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Board of Ordained Ministry

As we begin a new quadrennium, much is also new with the Board of Ordained Ministry, including some of the leadership team. At a reorganization meeting in the summer 2016, Eric Raygor was elected as a new co-chair, serving alongside our continuing co-chair Amy Wagner. After changes to The Book of Discipline and the designation of her appointment as a part of the Coordinating Cabinet, Amy Wagner stepped down from leadership, and David Janz was elected as co-chair.

The Board held a meeting in November to provide orientation for incoming members, who make up about 1/3 of our total number. At the Provisional Member interviews, this orientation proved to be fruitful, as new Board members took an active role, both in the interview process and in stepping into some of the roles that allow the Board to fulfill its various functions related to the clergy leadership of our Annual Conference.

The Board had a fruitful meeting with the Cabinet, during which we received training in cultural competency from a representative of the General Commission on Religion and Race. Board leadership has identified this as a key point of focus for the quadrennium, and we plan to make this type of training a yearly feature of our work. Related to this, our Executive Committee has decided to begin working early in this quadrennium to identify and equip potential leaders for the Board, with a concerted focus on promoting diversity, not only in the Board, but among its leadership as we move forward.

The Board has also identified a goal of formalizing policies for our work, so that we can have an easily accessible document to share with all of our members, and with the Conference at large. Our desire is to be clear, fair, and open in all that we do.

Our co-chairs will continue the work of their predecessors with the Northeastern Jurisdictional Committee on Ministry, including the chairs of the various Boards of Ministry within the Jurisdiction. Over the past quadrennium, this has proved helpful and informative, and we hope to continue building connections with our peers that will enable us to bring best practices back to Western Pennsylvania.

We are very thankful for each member of our Board, and we look forward to our work over the coming quadrennium.

David Janz & Eric Raygor, BOM Co-chairs

Board of Trustees

The Conference Board of Trustees manages annual conference property, receives and holds in trust bequests and endowments, and serves as the Board of Directors of the Annual Conference Corporation (Book of Discipline ¶2512). The Conference Board of Trustees is amenable to the Annual Conference to which it reports annually.

Conference Properties

The Trustees oversee the maintenance of the United Methodist Center in Cranberry Township and the maintenance of the two conference owned parsonages for clergy serving on Conference staff who do not receive a housing allowance.

In 2016, the Trustees approved a contract to expand the Center’s parking and making the entrance from Freedom Road safer by relocating it further to the west. The Trustees also anticipate upgrading the audio/visual systems in the Center’s conference rooms and upgrading the Center’s video conferencing capabilities to better facilitate meetings with participants in diverse locations.
**District Parsonages**

The Conference Board of Trustees oversees the maintenance of conference owned parsonages for the District Superintendents and their families. The District Boards of Trustees identify maintenance needs and manage any required work. Each district maintains a Discretionary District Parsonage Maintenance Fund. The purpose of this fund is to care for routine maintenance needs within the discretion of the District Boards of Trustees. Each year the districts provide an accounting of the use of these discretionary funds and the Conference Board of Trustees replenishes the funds. After replenishment, the opening balance for 2017 for each district’s discretionary maintenance fund was $4,000.

Also, from time to time the District Boards of Trustees may identify major maintenance needs and submit requests for funding to the Conference Board of Trustees. The Conference Trustees prioritize these requests and make awards from available funds.

Two recent District Parsonage purchases (Washington, in 2012 and Butler, in 2013) were financed through mortgages. The annual servicing costs (principal and interest payments) have always been funded by the Connectional Apportionment budget. In 2016, an adjustment was made to the Major Maintenance Fund to reclassify the principal payments that had not been reduced from the prior Conference Properties budget surplus clearances.

<table>
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<tr>
<th>Description</th>
<th>Washington</th>
<th>Butler</th>
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<tr>
<td>Original Amount Financed</td>
<td>$172,106</td>
<td>$302,432</td>
</tr>
<tr>
<td>Principal payments, 2012 – 2015</td>
<td>($61,416 total)</td>
<td>($30,039) ($31,377)</td>
</tr>
<tr>
<td>Principal reduction due to refinancing, 2014</td>
<td>$0</td>
<td>($193,112)</td>
</tr>
<tr>
<td>Principal payments, 2016</td>
<td>($15,174 total)</td>
<td>($9,951) ($5,223)</td>
</tr>
<tr>
<td>Mortgage Balances, December 31, 2016</td>
<td>$132,116</td>
<td>$72,720</td>
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**Abandoned Churches and Cemeteries (Book of Discipline ¶2549).**

When a congregation closes, responsibility for the abandoned property rests with the Conference Board of Trustees. When possible, the Trustees redeployed the property for continuing use in United Methodist ministries, and when no such use exists, the Trustees sell the property. Typically, these properties are in declining or rural settings and the aging buildings are in need of major maintenance. This means these properties typically sell at distressed values. The net proceeds from these sales are split equally between the Conference Board of Trustees and the Cabinet Abandoned Church Fund.

At the beginning of 2016, the Trustees had four abandoned properties it was either evaluating for potential redeployment or was marketing for sale. Three of these properties were eventually sold. One of the properties the Trustees sold was in an urban center (population > 50,000) and the net proceeds of that sale have been set aside for use to develop ministry within that urban community in accordance with ¶2549.7 and Conference Rule 3.4.7. During 2016, the Cabinet notified the Trustees of a continuing listing of properties that local churches abandoned, one of which is in an urban center. Therefore, the Trustees continued the work of processing abandoned properties by either evaluating them for potential redeployment for United Methodist ministry or for marketing for sale.
### Trustees Capital Improvement Funds (Conference Rule 3.4.7)

**Trustees Major Maintenance Fund (Conference Account)**

- **Opening Balance (December 31, 2015):** $350,611
- **Connectional Apportionment designated for major maintenance:** $18,452
- **Funds used for major maintenance:** ($29,256)
- **Net proceeds from sale of abandoned church properties:** $484,984
- **Redistribute net sale proceeds to Cabinet Abandoned Church Fund:** ($116,847)
- **Redistribute net sale proceeds for urban ministry development (per ¶2549.7):** ($251,040)
- **Clearance of Conference Properties budget surpluses:** $61,615

**Reclassifications & Prior Period Adjustments**

- **Adjustment for prior period investment earnings (losses):** ($21,589)
- **Adjustment for prior period mortgage principal payments:** ($61,416)
- **Reclassification of current period mortgage principal payments:** ($15,174)

- **Closing Balance (December 31, 2016):** $420,340

**Trustees Capital Improvement Fund – T1591 (UM Foundation Account)**

- **Opening Balance (December 31, 2015):** $283,512
- **Reinvested Earnings:** $13,190
- **Net Change in Unrealized Gains / (Losses):** $3,172
- **Closing Balance (December 31, 2016):** $299,874

**Total Trustees Accounts (December 31, 2016):** $702,214

The cost of acquiring new Conference property as well as expenditures on existing properties exceeding $5,000 that extends the property’s useful life are capitalized and are depreciated over the property’s useful life. At the discretion of CF&A, capitalized assets are funded either through available Conference Funds, Trustees Capital Funds, or are financed with a mortgage or other type of secured loan. 2016 capital expenditures totaled $175,998 all funded from available Conference Funds.

The Conference Board of Trustees thanks the Annual Conference for the financial support of its work. The Board also appreciates the cooperation and assistance of the Office of the Bishop, the District Superintendents, the Treasurers Office, the Conference Chancellor, the Facilities Manager, the Council on Finance & Administration, the Conference Parish and Community Development Committee, the Episcopal Residence Committee, and the District Boards of Trustees. The Church truly is of God and will be preserved until the end of time.

Thomas R. Hallman, Trustees Chair

### Council on Finance & Administration

This past year was one of transitions. The first half of 2016, Paul Ritchey did a good job in leading the Council on Finance & Administration. As he has transitioned off the committee, I was elected chair. At the first meeting, I saw many new faces to the committee. We spent some time reviewing the Council on Finance & Administration roles and responsibilities. Another transition that occurred, Bishop Moore-Koikoi was appointed to the Annual Conference. As we learn about our roles and responsibilities, we are also learning to work with our new bishop. There are some processes that will be modified as we work together on future budgets and other items.
As part of our roles and responsibilities, we divided into three sub-committees; a budget committee, an administration committee, and a communication committee. The budget committee plans to review the budget and the questions used to start the budget conversations with the Annual Conference committees. The budget committee will study what the Annual Conference ministries are doing with the apportionment resources allocated to them. The administration committee is set up to provide oversight and counsel with the different administrative pieces that are under the purview of the Council on Finance & Administration. The third committee, communication, is designed to help with communication to the members of Annual Conference. We want to strengthen our connection. There was also an ad-hoc committee set up to begin the work of reviewing the apportionment formula. As of the writing of this report, the ad-hoc committee is still in the process of review.

Another part of the Council on Finance & Administration is to the fund ministry of the Annual Conference. I want to say thank you for your faithfulness. Your faithfulness during difficult financial times is inspiring. In the year 2016, you gave 92.5% of the budget. The budget for 2016 was $9,704,760 and $8,979,745 was received. This enabled the payment of 100% of the General Conference Apportionments for the tenth year in a row. Western Pennsylvania is one of a handful of Annual Conferences to pay in full. It is truly inspiring to see the faithfulness of God’s people who are called United Methodist.

Thank you for your faithfulness and your trust as we continue to be good stewards of the resources you give!

Seth A. McClymonds, CFA Chair

Apportionment Review

Introduction and Response to 2016 Annual Conference Motions

During the 2016 Annual Conference floor discussion of RS401 (2017 Connectional Shared Ministry Budget), motions were made to lower the Base Percentage to 12% (or 12.75%) from the proposed 13.5%. These motions were referred to the Council on Finance and Administration (CF&A) for consideration in building the 2018 budget.

Finding the Base Percentage is achieved by starting with the total dollar amount of the Conference budget. From there, the level at which apportionments must be contributed in order to meet the budgeted dollars is set. A decrease in the Base Percentage would result in a decrease to the overall budget and could have significant, adverse effects on our Nurture, Outreach, and Witness ministries. To aid in a better understanding of the Connectional Shared Ministry Budget and how, where, and the extent to which budgetary changes could be made, additional background information has been provided below.

To further respond to the motions made at Annual Conference, a sub-group of the CF&A Committee undertook a review of the current expense-based apportionment formula and also included an assessment of 3 different income-based models. These findings are included below the budget components and background information.

Budget Components and Background Information

Before discussing the analysis of the Apportionment sub-group, it is important to review some fundamental elements of the Connectional Apportionment budget as well as some historical information, including:

1. The Connectional Apportionment budget is comprised of Fixed, Semi-Fixed, and Variable costs - some of which we have no ability to influence and/or require 100% distribution.
a. Fixed and Semi-Fixed Costs include items such as General and Jurisdictional Apportionments, Salaries and Pension/Healthcare Benefits, Equitable Compensation, Conference Parsonage/Episcopal Residence Maintenance, and Conference Sessions.
b. Variable Costs are essentially the funds used to support the Nurture, Outreach and Witness Ministry programs.

2. The percentage breakdown of the 2016 and 2017 Connectional Apportionment budgets are as follows:
   a. Fixed / Semi-Fixed: 73.3% and 75.3%
   b. Variable: 26.7% and 24.7%

3. The Connectional Apportionment budget (i.e., total dollars) is developed through a bottom-up process of accumulating the Committee and Agency budget requests, assessing their alignment with Conference Mission, Vision, and Core Values, and their alignment with prior budgets, requests, and actual spending patterns.

4. Once the total dollar amount of the Connectional Apportionment budget is determined, the Base Percentage is calculated (i.e., the Base Percentage is a result of the budget amount, not a stand-alone component).

5. It is important to note, while keeping the total Connectional Apportionment budget relatively flat from 2015 ($9.778 million) through 2017 ($9.682 million), the Base Percentage has been decreased from 15.0% to 13.5%.
   a. For each 0.5% decrease in the Base Percentage, there is a corresponding decrease of approximately $340,000 to $370,000 in the total amount apportioned to local churches.
   b. For 2017, at 13.5%, if we collect 100% of the apportioned amounts, we will still fall short of the $9.682 million total budget.

6. In 2017, a decrease of the Base Percentage to 12% would have reduced the overall budget by $1.1 million and had a radical impact on the ministry of the annual conference.

**Apportionment Formula Review**

The sub-group of the CF&A committee spent time looking at three different income-based models of apportionment.

**Pledge Offering**

The first model studied was based on a formula that incorporated the Pledge Offering that churches reported on the 2015 Statistical Reports. The chart below shows the percentage changes when compared to our current model for the 798 churches for which data was available.

The changes in the apportionment are as follows:

- 15 churches would see over 100% increase
- 287 churches would see increases from 10 - 99%
- 116 churches would see increases up to 9.9%
- 3 churches would not be affected
- 134 churches would see decrease up to 9.9%
- 242 churches would see decreases from 10 - 87%
**Gross Offering**

The second model studied used Gross Offering - less designated giving - and was based on the same Statistical Data from 2015. The chart below shows the changes compared to our current model.

![Gross Offering Chart]

The changes in the apportionment are as follows:
- 15 churches would see over 100% increase
- 263 churches would see increases from 10 - 99%
- 126 churches would see increases up to 9.9%
- 4 churches would not be affected
- 173 churches would see decreases up to 9.9%
- 219 churches would see decreases from 10 - 95%

**Tithe Model**

The third model studied was based on a tithe model, and did not include designated giving. This model’s data also came from the 2015 Statistical Reports. This model showed that the budget would not be met even if everyone gave 100% of the apportionment requests. Designated giving would need to be factored into the tithe model to meet the proposed 2018 budget.

**Conclusion**

The conclusion of the sub-group is to leave the apportionment formula as it is. The Tithe Model did not provide enough income to meet the budget without including designated giving. The Pledge Offering and Gross Offering models would provide enough funds for the budget, but would also cause a lot of upheaval. There are only a handful of churches that would not see significant changes. Over half of the churches would see increases in their apportionment - one of which would be over 200%. Some of these increases would take over 10 years to implement if a 5% cap was in place. It is the opinion of the sub-group that the Annual Conference’s budget would be almost impossible to meet during the first five years of implementation due to all of the changes. There were also some questions as to the accuracy of the income data used for the models. Questions arise pertaining to income reporting practices, which leads to the thought that some of the income lines are not as accurate as they must be to rely on income-based models as the foundation of apportionment.

This report has been respectfully submitted by the CF&A Apportionment Formula Sub-group members: Jim Knipple, Lorren Riggle, Larry Bridge, Roger White, Rita Platt, and Seth A. McClymonds, Jr.

**Disability Concerns**

2016 was an exciting year for the Disability Concerns Committee. We were once again able to continue our awareness campaign at the 2016 Western PA Annual Conference. We recognize the need for everyone to be aware that there are many people
affected by disability in ways that we could not possibly see simply by looking at them and acknowledge our call to respond to that need with compassion and advocacy efforts. We also had many take advantage of our Book Lending program, which allows clergy and laity to borrow books from the Disability Concerns Committee that offer resources and information about various disabilities, disability awareness, and disability inclusion.

We held our annual spirituality retreat for persons affected by disability at Olmsted Manor in the fall. This is a time for persons affected by disability to find safe space to be in fellowship and engage in spiritual formation together. Our retreat this year focused on being one’s own advocate, and addressed key issues related to self-advocacy for adults affected by disability. There is much energy present for this retreat, and for finding ways to create sacred space for persons affected by disability in a retreat format throughout the conference, moving forward.

The committee was able to award several grants to assist local churches in accessibility projects. We have heard about the tremendous impacts that these projects have had on persons affected by disability and celebrate the ways that many churches are making necessary improvements to make it possible for all of God’s children to enter and participate fully in our churches. We also awarded a grant for a parsonage, and acknowledge the necessity of creating fully accessible space for clergy and their families in addition lay people. With the addition of the accessibility audit to the required charge conference forms, we have seen a general increase in inquiry from local churches who wish to make their churches and spaces more accessible.

We were able to accomplish quite a bit as we sought to promote accessibility and disability awareness in our local churches around Western Pennsylvania throughout 2016. We also gained new members with fresh energy and began a journey under new leadership. We are looking forward to strengthening our presence and support in local churches around the conference, and cannot wait to see how God will use each of us to continue to grow our churches into places where all people are welcome, included, and nurtured in the coming year.

Anais Hussian, Disability Concerns Chair

Episcopacy Committee

Any pastor or church that has experienced a leadership change understands that an excellent farewell to an outgoing pastor helps pave the way for an excellent welcome to the incoming pastor. The same principle applies to the transition of episcopal leadership. In 2016, our Annual Conference experienced this transition as we said farewell to Bishop Thomas and Sally Bickerton after twelve years of leadership and ministry and said welcome to Bishop Cynthia Moore-Koikoi and Rev. Raphael Koikoi as they began their ministry with us.

The Episcopacy Committee was tasked with both farewell and welcome events. In a desire for transparency and accountability, this report is designed not so much to retell what was done but to give a snapshot of the financials associated with these events.

Total income available for all events .............................................................. $38,824

Funds utilized were received via the regular budget, unused 2015 budget funds from our committee that were “carried over”, and some other funds made available from CF&A.

