Month Planning Process

Date	Task or Deadline
June 2023 Annual Conference	Annual Conference establishes the 2024 budget for each Conference board, council, or committee.
October 31, 2023	Deadline for each Conference board, council, or committee to submit to the Connectional Ministries office requests for adjustments to details within their 2024 budget.
November 2023	Connectional Ministries office forwards the adjusted 2024 M&M budget with line-item details to the Council on Finance & Administration (CCF&A) for approval. Connectional Ministries office distributes evaluation forms for funds received in 2023 as well as application forms for 2025 M&M budget development.
December 2023	Requests for December payments in excess of 10% of the 2023 annual budget will require an explanation of why payments were delayed until year end. Vouchers for 2024 payments are submitted by the Connectional Ministries office.
January/February 2024	Each Conference board, council or committee sets its own deadline to receive 2023 evaluations and applications for developing the 2025 M&M budget request.
March 1, 2024	Deadline for all 2023 evaluations and 2025 applications with budget recommendations to the Connectional Ministries office.
March 15, 2024	Deadline for each Conference board, council, or committee to submit a report for the <i>Pre-Conference Workbook</i> , including information gathered from the 2023 evaluations.

March 2024	Executive director of Connectional Ministries presents a Ministries and Missions report and budget recommendation to the Conference Connectional Table (formerly Conference Council on Ministries).
April 2024	The Connectional Ministries office forwards 2025 M&M budget requests to CCF&A. CCF&A creates a department level budget to be approved by the Annual Conference.
June 2024 Annual Conference	Annual Conference establishes the 2025 budget.

NOTE: The Ministries and Missions budget is a request for shared giving Fund I dollars. Conference Advance Special projects provide approval for mission projects to seek direct donations and ministry partnerships. Approval to become an Advance Special is a separate process which is administered by the Missions Awareness Committee. Conference Advance Special project applications can be approved throughout the year, but the annual renewal deadline is January 15.

Ministries and Missions funding forms and Advance applications are available online at www.eocumc.com/missions/funding-forms.html

Board of Higher Education and Christian Collegiate Ministries Report to Annual Conference 2023

Submitted by Rev. David E. MacDonald, Board of Higher Education and Christian Collegiate Ministries chair

Over the past year, the East Ohio Board of Higher Education and Christian Collegiate Ministries (BHECCM) has continued to partner with campus ministries across the Conference in bringing the good news of Jesus Christ to college and university students. BHECCM financially partnered with the following ministries in 2022:

- Avon UMC (Lorain Community College)
- Protestant Campus Ministries at Youngstown State University
- Interfaith Campus Ministry at Kent Stark and Stark State Universities
- Interfaith Campus Ministry at Central State University
- United Christian Ministries at Kent State University
- United Campus Ministry at Ohio University
- United Protestant Campus Ministries in Cleveland
- Berea UMC (Baldwin Wallace University)

In addition, the BHECCM awarded \$45,000 in scholarships through the East Ohio Merit, CCYM, and Martin Luther King, Jr. scholarship programs. For a second year, we partnered with the General Board of Higher Education and Ministry (GBHEM) to administer the scholarship process. For a 4% fee of what we give out in scholarships, GBHEM takes care of the application process for our scholarships, from the application itself to collecting reference letters, essays, and transcripts from student applicants. GBHEM also hosted an information night for students and parents to help them navigate the application system, which was met with very positive reviews from those who participated.

In all, GBHEM awarded \$47,800 in scholarships to East Ohio students in 2022. We look forward to continuing to help families and students make education affordable in the coming year.

In the past year, BHECCM also hosted two gatherings of the United Methodist chaplains in Ohio. Chaplains from Baldwin Wallace, Heidelberg, Mount Union, Ohio Northern, Ohio Wesleyan, and Otterbein gathered on two occasions in Mansfield for a day apart spent in fellowship and sharing of resources for collegiate chaplaincy. (Note: the chaplain from Heidelberg is part of this group because he is an ordained Elder in the West Ohio conference). A similar gathering for campus ministers from East Ohio Conference-funded ministries is planned to take place in the spring.

The connection between higher education and the East Ohio Conference remains strong, and we pray that it will continue to grow from strength to strength!

Learn more on the Higher Education ministries pages of the East Ohio Conference website at www.eocumc.com/higher-ed.

Committee on Lay Servant Ministries Report to Annual Conference 2023

Submitted by Mandy Armstrong, Lay Servant Ministries director

The Conference Committee on Lay Servant Ministries (LSM) finds itself in time of transition. Several of our members have stepped down as Lay Servant directors in their respective districts to pursue God's calling in their lives on other paths. We'd like to thank these members for their service to both their district Lay Servant Committee as well as the Conference Lay Servant Committee.

As we say good-bye and extend our gratitude for their shared wisdom and work done for our Conference lay servants, we also say welcome to some new faces. With these new district directors, the Committee has spent time focusing on answering questions and ensuring we are all "on the same page" with requirements based on *The Book of Discipline of The United Methodist Church*

As a result of some questions being raised concerning some of the differences between certified lay servants and certified lay speakers, there was much discussion around the requirements of each. In ¶ 267.2 of *The Book of Discipline of The United Methodist Church 2016* it states, "The certified lay speaker serves by preaching the Word when requested by the pastor, district superintendent, or committee on Lay Servant Ministries, in accordance and compliance with ¶ 341.1." As a result, it was determined that it would be beneficial when someone indicates through the annual report that he/she would like to become a certified lay speaker the question be asked at the required interview whether or whether not the applicant would be willing to fill in at the pulpit to help ensure the applicant is aware of the expectation.

We continue with discussion to ensure all portions of the annual report are completed, especially the section pertaining to developing and building on one's personal spiritual life to ensure lay servants continue in the learning process on their own and with their church family and are not just relying on the trainings offered by the districts. The Committee also determined that annual reports should include information from church/charge conference from the previous year to church/charge conference of the current year.

Districts are transitioning back to in-person trainings while offering online options as well. While several are facing lower registration at Basic and Advanced course trainings, they are not giving up. Some districts are surveying current lay servants to see what kind of trainings people would be interested in taking.

Suzette Tidrick, associate director of Lay Servant Ministries and coordinator of Certified Lay Ministries added three new certified lay ministers to her list last year. The following people are current certified lay ministers in East Ohio: George W. Clark - Southern Hills; Edward D. Fair - North Coast; Mell Felder – Mid-Ohio; Lynn Gorton - North Coast; Jackie Lewis - Three Rivers; Cathy McIlvaine - Western Reserve; Rose McMichael - North Coast; Jim Mizner - Western Reserve; Dr. Linda Morrow - Southern Hills; Dr. Liz Piatt - Canal; Dr. Joshua Reichard - Mahoning Valley; Suzette Tidrick - Southern Hills.

Currently, there are three new certified lay minister trainees involved in training with one being a transfer. A task force was established this year to provide continuity for when Suzette and instructor Linda Morrow step down in June.

With the unfortunate downward slide in the number of certified lay servants and speakers, the Committee on Lay Servant Ministries and its district directors continue to diligently work towards new and innovative ways to meet current and upcoming lay servants where they are and at the same time provide ways to bring them together.

Learn more on the Lay Servant Ministries pages of the East Ohio Conference website at www.eocumc.com/laity/lay-servants.

Christian Family Credit Union Report to Annual Conference 2023

Your Money Can Make a Difference for The Kingdom

Since 1939 we have been helping our members to become better financial stewards. When you use the Credit Union as your primary financial institution, you provide us with the funds to make affordable loans to other United Methodists and affiliates. We also finance the expansion of ministry opportunities such as local church construction and building projects, repair and maintenance projects, and other missions that allow our local churches to better share the good news of Jesus Christ in their community and around the world.

Over the years our Credit Union has grown into a full-service financial institution offering a diverse menu of financial products and electronic delivery systems tailored to meet the needs and expectations of our membership. We provide banking and financial services to clergy, local churches, members and employees of the local churches, conference staff and affiliated organizations of the East Ohio and West Ohio Conferences and Indiana Conference of The United Methodist Church. Now called Christian Family Credit Union, we also serve members of the larger Protestant and Catholic community of Ohio. We are building a bigger table – to offer the ministry of the Credit Union to a more diverse membership.

We invite you to become part of our Credit Union family! Once you become a member, you can maintain your membership for life, even if your circumstances change. Your immediate family members, such as your spouse, children, siblings, and parents are also eligible to apply for membership.

Becoming a member is so easy! Simply give us a call or stop by one of our branch locations and we will take care of the rest! You can also visit us online at www.ChristianFamilyCU.com.

North Canton Office
8800 Cleveland Ave. NW
North Canton, OH 44720
(888) 651-0971

Indianapolis Office
301 Pennsylvania Parkway, Suite 300
Indianapolis IN 46280

Cincinnati Office
410 Chamber Drive
Milford, OH 45150
(800) 373-1059

Christian Family Credit Union, where your money and your faith are our mission.

Methodist Foundation of Ohio

Submitted by Pastor Brian Sheetz, Methodist Foundation of Ohio executive director

This past year has been “back to business” for The Methodist Foundation of Ohio.



For the first time in three years, we hosted our in-person young clergy retreat at Salt Fork Lodge the week after Easter. The Clergy Financial Well-Being Initiative is funded by the Lilly Fund and administered by Wespeth Benefits and Investments. This initiative provided an EY clergy financial educator to help our young clergy understand the issues surrounding their long-term finances and help them make the kind of early-career decisions that over time can significantly affect their life-long finances. They were also able to worship with Bishop Tracy S. Malone and enjoy a time of fellowship and co-learning from each other.

In October we continued our Foundation Travel program, taking 40 individuals from East Ohio to tour the churches of Revelation with visits to sites such as Corinth, Thessalonica and Philippi in Turkey and Greece. Clergy under age 40 and any clergy ordained in the last three years paid just \$500 with the rest of the cost being subsidized by the Foundation. In January 2023 we again took a similar group to the Holy Land to see Bethlehem, Jerusalem, Caesarea Maritime, and the area around the Sea of Galilee. These experiences will, we believe, significantly help participants understand the New Testament and make them more effective teachers and preachers. Our total budget for this effort is \$120,000, by far the largest project we have undertaken.

This has also been a year for us to encourage local churches to get back to business. We, and Foundations across the country, have seen very few consultations around areas such as endowments and planned giving. There have been years where long-term planning was difficult. But the time has come for us all to get back to this important work to support the future for our churches and denomination.

Africa University Report to Annual Conference 2022

Submitted by James H. Salley, President and Chief Executive Officer, Africa University (Tennessee) Inc. & Associate Vice Chancellor for Institutional Advancement Africa University

United Methodists worldwide celebrated an 'Ebenezer' moment in the ministry of Africa University in 2022, marking 30 years of faithfulness, generosity, growth, and impact within and beyond The United Methodist Church.

God's presence in the life of Africa University is evident, thanks to the prayers and generous support of the East Ohio Conference. Thank you Bishop Tracy S. Malone, conference leaders, and member congregations for your hope-filled, transformative witness to the goodness of God. The East Ohio Conference invested 100 percent of its share of general church giving to support the day-to-day operations of Africa University and responded to student quality of life concerns with the gift of a new residence hall for female students. Thank you, East Ohio United Methodists, for being attentive to the needs of Africa University's ministry and giving sacrificially to ensure its continuing vitality.

Supported by strong missional engagement by East Ohio United Methodists and church members across the denomination, Africa University embraced new opportunities as it emerged from pandemic-related restrictions in 2022.

- **Enrollment:** Africa University achieved a total enrollment at 2,791 students in August 2022. Female students comprised 58 percent of the student population and 23 African nations were represented.
- **Academic Growth:** Africa University launched its first new academic unit in almost twenty years—The School of Law—with a pioneer cohort of 20 students pursuing the Bachelor of Laws (Honors) (LL.B.) degree program. The institution is launching five new undergraduate and graduate programs approved by the Zimbabwe Council for Higher Education (ZIMCHE), the national accreditation and quality assurance agency.
- **Infrastructure expansion:** The new residence hall for female students at Africa University is under construction, funded by the East Ohio Conference's \$1.5 million *Teach * Reach * Bless* campaign. Once completed, the building will boost the available on campus housing for students to around 1200 beds.
- **Outcomes:** 712 graduates from 18 African countries became Africa University alumni in June 2022. The university's almost 11,000 graduates to date are making vital contributions as clergy, educators, agriculturalists, health professionals, entrepreneurs, and innovators. Faculty and student research efforts to address endemic challenges such as malaria and tuberculosis, food insecurity and climate change are gaining continental attention and significant international funding.

Africa University's year-long 30th anniversary program culminated in October 2022 with a gathering of more than 3,000 people at its main campus in Mutare, Zimbabwe. Amidst the commemoration and joyful thanksgiving livestreamed to the world, the Rev. Dr. Peter Mageto was formally installed as the fifth vice chancellor (president) of the institution.

Mageto, a Kenyan and academician specializing in theological ethics, echoed the gratitude of the students, faculty, staff, trustees, and alumni of Africa University for the incalculable sum of answered prayers that are the Africa University story. His inaugural address highlighted the optimism and commitment to purpose that are the foundation of the university's unfolding vision.

“Today, Africa University turns thirty. The number 30 is a blessed figure. Thirty was the age of our Lord Jesus Christ when he commenced his ministry here on earth. It gives us great faith to be walking resolutely towards the fourth decade,” Mageto said.

Thank you, East Ohio Conference, for equipping change leaders and building an enduring legacy through the ministry of Africa University. Let us continue to journey together—learning, leading, and serving God, all the time, everywhere.



Boston University School of Theology

Boston University School of Theology Report to Annual Conference 2023

Submitted by G. Sujin Pak, Boston University School of Theology dean

I am profoundly grateful for your partnership, prayers, and support in these challenging times. A year like 2022 makes even more relevant BUSTH’s historic and ongoing commitments to peace and justice in equipping transformational leaders. We remain hopeful and vigilant in our continued partnership with you.