Expenses for Bishop Bickerton’s farewell are as follows:
Deposit for event with those Bishop Bickerton had ordained (actual event funded via Episcopal office) ......................................................... $200
Farewell event with Bishop Bickerton and his Cabinet .................................. $4,148
Annual Conference farewell (Friday night reception that hosted about 800-900 people):
Reception entertainment and decorations.................................................................. $2,677
(including pineapples, Hawaiian leis, and steel drum band).
[Note: The pineapples were delivered to the Slippery Rock food pantry
and distributed to their guests on the Saturday of Annual Conference.]
Gifts for Bishop and Sally, his parents, and transportation for their children to attend the
farewell reception...................................................................................................... $2,837
Total expenses to Episcopacy for farewell events..................................................... $9,863
[Note: Because we partnered with Sessions to utilize an already existing event (the ice
cream social) for the main farewell reception instead of hosting something new, the food
costs were included in the budget expenses for Sessions and not Episcopacy.]
Expenses for Bishop Moore-Koikoi’s welcome are as follows:
The event was held in October at the Crossfire Campus of First UMC in Butler. There was
no charge for the use of the church facility. Over 600 people attended the service.
Gifts for Bishop (including signs of her Episcopal office - the stole and crozier
[Note: a crozier is the bishop’s shepherd staff]) ........................................ $2,876
Catering expenses...................................................................................................... $8,550
Expenses for worship, decorations, and equipment rental ........................................ $2,593
Total expenses to Episcopacy for the welcome event............................................. $14,019
Total expenses to Episcopacy for all 2016 farewell and welcome events................. $23,882
I am grateful for the tireless efforts of the Episcopacy committee and countless
other individuals and ministry teams that helped make these events happen. Their servant
hearts enabled us to accomplish our goals of providing both an excellent farewell and an
enthusiastic welcome as we went through this season of leadership transition.
Matthew Judd, Episcopacy Chair

Evangelism Team
Your Western PA Conference Evangelism Team continues to plan and organize
training events focused on equipping laity and pastors for more effective and fruitful
evangelistic efforts. In order to do this effectively, we continue to plan our efforts through
the lens of our definition of Evangelism stated as follows:
Goal of Evangelism: To bring people into a personal relationship with Jesus Christ
and help them become fully devoted followers of Jesus Christ, therefore we understand
evangelism to be:
An intentional and holistic presentation of the Gospel through word, deed, and sign that;
* Introduces people to God’s grace through Jesus Christ.
* Invites people to respond to Jesus Christ in repentance and faith as Savior and Lord.
* Instructs Christians in the ways of discipleship and becoming Christ like while
encouraging continued spiritual growth.
* Inspires Christians to proclaim, serve and witness in ways that testify to the Gospel of
Jesus Christ and address human brokenness, suffering, shame and guilt, and that provide
healing, hope and life through faith in Jesus Christ as Savior and Lord.

We continue to vision ways to reach out into the individual districts and churches
to identify evangelists, both lay and clergy, to equip them to do the work of evangelism
and to motivate them to go! Our vision is: FIRE!
To redefine our evangelistic mission by:
* Fostering a Wesleyan based movement within our Conference.
* Intentionally discovering leaders, both clergy and laity that have a passion for and calling
to evangelism.
Renewing spiritual passion within our congregations that springs from a transforming relationship with Jesus Christ. 
Establishing our distinct United Methodist identity through our Wesleyan heritage, theology and doctrine.

Your evangelism team was scheduled to put on a Congress on Evangelism in 2016 but due to General Conference, Jurisdictional Conference, Annual Conference and another calendar conflict, we were not able to schedule our keynote speaker. We are making plans in 2017 to put on our normally scheduled Clinic on Evangelism (Pastor’s School) during the first part of the year and then put on the Congress on Evangelism in the Fall. We are excited as we plan both events and are following a new event skeleton to not only help plan the event efficiently but also to help mentor the next class of people who will need to plan and implement events in the future. We are looking forward to many years in the future of successful events to continue calling out the gift of evangelism in both laity and clergy within our conference churches.

For the third year in a row we have provided resources at our table at Annual Conference that help clergy and laity train people in their local churches to do effective evangelism in many different ways. We also held a very successful lay academy in 2016 with standing room attendance for the fourth year in a row.

With resources provided by AC2016, we hired Rev John Zimmerman to produce several video clips called Good News Clips that encourage pastors, congregations and individual lay people to say “I can do that” by training with these short 3-5 minute visual inspirations. We plan to produce 4 to 6 more of these in 2017.

We continue to fulfill our relationship with our General Evangelists and Conference Evangelists. Our Annual Conference approved Luella Krieger as Conference Evangelist for the third year. AC2016 also approved John Zimmerman of AF180 ministries as full time evangelist for the third year and Christine Rogan as full time General Evangelist for a second year. Our responsibilities with the evangelists include annual evaluations, recommending them to the Annual Conference and promoting them throughout our conference. We have policies and guidelines for both General Evangelist and Conference Evangelist. This information will inform those who desire to explore the calling of evangelist and provide guidelines and expectations for those who are currently approved as evangelists.

Evangelism is an integral part of discipleship and not just a segmented part of the Christian life; therefore, a holistic understanding of evangelism will encompass the varied theological focuses of our conference and inform all of the different avenues of ministry and mission carried out by our local churches.

We covet your prayers as we seek to fulfill our responsibilities in the Western PA Conference to provide leadership, connection and resources to make disciples of Jesus Christ for the transformation of the world through an effective evangelistic outreach.

Paul Morelli, Evangelism Chair

Health As Wholeness

The Health As Wholeness team (under the Board of Global Ministries) created a vision and mission statement in early 2016 in an effort to revitalize and move the mission and ministry of this committee forward.

Vision: Our vision is healthy clergy, congregations, and communities.

Mission Statement: Our mission is to enable people to answer Jesus’ call to healing ministries that invite all persons into wholeness and holiness of body, mind, and spirit. Building on our Wesleyan roots, the Western PA Conference Health as Wholeness
Team serves clergy, congregations, and communities by providing professional resources, trainings, and incentives with integrity and grace. We will offer connections and collaborative space that encourage and affirm healthy living and holistic ministry.

With collaboration of team members and others as needed, a self-care covenant document for Clergy Wellness was drafted. This is being used throughout the WPA Conference by district superintendents with clergy and staff-parish committees this past year. It is also available on the WPAUMC web site,

http://www.wpaumc.org/healthaswholeness

The current focus of the team is Healthy Congregations and what that might look like in Western PA. We have been diligently reviewing materials that have been developed by other agencies throughout The United Methodist Church connection as well as other faith-based organizations. The purpose is to develop an assessment tool that local congregations might find helpful to assist the “health” of the congregation. Look for continued information on the website in the upcoming months.

For Healthy Clergy, Congregations, and Communities in Western Pennsylvania,

Dara Sterling, Health as Wholeness Convener

Witness Team

The Witness Team is one of the three work areas that encourage collaboration between a set of conference agencies. Our team consists of the chairpersons of Archives and History, Evangelism, Discipleship, Communication, Higher Education and Campus Ministry, Parish and Community Development, and Christian Unity and Interreligious Relationships along with four members at large. We used our connectional funding to enable our annual conference to be represented at a national ecumenical gathering and to assist some local collaborations in evangelism.

Michael E. Long, Witness Team Chair

Commission on Archives & History

After nearly forty years and a great relationship, we had to part ways with Allegheny College. For the last twenty years, they graciously gave us space in the basement of their library for our Archives Center with no charge for rent or utilities. With their need for expansion and they were unable to find other space on campus for us, we had to move.

There were several options that were presented to the Commission. Of the options considered, a proposal from the members of the Old Salem United Methodist Church became our best solution. In July we moved the Archives Center to Old Salem and are in the process of working to put everything in its place. Our archivist, Dave Grinnell is giving us direction in this matter.

Old Salem has a rich history in Methodism and the fit is good. Our presence helps that congregation survive and to concentrate more on their ministry than on fundraising. Our thanks to Conference Secretary John Wilson, Director of Connectional Ministries Greg Cox, Franklin District Superintendent Allan Brooks and Conference Treasurer Larry Bridge, along with CFA for all their help in making the transition possible.

We have upgraded with some new equipment to help us with our microfilm and computerization. Our archivist is helping with new policies of storage and in the future, online usage.

Members of the Commission are going regularly to the Center on Fridays or Saturdays to continue getting everything in order. In addition, there has already been over three dozen visits or inquiries in the first quarter of our occupancy in the new setting.

Edwin J. Herald, CAH Chair
Commission on Equitable Compensation

You may ask what is The Commission on Equitable Compensation (CEC)? As per our Book of Discipline we get to have a CEC that “provides for these functions and maintain the connectional relationships” (BOD, ¶625.1) whereas ‘these functions’ are “to support full-time clergy serving as pastors in the charges of the annual conference” primarily by: “recommending conference standards for pastoral support… [and]… by administering funds to be used in base compensation supplementation” (BOD, ¶625.2).

It is an honor and privilege for the Commission on Equitable Compensation to report more than 28 church/charges have been aided financially to help pay their pastor’s salary in 2016. This amount is an increase from 2015 by more than 15%.

We, as the CEC, were able to support and encourage new church starts, traditional churches, non-traditional churches, ethnic ministries, rural churches, urban, and suburban churches. It is solely due to the generosity of all of our local churches that God’s ministry through your Western PA Conferences’ CEC has been able to strengthen the connectional bond between our clergy, local churches, districts, and conference.

Corben M. Russell, Equitable Compensation Chair

Commission on Status & Role of Women (COSROW)

2016 was an historic year for women in the church and for the Western PA Conference.

2016 was the 60th anniversary of full clergy rights for women. Prior to 1956, women in various conferences were permitted to be clergy with varying rights. Women were not itinerant, did not have benefits and full rights. In 1956, General Conference voted to give women Full Clergy Rights. In 2016, only 11% of US congregations are led by women. Female clergy still struggle to receive lead pastor appointments to large membership churches and salary is unequal between women and male clergy.

2016 was also the 40th anniversary of the first clergywomen elected to be delegates to the General Conference. The female representation of clergywomen delegates in 2016 was 36%, somewhat proportional to the percent of female clergy, but significantly below the percent of female membership in the church.

Jurisdictional Conferences in 2016 elected 7 female bishops, the largest number of females ever elected. 4 of the 7 elected were African American. There had not been an active African American Female Bishop since 2012. Two of the African American female bishops were elected in our jurisdiction, the Northeast Jurisdiction. Two of the female bishops, one African American, are leading two of the largest conferences in the denomination, by membership, North Georgia Conference and the Virginia Conference.

Western Pennsylvania received one of these historic female bishops, Bishop Cynthia Moore-Koikoi. She is our first African-American female bishop and in fact, our first female bishop. We are honored and blessed to have her here.

“As a woman of color, I have learned the gift of perseverance, being able to hold onto hope in the midst of oppression,” said Moore-Koikoi, shortly after her election. “Our denomination needs that. As our pews become more empty, as we experience more financial difficulties, we have to hold out hope. I have had to use my spiritual eyes.”


WPA COSROW hosted a 60th anniversary lunch with Bishop Moore-Koikoi as our speaker, November 9, 2016 at Salem Church in Wexford, PA. Approximately 50 people, mainly female clergy, and their supporters shared a strong sense of community. One clergywoman said, it was such a stress reliever to speak and be understood without
having to interpret. Many of WPA’s ‘firsts’ were present, including our longest distance
guest, Martha Orphe, our first African American female District Superintendent and Dean
of the Cabinet. We acknowledged that so many of our female clergy are/have been ‘firsts’
in the variety of settings and leadership roles they find themselves in, often being the first
female pastor the congregation has. As part of her address to the gathered, Bishop Moore-
Koikoi stated, “It is not about promoting female pastors over male pastors, it is about the
fact that we will not reach our God-given potential until ALL of us reach our God-given
potential together. If one element of our population is discriminated against, is diminished,
then we all are diminished.”

http://www.wpaumc.org/newsdetail/struggle-for-women-clergy-rights-continues-6662633
Additional Resources- www.gcsrw.org

COSROW’s closing report to the 2016 Annual Conference concluded with these
words, which are fitting here. “Let it be a time for us to change the way we have related to
each other. Let us make this a change to intentionally focus on eliminating the
marginalization of others and to fully embrace our call to be people of God and light to the
world. We can do this, individually and corporately. We can reshape the world by
reshaping our relationships right here in Western Pennsylvania right now.”

Peggy Ward, COSROW Chair

**Commission on Christian Unity & Interreligious Relationships**

How can local churches partner with other people of faith in the work of making
disciples and transforming the world? What can we do together that we cannot do
separately? How can our Annual Conference utilize ecumenical and interfaith partnerships
to achieve our mission and vision? These are some of the questions that have driven the
work of the CUIR Commission in 2016.

Jesus prays in John 17:20-21, “I ask not only on behalf of these, but also on behalf
of those who will believe in me through their word, that they may all be one. As you,
Father, are in me and I am in you, may they also be in us, so that the world may believe
that you have sent me” (NRSV).

Congregations often think of ecumenical and interfaith ministries as something
extra that we should only invest time and resources in after the primary work of ministry
is done. But Jesus’ prayer in John 17 shows us that working in unity with other people of
faith is absolutely essential to sharing the good news of Jesus Christ with the world.

We believe that all United Methodist congregations can benefit from ecumenical
and interfaith partnerships, whether they are large or small; rural, suburban, or urban;
theologically progressive or conservative. Working together with other people of faith
enables United Methodist Christians to learn from other people’s experiences of God, to
pool our best ideas and resources to make a difference in our community, and to bear
witness to the love of God with a unified voice.

One of the greatest ways our CUIR Commission equips local churches is through
our ongoing financial support for four regional ecumenical bodies that bring together
congregations for shared discipleship, witness, and social action: The Pennsylvania
Council of Churches, Christian Associates of Southwest PA (CASP), Inter-Church
Ministries of Erie County, and Christians United of Beaver County. At the 2016 Annual
Conference, CUIR sponsored a Lay Academy Session with the Islamic Center of
Pittsburgh, increasing awareness about how local churches can partner with Muslims in
our area. The Commission held meetings in 2016 with a group from Pittsburgh First UMC
who attended the Parliament of the World’s Religions and with Rev. Liddy Barlow, the
Executive Minister of CASP. Individual Commission members participated in the National
Workshop on Christian Unity, the Pittsburgh Interfaith Justice Coalition, the CASP Theology & Education Committee, the Council of Bishops Office of Christian Unity and Interreligious Relationships (OCUIR), and several local ministerial associations.

Looking ahead to 2017, the CUIR commission continues to focus our work around the goal of increasing awareness in local churches about how ecumenical and interfaith partnerships can enable local churches to make disciples and transform the world. This will be accomplished through: 1. A new Ecumenical & Interfaith Ministries Grant to highlight and support the work of one exemplary church 2. A table at Annual Conference focused on equipping local churches, and 3. Two new initiatives that utilize Ecumenical and Interfaith partnerships to achieve our goal of dismantling Racism.

Working together in partnership with other people of faith in Western PA, each of our congregations can help to make Jesus’ prayer a reality on earth as it is in heaven: “that they may all be one… so that the world may believe.”

Scott Shaffer, CUIRC Chair

**Camping & Retreat Corporations Committee**

God is working in amazing ways through our camping and retreat ministries. Our four facilities, Camp Allegheny, Jumonville, Olmsted Manor, and Wesley Woods, each offer sacred time and space away from the stress and noise of everyday life. Through summer camp and retreats, children, youth, and adults can come apart and experience spiritual renewal and faith formation in an intentional Christian community. Every year thousands of people get the opportunity to come to these beautiful sites and as a result the whole Church benefits. When our children and youth spend a week focused on growing their understanding of discipleship, they develop as principled Christian leaders. When our college aged staff come to work for a whole summer, they walk away with a new understanding of what it means to be a role model and how to stand strong for Christ. When adults take the time to come on retreat, they are renewed and gain valuable understandings of the key truths to their walk with Jesus. This spiritual growth happens year-round through retreats and camping events, but summer is certainly the best time for camping and retreat ministries. Here is just a sample of what happened last summer:

**Total Summer Campers (traditional camp) .............. (participants beyond traditional camp)**

<table>
<thead>
<tr>
<th>Camp</th>
<th>Traditional Campers</th>
<th>Other Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Camp Allegheny</td>
<td>649</td>
<td>695</td>
</tr>
<tr>
<td>Jumonville</td>
<td>810</td>
<td>2,618</td>
</tr>
<tr>
<td>Wesley Woods</td>
<td>602</td>
<td>425</td>
</tr>
<tr>
<td>Trips</td>
<td>14</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>2,075</strong></td>
<td><strong>3,738</strong></td>
</tr>
</tbody>
</table>

Every summer our three church camps offer fantastic traditional summer camp programming; but that’s not all they do! They also serve dozens of other groups including: band camps, family camps, retreat groups, church groups, etc. The ministry of your summer camps touched the lives of **5,813 participants** in 2016.

_Camper Experience:_

“It (camp) led me to join a local church and youth group.” – Jumonville Camper

“It (camp) helped clarify some of my questions that I have about my faith and make it stronger.” – Jumonville camper

“Thanks so much to everyone involved at the camp! My son came home yesterday with a sense of gratitude towards his parents and personal belongings, a higher level of helpfulness and, best of all, a greater interest in God. Although he started out the week homesick, his new friends formed a unit of support for each other that was impressive. This was a week that I will always be thankful for!” - Camp Allegheny Parent
At Wesley Woods, 123 campers made a first time commitment to follow Jesus Christ and 298 campers had a significant faith formation experience, during their week at camp. WOW!