Breaking News:

- **Students:** Our academic year 2022-23 entering class was among our most diverse, with 88 new students enrolling, 34% of whom are international students.
- **Faculty:** In September we welcomed three new faculty members: James McCarty, assistant clinical professor of Religion and Conflict Transformation; Eunil David Cho, assistant professor of Spiritual Care; and Peng Yin, assistant professor of Ethics.
- **New Online Degree First Cohort:** BUSTH’s first fully online master’s degree – the Master of Religion and Public Leadership (MARPL) – welcomed its first students in fall 2022. MARPL seeks students who wish to be prepared for leadership roles that creatively engage the challenges of public life. Learn more at bu.edu/sth/marpl.
- **Faculty Research:** Prof. Filipe Maia was awarded a Louisville Institute book grant in April, and Prof. Luis Menéndez-Antuña was awarded a grant from the Catholic Biblical Association in August. Other large grants continue to move forward, including the Trauma Responsive Congregations Project led by Prof. Shelly Rambo and supported by the Lilly Endowment, and the Positive Psychology and Formation-Based Flourishing grant led by Prof. Steven Sandage and supported by the Peale Foundation.
- **Scholarships:** This year, we announced free tuition for all residential master’s candidates. We continue to offer free tuition to UMC-registered candidates for ordained ministry and leadership fellowships that support students in ethnic, gender, and sexuality studies. New funds include the Research & Teaching Fund and Affirmation & Empowerment Fund as well as the following endowed funds: DEI, Theology & the Arts, and Doctor of Ministry.
- **Accreditation Visit:** BUSTH just welcomed the United Methodist University Senate Review team on February 1-3 for our re-accreditation visit.
- **Online Lifelong Learning:** BUSTH offers online courses for professional and spiritual enrichment of religious leaders. Recent offerings include “Ethics and Video Games,” and “Spiritual Mending for Helping Professionals.” To learn more, visit bu.edu/sth/oll.
- **Development:** Recent accomplishments include endowing the Faith and Ecological Justice Fund, and new funding for student scholarships and academic programs.

Commitment to Justice and Compassion:

- BUSTH's Office of Diversity, Equity, and Inclusion offers webinars on timely inclusion efforts, such as *"Increasing Participation of Students of Underrepresented Backgrounds."*
- This year's Lowell Lecture topics explore the spiritual dimension of artistic expression. This fall, Dr. Emmett G. Price III highlighted the brilliant resilience and demonstrative hope of Black folk through the lens of two exceptional spiritual beings: Nina Simone and John Coltrane. A diverse panel response fostered rich conversation.
- Work continues to improve accessibility, sustainability, and responsible investing. BUSTH is the first certified Green School at BU and is active in the Green Seminary Initiative.

Candler School of Theology Report to Annual Conference 2023

*Submitted by Jan Love, Mary Lee Hardin Willard dean and professor of Christianity and World Politics
Candler School of Theology, Emory University*

Since 1914, **Candler School of Theology at Emory University** has educated faithful and creative leaders for the church's ministries throughout the world. An official seminary of The United Methodist Church, Candler holds true to the Methodist value of ecumenical openness, enthusiastically welcoming students from more than 42 denominations, with nearly half of Master of Divinity students coming from the Wesleyan tradition, including United Methodist, African Methodist Episcopal, African Methodist Episcopal Zion, Christian Methodist Episcopal, Wesleyan, Free Methodist, Church of the Nazarene, and others. Our student body reflects the diversity and breadth of the Christian faithful, with an enrollment of 417 from 16 countries and 33 states, and 43% persons of color. This diversity is a blessing, enriching our life together and providing a "learning laboratory" for ministry in the 21st century – ministry that cultivates community across difference, welcomes all to contribute and belong, and embodies Christ's love in and among us.

Candler offers six single degrees and ten dual degrees, most of which are available in hybrid or online formats so students can remain rooted in their home communities as they pursue their degrees. Our new hybrid Master of Divinity blending online classes and in-person intensives launches in Fall 2023, and our successful Doctor of Ministry – with its high 87% completion rate – is 90% online. Hybrid and online options are also available in the Master of Religious Leadership and the Master of Religion and Public Life programs. Plus, Candler's Teaching Parish program allows student pastors to earn contextual education credit as they serve their churches. We are excited that these flexible learning formats make a first-rate Candler education possible for even more people who are called to ministry.

Alleviating student debt through generous financial aid is a top priority for Candler. In 2021-2022, we awarded \$7.3 million in scholarship support, with 100% of MDiv students receiving aid. All MDiv students who are certified candidates for ordained ministry in the UMC receive full-tuition scholarships, and all MDiv, MTS, MRL, and ThM students receive a scholarship covering at least 50% of tuition. MDiv students also complete a financial literacy program to strengthen their financial and budgeting skills and reduce debt.

Candler was recently honored as one of 16 theological schools to receive a "Pathways to Tomorrow" grant from Lilly Endowment Inc. The \$5 million grant will support Candler in establishing a set of initiatives to create an interconnected continuum of offerings for the education of pastoral leaders. This will position Candler as a hub of theological learning with multiple entry points, including The Candler Foundry, our innovative program to make theological education accessible to the public, the United Methodist Course of Study, undergraduate classes, and a new venture, La Mesa Academy for

Theological Studies. Set to launch in Fall 2023, La Mesa Academy will offer diplomas in pastoral leadership via a two-year hybrid program with courses in Spanish and English. An optional third year of study will be offered to those aspiring to continue to a graduate professional degree at Candler.

This year, we welcomed the Rev. Dr. Brett Opalinski as assistant dean of Methodist Studies, a position made available by the retirement of the Rev. Dr. Anne Burkholder. Brett is an Elder in full connection in the Florida Annual Conference and most recently served for nine years as senior pastor of Christ Church United Methodist in Ft. Lauderdale. In addition to other pastoral appointments, he has held a variety of leadership roles in the Florida Conference, including chair of the Board of Ordained Ministry. He is deeply committed to working with students in discerning their call, spiritual formation, and guiding them through the commissioning and ordination process.

Candler's ability to fulfill our mission to provide the church with the faithful and creative leaders it needs depends upon your prayers, partnership, and support. Thank you for the countless ways you advance this essential ministry in the life of our denomination. We invite you to visit us online at candler.emory.edu.

Drew University Theological School Report to Annual Conference 2023

Submitted by Edwin David Aponte, Drew University Theological School dean

Drew educates and mentors pastors, preachers, deacons, activists, teachers, thought leaders, and change agents. In Fall 2022 Drew welcomed 77 new students, and as of February 2023 Drew has a total enrollment of 408 students. Many Drew students are just beginning their ministry, while others come to graduate theological education with substantial ministry experience. The latter reflects a growing trend among all theological schools in the United States and Canada. During 2022, Drew classes met on campus in Madison, New Jersey, but also some classes met exclusively online, while others met in hybrid fashion, i.e., partially online, partially in-person. This was also the case with chapel worship. This reflects both our ongoing emergence from the COVID-19 pandemic lockdown, but also Drew leaning into what it means to be a global school with a global student population. With 35% of students coming from 28 different countries Drew Theological School is truly global and diverse in theology, vocations, age, as well as racial, ethnic, national, and international identities.