In the traditional summer camp program, your three sites serve campers from many denominational backgrounds and many who do not have a home church at all. But about 2/3 of the campers do come from the congregations of the Western PA United Methodist Annual Conference. Here are some of those churches:

Churches who sent 10 campers or more:

<table>
<thead>
<tr>
<th>Harrison City: Community UMC</th>
<th>Bradford: Evans Memorial UMC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baldwin Community UMC</td>
<td>Grove City: Grace UMC</td>
</tr>
<tr>
<td>Indiana: Trinity UMC</td>
<td>Venetia: Wright's UMC</td>
</tr>
<tr>
<td>Dutilh UMC</td>
<td>Murrysville: First UMC</td>
</tr>
<tr>
<td>Greensburg: First UMC</td>
<td>Pittsburgh: First UMC</td>
</tr>
<tr>
<td>Delmont: Faith UMC</td>
<td>Vandergrift: First UMC</td>
</tr>
<tr>
<td>Somerset: Grace UMC</td>
<td>Grover Ave UMC</td>
</tr>
<tr>
<td>Charter Oak UMC</td>
<td>Anne Ashley UMC</td>
</tr>
<tr>
<td>Clarion: First UMC</td>
<td>Lower Burrell: Bethel UMC</td>
</tr>
<tr>
<td>Heritage UMC</td>
<td>Butler: First UMC</td>
</tr>
<tr>
<td>Monroeville UMC</td>
<td>Kane: First UMC</td>
</tr>
<tr>
<td>Windover Hills UMC</td>
<td>Monongahela: First UMC</td>
</tr>
<tr>
<td>Knoxdale UMC</td>
<td>Sharon: First UMC</td>
</tr>
<tr>
<td>Trinity UMC</td>
<td>Ingomar UMC</td>
</tr>
<tr>
<td>Bethel Park: Christ UMC</td>
<td>Knox UMC</td>
</tr>
<tr>
<td>South Fork: First UMC</td>
<td>Pittsburgh: Mt. Lebanon UMC</td>
</tr>
<tr>
<td>Patton: Trinity UMC</td>
<td>Oakland UMC</td>
</tr>
<tr>
<td>Heckathorn UMC</td>
<td>Saegertown UMC</td>
</tr>
<tr>
<td>Latrobe UMC</td>
<td>Wexford: Salem UMC</td>
</tr>
<tr>
<td>Barren Run UMC</td>
<td>Wesley Chapel UMC</td>
</tr>
<tr>
<td>Irwin: First UMC</td>
<td>Bakerstown UMC</td>
</tr>
<tr>
<td>Central Highlands Community UMC</td>
<td>Johnstown: Belmont UMC</td>
</tr>
<tr>
<td>Circleville UMC</td>
<td>Salix: Bethel UMC</td>
</tr>
<tr>
<td>Creekside UMC</td>
<td>Pitcairn: Center Ave UMC</td>
</tr>
<tr>
<td>Crossroads UMC</td>
<td>Franklin: Christ UMC</td>
</tr>
<tr>
<td>Oil City: Grace UMC</td>
<td>Edwards Chapel UMC</td>
</tr>
<tr>
<td>Sidman: Mt Olive UMC</td>
<td>Saltsburg: First UMC</td>
</tr>
<tr>
<td>Fertigs UMC</td>
<td>North Clarion: Good Shepherd UMC</td>
</tr>
<tr>
<td>Manor: First UMC</td>
<td>Indiana: Grace UMC</td>
</tr>
<tr>
<td>Hastings UMC</td>
<td>Purchase Line UMC</td>
</tr>
<tr>
<td>Wesley UMC</td>
<td>Russell UMC</td>
</tr>
</tbody>
</table>

Churches who sent 6 to 9 campers:

<table>
<thead>
<tr>
<th>Bradford: Evans Memorial UMC</th>
<th>Grove City: Grace UMC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Venetia: Wright's UMC</td>
<td>Murrysville: First UMC</td>
</tr>
<tr>
<td>Pittsburgh: First UMC</td>
<td>Vandergrift: First UMC</td>
</tr>
<tr>
<td>Grover Ave UMC</td>
<td>Anne Ashley UMC</td>
</tr>
<tr>
<td>Lower Burrell: Bethel UMC</td>
<td>Butler: First UMC</td>
</tr>
<tr>
<td>Kane: First UMC</td>
<td>Monongahela: First UMC</td>
</tr>
<tr>
<td>Sharon: First UMC</td>
<td>Ingomar UMC</td>
</tr>
<tr>
<td>Knox UMC</td>
<td>Pittsburgh: Mt. Lebanon UMC</td>
</tr>
<tr>
<td>Oakand UMC</td>
<td>Saegertown UMC</td>
</tr>
<tr>
<td>Wexford: Salem UMC</td>
<td>Wesley Chapel UMC</td>
</tr>
<tr>
<td>Bakerstown UMC</td>
<td>Johnstown: Belmont UMC</td>
</tr>
<tr>
<td>Salix: Bethel UMC</td>
<td>Salix: Bethel UMC</td>
</tr>
<tr>
<td>Pitcairn: Center Ave UMC</td>
<td>Franklin: Christ UMC</td>
</tr>
<tr>
<td>Edwards Chapel UMC</td>
<td>Saltsburg: First UMC</td>
</tr>
<tr>
<td>North Clarion: Good Shepherd UMC</td>
<td>Indiana: Grace UMC</td>
</tr>
<tr>
<td>Purchase Line UMC</td>
<td>Russell UMC</td>
</tr>
<tr>
<td>Sarver: Zion UMC</td>
<td></td>
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</tbody>
</table>

Scott Hamley, CRC Chair
Jessica Gamaché, Camping Coordinator

Camp Allegheny

Praise the Lord! Another great year of ministry at Camp Allegheny. The Western PA conference continues to shine with their support of camping. We at Camp Allegheny
are honored to provide opportunities for so many folks to grow in faith, fellowship in love and to “Be still and know that I am God”.

Summer 2016 was a very hot, safe and busy summer. Our day use this summer was up 52% from the previous summer. While our summer program attendance was down due to the number of events offered (1 less week and 1 less ½ week event) our overall overnight/resident guests were up 30% and our total guest/camper days were up 21% from the previous summer. Our wrangler program attendance stayed strong even with one less week. Our campers continue to rate our program, food service, lodging and faith impact all over 95% positive. Numerous campers shared with us how impactful our program is on their lives;

• I just want to say thank you. You and the other camp counselors made me believe in God. Before I came to camp my life was horrible getting a new family, not having friends and not have something to do when I’m bored. Now, I believe in God and read the Bible and having a lot of friends to talk to because now I’m not afraid to share my feelings.
• I learned that even if you do something bad, Jesus will always cover for you. If you love food like me, this is the place for you!
• My favorite things have been riding horses and tubing. In Bible study I learned that God is always with you. You can always trust in God and Jesus

Camp Allegheny board continued to move forward with new members, events and implementation of our strategic plan. Our alumni picnic and dinner theater continue to grow in attendance. In 2016 we formed the Camp Allegheny Foundation Inc. The expectation is that the foundation will initially establish an endowment to perpetuate the ministry of Camp Allegheny. We also saw the debt on the Heartwood center drop from $100,000 2 years ago to $10,000 by the end of 2016. Our retreat groups continue to rate us extremely high in hospitality and food service. They especially like all of our homemade bread, soups and noodles.

The start of 2016 saw some facility and personnel challenges for us. We were without a Maintenance Director for the first few months and at the same time our Wrangler/Maintenance person, Mike Willis was out with surgery for colon cancer. The challenges soon turned into celebrations as Mike is doing well and we now have a tremendous Maintenance Director, Rob Hufford. Rob has worked in construction, vehicle repair and has ten years of experience at another local camp. We were able to put new roofs on three buildings and make other improvements to our aging facility. These projects and others were possible because of the support of local churches and local individuals. We once again had over 2,500 volunteer hours for projects.

We cannot thank the Western PA Conference, numerous churches and individuals enough for their support of this ministry.

Dennis D. Tawney, CCD President/CEO

Jumonville

2016 was a year for significant celebration. Jumonville celebrated its 75th anniversary with several events throughout the year. Our August 5-7 Homecoming weekend was a wonderful time to renew old friendships and welcome many folks back to the Jumonville Mountaintop.

Our homecoming weekend began on Friday night with a worship service in Whyel Chapel with Jeff Painter followed by a campfire with Joshua Price. Saturday morning started with an inspiring Morning Worship service with Bishop Peter Weaver, who did an
outstanding job of sharing his own personal Jumonville memories and weaving in the many parts of Jumonville’s unique history.

Tours of the museum and grounds, trips to the Cross and Green Cathedral, sports, visits to the new Ron Schuette Prayer Walk, & Gnagay Prayer Garden, and the new 10 station fit trail were all available throughout the day. During the afternoon, featured reunions with a number of different groups including: One Way Camp, Lab School, Drama Camp, and the 60’s and 70’s Summer Staff all took place. We also had gatherings of couples who met, or were married at Jumonville as well.

The evening program featured square dancing in front of Captain Webb, a concert in Wesley Hall by Joshua Price, and spectacular fireworks by Pyrotechnico that were sent up from behind the cross. We were treated to a marvelous display, thanks in part to a gift by the United Methodist Foundation.

Sunday concluded with breakfast and morning devotions, the staff then quickly changed gears to be ready for another week of summer camp registration. What a blessed weekend celebration with old and new friends on the Jumonville mountaintop.

At the Spring Dinner, as part of the 75th Anniversary celebration, we installed a Dean’s Wall of Fame to honor deans who have served in the camping program for ten years or more. The 75th Anniversary officially ended with our 2016 Jumonville Sponsor’s Dinner that was held at the Duquesne Club in downtown Pittsburgh and featured Tom McGough as our evening keynote. It was a special time to honor Scott & Mary Meeder for each of their 40+ years of faithful service.

We are definitely in a season of transition on the mountaintop. It is hard to believe that after a combined 85 years of service, Scott & Mary Meeder have now retired and are no longer living and serving at Jumonville. While I know their hearts will live on here forever, their impact on tens of thousands of guests will not soon be forgotten.

We have hired a new staff person as Jumonville’s Director of Business and Operations. Jude Urso is joining the Jumonville staff and will be taking over the day to day operation which will allow me as Jumonville’s President to move to a part time role in 2018. I will spend the majority of my time in building donor relationships and partnerships with current and potential guest groups. We want to connect with other organizations that will help to move Jumonville into a position for future ministry opportunities and growth. Sharon Meeder has taken over as our new office manager and Craig Meeder has moved into the position as Director of Maintenance. Both are hitting the ground running and carrying on the mission of Christ at Jumonville.

It continues to be a blessing to serve as Jumonville’s President and to be a part of this awesome ministry. This amazing place continues to give youth and adults the opportunity to experience God’s love and grace in such a special way. I never grow tired of seeing God at work in our summer campers and retreat guests. Over and over again I get to experience in a very personal way how the ministry that takes place at Jumonville is still continuing as strong as ever. I am blessed that each of you are a part of this wonderful journey.

One of our blessings this past year was the fact that for the second year in a row, the number of campers in our JSC program (Jumonville Summer Camp - formerly the United Methodist Camping program) had an increase in the number of campers. I am thrilled that we have finally been able to reverse the trend of shrinking numbers. We experienced a 23% increase in guest days in our retreat and conference usage. That was our highest usage in over 10 years! We ask for God’s favor to continue with this growth in ministry opportunities in the years to come. Praise God for God’s abundant blessings!
For me, another of our great blessings this past year was the major renovation of the William Beatty Museum, named after my father, Bill Beatty, after serving as Jumonville’s first full-time Executive Director. While the museum received a major facility upgrade, my wife, Jaye, did a huge amount of work in bringing the records and displays up to date for the last 25 years of Jumonville’s ministry. It is a significant upgrade for Jumonville. For those of you with a past history at Jumonville, we invite you to come and see the new renovation, and see if you can find yourself in the old summer camp group photos and address lists.

In addition to the Beatty Museum renovation, 2016 also marked another year of continued upgrades to our Jumonville campus. A few of those highlights were: the completion of the new storage room at Asbury Dining Hall on what was the porch facing Epworth Heights, the paving of the main roadway through main campus (a long awaited upgrade), upgrades of sidewalks around main campus, installation of the new nine-square-in-the-air game, and upgrades of some of our well heads to meet new requirements by D.E.P. These were all significant improvements. Praise God for the resources and talented maintenance staff that made these projects possible.

We keep working, on a regular basis, Jumonville’s presence on social media. Our Facebook page continues to grow in popularity, thanks to the insightful and inspiring posts that my Administrative Assistant, Jaye, makes on our page on a regular basis. We have almost 6,500 “likes” of our Facebook page, which is quite a fantastic accomplishment. We posted a one-minute video showing a 360° view of the cross on Facebook. It has already been seen by almost half a million people, and shared by over 8,500 people!

The traffic on our Jumonville website is still strong. Our website continues to receive millions of page views, and updates to the website are done on a regular basis to keep it current and relevant. We continue to receive great feedback on our website.

I continue to be blessed to work with an extremely supportive board and staff! Our donors, deans and counselors, group leaders and guests, and friends of Jumonville make this mountaintop a truly holy place. God has given a special anointing on the Jumonville mountaintop. Time and time again, we have seen that demonstrated. Thank you Jesus and thank you Jumonville friends and family for your vital part in continuing to make disciples for Jesus on this sacred mountain.

Larry Beatty, Jumonville President

Olmsted Manor

Olmsted Manor is beginning its 48th year as a Retreat Center. We continue to be an active and effective facility for many individuals on personal retreat, as well as to groups across Western Pennsylvania and beyond. We provide a quiet and secluded place of rest and renewal for many people. In an effort to increase usage and occupancy, we continue to seek new groups and market these services through our website, www.olmstedmanor.org, as well as other social media sites.

In 2016, the board of directors welcomed newly elected members, Burt Craig, Karen Trask, and John Gerber. Retiring members included Joan Reasinger and Sibyl Ream. We thank God for their gifts and talents that helped guide our ministry.

The Olmsted Manor Capital Campaign has progressed significantly since last year’s report. The theme of the campaign is Honoring Our Past, Preparing For Our Future. Our goal is to raise $750,000 to make improvements and renovations to Groves Lodge and the Manor. The four campaign kickoff banquets were held in April. The first was at Olmsted, then Park UMC in Northeast, next Grove City: Grace UMC, and finally Monroeville UMC. The Campaign transitioned into the public phase in November, and to
date we have raised in excess of $600,000 toward our goal. Jim and Phyllis Willats are serving as our co-chairs of the steering committee, and Bill Grant, CFRE, is serving as our campaign consultant. Their combined leadership along with the other members of the committee has resulted in a very manageable process with which we have accomplished much in the past year. It is our hope that we will reach our goal and that work will begin in the spring 2017.

Sara Richardson has been a tremendous help both in the Capital Campaign and programming for 2016. She has assisted in letter writing, database management, and other crucial responsibilities. Now Sara and her husband Sam are traveling across the country visiting church camps and making a documentary of their experiences. She is now working remotely with our staff on program planning and implementation.

We finished the year 2016 with average residential and meal income numbers. Many of our repeat groups returned, as well as some new groups, to use our facilities. Our programs were also well attended in the past year. It is our hope that we experience similar or greater numbers as we move into 2017. Our 2016 program offerings included the following: The Pastor’s Academy “Ministry in the Madness” with Grace Imathiu, The Spring Women’s Spirituality Retreat “Made in the Image of God” with Diane Holbert, The Fall Women’s Spirituality Retreat “Discovering the Oasis on Your Journey” with Becky Pomeroy, The Older Adult Retreat “Heaven: Brimming with Adventure” with Bruce and Glenda Merritt, The Church Music Workshop “The Heavens Declare Your Glory” with Brian Bogey and Bev Petersen, The Church Secretaries Retreat “Reaching Higher Digging Deeper” with Donna Doutt and Bonnie Harr, Writing Workshop “Writing Ourselves Whole” with Maureen Ryan Griffin, Mini Mission U “Created for Happiness” with Ruth Higginbotham, and “Photo Playshop” led by Dean Ziegler. We are grateful to our program committee, participants, and leaders who made these programs successful.

Three of our planned events for 2016 were cancelled due to lack of registration. They were the Men’s Woodworking Retreat, Couple’s retreat and the Crafters’ Gathering. We hope to try these again in the future in the hopes that they will be well attended.

I am pleased to report that in 2016 we participated in the Total Lighting Incentive Program making it possible to convert all of the lighting in Groves Lodge, Hickman Hall, and in the Maintenance building to LED. This was a rather expensive conversion, although we should see significant savings in the months ahead. We received a rebate of approximately $6,200 to offset the total cost of the project. This is a great improvement in the meeting rooms and other public areas, as well as the guest rooms for more efficient and better lighting.

With the approach of the retreat center’s 50th anniversary, we must consider how Olmsted will carry on its legacy of sacred space and Biblical hospitality for years to come. How will we maintain our strong traditions while learning to provide quiet space in a not-so-quiet world? As we continue to manage our lives in a busy world, it is more important than ever to take time away and reflect on our spiritual selves. Olmsted is a place well suited for that to take place.

Finally, at Olmsted, we invite you to come away in prayer, study, fellowship, and retreat. We invite Disciples of Christ to come and renew their spirit so they might go forward better equipped to serve. And now, we invite you to join us in our ministry, to honor the Manor’s legacy, and to prepare for the future of Olmsted.

Jody Z. Larson, Executive Director
Wesley Woods

Change is hard: we resist it in an attempt to control our environment. As an organization, Wesley Woods has endured a year of tremendous change. This change is ultimately going to result in a different ministry than what existed before. Below are the highlights for 2016.

During the summer camping program in 2016, one hundred twenty campers made first time commitments to faith in Jesus Christ. 300 other campers reports significant faith formation experience in which their faith was deepened or they experienced a call in to ministry in some form. Further we watched our summer staff members claim their faith as their own, maturing into spiritual leaders and developing their own faith deeply. In spite of all the other challenges of 2016, the numbers above are the measuring stick by which we measure success.

Fund Development and Finance

Development

2016 was a good year in terms of fund development. In total, we raised over $275,000 for all receivable accounts. We finished the year by raising over $144,000 in the Booster Fund.

Finance

Wesley Woods finished 2016 with a net surplus of over $10,000. This is the first time since 2013 we ended the year cash positive since I have been executive director, this would not have been possible without many generous donations, and God’s grace.

Upon This Firm Foundation

We received a letter from First United Methodist Church of Warren, stating that they have pledged $100,000 to our Upon This Firm Foundation Campaign! We have extended our contract with JHM, our campaign consultant, though the end of June.

Board and Staff Development

As was the case in all areas, 2016 was a year entrenched in change. The staff realignment has worked effectively to reduce overhead and “right size” our off season footprint. April 1, 2016, our office manager Penny Boehme took her post. Doug Woodcook, resigned his post as maintenance director Effective April 30, 2016. On June, 12, 2016 our current Maintenance Director, Scott Lewis, started his duties. Sam Richardson transitioned to another ministry opportunity on September 15, 2016. On October 3, 2016, Kira Argot started as our Program and Marketing Director. As a team, we are still adjusting to working with one another and I suspect that by this time in 2018 we will be functioning at a much higher level than today.

Maintenance

Year Summary

In 2016 several major projects were complete. The 4-log water system was installed. We also built a new home for the Program and Marketing Director’s position. Further, the shop was cleaned, siding was replaced on the Office and Dining Hall. The motel units and Coke Roberts received new coats of paint. New bunks were built at the Green Hills cabins. This would not have been possible without several generous gifts from donors and laborers alike. Many of these projects were completed while seeking to fill an empty Maintenance Director’s position, however, I cannot go on without saying that Scott has done an outstanding job in filling this position. His vast knowledge, wide skill range and attention to detail have been a true blessing to the physical status of this property.

Nathan E. Greenway, Director
Higher Education

Africa University

Africa University ended 2016 poised to celebrate its Silver Jubilee and eager to embrace new opportunities for transformative ministry over the next 25 years.

It is a great joy to recognize and thank the Western PA Conference for a 100 percent investment to the Africa University Fund (AUF) apportionment in 2016. All ten conferences in the Northeastern Jurisdiction led by example, giving to the AUF at 100 percent or higher for the second consecutive year. In 2016, the tremendous commitment to connectional giving and participation of local churches enabled 34 of the 56 United Methodist annual conferences in the United States — up from 32 in 2015 — to invest 100 percent or more of their asking to the AUF.

The university community acknowledges, with heartfelt appreciation, the many ways in which the churches of the Western PA Conference has been active, faithful, and generous in helping Africa University to realize its mission. The people of The United Methodist Church have brought this ministry to life together, through the grace of God. Our students, faculty, staff, trustees and alumni are grateful to Bishop Cynthia Moore-Koikoi and Cabinet, and to the members of the conference, for their continually investing in Africa University. Your prayers and gifts are the difference, so please remain steadfast in supporting the AUF.

Through Africa University, the Western PA Conference helps young people to discover and sharpen their gifts for leadership. The disciple-making mission of the global United Methodist Church is alive in the contributions of the university’s 7,000+ graduates. More than 90 percent of these graduates are still in Africa, serving communities in 32 countries. Currently, more than two dozen Africa University graduates are missionaries in Africa, Latin America, Asia and Europe, under the auspices of the General Board of Global Ministries of The United Methodist Church. People who would otherwise be on the margins are actively helping others to experience God’s grace, peace and abundance.

Over the past year, your Africa University continued to evolve and serve by:

- Restructuring its academic units in order to remain relevant and provide a broader-based education to meet new demands in the African workforce.
- Providing leadership formation experiences and learning for more than 1,400 students from 26 African countries. Contrary to the norm for African higher education institutions, women represented more than half of the student body.
- Generating new knowledge and capacity to support peacebuilding and to improve food security, human rights, and leadership for the African continent.

As part of the observance of AU’s 25th anniversary, we invite the individual members, congregations and districts of the Western PA Conference to take time out in 2017 to celebrate their journey with Africa University. Engage in a season of daily prayer for Africa University. Join Africa University’s honorary alumni association. Consider hosting a special “AU@25” event or Africa University Sunday in your local church or area. Use your event to increase awareness of Africa University’s ministry and invite attendees to each give at least $25 each in honor of the 25th anniversary.

Thank you for your unwavering response to the call to active faith, hope, and renewal in the world. We pray that blessings continue to abound for all who lead and serve in the Western PA Conference.

James H. Salley, Associate Vice Chancellor for Institutional Advancement
Allegheny College

Now in its third century, Allegheny College continues to seek new ways to live into its affiliation with Methodism, which dates to the 1830s. Thanks to a 50 percent discount on tuition, several children of United Methodist clergy are enrolled at Allegheny, most from the Western PA Conference and several who are the children of Allegheny alumni. We continue to work with our Financial Aid office to make Allegheny affordable for clergy families, and to encourage all United Methodist students to take advantage of scholarships and loans offered by GBHEM and the UMC Foundation. Some of these awards are only available to students attending UMC-affiliated schools.

United Methodist students are involved in our Sojourners Christian Fellowship, Allegheny Christian Outreach, Fellowship of Christian Athletes, and Bible studies, which meet during the week, and with our Sunday Chapel service. Guest preachers for Chapel this year include Greg Cox, class of 1993, and Kellie Wild, class of 1985, both of the WPA Conference, and Bishop Tom Bickerton for our Baccalaureate Service.

The College Chaplain leads Sunday services, meets with Christian students and groups, and works with students of all religions and oversees the Spiritual and Religious Life program. Two staff persons affiliated with Coalition for Christian Outreach (CCO) are an important part of our ministry team, providing support to Christian students of many denominations. These leaders took more than 50 students to the CCO’s Jubilee conference in Pittsburgh, a spiritual high point for all who attended.

The College continues a close relationship with Stone UMC, sharing facilities and worship experiences. In addition this year, Chaplain Jane Ellen Nickell spoke at the Lay Academy at Annual Conference, Mission U, UMW annual meeting, UMC Deaconesses and Home Missioners annual gathering, and Thrive 2017.

Jane Ellen Nickell, Chaplain

Boston University School of Theology

Greetings in the Spirit of Jesus Christ! The Boston University School of Theology (BUSTH) travels with you in the vital journey of seeking God, building knowledge, and equipping leaders for the church and society. We celebrate our students, alums, and church partners, who join hands in serving God and building toward transformed communities.

BREAKING NEWS:

- Congregations: We welcomed Jonathan Calvillo as a new faculty member in sociology of religion, leading us toward better understanding of congregations and faith identity. See also our website of congregational resources: http://www.bu.edu/cpt/current-projects-2/congregational-research-and-development/
- Doctor of Ministry: The D.Min. program in Transformational Leadership is soaring with deeply committed student cohorts who are widely ecumenical, culturally diverse, and increasingly global. The blended model includes intensives, online courses, and close work with faculty mentors.
- Scholarships: We multiplied funding for student scholarships and housing, including the Vincent Machozi Scholarship for African students who seek to cultivate ministries of compassion, justice, & peace in their homelands.
- Religion and Arts Initiative: The Initiative sponsored a hymn-writing contest this year, complementing the photography contest last year and STH’s rotating art exhibits. The current exhibit focuses on ecological healing: “Sense of Place” by women print-makers from Ecuador and Maine.
PARTNERING FOR MINISTRY AND TRANSFORMATION: Preparing students for ministry means meaningful partnerships with the local spiritual community.

• Congregational courses: Courses in congregations with church leaders and students learning together.
• Religion and Conflict Transformation Clinic: Internships, workshops, and projects that foster justice and reconciliation.
• Travel seminars: Courses engaging local communities on Arizona-Mexico border and in Cuba, Germany, and Indonesia.
• Ecumenical partnerships: Continuing close work with UMC, AME and other Wesleyan denominations, while building strong programs with the Episcopal Church and United Church of Christ.
• Partnership with Hebrew College: Joint courses and public events, plus co-sponsoring The Journal of Interreligious Studies. The focus is on enriching theological education and developing religious leaders who are faithful and wise.

TAKING ACTION GLOBALLY AND LOCALLY:

• Campus action: Work with Boston University to improve accessibility and sustainability: to provide full access for all persons (a work in progress) and to live sustainably with the planet.
• Internships in global service and peacemaking: Student-initiated internships for service with communities across the world, and for just peacemaking projects with international organizations.

RENEWED COMMITMENT TO JUSTICE: Celebrating differences while joining together for action.

• Standing with Standing Rock: Several BUSTH students and alums joined indigenous peoples at the Oceti Sakowin Camp in North Dakota to protest the pipeline on sacred Sioux land.
• Deep conversations: Faculty, students and administrators have led deep conversations on issues that divide, but with respectful listening that builds community life and communal action.

OTHER NOTABLE HEADLINES:

• Our own Associate Dean Pamela Lightsey was featured in Boston University’s 2016 Annual Report for her pursuit of justice, empowerment, and change.
• Our graduating senior, Mariama White-Hammond (AME) led the Boston Women’s March, and some 75 STH faculty and students marched, calling for social and ecological justice as we build new futures in the United States.
• Students of all theological and social orientations are asking and then acting: “What can I do to make this world better?” “How can I witness to my Christian faith?”

As BUSTH looks back on 2016, it celebrates transformational leaders who have loved God and cared mightily for God’s world. Their living legacy gives us hope and courage for the future.

Mary Elizabeth Moore, Dean

Candler School of Theology

For more than 100 years, Candler School of Theology at Emory University has prepared real people to make a real difference in the real world. Since our founding in 1914, over 10,000 students have graduated from Candler, where they have been shaped as thoughtful, principled, and courageous Christian leaders dedicated transforming the world in the name of Jesus Christ.
One of 13 official seminaries of The United Methodist Church, Candler is also one of seven graduate professional schools of Emory University, a top-tier research institution offering extensive resources and a rich context for study. Our location in Atlanta provides a learning environment that reflects the highly diverse communities of the 21st century. Simply put, there is no better place for ministry preparation that addresses our major denominational priorities: developing leaders, starting and growing churches, ministry with the poor, and improving global health.

In order to keep pace with the needs of the church and the world, Candler offers 17 degrees: seven single degrees and ten dual degrees pairing theology with bioethics, business, international development, law, public health, or social work. One of our newest degrees is a Doctor of Ministry that is 90 percent online, so students can remain in their places of ministry as they study and apply what they learn in real time. We have also partnered with the University of Georgia’s School of Social Work to create an MDiv/MSW where students learn to maximize their effectiveness by combining pastoral skills such as spiritual counseling with social work practices such as family therapy and community assessment.

Our student body continues to reflect the diversity and breadth of the Christian faithful. 475 students are enrolled, with 51 percent women, 34 percent people of color (U.S.), and a median age of 30. Students represent 39 denominations, with half coming from the Methodist family. 83 percent of students are seeking a degree to prepare them as ministry professionals.

Candler has a deep commitment to alleviating student debt and employs a multi-pronged approach to tackle this issue. In 2016-2017, we awarded nearly $5.75 million in Candler scholarships, with 95 percent of MDiv students receiving aid and the average scholarship covering 73 percent of tuition. Plus, our comprehensive “Faith & Finance” program teaches money management skills that serve our students now and will continue to serve them—and the churches they lead—well into the future.

In the fall 2016, Candler welcomed to the faculty Larry Goodpaster as Bishop-in-Residence, and Kendall Soulen as Professor of Systematic Theology. Also this fall, three Candler alumni began their terms as newly elected bishops in the Southeastern Jurisdiction: David Graves 90T in Alabama-West Florida, R. Lawson Bryan 75T 85T in South Georgia, and Sue Haupert-Johnson 95T in North Georgia.

Candler draws considerable strength and inspiration from its relationship with The United Methodist Church. Our ability to fulfill our mission of educating faithful and creative leaders for the church’s ministries in the world depends upon your support, gifts, and prayers. Thank you for the countless ways you advance this vital ministry in the life of our denomination. Visit us in person in Atlanta or online at candler.emory.edu to see firsthand how Candler prepares real people to make a real difference in the real world.

Jan Love, Dean and Professor of Christianity and World Politics

Duke Divinity School

In the academic year 2016–2017, we have been delighted to welcome our new dean of Duke Divinity School, Elaine A. Heath. Dean Heath also serves as professor of missional and pastoral theology, and her research interests focus on evangelism and spirituality, evangelism and gender, new monasticism, and emergence in church and theological education. Prior to coming to Duke, she was the McCreless Professor of Evangelism at Southern Methodist University’s Perkins School of Theology in Dallas, Texas. Dean Heath is the co-founder of the Missional Wisdom Foundation, which provides opportunities for clergy and laity to learn how to live in intentional, missional communities
in diverse social contexts, and she is an ordained elder in The United Methodist Church. She has published books for scholars, churches, and laity; her most recent book is *God Unbound: Wisdom from Galatians for the Anxious Church* (Upper Room). She is widely in demand as a speaker and teacher for Annual Conferences, retreats, and leadership training.

Since arriving at Duke in July, Dean Heath has begun work on a new strategic plan for the Divinity School. By the end of 2016, the initial listening and feedback phase had been completed and a task force convened to help guide the process of strategic goal-setting. With Dean Heath’s leadership, Duke Divinity School remains mindful of our mission to train, prepare, and form men and women committed to God and enthusiastic about ministry. We endeavor to prepare leaders for a changing church and world who will have the spiritual formation, theological foundation, and institutional flexibility to serve God in established churches, intentional communities, or missional organizations, as the Holy Spirit guides them.

This year we welcomed students from a range of backgrounds who are called to serve God and the church. In 2016, our total enrollment was 641 students: 418 are enrolled in the M.Div. degree program; 52 in the M.T.S.; 8 in the Th.M.; 45 in the Th.D.; 71 in the D.Min.; 16 in the M.A.C.P.; 23 in the M.A.C.S.; and 8 who are special students. Thirty-seven percent of our students are United Methodist, with an additional four percent from other Wesleyan traditions, and 48 percent of our M.Div. students are United Methodist. Eleven percent of all students are Baptist, eight percent are Anglican or Episcopalian, three percent are Roman Catholic, eleven percent are Presbyterian or Reformed, with the rest from 24 other denominations or nondenominational churches.

On April 9, the Divinity School hosted the first annual Hispanic Preaching Festival to celebrate and explore Hispanic homiletics. The event drew 54 participants from 14 different Hispanic congregations across the region. Attendees included pastors, laity, and students. The festival featured sermons from local pastors, including Alma Ruiz M.Div. class of 2013 and associate pastor of Fiesta Cristiana, which is affiliated with Apex UMC in Apex, N.C., and Raúl Colón, pastor of Centro Cristiano de Vida in Wake Forest, N.C. The festival was part of the Hispanic-Latino/a Preaching Initiative, a Spanish-language program that provides opportunities for Hispanic and Latino/a (H/L) pastors to receive homiletical training in a peer group format. Each year, ten applicants serving as pastors in the H/L community are chosen to participate as preaching fellows. The peer group begins with a retreat and then meets monthly for 15 months to engage with homiletical, theological, and exegetical resources led by the program coordinator and other invited teachers.

The Clergy Health Initiative published a new report that illuminates how the demographics of elders and local pastors actively serving United Methodist congregations in North Carolina are shifting. In an effort to better understand and describe the multiple demands and rewards of clergy life, the Duke Clergy Health Initiative has conducted a longitudinal survey of North Carolina’s United Methodist clergy every two years since 2008. For the report on appointments, the Clergy Health Initiative paired survey findings with publicly available data from the North Carolina and Western North Carolina Conferences. The findings illuminate shifts in the demographics of elders and local pastors actively serving congregations.

We remain deeply grateful for the relationships among The United Methodist Church, this Annual Conference, and Duke Divinity School. We look forward to working with you in the task of preparing men and women for Christian ministry. To learn more about Duke Divinity School, please visit our website at www.divinity.duke.edu.
Methodist Theological School in Ohio

Thank you for this opportunity to bring you an update from MTSO. Here are a few highlights from a busy year.

**Recognition as a “bright spot” in theological education**

Auburn Seminary recognized MTSO among a small number of seminaries in its September report, “Bright Spots in Theological Education: Hopeful Stories in a Time of Crisis and Change.” Auburn is a leadership development institute seeking to equip leaders of faith and moral courage to inspire positive change in the world. The report details the “leap of faith” that began with MTSO’s founding of Seminary Hill Farm and extends to an array of commitments to ecology and social justice.

**Major Luce Foundation grant**

The Henry Luce Foundation awarded MTSO a three-year, $425,000 grant in December to support the establishment of the Seminary Environmental Leadership Initiative. The grant is shared by MTSO, the Interfaith Center for Sustainable Development, and the Green Seminary Initiative, a project of Drew Theological School and GreenFaith. A growing number of seminary leaders recognize the moral imperative to play a role in the care of God’s creation, but they face significant challenges in addressing environmental issues on their own. The Seminary Environmental Leadership Initiative aims to establish best practices and offer resources for seminaries that wish to engage in environmental issues academically and institutionally.

**Faculty appointments**

MTSO welcomed two new faculty members in January. Elaine Nogueira-Godsey serves as assistant professor of theology, ecology and race. She comes to MTSO from the University of Johannesburg in South Africa, where she was a post-doctoral research fellow. Francesca Nuzzolese is associate professor of pastoral care and counseling. Most recently she was associate professor of pastoral care and spiritual formation at Palmer Theological Seminary and Eastern University in Philadelphia.

**New course at National Underground Railroad Freedom Center**

MTSO offered a special graduate course, “Race, Religion and Nation: From Black Power to Black Lives Matter,” at the National Underground Railroad Freedom Center in January. The class offered a historical exploration of the Black Lives Matter movement and its precursors, including Black Power activism, hip hop music and culture, and the presidency of Barack Obama. It was offered through MTSO’s cooperative relationship with the Freedom Center.

Danny Russell, Director of Communications

United Theological Seminary

United Theological Seminary in Dayton, Ohio, was founded in 1871 by Milton Wright, a Bishop in The Church of the United Brethren in Christ and father of aviation pioneers Wilbur and Orville Wright. The Wright brothers had a passionate dream of developing the first successful "flying machine." They experienced great difficulties, hardships and setbacks in achieving their dream. Through their determination and commitment, however, their dream eventually was fulfilled, and they were the first human beings to achieve sustained flight.
God often plants a vision or dream in someone's heart to become a full-time servant of Jesus Christ. In St. Peter's sermon on Pentecost, Peter quotes the prophet Joel who said, "God declares, that I will pour out my Spirit upon all flesh, and your sons and your daughters shall prophesy, and your young men shall see visions and your old men shall dream dreams" (Acts 2:17). When God pours out the Spirit on someone and calls them into ministry, United seeks to partner with that person in helping them to grow spiritually and intellectually in achieving their God-given call and dream.

In the fall 2016, 418 students enrolled at United to answer God's call and vision for their lives. [Fall 2016 headcount of masters' and doctoral students enrolled in courses.] Our prayer is that God will use United to prepare these students to become faithful, fruitful and effective pastors and church leaders who make disciples of Jesus Christ for the transformation of the world. According to a recent survey, 86% of our graduates are either currently serving in local congregations or are retired from serving in local congregations. [According to the 2014 United alumni/ae survey.] United alumni/ae are making an impact.

On January 1, 2017, United celebrated the beginning of a new partnership in ministry with Methodist Theological School in Ohio (MTSO). United has become an extension site for the Course of Study School of Ohio located at MTSO, providing a convenient hybrid program for part-time pastors pursuing a local pastor's license. Through United’s Course of Study, pastors experience a Friday-Saturday weekend on campus and finish coursework online over the weeks that follow. Courses are offered 4 times per year.

If you feel God calling you to serve in any form of Christian ministry, we encourage you to go online to united.edu to discover the option that fits your ministry and calling. May God bless you as you respond to God's dream for your life to serve in either the ordained, commissioned or lay ministry.

Kent Millard, President, United Theological Seminary

Wesley Theological Seminary

At Wesley Theological Seminary, we are building on 135 years of faithful preparation of church- and world-changing leaders by continuing to innovate and grow. We are excited to partner with you in the ministry to which God has called you now – and wherever you may be called in the future. Keep reading for good news that you can use…

So you can grow as a leader (and share with others)

Wesley's Lewis Center for Church Leadership continues to be the internationally respected go-to resource for actionable best practices for clergy and laity. The center's free Leading Ideas e-newsletter provides well-researched, discipleship-growing ideas to more than 17,000 people. Sign up for Leading Ideas at https://www.churchleadership.com/category/leading-ideas/.