Drew's interdisciplinary degree programs foster out-of-the-box thinking, provide real-world apprenticeships, promotes adaptive leadership skills, and encourages innovation through a team-taught core courses reflecting the integration of the theological disciplines and practices characteristic of the life of faith. The faculty-articulated shared values are infused across the teaching and learning at Drew: a commitment to anti-racism; gender and sexual-identity equality; eco-sustainability and environmental justice; and interfaith understanding and cooperation. The Theological School has seen an increase in United Methodist students. Moreover, Drew has many United Methodist Global Fellows who chose to pursue education for ministry at Drew. UMC graduates are serving in conferences across the United States as well as in our regional conferences in Greater New Jersey, Eastern Pennsylvania, and the New York Annual Conference.

Duke Divinity School Report to Annual Conference 2023

Submitted by Edgardo Colón-Emeric, Duke Divinity School dean

Duke Divinity School (DDS) has continued in its commitment to form ministers of the gospel who will seek God's justice and mercy. Our faculty have been leaders in the Duke Climate Initiative participating with colleagues from the Nicholas School for the Environment in the event "Pastoral Care for Climate Change: Weaving Together Science and Theology for Justice," at the Duke University Marine Lab. Divinity faculty have also co-taught a university course titled "Let's Talk about Climate Change," and welcomed 30 young faith leaders from various religious traditions to understand better how to engage their faith communities in the fight for our climate.

The Office of Black Church Studies, commemorating its 50th anniversary year, hosted "Justice Ministry Reimagined: Reentry Simulation" for pastors, students, and lay leaders to learn more about how to support people reentering the community after incarceration. We launched the Prison Engagement Initiative with the Kenan Institute for Ethics. Divinity faculty taught a "Trauma Engaged Duke" seminar and led the team Developing Best Practices for Trauma-Informed Teaching and Learning. These programs and events complement the ongoing work of field education and ministerial formation that puts our students in contexts ranging from rural churches to hospital chaplaincy to farm ministry, and more.

We welcomed 226 entering students from 35 different states and eight other countries. The Master of Divinity program gained 88 residential students and 42 in the hybrid program. The Master of Arts in Christian Practice enrolled 13 new students; the Doctor of Ministry, 28; Master of Theology, six; Master of Theological Studies, 22; the Doctor of Theology welcomed six residential, and one special student has enrolled. The Certificate in Theology and Health Care welcomed four residential students and 16 in the hybrid program. Across all degree programs, 30 percent of the incoming class identified as a race or ethnicity other than white. Black students made up 18 percent of all students; Latinx students, six percent; Asian students, five percent; and American Indian students, one percent. Fifty-seven percent of students in the incoming class are female.

DDS continued to build on its rich tradition of ecumenical engagement, with Dean Colón-Emeric participating in the Methodist-Roman Catholic International Commission Dialogue meeting with Pope Francis at the Vatican. Student Eliza Love, M.Div.'23, was awarded the \$10,000 Bossey Institute scholarship from the United Methodist Church Council of Bishops to attend the World Council of Church Ecumenical Institute.

Three new associate deans have accepted appointments: Daniel Castelo as associate dean for Academic Formation; Jung Choi as associate dean for Global and Intercultural Formation; and Sangwoo Kim as associate dean for Vocational Formation. Linda Coley has also joined as the executive director for the Ormond Center.

The Ormond Center launched the Community Craft Collaborative to create resources for equipping lay and congregational leaders. The Certificate in Conflict Transformation and Reconciliation, facilitated by leading scholars and practitioners in the fields of conflict transformation and reconciliation, provides a learning opportunity for pastors and other church leaders seeking theological and practical skills to foster reconciliation in their congregations and surrounding communities. We celebrate the expansion of our connection to UMC colleges through a partnership with Wesleyan College in Macon, Ga., to enable qualified undergraduates to take courses through the Duke Accelerated Pastoral Formation Program.

Convocation & Pastors' School returned to an in-person format for the first time since 2019 with the theme, *Creativity & Courage: From Trauma to Tough Hope*. Professional dancers, visual artists, musicians, and scholars guided participants in facing brokenness and sin honestly, as they offered glimpses of "the beauty of holiness." *Associate Professor of Christian History, Kate Bowler kicked off the event with a live taping of her Everything Happens podcast with over 1000 registered participants.*

Duke Divinity School Report to Annual Conference 2023

Submitted by Edgardo Colón-Emeric, Duke Divinity School dean

Duke Divinity School ha continuado en su compromiso de formar pastores del evangelio que buscan la justicia y la misericordia de Dios. Nuestra facultad ha estado en vanguardia de la Iniciativa Climática de Duke junto con colegas de la facultad del Nicholas School for the Environment en el evento "Cuidado Pastoral para el Cambio Climático: Uniendo la Ciencia y la Teología para la Justicia", en el Laboratorio Marino de la Universidad de Duke. Profesores de divinidad también han impartido un curso universitario titulado "Hablemos sobre el cambio climático" y recibieron a 30 jóvenes líderes internacionales de diversas tradiciones religiosas con el propósito de comprender mejor cómo involucrar a las comunidades religiosas en la lucha por nuestro medio ambiente.

La Oficina de Estudios Afro-americanos, que está conmemorando su 50º año de aniversario, presentó "El ministerio de justicia re-imaginado" para ayudar a pastores, estudiantes y líderes laicos a aprender más sobre cómo apoyar la reintegración de personas a sus comunidades después del encarcelamiento. Inauguramos la Iniciativa de Compromiso con las Prisiones juntos con el Instituto de Ética de Kenan. El cuerpo docente de Duke Divinity impartió un seminario llamado "Trauma Engaged Duke" (*Duke: Comprometido con el Trauma*) para desarrollar mejores prácticas para la enseñanza y el aprendizaje sensibles a perspectivas informadas por experiencias traumáticas.

Este otoño, recibimos a 226 nuevos estudiantes de 35 estados diferentes y ocho países. El programa de Maestría en Divinidad recibió 130 nuevos estudiantes, con 88 estudiantes presenciales y 42 en el programa híbrido. La Maestría de Artes en Práctica Cristiana inscribió a 13 nuevos estudiantes; el Doctor en Ministerio, 28; Maestría en Teología, seis; Maestría en Estudios Teológicos, 22; el Doctorado en Teología recibió a seis nuevos estudiantes. El Certificado en Teología y Cuidado de la Salud recibió a cuatro estudiantes presenciales y a 16 en el programa híbrido. En todos los programas en Duke Divinity School, el 30 por ciento de la clase entrante se identificó como de una raza o etnia que no es blanca. El cincuenta y siete por ciento de los estudiantes de la clase entrante son mujeres.