The new Wesley Theological Seminary Lay Academy offers 11 online courses covering a variety of topics including Methodist identity, early church history, Christian ethics, interfaith relations, and the intersection of faith and science. Laypeople can earn a certification in Wesleyan Studies by completing six of the courses online, or can choose to take courses individually for personal education and enrichment. More information about the Wesley Lay Academy and the certification in Wesleyan Studies can be found at http://www.beadisciple.com/wesley/.

Two new certificate programs allow individuals to take specialized classes without pursuing an entire degree. The Certificate in Faith and Public Life explores the foundations of public theology, religious freedom, and civil discourse through graduate courses. The African American Church Studies certificate is a non-degree option for local
church leaders who want to enrich their ministry in African American communities. For more information, contact admissions@wesleyseminary.edu or visit www.wesleyseminary.edu.

If you’re a current or future seminarian

Wesley’s Master of Divinity degree can now be completed via online, weekend, short-term intensive, and weekend courses in 5 years. This format is designed to be more accessible to those with busy ministry, work, and/or family commitments throughout the region.

The new African American Church Studies Master of Divinity specialization gives contextual preparation for the unique opportunities and challenges our future leaders may encounter in African American churches, while the Public Theology specialization allows master’s degree students to gain skills for community leadership and advocacy.

Wesley continues to offer our 36-hour Master of Arts and a 60-hour Master of Theological Studies to equip those called to ordained deacon ministries or to other ministries beyond the pulpit.

Talk to someone at (202) 885-8659 or admissions@wesleyseminary.edu about how Wesley’s degree programs equip people to lead others to loving God and neighbor.

If you’re a pastor, alumnus, or just want to keep up on the news…

Wesley’s Doctor of Ministry program continues to offer the most practical and spiritually renewing tracks in theological education. We are excited to announce the launch of our third track based in Cambridge, England: Holiness, Effective Ministry and Engagement with the World, beginning in January 2018. Other 2018 tracks include Art and Theology, Church Leadership Excellence and Soul Care for Pastors, Chaplains and Clinicians. Find out more or apply now at https://www.wesleyseminary.edu/doctorofministry/

Thank you for journeying with us through this update! We look forward to continuing to serve you and your community as we seek to live into God’s dream together. Blessings to you on a fruitful and faithful annual conference. We thank you for your service and hold you in prayer as you continue in ministry, wherever that may be.

David McAllister-Wilson, President

I have heard it said, “you can never step into the same creek twice.” The saying is often said as a way of explaining that change is both inevitable and a constant. Change and transition are a part of all of our lives, even in the work of the church. It seems that even as the cool waters of a creek or stream flow past your ankles, new life is present, even with the reality of the shifting sands and rocks beneath your feet.

2016 was a year of not only anticipated transition, but real change. Throughout 2016, the entire connection was preparing for the transition in Episcopal Leadership. What was clear was that Bishop Bickerton’s time with us in Western Pennsylvania was coming to a close, but it was still unclear who would come behind to lead our annual conference.

Upon hearing of the election and assignment of our new Episcopal Leader, real change was not only anticipated but a reality for all of us in leadership in connectional ministry. New ideas, new hopes, new dreams were all a part of the work of the church, and yet the hope of Christ was never diminished.

This year we began to have significant conversations in our Connectional Leadership Table about the Five Areas of Focus in the church and how it is that we are working toward those foci. Target conversations about the areas have been a central part of the gatherings this past year. One conversation of note was around the issues of poverty
and poverty alleviation. During a conversation about how poverty could be addressed in all of our teams and agencies, we noted in the form of a word cloud, just how significant and wider reaching poverty is.

Did you know that of the top ten most impoverished counties in the Commonwealth of Pennsylvania, our Annual Conference accounts for as many as 6 in any given statistical year? Poverty is hidden. Poverty is far reaching, and yet it is something that touches many of our ministries in our annual conference and it is something toward which we need to provide ministry.

In the area of elimination of systems of race, our staff and our leadership teams continue to have critical discussions about race, culture, and ways that we can have understanding about systems that continue to diminish life for those we have devalued. Critical conversations surrounding current events have captivated our staff meetings and our times together and we have committed to the work of dismantling systems of race in our annual conference. One event that cannot be overlooked is our ecumenical youth event that drew more than 150 youth and leaders together to have conversations about race and culture.

Leadership Development continues to take on new life as staff members are committing to the work of both lay and clergy development. New opportunities have been created that have coaching and clergy participating in communities of practice. New efforts are being established to strengthen Lay Leadership and attention given to Lay Servant ministry. We will continue to work alongside our Lay Leader at finding new ways of developing strong principled Christian leaders throughout our annual conference.

One of the ongoing struggles for our ministry together is finding opportunities throughout western Pennsylvania at creating space for new people. From a Conference directive, we are planting seeds in multiple ways and finding time to have difficult conversations about new church development. Academies and cohorts are shaping our understanding of multi-cultural, and diversity in new church development. Yet our strongest development continues to be the ways in which local churches are planting and providing space for new Christians to become disciples.

As we look forward to the future of our partnerships and our efforts to center ourselves on abundant health, our Zimbabwe Partnership continues to shape lives here in the US as well as Zimbabwe. Centering ourselves on all areas of focus in Zimbabwe have been a focal point for our work. Significant work at clinic revitalization, new church development, sustainable agriculture, and leadership development continue to drive our efforts.

Finally, an area of improvement in our area of leadership has been the ways in which we are increasing our connection and communication with one another not only as a staff but as agencies. We continue to strive toward greater connection in our work and yet there are areas that we sometimes fall short.

Clearly there are areas where the annual conference is excelling in the work of providing those connections and resources. But we must be better at sharing those stories and communicating those areas of success so that they can be replicated and honored.

There are areas that we have failed to do our best and we are identifying the areas that need to be improved so that those that serve the annual conference can do serve authentically. We are improving our teams and increasing their functionality in many areas. Personnel, Finance, and the Connectional Leadership table are addressing the functions of our teams and strengthening our work in needed areas.

The Connectional Leadership Table is meeting regularly to discuss issues of our mission and direction, having regular conversations about our work and challenging our
teams to strengthen their connection to the local church. The five areas of focus remain our directional compass in our work and it drives who we are as an Annual Conference.

This past year, our staff has been more present with teams in the areas of leadership. Our hope is that all of our teams have regular access to staff and support to strengthen their programming.

While our annual conference has encountered some significant change in 2016, there have been areas of growth and movement forward. We are in an adaptive time, changing times, and hope-filled times. While things change, we are hopeful in our work and the promise that God will be with us always till the end of the age. The work of Connectional ministry, while changing, is filled with the promise of renewal and new life. We look forward to serving with you as we make disciples of Jesus Christ for the Transformation of the World.

Greg Cox, Director of Connectional Ministries

**Clergy Excellence**

The Office of Clergy Excellence has continued to grow and develop throughout 2016. It is our ongoing conviction that by focusing efforts and resources on clergy leadership we in turn are equipping churches and communities to make disciples. Effective leaders empower other leaders and strengthening one strengthens the ministry of the church.

This year we have focused specific attention on building systems to support and encourage growth in our clergy. For example, we have initiatives around:

- **Coaching**- Coaching is a leadership tool allowing a person to partner with another as they move toward a preferred future. This year we explored the benefit these coaching relationships might have on clergy effectiveness. Superintendents, several Conference staff and several local church pastors were involved in a pilot program. The program is now being assessed as we develop a plan for the future. Fruits of coaching to date include: implementation of a poverty initiative, new leadership techniques and increased connection with leadership teams.

- **Clergy Communities of Practice**- Foundations were laid for a scalable plan around creating Clergy Communities of Practice. These are a form of peer learning emphasizing bringing learning into practice which also include accountability and covenant relationships. Facilitators were trained and invitations were sent for clergy involvement. Response by our clergy was quick and we are looking forward to measuring how these groups aid in development of an individual clergyperson’s life as well as their larger ministry contexts.

- **Pastoral Transitions Seminar**- A Conference-wide seminar was held for all pastors experiencing a reappointment. Information was shared that was both practical and relational. Healthy ways to say goodbye as well as be welcomed into a new setting were covered. Feedback after this seminar has allowed us to expand our efforts for the coming year thereby enhancing the support we are providing to clergy in their appointive contexts.

- **Continuing Education, Events and Communication**- We continued to support the work being done by various Conference bodies and other outside partners on continuing education. A new event was offered on the Day of Preparation and this was well received and attended. Plans continue for the development of our Leadership Day opportunity at Annual Conference. The Clergy Excellence webpages provide current listings and resources for clergy and laity looking to further develop skills in various areas. Be sure to check the site often. www.wpaume.org/leadershipdevelopment
• *Connectional Work* - The Office of Clergy Excellence continued to lend a voice for clergy through support of a number of Conference bodies including the BOOM (clergy evaluation, continuing education and residency program), Health As Wholeness team, the CLT and staff support was provided for Conference ministry internships.

We look forward to the ways God continues to be at work in the development of this ministry. If you would like information about any of these initiatives or have interest in plugging into them or supporting them in some way, please contact us.

Susan Moudry, Coordinator of Clergy Excellence

**Congregational Development**

The Office of Congregational Development and Revitalization exists to support and connect congregations in the work of creating new places for new people, so that more people, more diverse people, and more young people might become disciples of Jesus Christ.

In 2016-2017, that support came through several channels:

- **Church:** New Academy – clergy cohorts read, pray and study together around topics of congregational leadership, connecting with the community, and strategic planning for ministry. Last year’s participants said:
  - “I feel like this Academy is helping me to explore my calling a little more and either confirm my call to revitalize or introduce a calling to church planting.”
  - “Hearing the stories of how God is moving in local congregations is wonderful. I am strengthened when I hear something and I realize…that perhaps God is using me somehow to move the church into the future.”
  - “I always come away from these sessions with something I can use…and looking forward to our next gathering.”
  - “I find it important and refreshing to know how ministry is changing in so many settings, and what might work even in our present settings to rock us out of status quo.”
  - “I believe that I am walking away with a practical tool-box of ‘how to’s’ that will benefit me and my ministry for years to come.”

- **Mosaix Multiethnic Conversations** – lay and clergy persons participate in a nine month conversation, learning to build intentional Christian community across racial lines. Our goal is to equip congregations to better reflect the racial diversity of the communities in which we live. Mosaix is also part of laying the groundwork for planting one or more new multiethnic churches in WPA.

- **SHIFT Network** – congregational teams receive training and on-going coaching in five areas, including discipleship, stewardship and generosity, hospitality, worship and service. The goal is to re-orient the congregation’s sense of mission and ministry both inwardly – toward deepening discipleship – and outwardly – into their community.

- **Congregational Consulting** – the Director of Congregational Development and Revitalization consults with both new and existing congregations in the areas of community outreach, strategic planning, and leadership development.

- **Conference Connections** – the Office of Congregational Development facilitates cooperation between congregations, conference committees, and the Coordinating Cabinet.

It is a joy and honor to share this work with my colleagues on the Parish & Community Development Committee, and with each of you in your local congregations.

Amy Wagner, Director of Congregational Development & Revitalization
Diversity Development and Inclusion

Our collaborative efforts across the WPAUMC have contributed to the transformation of the hearts and minds of many. Such transformation creates or continue to contribute to a culture that welcomes people of color including ethnic-racial clergy into our churches.

The goal of the Office of Diversity Development and Inclusion is to empower and prepare those in the WPAUMC with the tools to dismantle racism based on Jesus’ call for justice. The office supports many in the conference including racial/ethnic clergy. Some of the specific initiatives for caring for racial/ethnic clergy include the ethnic clergy retreat, along with building relationships through visits at their churches and small group gatherings. Working collaboratively with a district superintendent, we launched for the first time a program supporting a newly appointed racial/ethnic clergy. Working together, we modeled ways for the congregation to support the clergy during the initial church services. A coach or spiritual director was also offered to every racial/ethnic clergy.

We work with many others including pastors, congregations, conference staff, diversity committees, and district superintendents in further developing their cultural competencies in diversity development, inclusion, and anti-racism. We have supported diversity committees including the Anti-Racism Team (ART), Commission on Religion and Race (CORR), and the Ethnic Local Church Concerns (ELCC). Looking to ART as an example, Diversity Development participated in a skit for Annual Conference and helped develop and facilitated an in-house Implicit Bias curriculum. Diversity Development has also facilitated a conversation for Local Pastors Licensing School. Our office has supported clergy, churches, and ministries with crisis management, as well as conflict and conflict resolution. Finally, in the Washington District, Diversity Development visited a clergy/laity small group of Witnessing Whiteness, whites together developing anti-racism cultural competencies, and participated in a debrief when the group came to close.

Dianne Glave, Coordinator, Diversity Development and Inclusion

Eastbrook Mission Barn

226 Church Lane, New Castle PA 16105

Eastbrook Mission Barn is a member of the UMCOR Relief Supply Network. In 2016 Eastbrook Mission Barn took a number of steps to expand our ministry, including:

- Applied for and received the appointment of a General Board of Global Ministries missionary (Church and Community Worker Missionary and Deaconess), Katie Peterson, as our new Director. Katie has served as a United Methodist missionary since 1998 – in Western TN, the Upper Peninsula of Michigan, and in North Dakota. She grew up throughout the West Ohio as a preacher’s kid.
- Expanded our mission to include Poverty Alleviation work in New Castle as well as Addiction Recovery Support. (We will continue our work with UMCOR, Modular Ramps, Mission Education and Development, and Disaster Response support).
- We collected, prepared, packaged and shipped 14,126 UMCOR kits worth $289,666 (including flood relief supplies to Louisiana and Connellsville, PA) We are holding another $161,996 worth of kits (including 3,160 Cleaning Buckets) for future shipment or distribution.
- We built 24 new ramps and serviced 10 already existing ramps. One of the people we helped had not been out of her home in 5 years!
- We had 967 volunteers of all ages gave 4,037 hours to help people in need.
Thank you for your continued prayers and support for Eastbrook Mission Barn, our WPA advance number is MS002009B. Katie Peterson, missionary GBGM Advance is 982942. If you would like to have someone come share with your church or group about the mission barn, or you would like to come volunteer – please email missionbarn@gmail.com or call 724-856-8241.

Katie Peterson, Deaconess, CCW Director

Encounter with Christ in Latin America and the Caribbean

During 2016, the Conference Committee on Encounter took several decisive moves.

In August, a UMVIM team did a mission in Paraguay. We worked at the Methodist Church camp, to replace water lines and electric lines. The last task involved installing new utility poles and rewiring camp cabins. Bishop Pedro Magalheis began to share hopes of visiting our Conference during the mission to Paraguay. In the following Autumn, Bishop Pedro, his wife and sisters-in-law visited the Conference center and spoke on Butler, Indiana, Johnstown, and Connellsville Districts. His visit was a beautiful blend of personal interest and pastoral relationship.

Another important development in our Conference Encounter Committee is that David Stains now shares the office of Conference Liaison with Jodale Barnhart, who has served for the past two years as Conference Mission Ambassador. Jodale’s willingness to visit various Methodist missions in Latin America and lead mission programs all over the Conference eminently qualify her as a member of our Conference who can lead in Latin American missions. Finally, her personal involvement in the Conference Encounter Committee assures that her leadership will be effective for years to come. Effective as of Annual Conference, 2017, she will be the sole Conference Liaison for Encounter with Christ in Latin America and the Caribbean.

In further developments, the Encounter Committee accepted that a UMVIM mission to Brisas del Mar, Colombia would be the designated mission project for the coming year. David Stains is expected to serve as UMVIM team leader for this project.

At the end of 2016, the hope was expressed that a Visitation Mission to Nicaragua would be organized for early in 2017. Hopefully this mission would include our new Bishop and thus officially celebrate the 30 years of our Conference partnership with Nicaragua.

David Stains, Encounter With Christ Co-Liaison

Nicaragua Partnership

The Nicaragua Partnership renewed its connections with various ministries in Nicaragua in February 2017. An eight member delegation from Western Pennsylvania UM Conference, which included Bishop Moore-Koikoi and her husband the Raphael Koikoi; as well as the Stephanie Gottschalk, the VIM/Mission Coordinator, visited our conference partner church, "Jesus is Coming Soon" in Jinotega. Their pastor, the Ruben Zeledon, was recently elected President of IGLEMEN (Inglesia Evangelica Metodista En Nicaragua). While in Jinotega, the team was blessed by the radical hospitality and graciousness of our hosts. Pastor Ruben postponed his installation service for two days in order to host us at a special service in his church and served us two meals in his home. David Stains was invited to preach at a nearby church, Fountain of Peace, which as the leader of a VIM team, he had helped to build in 1993. This became a night of celebration of David's faithful service.

The next day we visited the church's preschool where Stephanie Gottschalk and Jodale Barnhardt, Mission Ambassador, demonstrated the process used to crochet plastic
bags into sandals and sleeping mats to the preschool mothers. After the preschool Pastor Ruben took the team to a local nursing home for the elderly operated by the St. Vincent De Paul Society. We shared food and fellowship with the residents and Pastor Ruben led everyone in a hymn sing.

The team departed Jinotega for a long drive to a remote area on the Rio Bocay. Before heading down river in our dug-out canoes, we visited a maternity center where Stephanie and Jody again demonstrated how to crochet sandals using plastic bags. Ronnie Hopkins, Mission Society Missionary, organized the trip to several remote villages on the river where we celebrated the completion of two projects with them: a water project and a school construction project. When we missed a special celebration for us at one village on Friday, the teachers and students came back on Saturday in order to meet with us.

The final night in Managua we met with two of the GBGM missionaries in Nicaragua--Belinda Forbes and Alina Sauedco--to learn about the ministries they support there. The team decided to donate $1,400 to fund the micro-loan program for single mothers that Alina's project supports.

The highlight of the trip for most of the team was the chance to pray over Pastor Anna Patricia Udiel and her ministry for street children through the Roberto Clemente Church. She has been battling illness for several years and has had to scale back her ministry. When the team committed to continue praying for her and her ministry, it was like a great burden was lifted from her shoulders.

Pastor Ruben has been invited to attend our annual conference in June 2017, and we are looking forward to hearing from him the great things that God is doing in Nicaragua.

We are also planning a joint WPA/Eastern Germany VIM trip to Nicaragua in November 2017. Please let me know if your church would like to host Pastor Ruben and his wife, Maryuris, when they are here in June or if you would like a speaker to come to your church.

Richard Schall, Nicaragua Partnership Director

Russia Initiative

Western Pennsylvania Conference has worked with the United Methodist Russia Initiative of the General Board of Global Ministries and with the Russian Church in various capacities since 1991. At the request of the Russia Initiative and the Russian UMC we entered into a formal partnership in 1995 with the Russian Peace Foundation of the Komi Republic. In 2003 we added a partnership with the Embassy of Love United Methodist Church, formerly known as the Samaritan Woman United Methodist Church, located in Syktyvkar, the capital city of Komi. That church closed in 2015, leaving us to develop options for partnership with the Russian Annual Conferences.

After exploring several options (see 2016 report to the Annual Conference) our Board elected to seek renewed partnership with the Russian Annual Conference, and contact Bishop Eduard Khegay of Russia. Bishop Khegay, after consulting with his cabinet, suggested a partnership with the District Superintendent of Kaliningrad, Tatiana Menshova, and her three churches.

There is a meeting of the Russia Initiative consultation in May 2017 in Washington DC. Our Board is inviting Menshova and her delegation to meet us there for conversation regarding partnership goals and structure. When we have an agreement we will present this to the Conference Board of Missions for review and approval.

Clergy and laity of our Annual Conference who have interest in Russian ministry are invited to be in contact with John Flower or committee member for further information.

John E. Flower, Jr., W Pa Conference Russia Initiative Chair
Uganda Christian Solutions

Over the years Uganda Christian Solutions has accomplished many good things, including church and school construction, Women's Center construction, prison ministries, purchased church vans, sewing classes, children’s ministries, pastoral and laity training workshops, local language Bible distribution, mosquito nets, construction of water wells and latrines, evangelism, income generating projects such as handcraft sales, poultry and piggery projects, agricultural training and mobile medical clinics. The organization has grown beyond what we ever imagined. We have reached a point where there is a need to restructure the organization to bring it more in line with US and Ugandan charitable organization and tax laws. We have just entered the research phase of the restructuring plan. Thank you for your ongoing support and prayers over the years. Please continue to pray for us as we discern the new direction where God is leading us to be in ministry with our Ugandan brothers and sisters.

Nancy Denardo for the UCS Board of Directors

United Methodist Advocacy

In the context of this report, “Advocacy” means political connection and activism, primarily at the state-level. This is the third year for the current structure of United Methodist Advocacy in Pennsylvania. In the past, this ministry has been organized differently and known as United Methodist Witness.

I am the coordinator of UM Advocacy in PA. I am a clergy member of the Western PA Conference. However, I work for all three Pennsylvania UM Annual Conferences, relate to Church and Society and other appropriate conference agencies, and report to the three bishops. I am the sole staff person conducting this mission.

My guidelines in determining what issues on which to focus come from three sources: The Book of Resolution of the UM Church, resolutions of our three Pennsylvania Annual Conferences and directions from the bishops. Also, I have occasional communication with the General Board of Church and Society.

It is easy to follow the flow of my work by reading my monthly reports—upon request, I will email copies to anyone who is interested. Perhaps the greatest amount of my time is occupied monitoring actions and activity of the state government. When appropriate, I meet or otherwise communicate with legislators or other officials. It is frequently useful for me to make connections with special interest organizations.

In the past year, the issues on which I was most active were: The environment, anti-payday loan efforts, “Dream Care” health insurance for undocumented children, legislative redistricting reform, and “Safe Harbor” prosecution protection for human trafficked minors.

A special event that I organize is the Legislative Prayer Breakfast for the Pennsylvania General Assembly. This takes place in the fall. Grace UMC, in Harrisburg, has acted as the host venue for the last two years. We United Methodists are the only denomination which conducts an event like this.

I meet monthly in Harrisburg with an informal coalition of faith-based political advocates to network and compare notes. I relate to the Pennsylvania Council of Churches. I sit on the Advocacy and Government Board of the Greater Pittsburgh Community Food Bank—one of the largest food banks in the state, covering 11 counties.

In 2016, I attended all three of our Pennsylvania Annual Conferences. I spoke to the plenary session of Eastern PA and led a laity workshop and introduced legislation at the Susquehanna.
The work of political advocacy has customarily been done at the upper institutional-level. This year I intend to make efforts to engage at a more grassroots level with our congregations. I encourage pastors and churches to invite me to preach or participate in programming pertaining to my advocacy ministry.

As a joint effort of the Pennsylvania Annual Conferences, UM Advocacy in Pennsylvania is supported in the budget of each of these three Annual Conferences.

Dai Morgan daimorgan@msn.com

Justice Reform

Gov. Wolf is sustaining the moratorium on executions in Pennsylvania.

January 2016: In 2012 the US Supreme Court ruled that juveniles could not be sentenced to life without the possibility of parole (Miller v Alabama (2012). Juveniles had to be given minimum sentence alternatives. The Pennsylvania Supreme Court ruled that Miller only applied to juveniles sentenced after 2012-06-23. (Commonwealth v. Cunningham (2013) At 10:30 AM, 2016-01-23, the US Supreme Court applied Miller to ALL juveniles, regardless of when they were sentenced. (Montgomery v Louisiana (2016) 524 Pennsylvania juveniles became eligible for re-sentencing. The Felony Homicide Rule was essentially defeated, and the underlying purpose of our Juvenile Justice Bill (HB 892) was satisfied. Virtually all of the accomplices have had their sentences modified. Perpetrators are being reviewed individually. As of 2017-03-15 Beaver County had gone from eleven juveniles serving life without parole to only four.

We interviewed Bryan Stevenson at the University of Pittsburgh Law School on 2016-01-23 regarding Just Mercy: A Story of Justice and Redemption. That interview was published as “Poverty and Justice”.

February 2016: On 2016-02-05 we were designated as a resource with the Pennsylvania Interbranch Commission on Racial, Gender and Ethnic Fairness. We developed standardized criteria for juror exclusions and exemptions to increase the diversity of jury populations. HB 1126 of 2017 We also proposed a reconciliation between juror compensation and the Federal Tax Code. The Interbranch Commission adopted our “Juror Compensation: a Pennsylvania Model”. HB1127 of 2017

March 2016: On 2016-03-14 we held our 2016 annual conference, “The Felony Homicide Rule in Juvenile Sentencing”, at the University of Pittsburgh Law School. Brenda Emerick, of Friendship Circle, emphasized the importance of accepting offenders back into society. Tiffany Sizemore-Faith, Duquesne University School of Law, emphasized that children are not just minor adults, and should not be sentenced as adults. Their brains are not fully developed, and their chance of behavior modification is much greater. Chaz Arnett, University of Pittsburgh Law School, is concerned about the impact incarceration on juveniles. Juveniles in adult prisons are 36 times more likely to commit suicide. Roger Thomas spoke to the Bills in the 2016 Legislative Session. Maria Quido & Rev. Susan Ferrano addressed the social environment which elicits juvenile homicides. The Committee’s “2016 Resentencing Juveniles Conference Final Report” was published.

April 2016: We initiated an inmate program regarding the “Defense Federal Acquisition Regulations System”. DFAR is a contracting curriculum which offenders can use even before their release from custody. The curriculum lasted until 2016-11-27, and inmates are now certified in acquisition and contracting.

On 2016-04-15 & 16, University of Pittsburgh Law Professor Jules Lobel held a “Solitary Confinement Conference” in the University of Pittsburgh Law School. Pennsylvania, with 173 inmates, is the 5th largest Death Row in the world. Pennsylvania holds these people in solitary confinement. One inmate was sentenced at 26, and has now
spent 34 years in solitary confinement. The U.N. Rapporteur on Torture, Juan Mendez, has determined that more than 15 days in solitary is prolonged solitary and is torture. He proposed a complete ban on prolonged solitary confinement by UN member nations including the United States.

**May 2016:** On 2016-05-11 we addressed the “Legislative Initiative Against the Death Penalty” annual conference in Harrisburg. Joan Anderson, Amy Krone & Kathleen Lucas addressed the meeting. I was able to speak regarding “Ban the Box” and “Junk Science”. 30 people signed letters to Rep. Vereb opposing HB 1601 reinstating mandatory minimums. I personally delivered those letters to his office. A similar packet of letters regarding HB890, the Racial Justice Act, was also delivered to the Chair of the House Judiciary Committee.

**June 2016:** We submitted P101 on campaign finance disclosure and P102 regarding Gerrymandering to this Annual Conference on 2016-06-12. These resolutions were adopted by the Conference. Six Gerrymandering proposals have been filed in the 2017 General Assembly, and are discussed in “Gerrymandering in Pennsylvania”. Several campaign finance disclosure proposals have also been introduced.

On 2016-06-16 the Interbranch Commission for Racial, Gender and Ethnic Fairness assigned us to draft the Racial Justice Act position paper. The first chapter of this paper, pertaining to sentencing practices, has been published as “The Racial Justice Act in Pennsylvania”. The chapter pertaining to proportional jury pools has not yet been published.

**September 2016:** The Interbranch Commission on Racial, Gender & Ethnic Fairness published its Best Practices for Jury Selection and Service in Pennsylvania on 2017-09-18. This report included all of the exclusion, exemption & compensation proposals which we had developed.

**October 2016:** We were able to meet with the District Attorneys on 2016-10-04 to discuss “proportionality” in juvenile sentencing. The minority population in custody is triple their proportion of the population at large. When a juvenile is to be sentenced, an officer of the Court prepares a report “concerning the child, his family, his environment, and other matters relevant to disposition of the case.” This report does not reflect the proportionality of a minority’s sentence compared with a non-minority’s sentence for similar offenses.

**November 2016:** Inmates can now be certified by the National Registry of Interpreters for the Deaf (RID). This provides an additional ministry to entire barracks of deaf inmates, and it provides the certified inmate with a job skill which they can use when they are released.

**December 2016:** We met with the Pennsylvanians for Alternatives to the Death Penalty on 2016-12-07 to determine which legislation should be pursued in the 2017-2018 Legislative Session. We decided not to pursue the Juvenile Justice Act in view of the Miller & Montgomery decisions. Crime Lab Certification, HB1127 of 2017, & Eyewitness Identification, HB1128 of 2017, are being pursued with both the legislature and the Pennsylvania Bar’s Best of Practices Committee. The Racial Justice Act would also be pursued in both the legislature and the courts.

The Pittsburgh Chapter of the NAACP conducted a showing of the documentary “13” on 2016-12-10 at the Community College of Allegheny County. Subsequent discussion included our racial justice legislation.

Bishop Bashore’s 1997 challenge is still being met, and our 2008 Conference Resolution is being satisfied. We are continuously striving toward the teshuvah in Ezekiel, the Covenant Code in Exodus, and the Great Commission in Matthew. One step at a time.

Roger Thomas nrthomas@hotmail.com
United Methodist Foundation

A completed 2016-2020 strategic plan yielded a revised vision statement for the United Methodist Foundation of Western Pennsylvania: to build a foundation for thriving and faithful United Methodist churches and agencies in Western Pennsylvania. This vision is fueled by a revised mission statement.

Through its commitment to the principles of Christian stewardship of financial resources, the Foundation empowers individuals and organizations to respond as disciples of Jesus Christ in financially supporting Christian ministries.

Throughout its forty-six year history, the Foundation has maintained its dedication to complementing and reinforcing the stewardship ministries of the churches, agencies, and programs primarily of and within the Western Pennsylvania Annual Conference of The United Methodist Church by providing responsible and faithful investment management for churches and agencies; enabling planned giving through which individuals can support Christian ministries; and offering education and support in financial stewardship and leadership.

The Foundation witnesses the Gospel’s stewardship message by faithfully executing its mission to be a recognized leader in enabling Christian stewardship in the Western Pennsylvania Annual Conference of The United Methodist Church with a skilled and highly motivated staff under the effective oversight of an engaged board of directors.

In August Pastor’s Leadership Academy for Stewardship Formation number 5 began with 11 pastors beginning a two year Biblical, ecclesiastical, and personal journey into gaining new transformational insights into stewardship. Additionally, other stewardship educational services were offered throughout the year.

Since 2001, the Foundation has awarded grants totaling nearly $700,000 to enhance and expand United Methodist ministries in Western PA with the goal that they become self-sustaining. In 2016 $49,000 was awarded to churches and agencies. The source of the grants is an unrestricted gift of past Board Chair, Robert Stewart.

The Annual Meeting of the Foundation was held in September around the theme, “Looking Forward with a Glance to the Past” and highlighted the Foundation’s Strategic Plan. During the meeting the comprehensive examination of the strategic plan process was reviewed. This process included a Board S.W.O.T analysis and a survey from various segments of our constituents. This valuable data was used to measure the effectiveness of current services and programs as well as evaluate and gather feedback for new services and programs to better serve the churches, agencies, and individuals of the Conference. Also, the Foundation’s financial and investment summaries were reviewed.

In November the annual Founders’ Day luncheon honored James. L. Marshall with the coveted Founders’ Day Award for his longtime commitment to Christian stewardship and service to the endowment committee of Grace United Methodist Church in Warren, PA.

The long-term investment philosophy of the Foundation’s Core Balanced Account continues to provide reasonable returns and a conservative approach to ensure a consistent income stream to fund various ministries. In December the new Income and Growth Account with an asset allocation of 80 percent fixed and 20 percent equities was
unitized. The Foundation’s Aggressive Account, with an asset allocation of 80 percent equities and 20 percent fixed, and has completed its first full year as an active fund.

The total of all assets under management achieved an all-time high of over 70 million dollars in 2016.

In December, the Foundation reached a milestone with its Board-funded Endowment, the Wesleyan Heritage Fund by raising ($102,169) one hundred two thousand, one hundred sixty-nine dollars. The purpose of the Wesleyan Heritage Fund is to (a) encourage members of the Board and others to enjoy the benefits of charitable giving to support worthy United Methodist causes; (b) provide, over time, resources that will enable the Foundation to respond favorably to meaningful requests for financial help as the Board deems appropriate; and (c) offer a way for members of the Board to personally embrace and demonstrate the stewardship message of the Foundation.

Additionally, the Foundation’s highly engaged Board of Directors and dedicated staff continue to faithfully serve Christ by providing excellence in Christian stewardship education and sound financial management services.

Richard Thomas, Board Chair
D. Edward Bailey, Executive Director

**Board of Pensions & Health Benefits**

*Health Care Committee*

In 2016, the Health Care Committee faced the ever-increasing challenge of offering healthcare that is both affordable for our local churches and sustainable for our clergy, their families, and eligible lay employees who participate in our plan.

We reviewed proposals from five insurance carriers, with three declining to bid on the RFP (Request for Proposal). As a result, UPMC health plan was selected to remain our healthcare provider. We introduced our 2016 plan design to participants, with the option of participating in either a Health Reimbursement Arrangement (HRA) managed by UPMC or a Health Savings Account (HSA) managed by Keystone United Methodist Federal Credit Union.

We are proud to say our members are becoming healthier due to participation in wellness activities as indicated in the results of their annual Biometric Screenings. These activities—such as the screenings—are requirements of the incentive funding structure and remain to be an integral element of our wellness-focused plan.

The committee continues to monitor the health care plan and changes in the industry, as well as staying updated on the Affordable Care Act.

Rich Pearson, Chair
Kathleen Lasky, Benefits Officer

*Finance Committee*

As expressed in prior years, the guiding principle of the Finance Committee is that we must work diligently to ensure that the resources entrusted to us are managed with faithfulness and integrity to meet the healthcare and retirement needs of those who serve our congregations. We have focused our efforts in the following areas: the utilization of the Pre-82 plan overfunding, the adequacy of our reserves for active and retiree medical, investment and investment manager review, and assisting struggling congregations to meet their healthcare obligations.

The financial markets struggled during 2015 and for much of 2016. We weathered that storm and the end of 2016 and the beginning of 2017 have seen a strengthening U.S. market which has bolstered our financial position. We continue to be blessed with an overfunded pre-1982 pension plan which has allowed us to use portions of this overfunding
to meet post 1/1/2007 pension obligations in lieu of billing the local churches for this liability. In 2016 we used $2,252,942 of this overfunding to meet current year pension needs. Additionally, we accessed nearly $8.4 million of the overfunding through exchanges with other conferences to build our reserves in order to meet future years’ obligations. It is our plan to use remaining overfunding as well as reserves to meet our 2017 and 2018 pension obligations of $2,298,194 and $2,285,565 respectively.

With respect to active and retiree medical reserves, our current-year comprehensive funding plan indicates that we have sufficient reserves to cover potential unexpected medical costs. Given the rapid changes that we face in the healthcare arena, we regularly monitor our financial needs and seek to maintain a conservative posture with respect to these potential liabilities.

Recognizing that some congregations struggle in meeting their healthcare obligations, we continue to review ways that we may mitigate the impact of healthcare increases on these congregations.

Steve White, Chair

Administrative Committee

The work of the board has gone very well thanks to the capable finance and administration staff. We want to thank especially our Conference Treasurer Larry Bridge, our Pension/Medical Benefits Officer Kathleen Lasky and Alexis Soohy our Senior Benefits Coordinator. The team has worked very hard to address the growing complexity of the Affordable Care Act and the changing benefits environment due to the election of a new president.

During 2016, our committee oversaw the updating of information for the pension and health care information on the conference website. There were education events in all the districts in the fall of 2016.

A major review of the Carnahan Grant Policy was completed in 2017. Gary Grau was elected to serve as the Carnahan Grant Coordinator and will act as an ex-officio member of the Board of Pensions.

The Administrative Committee has provided an opportunity for 2017 retirees to discuss retirement options at a local seminar in cooperation with the General Board of Pensions. It also held its bi-annual benefits training event at the Marriott in Cranberry Township in the fall 2016. These events proved to be very valuable to the participants.

Robert F. Zilhaver, Chair

Lamar Oliver, CBP&H Chair

ENDOWMENTS (Unaudited)

This report is a complete listing of endowments, investments and special pension accounts of the Western PA Annual Conference. Special thanks to Rev. Edward Bailey and the United Methodist Foundation for their management of the large majority of these funds. The endowments are designed to preserve the integrity of the original capital as directed by the trust agreements under which they were endowed.