La escuela continuó construyendo sobre su rica tradición de compromiso ecuménico, con el Decano Colón-Emeric participando en la reunión de la Comisión Mixta Internacional para Diálogo entre el Concilio Mundial Metodista y la Iglesia Católica Romana con el Papa Francisco en el Vaticano. La estudiante Eliza Love, M.Div.'23, recibió una beca de \$10,000 del Consejo de Obispos de la Iglesia Metodista Unida para asistir al Instituto Ecuménico del Consejo Mundial de la Iglesia en Bossey. La escuela también recibió nuevos líderes que aportan sus dones al trabajo de avanzar en la misión de servir a Cristo y a la iglesia. Tres nuevos decanos asociados han aceptado nombramientos: Daniel Castelo como decano asociado de Formación Académica; Jung Choi como decana asociada de Formación Global e Intercultural; y Sangwoo Kim como decano asociado de Formación Vocacional. Linda Coley también se unió como directora ejecutiva del Ormond Center.

El Centro Ormond lanzó el Community Craft Collaborative para crear recursos para equipar a líderes laicos y congregacionales. El Certificado en Transformación y Reconciliación de Conflictos (CCTR) brinda

una oportunidad de aprendizaje oportuna para pastores y otros líderes de la iglesia que buscan destrezas teológicas y prácticas para fomentar la reconciliación en sus congregaciones y comunidades circundantes. Celebramos la expansión de nuestra conexión con las universidades de la IMU a través de una asociación con Wesleyan College en Macon, Georgia, para permitir que los estudiantes universitarios calificados tomen un curso de nivel de maestría a través del Programa de formación pastoral acelerada de Duke.

Nuestra Convocatoria y Escuela de Pastores (CPS) volvió a un formato presencial por primera vez desde el comienzo de la pandemia con el tema, *Creatividad y coraje: del trauma a la esperanza audaz*. Los presentadores (bailarines profesionales, artistas visuales, músicos y académicos) guiaron a los participantes a enfrentar el quebrantamiento y el pecado con honestidad, mientras ofrecían vislumbres de "la belleza de la santidad".

Duke Divinity School continúa agradecida por nuestra participación continua en la Iglesia Metodista Unida y nuestra asociación con esta conferencia anual.

GAMMON THEOLOGICAL SEMINARY – 2023 REPORT

Submitted by Rev. Dr. Candace M. Lewis, President-Dean

Gammon Theological Seminary is the Interdenominational Theological Center's United Methodist constituent member in Atlanta, Georgia. The Interdenominational Theological Center (ITC) is a Christian Africentric ecumenical consortium of seminaries and fellowships that educate students to commit to practicing justice and peace through a liberating and transforming spirituality to become leaders in the church and local/global communities. Gammon was founded in 1883, bearing the name of the Rev. Elijah H. Gammon, a generous clergyman, businessman, and philanthropist. Rev. Elijah H. Gammon invested and endowed the founding of Gammon Seminary in partnership with Bishop Henry Warren and the Freedman's Aid Society. Gammon has educated Black Clergy for almost 140 years, with graduates serving every level of the church, including Bishops, Superintendents, General church leaders, Conference staff, and Clergy in every jurisdiction. Today, Gammon Theological Seminary is the only predominately Black Seminary of the thirteen approved United Methodist-related Theological Institutions. The ITC's accreditation is with the Association of Theological Schools and the Southern Association of Colleges and Schools Commission on Colleges. Gammon/ITC offers the following degree programs: the Master of Divinity, the Master of Arts in Religion and Education, and the Doctor of Ministry. The support given to The United Methodist Ministerial Education Fund by United Methodist Conferences continues to enable Gammon students to be grounded in the Wesleyan tradition of theological education. Our 17th President/Dean, Rev. Dr. Candace M Lewis, is the first woman to lead the Seminary in our 139-year history. Dr. Lewis and the Gammon staff team continue to lead innovatively in chartering a "Brand New Day" for Gammon's recruitment, retention, research and resources, fund development, and scholarship endowments in her first two years of service.

Our new initiatives and celebrations this year, 2022-2023, at Gammon include:

- **We established The Rev. Walter H. McKelvey Endowed Scholarship Fund with the South Carolina Methodist Foundation.** Dr. McKelvey was Gammon's 14th President/Dean, serving from 1997-2010. Under Dr. McKelvey's leadership, Gammon's enrollment and graduation rate increased, and buildings were renovated. Our initial goal is to raise \$100,000.00. We have already received a matching fund pledge of \$50,000.00 from Dr. Loretta F. McKelvey (wife of the late Rev. McKelvey).

- **Spring 2023 – International Student travel.** Gammon students traveled to Belfast, Ireland, with the North Georgia Conference as a part of the Rethinking Conflict experience. Gammon students also traveled to Johannesburg, South Africa, on the Doctor of Ministry Immersion experience.
- **Commissioned two National Research Projects,** the first one related to the Impact of COVID on UMC BIPOC Clergy in partnership with Wespeth Benefits and Investments – CFWI – Clergy Financial Wellbeing Initiative. The second research project is "Perspectives" The Future of Blacks in the United Methodist Church—public release of research reports of the Gammon Research Institute scheduled for Summer 2023.

The greatest challenge facing Gammon Seminary is the rising cost of theological education and the significant debt our students incur as they answer their call to full-time ministry. Therefore, Gammon is committed to raising a million dollars in the next two years to offer full-tuition scholarships to students called and committed to full-time ministry in the United Methodist Church. We are grateful to this Annual Conference for your support of theological education and your commitment to ensuring pastoral leadership is theologically trained to lead us forward in the Wesleyan tradition.

Methodist Theological School in Ohio Report to Annual Conference 2023

Submitted by Danny Russell, Methodist Theological School in Ohio director of Communications

International Institute on Theology and Disability meets at MTSO

MTSO was pleased to host the four-day international Institute on Theology and Disability in June 2022. Founded in 2010, the institute celebrates, explores, and investigates the ways that disability impacts many dimensions of religious life; theology and practice mutually inform and support one another; and diverse perspectives enrich and inform theological formation and religious practice.

MTSO and WomanPreach! share \$1 million Lilly Endowment grant

Lilly Endowment Inc. has awarded MTSO a grant of \$1 million to support prophetic preaching through a partnership with WomanPreach! Inc. The grant period extends from Nov. 1, 2022, to Dec. 31, 2027. WomanPreach! was founded 12 years ago by MTSO Dean and Vice President for Academic Affairs Rev. Valerie Bridgeman, Ph.D., who serves as the organization's CEO. It provides practical training and nurturing community spaces that empower preachers across the country. Begun as a way to train women, WomanPreach! has since grown to include programming for people of all genders. Its numerous programs include the biennial Jarena Lee Preaching Academy, a week-long intensive academy that equips women of the African Diaspora to speak in their own prophetic voices; Sophie's Table: A Conversation Among Siblings, an all-genders program that amplifies voices of people of marginalized genders, women and children; and Chloe's Circle, which gathers women from diverse racial and ethnic backgrounds to sharpen preaching that reflects a commitment to justice based in God's call through Jesus.