Special appreciation is extended to the individuals who possessed and shared the vision that funded these endowments which support our connectional ministries.

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<th>Title</th>
<th>Market Value as of December 31, 2016</th>
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Discipleship

Camping

**Martin Prytherch Memorial Campership Fund** $5,306
Earnings are available for Camping Ministries within the Creative Arts Camp and any successor program.

**Christian Outdoor Education** $85,133
Fund was created in 1993 from accumulated funds of United Methodist Outings. Earnings to be used for camperships.

**George & Carolyn Bashore Campership Trust Fund** $30,546
The proceeds of gifts received upon Bishop Bashore’s retirement, to provide camperships to economically disadvantaged children and youth.

*Gascoine Camping Fund* $13,001
Income is available beginning 4/2002 for Camping Ministries within the Creative Arts Camp and any successor program.

**Conway Trust** $46,576
Proceeds of the former Conway United Methodist Church sale 1996.

**Thomas & Sally Bickerton Campership Trust Fund** $3,519
Proceeds to provide camperships to economically disadvantaged children and youth.

**Hawke-Petit Endowment** $14,014
Created in 2007 as a Gift Opportunity by Rev. Richard and Marybelle Hawke in memory of the tragic deaths of daughter Jennifer Hawke-Petit and granddaughters, Hayley and Michaela Petit; committed to preserving the Christian Spirits and fulfilling their lives of promise for the future. All were devoted to the lives of children and youth. Funds are to be used for Camperships.

**Elizabeth McCorkle Campership Trust Fund** $5,321
Proceeds to provide camperships to children and youth.

Evangelism

**Earl J. Patterson Fund** $11,166
Fund was established by the Will of Earl J. Patterson. Principle and income is to be used for Clinic on Evangelism with no more than $1,500 to be distributed in any one calendar year.

**Richard M. Burns Endowment** $9,233
Income from the fund to be used for the purpose of helping further the work of evangelists in the Western PA Annual Conference.

**Patterson: Pastors Fund** $47,653
Unknown source –Income is to be used for Pastors’ School on Evangelism.
Age Level – Youth

Homer N. Clark $7,931
Fund was established in 1958 by Conference Youth Fellowship. Income is to be used for scholarships enabling youth to attend events.

*Cutshall Youth Trust $3,240
Fund was a gift of Keith B. Cutshall in 1990. Income is to be used by Conference Youth ministries but cannot be used for the Youth Service Fund.

Youth Ministry Scholarship Fund $66,962
The income beneficiary of the fund shall be the Youth Ministry Team of the Western Pennsylvania Conference for the purpose of funding Youth Ministry programs. One half of the interest of the fund is to be distributed to the Youth Service Fund for scholarships to any approved youth event, mission of peace, mission trip, or Conference camping program. Scholarships may also underwrite the cost of an event provided that it appropriately lowers cost for all participants. One half of the interest shall be reinvested.

Age Level—Singles

Mark Baumann Memorial Fund $2,255
Fund was created in 1989 by Young Adult Council and Mars United Methodist Church. Income is to be used for such purposes as are determined by the Young Adult Council.

Christian Singles $10,813
Fund was created in 1995 by the Christian Singles Fellowship of the Western PA Conference and Mars United Methodist Church. Income is to be used for such purposes as determined by the Christian Singles Fellowship.

Age Level – Campus Ministry/Higher Education

Educational Society $161,222
Created in 1889, the income from invested funds is to be used for the purpose of awarding college or vocational school scholarships to children of low income clergy. (See 1996 Conference Journal page 605)

Edinboro Campus Ministry $187,548
Funds are the proceeds of the sale of campus ministry property and pastor’s home. Income to be used for the purpose of providing programs of training and leadership development for lay and clergy of the Western Pennsylvania Conference for outreach and local church ministries to higher education.

*Schall Memorial Trust $32,855
Trust created as a Memorial to Ruth Zitzman Schall by son Richard. The Trust provides financial assistance to women in the Western Pennsylvania Conference who are commencing their freshman year at certain accredited colleges or universities and have demonstrated financial need, academic achievement and vocational promise.
<table>
<thead>
<tr>
<th>Fund Name</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Allegheny College Endowment</strong></td>
<td>$1,066,441</td>
</tr>
<tr>
<td>The endowment was established to establish and support a Chair of Religion at Allegheny College. Income from the fund is to be distributed to the Treasurer of Allegheny College in an amount requested by the Board of Trustees of the College in order to maintain the Chair of Religion, but in an amount not to exceed income of the fund in the current year.</td>
<td></td>
</tr>
</tbody>
</table>

| **Dr. Alberta Dorsey Education Scholarships** | $241,358   |
| The fund was established for the purpose of providing funding for undergraduate students pursuing a degree in elementary education or education that is intended to prepare quality elementary teachers for public or private schools. No distribution from fund is to be made until income reaches $1,000. |

| **Wesley Foundation**                         | $35,142    |
| Fund was created from the proceeds of the sale of the former Wesley Foundation House in Pittsburgh. Income from the fund shall be for campus ministries. |

| **Smith Memorial Scholarships**               | $252,757   |
| The fund was created by a gift from Andrew W. and Jane S. Smith in memory of their children, Christopher and Sarah Smith. The Board of Higher Education of the Western Pennsylvania Annual Conference shall receive fifty percent of the income of the fund for its use in providing the Christopher Smith Memorial Scholarship. The scholarship is granted to an entering candidate to a two or four year accredited degree program at an accredited college or university and shall give preference to students enrolled at Point Park College of Pittsburgh and The Art Institute of Pittsburgh. Other specific guidelines developed by the united Methodist Foundation apply. |

| **IUP Campus Ministry**                       | $110,372   |
| The fund was created from the proceeds of campus minister’s house sale in 1996. Income to be paid to IUP United Ministries for 3 years, then income will be distributed to the Board of Higher Education of the Western Pennsylvania Conference for purposes they deem appropriate. |

| **New Church Starts**                         |            |

| **WPAC Custody Account**                      | $282,769   |
| Fund was established by donor for New Congregational Development in the Upper Allegheny River Region, for capital expenditure only. A portion of these funds are held at the United Methodist Foundation ($198,734) and the remainder ($84,035) is held at Keystone United Methodist Federal Credit Union. |

| **Urban Ministry Fund**                       | $251,040   |
| In accordance with the Book of Disciple (¶2549.7), if a church in an urban center with a population > 50,000 is closed, the proceeds from the sale of its property must be used for new and/or existing ministries within urban transitional communities, as described in ¶212. During 2016, Haven Heights United Methodist Church was sold and proceeds from this sale were used to establish this fund. |
Global Ministries

Consolidated Mission Fund $76,816
Proceeds for the purpose of providing support for mission projects as directed by Global Ministries
(The following funds were consolidated during 2009 to form the Consolidated Mission Scholarship Fund) Rupert Trust; Gifford Mission Fund; Blairsville District Fund

Hester Munden Mission Fund $264,256
Fund was created as an endowment from the estate of Hester Munden. Income from the endowment is to be used for missions as directed by Global Ministries

Browning Mission Trust $71,635
Trust was established by Scott D. Browning in memory of his wife, Ruth Anna Wright Browning. Income from the trust is to be used to help provide mission tour travel experiences to spouses who accompany persons from the Western Pennsylvania Annual Conference who are being aided by other funds to visit United Methodist mission programs.

Merritt Edder Memorial Mission Education Scholarship Trust $1,653
The trust was created by the Annual Conference. Income from this fund is to be used further Mission Education Events and to help supplement mission education projects (e.g. Mission Ambassador Program, School of Missions, and Work Teams etc.) See 1981 Journal page 342, paragraph 2.

Native American Scholarship Fund $31,593
This fund was created by Community UMC. Income and principle from this fund is to be directed by the Committee on Native American Ministry to provide funds scholarships for higher education to Native American people of our region.

Spiritual Leadership

Laity

Consolidated Laity Scholarship Fund $71,678
Proceeds for the purpose of proving funds for laity scholarships
(The following funds were consolidated during 2009 to form the Consolidated Laity Scholarship Fund) Renton Brown Fund; Idella Smith Fund; Whetsel Fund; First United Methodist Church of Duquesne Thomas Fund

Board of Ordained Ministry

Consolidated Ministerial Scholarship Fund $1,366,660
Proceeds for the purpose of providing scholarships for candidates pursuing the educational requirements for ordained ministry
(The following funds were consolidated during 2009 to form the Consolidated Ministerial Scholarship Fund) Grace S. Kreiling Fund; Sugar Grove Trust; North Avenue and Arch Street Fund; Earl J. Patterson Fund; Raymond W. Faus Fund; Ministerial
Training Scholarship Fund; Julie Niebaum Fund; Frances Kees Fund; Dashiel Grant; Brookline Scholarships; Leonard Nolf Fox Memorial Fund; Straw Fund; Bunyan Fund; *Smith Seminary Scholarship Fund

**Carl F. Koch Grant** $20,094
This is a grant to provide financial assistance to United Methodist graduate students pursuing fulltime theological education at Pittsburgh Theological Seminary to equip them for fulltime ministerial careers.

**Cramer Seminary Scholarship Fund** $5,571
The fund was created by a gift from Leo C. and Mona L. Cramer. Income from the fund is to be used to provide scholarships to seminary students who intend to pursue pastoral ministry. Funds shall be distributed at the discretion of the Board of Ordained Ministry.

**First United Methodist Church of Duquesne Woody Fund** $58,620
The fund was created by a gift from the First United Methodist Church of Duquesne, PA. Income will be distributed as requested by the donor and former congregation for the purpose of educating ministers of the United Methodist Church.

**First United Methodist Church of Duquesne Cora & J. Wayland Thomas Scholarship Fund** $51,015
The fund was created by a gift from the First United Methodist Church of Duquesne, PA. Income will be distributed as requested by the former congregation for the purpose of educating ministers of the United Methodist Church.

**Timothy Project** $43,640
This fund was established by the Board of Ordained Ministry to receive donations in memory of beloved pastors. Income from the fund is to be used to help seminary students to defray the cost of ministry training and education.

**Brookshar Family Ministry Scholarship Fund** $295,899
The fund was established by the Brookshar Family. Income from the fund is to be awarded as a scholarship to a prospective student at an accredited United Methodist Seminary to prepare for ministry. Award is to be based on financial need and a true enthusiasm and commitment in bringing people to Christ.

**General Education Scholarship Fund** $1,085
The fund was established in the memory of Rev. William L. Chamberlain for the purpose of supporting basic educational expenses of candidates seeking ministry credentials in the United Methodist Church.

**Pension & Medical**

**Pension Permanent Annuity** $11,155,336
This fund was established in 1898 for pastors’ pensions in the former Pittsburgh Conference. Pittsburgh Conference Funds were merged with Erie Conference Funds at the time of union. Subsequent gifts and bequests have been added to the fund for the purpose of pension support. Funds are deposited with the United Methodist Foundation. The income only from this fund is available for distribution by the Board of Pensions.
**Health Insurance Reserve Fund**  
$637,953  
This fund was established by the Board of Pensions to provide reserves to help cover future liabilities and is intended for retiree health insurance. Funds are deposited with the United Methodist Foundation.

**Health Insurance Reserve Certificate of Deposit**  
$313,881  
This fund was established by the Board of Pensions to provide reserves to help cover health insurance liabilities. The fund is invested with the Keystone United Methodist Federal Credit Union.

**Retiree Health Insurance Aggressive Fund**  
$4,301,494  
The Board of Pensions established this fund in 2015 by transferring funds from the Wespath Retiree Health Insurance Fund to further diversify the overall asset allocation of the pension and medical reserves. This fund provides reserves to help cover future liabilities and is intended for retiree health insurance. Funds are deposited with the United Methodist Foundation.

**Carnahan Fund**  
$1,511,907  
This fund was established by the will of William E. Carnahan. The income only shall be applied by the Board of Pensions to supplementing payments to beneficiaries of any annuity or pension plan adopted by the Western PA Annual Conference. Funds are held by The Bank of New York Mellon.

### Board of Pension Special Accounts

(Investments held by Wespath Benefits Investments (“Wespath”), formerly the General Board of Pension and Health Benefits in Evanston, IL. Unless otherwise noted all balances are as of December 31, 2015)

<table>
<thead>
<tr>
<th>Account</th>
<th>Funding</th>
<th>Liability</th>
<th>Funded Status</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Supplement 1</strong></td>
<td>$87,932,122*</td>
<td>$75,574,416*</td>
<td>$12,357,706*</td>
</tr>
<tr>
<td><em>(Pre-82 Plan)</em></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Deposit Account</strong></td>
<td>$20,472,909</td>
<td>$25,120,729**</td>
<td>$7,449,204**</td>
</tr>
<tr>
<td><strong>Medical Reserve Account</strong></td>
<td>$3,295,278</td>
<td>N/A</td>
<td></td>
</tr>
</tbody>
</table>
Retiree Health Insurance Fund $7,874,372  N/A
Funds restricted for retiree health and dental insurance liabilities.

Benefit Reserve Account  $37,129,853  N/A
Funds restricted for future CRSP defined benefit unfunded liabilities or other retiree benefits needs.

Carnahan Income Account  $956,311  N/A
This fund was established by the Board of Pensions to invest accumulated unspent income from the William E. Carnahan Fund. This fund is restricted under the same terms as the above described Carnahan Fund.

Endowments

District Superintendents

*Allaman Trust  $51,593
The trust was a gift of Samuel L. Allaman in 1991. Income from the trust shall be to provide a permanent source of funds for emergency grants in times of crisis to clergy and clergy families of the Western Pennsylvania Conference at the discretion of the Cabinet. Priority shall be given to, though not necessarily restricted to, younger clergy within the first ten years of their ministry.

Patterson Fund  $53,674
The fund was created by a Centenary Fund Gift of Oliver B. Patterson. Income from the fund is restricted to use by the discretion of the District Superintendents.

Washington District  $1,459
The fund was created by a gift of Centenary Fund. Income from the fund is to be used for district programs.

Franklin District Horace Thompson Fund  $7,621
The fund was created by a gift of Horace Thompson to be used by the Franklin District for the purpose of meeting the needs of pastors in that district on Incapacity Leave or in a Retired Relationship with the Western Pennsylvania Annual Conference.

Abandoned Church Fund  $142,142
This fund was created by an allocation of funds generated from the sale of Conference property. This fund can be used for such purposes as designated by the Cabinet.

Trustees

Trustees Capital Improvement Fund  $299,874
This fund was created by an allocation of funds generated from the sale of Conference property. This fund can be used for such purposes as designated by the Conference Board of Trustees.
Council on Finance and Administration

Memorials $1,679
This fund was created in 1992 from a number of small gifts in memory of various conference pastors. Income from this fund is to be made available for the Bishop’s Discretionary Fund. Due to the small amount of current interest, this fund is being reinvested.

Conference Fixed Fund $457,748
This fund was established by the Council on Finance and Administration (CF&A) to support a reserve of 5% of annual Conference budget.

Ethel K. Braun Fund $359,999
This fund was established by a bequest from the Estate of Ethel K. Brauns. Funds may be designated to any line item in the Annual Conference budget as approved by CF&A. For 2017, the income is targeted for shoring up the Conference Reserve (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines. For 2018, CF&A recommends that it be used to shore up the Conference Congregational Development & Revitalization Office (4540), Conference Reserves (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines.

Maude Murray Fund $258,485
The fund was created by a bequest to the former Erie Conference by the Estate of Maude A. Murray. Funds may be designated to any line item in the Annual Conference budget as approved by CF&A. For 2017, the income is targeted for shoring up the Conference Reserve (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines. For 2018, CF&A recommends that it be used to shore up the Conference Congregational Development & Revitalization Office (4540), Conference Reserves (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines.

Kilpatrick Fund 040 $476,949
The income from this trust shall be paid to the Pittsburgh Conference of the Methodist Protestant Church in perpetuity to be used for the interests of the church as it may from time to time direct. Income may be designated to any line item in the Annual Conference budget as approved by CF&A. For 2017, the income is targeted for shoring up the Conference Reserve (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines. For 2018, CF&A recommends that it be used to shore up the Conference Congregational Development & Revitalization Office (4540), Conference Reserves (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines.

Kilpatrick Fund 265 $674,294
The income from the residuary estate shall be paid to the Pittsburgh Conference of the Methodist Protestant Church in perpetuity to be used for the interests of the church as it may from time to time direct. Income may be designated to any line item in the Annual Conference budget as approved by CF&A. For 2017, the income is targeted for shoring up the Conference Reserve (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines. For 2018, CF&A recommends that it be used to shore up the Conference Congregational Development & Revitalization Office (4540), Conference Reserves (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines.
Reserves (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines.

**Worthington Trust**  $212,684
Will of Edgar D. Worthington 6/27/67 in memory of Anna M. Worthington (mother), Carrie E. Worthington (sister) and Alice K. Worthington (sister). Income may be designated to any line item in the Annual Conference budget as approved by CF&A. For 2017, the income is targeted for shoring up the Conference Reserve (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines. For 2018, CF&A recommends that it be used to shore up the Conference Congregational Development & Revitalization Office (4540), Conference Reserves (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines.

**Pittsburgh District Kaighin Fund** $18,281
Bequest of Albert B. Kaighin - Income may be designated to any line item in the Annual Conference budget as approved by CF&A. For 2017, the income is targeted for shoring up the Conference Reserve (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines. For 2018, CF&A recommends that it be used to shore up the Conference Congregational Development & Revitalization Office (4540), Conference Reserves (5400), Local Church Audit (5440), and Bishop’s Leadership Initiative (6100) budget lines.

**Charles O. Rall Trust** $938,232
The Annual Conference became the beneficiary of this trust in 2014.

**Mortimer Fund** $0
The Annual Conference was a named beneficiary for the Estate of R. Lee Mortimer and received $79,569 upon his death. During 2015, these funds were used to fund the construction of the Labyrinth at the Conference Center; in 2016 the Labyrinth was fully dedicated a plaque honoring R. Lee Mortimer was installed.

*Note: The trustee of the funds marked by an asterisk is not our Annual Conference. However, income from these funds has come to Conference entities over recent years. So the listing for this year is for informational purposes only.