Mount Union joins MTSO to offer 3+2 program

The University of Mount Union and MTSO have begun offering incoming college students a 3+2 program, leading to a Master of Arts in Social Justice degree in five years of study rather than the six years typically required. Students will begin the program at the University of Mount Union in Alliance, Ohio. After completing the program's requirements at Mount Union, they are eligible to begin two years

of study at MTSO, where they will finish requirements for a Mount Union bachelor's degree and earn an MA in Social Justice degree from MTSO. Students in the 3+2 program are eligible for MTSO's exceptional scholarships.

Visit Methodist Theological School in Ohio online at www.mtso.edu.

Saint Paul School of Theology Report to Annual Conference 2023



Educating tomorrow's leaders by offering on-campus, online, and hybrid learning courses at a FLEXible schedule, Saint Paul School of Theology is a seminary serving a diverse community committed to the formation of people for innovative, creative ministry through rigorous academic life. Grounded in the academic study of faith and ministry, theology is practiced in a traditional classroom and in remote spaces. Our contextual curriculum features Ministry Collaboration Groups, Practicums, Spiritual Formation Retreats, and Seminars. Students learn from dedicated faculty, experienced pastors, and community leaders about best ministry practices leaving our graduates with the tools and first-hand experience necessary to meet the needs of a changing world.infor

Saint Paul welcomed over 30 new students for the 2022-2023 academic year. Enrollment remained solid for the Master of Divinity (MDiv) degree program with promising growth on our Oklahoma campus. With COVID-19 restrictions lifted yet monitored, prospective students returned to in-person visits on both campuses, experiencing community meals, worship, and the newly implemented "Hammock ministry" on the Oklahoma campus. The Admissions team continues to expand travel to meet new students, including the Carolinas, Washington, D.C., and various parts of Texas.

This year we have focused on strengthening the Master of Arts in Christian Ministry by creating two specializations: Women, Society, and Church; and Social Justice and Advocacy. In each case, the student takes 22 hours of MACM required courses, and then the remaining 12 hours of the degree are comprised of courses focusing upon the specialization. The two existing specializations, Prophetic Witness and Service; and Deacon Ministries, will continue to be offered as well. The Women, Society, and Church Studies specialization is also available in the MDiv program, as is a specialization in Wesleyan Studies.

In September 2022, Saint Paul School of Theology hosted a review team from the Higher Learning Commission (HLC), one of Saint Paul's primary accreditation agencies, as part of the Seminary's regular reaffirmation cycle. On November 18, 2022, the Higher Learning Commission notified Saint Paul that the Commission "continued the accreditation of Saint Paul School of Theology with the next Reaffirmation of Accreditation in 2028-2029."

We are happy to report that Saint Paul School of Theology is financially sound. We operate with a balanced budget, no debt, and an endowment 9-10 times the size of our annual expenses. As always, we continue to be grateful for donations from the community that provide technology, scholarships, and evolving academic programs to students. As of the close of 2022, over 100 alumni and friends of Saint Paul contributed more than \$60,000 to create the Tex and Peggy Sample Endowed Scholarship Fund honoring the life and work of Tex and Peggy Sample. Sustainability has been our focus over the past five years, and we have achieved our goal. Investments in our future bring exciting new opportunities for our students, staff, and faculty. Our significant technological investments have allowed us to maintain a hybrid educational delivery model providing a flexible working arrangement for our students.

Saint Paul School of Theology is blessed to be your partner in ministry and help those seeking to discover more and answer the call. We are grateful for your support of our students and our seminary. May we continue to live into the call of Jesus Christ to be faithful witnesses for generations to come.

United Theological Seminary Report to Annual Conference 2023

Submitted by Dr. Kent Millard, United Theological Seminary president

United Theological Seminary celebrated rising enrollment in the 2022-2023 academic year. In the previous year, 464 students were enrolled at United; in 2022-2023, the seminary is serving 541 students, a 17% increase. A diverse community of many denominations, races, and nationalities, United welcomed students from 36 states, 21 countries, and 43 denominations, with 42% of students identifying as United Methodist*. The Seminary prepared 103 Course of Study students** and served 10 students through the Hispanic Christian Academy, a three-year online course of ministry program for Hispanic/Latino lay pastors and leaders serving United Methodist congregations

Houses of Study

In large part, this enrollment growth is a result of the seminary's House of Study initiative, which is supported by a \$1 million grant from Lilly Endowment Inc.'s Pathways for Tomorrow Initiative. As of 2022-2023, the Seminary has established five Houses of Study:

- Fresh Expressions, directed by Dr. Michael Beck,
- Full Gospel Baptist Fellowship, directed by Bishop Lisa Weah,
- Global Methodist, directed by Rev. Gregory Stover,
- Global Pentecostal, directed by Dr. Cheryl Bridges Johns, and
- Hispanic, directed by Dr. Jorge Ochoa.

The largest of these is the Hispanic House of Study (Casa de Estudios Hispana), with all classes taught by Spanish-speaking professors to Spanish-speaking students. Nearly 50 students from across the United States and Latin America, including students from Mexico, Cuba, Columbia, and Peru started the online program in the 2022-2023 academic year.

United is preparing to launch three new Houses of Study in the 2023-2024 academic year: a Korean House of Study, taught 100% in Korean for Korean-speaking students, led by Dr. Seok Jae Jeon; an African Methodist Episcopal Zion House of Study led by Bishop Eric Leake; and a Global Lutheran House of Study led by Dr. Richard Blue, Dr. Tom Thorstad and Dr. Dan Landin.

Doctor of Ministry

The Seminary is also seeing growth in its Doctor of Ministry program. In 2022-2023, the Doctor of Ministry program has grown to 250 students, an increase of 32% over the past five years*. Doctoral students at United are actively engaged in ministry and seeking to become more effective leaders for the Church through a Doctor of Ministry degree.

Bishop Bruce Ough Innovation Center

Launched in Fall 2021, the Bishop Bruce Ough Innovation Center, directed by Rev. Sue Nilson Kibbey, is connecting with pastors, ministry leaders, and congregational members hungry to bring God's renewal to their faith communities. In the past year alone, the Innovation Center has engaged more than 1,000 participants through more than 40 live webinars, training events, and courses.

** Student data represent 2022-2023 headcount enrollment, as of March 1, 2023. Denominational figures represent those who responded.*

*** Course of Study figures represent the most recent four terms.*



Thank you and congratulations to these churches which have paid **100% of their Apportionments**

Canal

Clearview
Clinton
Cuya Falls First
East Greenville
Easton
Hudson
Kent
Medina
Mogadore
Montrose Zion
New Pittsburg
Oak Chapel
Peninsula
Rittman
Sawyerwood
Sharon Center
Shreve
Sterling
Twin Falls
Wadsworth
Waltz
West Lebanon
Wooster
Wooster Church Of The Cross

Firelands

Amherst UMC
Attica
Belden
Bellevue First
Burbank Faith
Burbank Trinity
Clarksfield
Clyde First
Collins
Columbus Avenue
Cornerstone
Edison Memorial
Fitchville
Flat Rock Ebenezer
Green Springs
Greenwich
Henrietta
Homerville

Huron
Kelleys Island Zion
La Grange
Lakeside
Laporte
Leroy
Melmore
Mount Carmel
New Haven
New London
New Washington
North Fairfield
Norwalk First
Republic Trinity
Richmond
Rust
Sandusky Trinity
Seybert
South Amherst
Sycamore
Tiffin Faith
Tiffin St Paul
Union Pisgah
Vermilion Grace
Vickery
Wellington
West Hartland
West Salem

Mahoning Valley

Berlin Center
Boardman First
Braceville
Brookfield
Bunker Hill
Coalburg
Damascus
Deerfield
E Liverpool First
East Fairfield
Elkton
Ellsworth
Franklin Square
Highlandtown
Howland

Lisbon
Millcreek Community UMC
Negley
New Garden
Niles New Hope
North Lima Calvary
Ohltown
Palmyra
Regeneration
Riley's
Rogers
Salem First
Salineville
Smith Corners
Vienna
Western Reserve
Winona
Youngstown Trinity

Mid-Ohio

Ashland First
Ashley
Blooming Grove
Boundary
Bucyrus
Bucyrus Mount Zion
Canaan
Cardington First
Center
Claridon
Crestline First
Delaware Asbury
Ebenezer
Edison
Fairview
Harmony Chapel
Hayesville
Iberia
Jeromesville
Johnsville Grace
Lakefork
Lemert
Lexington Ch Cross
Liberty
Main Street



Thank you and congratulations to these churches which have paid **100% of their Apportionments**

Mansfield Chapel Hill
 Mansfield Trinity
 Martel
 Memorial UMC of Caledonia
 Mt Gilead Trinity
 Nankin Community Church
 Nevada
 New Beginnings
 Olivesburg
 Ontario
 Paradise Hill
 Plankton
 Polk
 Red Haw
 Savannah
 Scioto
 Shelby First
 Shelby Trinity
 St Paul
 Steam Corners
 Trinity (Ashland Co.)
 Williamsport
 Woodlawn

North Coast

Aldersgate
 Avon
 Bay
 Bennetts Corner
 Berea
 Brecksville
 Calvary Lakewood
 Celebration UMC
 Ch Of The Saviour
 Chagrin Falls
 Cleveland Christ
 Columbia
 Elyria Community
 Fields
 Garfield Heights
 Garfield Memorial
 Independence
 Lake Shore
 Lakewood
 Mount Pleasant (Medina)

Pearl Road
 Pleasant Hills
 Ridgewood
 Rocky River
 St Paul
 Strongsville
 Westlake

Ohio Valley

Adena
 Amity
 Amsterdam
 Asbury Chapel
 Bannock
 Bell Chapel
 Bellaire First
 Bellaire South
 Bethel
 Bowerston First
 Bowerston Trinity
 Bridgeport First
 Brooks Run
 Carrollton
 Christ
 Deersville
 Dellroy
 East Springfield Church Of
 The Cross
 Flushing
 Hanover
 Harmony
 Harrisville
 Hopedale
 Hopewell
 Jewett
 Lansing
 Maynard
 Mt Pleasant
 Mt Pleasant PGBMT
 Mt Zion
 Mt Zion
 Mt Zion Carroll Co
 New Alexandria
 New Athens
 New Rumley First

Old Wegee
 Perrysville
 Piedmont
 Pine Grove
 Pleasant Grove
 Pleasant Grove
 Pleasant Hill
 Pleasant Valley
 Powhatan Point
 Rankin
 Rayland
 Richmond
 Scio
 Scott Memorial
 Sewellsville
 Shadyside Lincoln Avenue
 Sherrodsville Calvary
 Toronto First
 Toronto Riverview
 Unionport

Southern Hills

Antrim
 Armstrong Mills
 Ava
 Barnesville Main
 Belle Valley
 Belmont
 Bethesda
 Bethlehem
 Beverly
 Byesville Main
 Caldwell
 Cambridge First
 Cambridge Ninth St
 Center
 Chalfant's Chapel
 Chandlersville
 Clarington
 Claysville
 Cumberland
 Derwent
 Duncan Falls
 Dungannon
 Fairview



Thank you and congratulations to these churches which have paid **100% of their Apportionments**

Gaysport
Greenbrier
Hannibal
Hills
Hiramshurg
Jacobsburg
Jerusalem
Keith
Kennonsburg
Lebanon
Londonderry
Lore City
Lowell
Lower Salem
Macksburg
Mary Reed
Mc Kendree
McConnelsville
Middlebourne
Moffett Fletcher
Morristown
Mt Ephraim
New Concord
New Matamoras
Old Washington
Pisgah
Pleasant City
Pleasant Grove Musk
Pleasant Hill
Pleasant Ridge
Ragans Chapel
Rural Dale
Salem
Salem Hall
Salesville
Sand Hill (SH)
Sardis
Senecaville
Smith's Chapel
Somerton
Stafford
Woodsfield

Three Rivers
Adamsville

Amity
Batemantown UMC
Bethel
Beulah
Bigelow
Birmingham
Blissfield
Brandon
Lewisville
Conesville
Coshocton Grace
Danville
Dundee
Ebenezer
Freeport
Fresno
Gambier Epworth
Gay Street
Green Valley Chapel
Holmesville
Hopewell
Isleta
Jelloway
Keene
Killbuck
Kings
Lakeville
Liberty Chapel
Lock Federated
Moreland
Mount Hope
Nashville
Nellie Chapel
New Guilford
New Moscow
Newcomerstown Calvary
Orange
Otsego
Perrysville
Plainfield
Pleasant Grove Tusc
Prairie Chapel
Prospect
Roscoe
Salem (Fredericktown)

South Vernon
Tippecanoe
Trinway
Utica
Waterford
Wesley Chapel
West Chester
West Union
Wolf

Tuscarawas
Alliance Aldersgate
Alliance Christ
Asbury
Bolivar
Centenary
Church Of The Lakes
Crooked Run
Crosspoint UMC
Crystal Park
Dover Faith
East Rochester
Gnadenhutten
Malvern
Massillon Epworth
Massillon Trinity
Midvale
N Canton Faith
New Cumberland
New Franklin
New Philadelphia First
New Philadelphia Otterbein
New Way UMC
Newcomers Chapel of Pigeon Run
Newport
Otterbein
Sandyville
The Vine
Uhrichsville Grace
Union Avenue
Union Hill
Werner
Wilmot



Thank you and congratulations to these churches which have paid **100% of their Apportionments**

Western Reserve

Amboy
 Ashtabula First
 Bulah Calvary
 Chardon
 Cherry Valley
 Colebrook
 Garrettsville
 Geneva
 Gustavus Federated
 Harpersfield
 Hartford
 Hope Ridge
 Jefferson

Kelloggsville
 Kinsman
 Leon
 Light House
 Madison Chapel
 Madison Park
 Mayfield
 Mentor
 Middlefield
 Monroe
 N Mentor Centenary
 Nelson
 New Leaf
 Orangeville

Orwell
 Painesville
 Portage Faith
 Saybrook
 Shoregate
 Southington
 Stateline
 West Farmington
 Wildare
 Willoughby
 Willoughby Hills
 Windham
 Windsor

East Ohio UMC Annual Conference Evaluation 2023

Please use the online form available at <https://www.surveymonkey.com/r/2023AnnConfEval> or scan the QR code to the right with your smart phone camera for a link to this evaluation. If you are filling out by hand, please print legibly. Your answers will be typed into the online survey page for Annual Conference planners to review.



1. What is your East Ohio Conference relationship?
 - Clergy (active)
 - Clergy (retired)
 - Lay (representing a church)
 - Lay (at-large representing district or Conference)
 - Guest

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

3. In which district do you live?
 - Canal
 - Firelands
 - Mahoning Valley
 - Mid-Ohio
 - North Coast
 - Ohio Valley
 - Southern Hills
 - Three Rivers
 - Tuscarawas
 - Western Reserve
 - Other (please indicate)_____

4. Select the option that best describes your travel to and from Annual Conference:
 - I commuted from my home each day.
 - I stayed overnight away from my home.

5. What part of Annual Conference has been the most helpful in equipping you and your church?

6. What was one highlight for you personally at this year's Annual Conference?

7. What suggestions do you have for us to improve the design of Annual Conference to better equip you and your church?

8. What other comments or suggestions would you like to share with the planners of Annual Conference?

Optional:

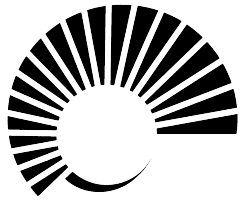
Name _____

Email _____

9. What suggestions do you have for us to design Annual Conference to better equip you and your church?

10. Any other comments or suggestions?

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



JOHN S. KNIGHT CENTER

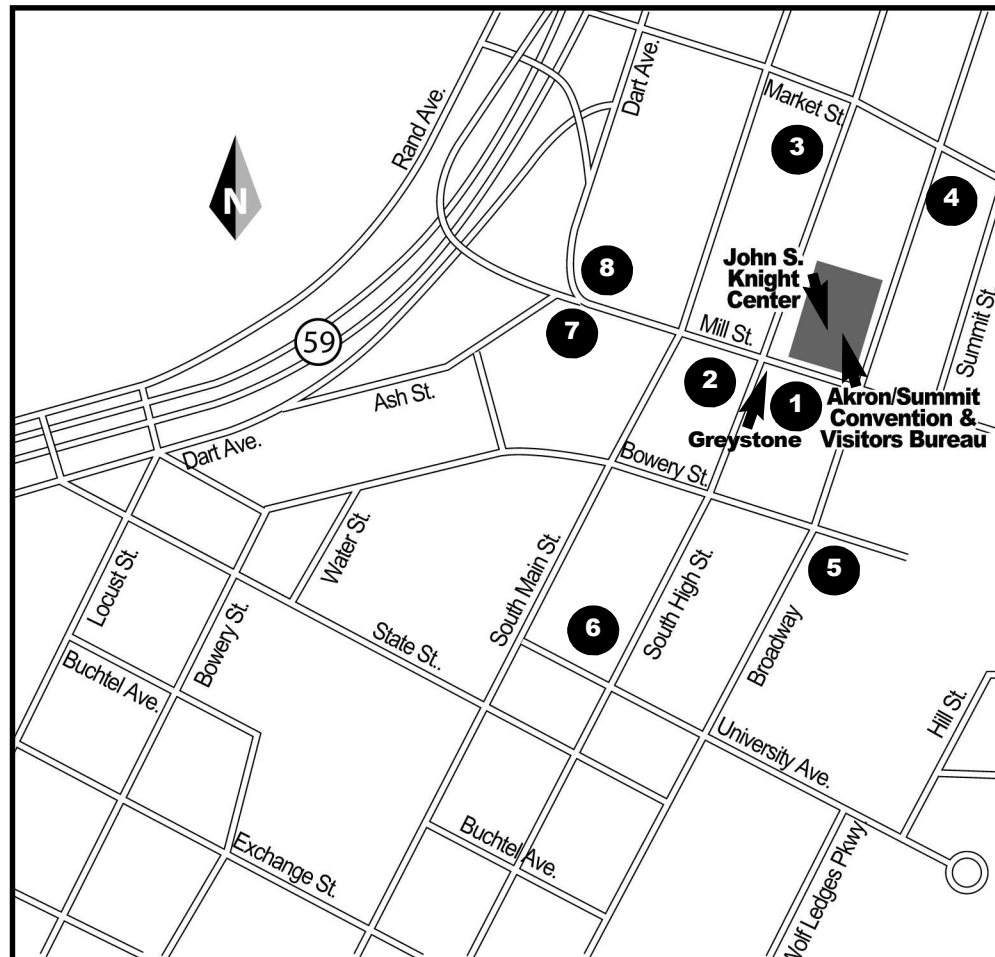
77 E. Mill Street Akron, OH 44308

330.374.8900 800.245.4254

www.johnsknightcenter.org

ADJACENT DOWNTOWN AREA PARKING

- NOTE:** - Parking is FREE in all City of Akron decks on Fridays after 6pm, Saturdays, Sundays and Holidays.
- Mondays through Thursdays, 6pm to 6am - \$2 flat rate.
- City of Akron-owned decks include: Broadway, Cascade, CitiCenter, High/Market & Morley.



- 1** Broadway deck -690 spaces
120 S. Broadway St.
Skywalk to John S. Knight Center
\$1.00 per ½ hour, \$7.00 max
\$65/\$55 per month (rooftop)
24 hrs, 7 days
330.375.2597
- 2** CitiCenter deck -236 spaces
132 S. High St.
\$1.00 per ½ hour, \$7.00 max
\$70/\$92 per month
M-F 7a-9p
330.375.2598
- 3** High/Market deck -595 spaces
40 S. High St.
\$1.00 per ½ hour, \$7.00 max
\$70/\$92 per month
M-F 7a-11p
330.375.2671
- 4** Broadway/Market lot -183 spaces
43 S. Broadway St.
\$2.00 (quarters only)
\$35 per month
24 hrs, 7 days

- 5** Morley Health Center deck -549 spaces
177 S. Broadway St.
\$1.00 per ½ hour, \$6.00 max
\$65 per month
24 hrs, 7 days
330.375.2594
- 6** Summit County deck -1,140 spaces
200 S. High St.
.75 ¢ per ¼ hour, \$5.00 max
\$66.25/\$72 per month
M-Sat 7a-11p
330.434.7232
- 7** Cascade deck -2,031 spaces
10 W. Mill St.
\$1.00 per ½ hour, \$6.00 max
\$70/\$92 per month
24 hrs, 7 days
330.375.2595
- 8** Akron Centre deck -1,014 spaces
11 W. Mill St.
\$1.00 per ½ hour, \$9.00 max
\$75/\$100 per month
M-F 7a-11p
330.375.2596

Note: Rates are subject to change.

A comprehensive parking map for the entire downtown Akron area
is available at www.downtownakron.com.

REV: 01.27.2022