Lawrence D. Bridge, Treasurer

**United Methodist House Chautauqua Institution**
The United Methodist House is located on the grounds of the Chautauqua Institution in the southwest corner of New York State. The first of the Denominational Houses at Chautauqua, it is currently governed by an elected Board of Trustees, the members of which come from the Western Pennsylvania Annual Conference, the Upper New York Annual Conference, and the community at large. The United Methodist House (initially the Methodist House) was established, as were all denominational houses for their respective denominations at Chautauqua, to provide a place for study, worship and socialization in a manner consistent with the Institution’s mission and purpose. The United Methodist House offers space for visitors who attend Chautauqua events during the summer season and provides hospitality to all who linger on the spacious porch. True to an ecumenical spirit, the House welcomes diverse groups who find the Chapel or porch especially appropriate for their religious or programmatic purposes. During the
Chautauqua season, the House is staffed by Karen and Bob Douds and provides a Chaplain of the week for the activities of the House. The House works in relationship with the Hurlbut Memorial United Methodist Church staff to offer year-round retreat and small group opportunities.

We welcome applications for our Chaplaincy program. Potential summer guests, or those wishing to secure retreat space at other times of the year, will find further information available on our website: www.umhouse.com

Brenda Baird

**United Methodist Women**

United Methodist Women is the largest denominational faith organization for women, with approximately 800,000 members whose mission is fostering spiritual growth, developing leaders and advocating for justice.

Members raise up to $20 million each year for programs and projects related to women, children and youth in the United States and in more than 100 countries around the world.

Within the Western PA Conference, women in local organizations support a myriad of ministries in their churches and communities with funding and service. Funds they contribute to the District and National levels enable mission projects, advocacy, and the empowerment of women within the U.S. and world-wide.

In January 2017 the WPA United Methodist Women disbursed $54,000 from the Elizabeth A Bradley funds to 13 groups and projects providing mission outreach to women, children and youth. Through the Scholarship for Christian Vocations and the Mary E Jewell Scholarship Fund, scholarships are provided biannually for individuals planning to enter fulltime Christian service.

United Methodist Women:

- Provide opportunities to grow spiritually with published material and courses. In our conference, districts offer Ash Wednesday services, Days Apart, retreats, and a network of women serious about supporting each other in their spiritual journeys.
- Equip women and girls to be leaders through training events, mentors, and opportunities to lead. The annual “unstoppable” event for young women in WPA, age 15 through 25, is in its fourth year in 2017 – sponsored by United Methodist Women, planned and facilitated by young women.
- Provide transformative educational experiences through Leadership Development Days, Mission u, and next year the quadrennial gathering of thousands of women at Assembly (Columbus, OH, May 17-20). Each year women from WPA (and other conferences) are selected to experience leadership development through national training events.
- Work for justice through compassionate service and advocacy to change unfair policies and systems.

During this quadrennium United Methodist Women are focusing on four priority areas as they advocate for justice.

- **Climate Justice** (Life-giving stewardship that promotes sustainability.)
- **Maternal and Child Health** (Life-saving access and education that promotes well-being.)
- **Criminalization of Communities of Color and Mass Incarceration** (Protecting women and families by ending criminalization of people of color.)
- **Economic Inequality** (Inequality is a women’s issue.)

Mission Ambassadors receive funding from United Methodist Women and WPA Global Ministries. They begin their two year itineration in Western PA at Mission u, after traveling in spring 2017 to the Missionary Conferences of the United States (Alaska, Oklahoma Indian Missionary Conference, and Redbird Missionary Conference). Contact one of the Ambassadors for a mission program:

- Pam Gardner (revpamelasgardner@gmail.com) – currently serving Wesley UMC in Erie
- Cyndi Bloise (revbloise@gmail.com) – currently serving Beulah Park/Christy Park Charge in McKeesport
- Clay Campbell (gccampbell69@gmail.com) – a lay speaker from Heckathorn UMC in Seneca.

United Methodist Women are organized for mission. Join us!

Diane Miller, UMW President

**WPAUMC Conference Staff Study**

In June 2016 the annual conference was in the process of adopting an apportionment budget for 2017 calendar year. During the budget conversation, several motions were made considered regarding the total apportionment costs and staffing needs of the annual conference.

A motion (2016 AC Motion) was passed that asked the Connectional Leadership Table and the Personnel team to do a study of the current staffing structure taking into account several issues: 1) The need for our Conference staffing structure to reflect a sustainable ministry honoring the local church’s faithful stewardship, 2) The scope and efficacy of the Conference staffing structure, and 3) Continuing the full utilization of the gifts of our Conference Staff, in concert with the Cabinet, to benefit the local church. This report seeks to address the motion.

Following those budget conversations, several questions were raised as to underlying issues that were present in the need for such a study. While it is difficult to address all perceptions of the annual conference with regard to an apportioned budget, there are areas that cause pressure on the overall ministry of local churches, the annual conference and all of our ministries. Issues around healthcare costs, rising cost of ministry in our region, the capacity for our churches and annual conference to engage in ministry, as well as hiring practices of the annual conference are just some of the issues that need to be considered.

**Financial Task Force of 2016**

It is important to know that in the spring and winter of 2016, several teams and agencies in the annual conference engaged in conversations surrounding costs of ministry. A Financial Task Force addressed emerging and ongoing financial topics that affect the annual conference including healthcare, equitable compensation, and pension obligations.

The findings of the task force were reported to the annual conference in the spring of 2016. “As leaders of our conference, we can say with confidence that we are on solid financial footing. While there are areas of concern, we believe that our funding is stable; we are grounded and ready to address the emerging challenges that face our Conference and our local churches. God knows our future and holds a future promised to us in Hope,
and we believe that conversations about our stewardship of all that God gives to us will allow us to be in position to best address emerging needs.”

Further, that report shared that “In 2015 local churches gave a total of $8,897,744.48, which represents 91% of the total apportionment budget. These funds support ministry throughout our region and the world that impact lives in very positive ways. Conference reserve funds, required by Conference rules, remain fully funded. God’s Kingdom is being built right here in our area because of the continued commitment our local churches.”

The Financial Task Force acknowledged that there were challenges that Conference leaders need to hold continually in prayer. The future of Conference-wide health insurance coverage and its related costs are one of the greatest challenges that we face as a connection. The Board of Pensions takes a proactive approach to minimize costs increases and looks for ways to shift costs whenever and wherever possible.

While the Conference Board of Pensions (BOP) projected an increase in health care premiums between 20% and 40% billed to the local church in 2017, the BOP was able to negotiate a much smaller increase of about 15%. The BOP continues to work with consultants, looking at a possible change in insurers, health insurance plans, coverage options, and deductible and out-of-pocket increases. This will enable the board to be prepared to remain in compliance with all health care laws while still providing affordable care.

Response to 2016 AC Motion

Following Annual Conference in 2016, several boards and agencies and leadership teams addressed the issues presented during the budget discussion. The Connectional Leadership Table began to discuss the need for the study along with Personnel. The Personnel team began to take on a more active role in personnel oversight and support. The Council on Finance and Administration began to study apportionment models and ways in which the connectional apportionment budget process can be strengthened to support the overall ministry of the annual conference.

Personnel Team

In the fall of 2016, The Conference Personnel Team began to meet regularly and addressed immediately the reality that they had been outside of the structural loop for as many as two years. The Personnel Team acknowledges that over the previous two years, it had not participated in all hiring decisions. A commitment was made immediately to take on the active role of participating alongside the Bishop, the Director of Administrative Services, and the Director of Connectional Ministries in all staff changes, hiring, dismissals, and overall vision for staffing.

To date, the Personnel team has:

• met regularly to reestablish the overall function of the team;
• undertaken a full review, restructure, and revision of the Conference Personnel Employee Manual;
• consulted with the Cabinet about staffing structures and Conference Personnel Policies;
• submitted legislation for a change in the conference rule to strengthen the conference personnel team and function of the team;
• addressed hiring practices and adopted a model for reviewing all vacancies in Conference Personnel and approaches for filling vacancies;
• committed to the process of reviewing the necessity of all staff positions as vacancies occur to understand current financial needs, and obligations to the mission, vision, core value and areas of focus for the annual conference;
• studied the staff size and relationship to the annual conference and local churches as a direct response to the 2016 AC motion.

The Personnel Team will:
• evaluate and develop consistent policies and procedures related to evaluation of staff;
• develop a comprehensive Diversity Plan to align with the current Personnel Policy;
• And, engage in a study of compensation.

Conference Council on Finance and Administration
The Conference Finance and Administration (CFA) Team has been addressing the ongoing connectional apportionment income and expenses. The Conference continued to be in a positive financial position at year end 2016. In 2016, local churches gave a total of $8,979,745.45, which represents 92.5% of the total apportionment budget. In 2016, we continued to pay our General and Jurisdictional apportionment asking at 100%. These funds support ministry throughout our region and the world that impact lives in very positive ways. Conference reserve funds, required by Conference rules, remain fully funded. An independent audit of the Conference financial statements is conducted annually. Although the audit for the year ending 2016 is not yet finalized, we expect to continue to receive an unqualified opinion, meaning our financial statements present fairly, in all material aspects, the financial position of the annual conference.

The 2017 budget team made up of Connectional Leadership Team and CFA representatives. The proposed budget used mission, vision, core value and areas of focus as direction for budget development and conversations.

Conference Connectional Leadership Team
The Connectional Leadership Team (CLT) affirms the mission, vision and core value of the annual conference and continues to monitor the work of our agencies and teams in the ways that they work and lead in the annual conference.

Mission
To provide leadership, connection, and resources to make Disciples of Jesus Christ for the transformation of the world.

Vision
To ignite and sustain a passionate spiritual connection with Christ among all people in Western Pennsylvania.

Core Value
We love the Lord our God with all our hearts, souls, minds and strength and our neighbors as ourselves. This value is commanded by Jesus, inspired by our Wesleyan Heritage including to spread scriptural holiness over rite land, and witnessed through our integrity, accountability and inclusiveness.

Areas of Focus
Dismantling Racism
Principled Christian Leadership
Abundant Health
Ministry with the Poor
New Places for New People
The purpose of the CLT is to evaluate the work and ministry of the conference between sessions of the Annual Conference. As servants, they coordinate the work of the conference. As leaders and decision makers, they address policies and fiscal questions of the work. As representatives, they listen and respond to requests and communicate information related to the annual conference.

The CLT has acknowledged that there is not full participation of the leaders of the annual conference in the meeting and decision making. New approaches and opportunities are continuing to address the leadership voids and hope to encourage fuller participation in the decision making.

Under new Episcopal Leadership, there is greater communication between the Cabinet and the leadership structure and staff so that the ministry is continually evaluated through the lens of our Mission, Vision, and Core Value. And we acknowledge that decisions that have been made have not been made and communicated fully to the annual conference, all of our laity and churches. All conference teams have not been fully utilized and steps are being fully implemented to correct those leadership voids. The primary example is of the Personnel Team addressed above in this report.

Staff Study and Survey

Over the past 8 months, the personnel team has been studying the staff size and configuration. A study of not only the staff of this annual conference, but all annual conferences in the Northeastern Jurisdiction was conducted as part of the study. The study involved a survey of all staff members, comparing responsibility and job area, conference size, conference budget, apportionment paid as well as the impact on churches and members of the annual conferences using data from annual conferences and the General Council on Finance and Administration.

The Western Pennsylvania Annual Conference has 24 full time employees and 5 part time employees. Additionally, there are 10 district administrative assistants that are part of the conference structure. All staff members are hired for functions that contribute to the mission vision and core value of the annual conference. While some function in more specific concentrations and areas of focus, there are times in the ministry that functions overlap in our Areas of Focus.

There are 10 Annual Conferences in the Northeastern Jurisdiction. Annual Conference staffs range from 10 to 53 employees. Employment numbers are largely dependent upon the apportioned costs and sizes of the annual conference. Apportionment budgets range from $5 million to $15 million dollars. Apportionments received in this survey range from 75% of the total budget to 93%.

A figure to note from the survey is that apportionments per church throughout the jurisdiction range from $10,924 to $23,814. Western Pennsylvania Conference falls within the middle of all budgets in the in the jurisdiction; we are among the lowest annual conferences in total dollars apportioned to each church for mission and ministry. This survey shows that we are currently apportioning an average of $11,915.

While a survey does not provide an opportunity to look at a side by side comparison, or a staff to staff comparison, we believe that it does shed light on our capacity within our current budget and apportionments to local churches. It could be stated that we are not out of alignment according to the demographics of our immediate area and capacity within our apportionment figures.

The annual conference acknowledges the faithful giving of our members and our churches. Each Sunday that an offering is received, it is a reflection of our God given resources and our need to respond to the Grace that God showers upon us. As Christian
Stewards, we give not out of our need to receive something in return, but in thanksgiving for the Life that was given through the Cross. This stewardship is not something that is taken for granted by the annual conference, the leadership or the conference staff.

As part of the work, the current staff was evaluated for the direct impact that is made to the local church. Time and ministry is directly focused toward the local church and provides much needed connection and ministry throughout the annual conference. Conference staff is devoted to ministry in the local church as well as time spent in district and regional ministry, office work and ministry development, as well as work connecting with our general agencies. While not every church will feel that direct influence or contact, it can be said that the overall programmatic function of the staff is directed at the leadership, connection and resourcing of our local church. Through events, and communication, through planning and oversight, our local churches are being resourced to make disciples of Jesus Christ.

The local church continues to be the single focus of the work of the staff. The local church remains the most significant arena through which disciple making occurs. Staff can not make disciples, but the staff works tirelessly to equip and send those that make disciples in their context.

Over the past year, our staff has increased the awareness of their work in the local church with the Cabinet and continues to develop strategies for communication of that work. Under a new model of collaborative work, the ministry of appointment making and coordination of ministry have been distributed between the Appointive Cabinet and the Coordinating Cabinet. The Coordinating Cabinet work reflects a greater level of communication and cooperative ministry among key staff, local churches and the District Superintendents. The coordinating cabinet is taking a comprehensive look at ministry during their meetings that began in January of 2017.

We celebrate the ongoing work in leadership development and the ways that new places are being created to reach new people. We celebrate the ministry of poverty alleviation in our region and the ways that we respond to disasters in an ongoing way. We have increased the conversations around race and racism and continue to watch God do amazing things in our partnerships throughout the world. Our leadership development is touching our youth and young adults in dynamic ways. Several ongoing and short-term academies and cohorts have been initiated over the past two years that continue to develop and strengthen areas of need.

Our connections and partnerships with our General Church are stronger because of our connection with staff. General Agencies have been present in and through the work of our staff in significant ways throughout the past year. Discipleship Ministries, General Commission on Communications, General Commission on Religion and Race, and United Methodist Men have all been present through invitation and engagement.

Conference Staff worked tirelessly throughout recent flooding in our region and was instrumental in securing grants and direct support from United Methodist Committee on Relief. Ongoing support with Disaster Response and Coordination has undergirded the ministry of our regional agencies. All of these ministries are honoring the hard work and commitment of our churches that are connected together to make an impact in places that alone they could not go.

Program staff engages the local church by supporting and equipping pastors throughout our Conference, we enable them to better live into their call, in turn supporting and equipping others in the local church in making disciples of Jesus Christ. Disciples are challenged in their spiritual development through retreats and program of engagement. Information is shared and service opportunities are extended. Through training events,
through support in worship, through stewardship engagement, in asking the adaptive questions, our program staff supports the ongoing ministry and mission of the local church.

Not all congregations will engage the conference staff. Not all congregations in the annual conference need the support of a staff. And yet others are only coming to the recognition of the opportunities that are still available through the work of the connectional system.

Administration and ministry of administration is less obvious and less visible, but no less important. The ongoing ministry of administration allows for our local churches to be strengthened in administrative services that support and undergird the work of the annual conference and the local church. Apportioned dollars support administrative tasks, but the administration is often the engine that allows the overall work of the region to work and function properly. Administrative services allow for ministry funds to be received that will directly support missions and ministry throughout this region and the world.

Administrative staff is available throughout the week and often engages in ministry beyond the walls of a Conference Center. Answering calls, providing support, engaging in the world of healthcare and administration all occur because of the support and connection of our churches.

The Conference Executive Staff monitors the financial position of the annual conference regularly. Reports are generated and shared with Cabinet, Council on Finance and Administration, as well as the Connectional Leadership Table. There is a commitment to consistently and strategically monitor the fiscal health of the annual conference and make adjustments when and if necessary.

At this time, there are no plans to increase the number of current staff positions. Current staff positions are periodically reviewed for their alignment with the mission and vision of the annual conference as well as current priorities. The Personnel Team is committed to authentically and strategically evaluate any and all openings as they occur to determine the need to provide ongoing connection, leadership and resourcing to the local church and the annual conference. When necessary, adjustments to job function and areas of responsibility will be made within the current personnel framework. The Personnel team will work alongside the Bishop, Director of Connectional Ministries, and the Director of Administrative Services/Treasurer to make adjustments to job descriptions and function.

The Value of Connectional Ministry

Connectional Ministry is about bringing together the resources of many to make impacts in ways that we would not be able to do alone. Connectional Staff operates in much the same way. Staff is supporting ministry in the local congregation and increasing connection because of the way in which connectional funding shares our mission together. Large churches and small churches, city and rural areas throughout Western Pennsylvania work to bring the best for God’s Kingdom, often in unseen and unheard opportunities.

Connectional Ministry is about shared ministry. When there is need in one part of the body, the connected church is able to respond. When flooding affects one part of our region, small and large churches alike regardless of their connection to the area directly affected by the flood make an impact. When a program is developed that shares strategies to shape ministries throughout the conference, all churches benefit from the collective stewardship and sacrificial giving of all of our churches.

Our leadership confesses that we have not always been aligned properly. We confess that our practices have sometimes prevented us from being as transparent and authentic as we are called to be. But it is the commitment of the Leadership of the annual conference to work toward alignment in all areas of our personnel, policies and practices.
It is the commitment of the Leadership to continue to evaluate and monitor programs and resources. We are thankful for the stewardship and sacrificial giving of all congregations in the annual conference. And the conference staff is committed to being present, offering the best, and continuing to pursue excellence in our leadership, connection and resourcing of the local church so that Disciples of Jesus Christ can transform the world around them.

Conclusion

We believe that the Conference is well positioned for ministry in our annual conference based upon current staffing levels. All Conference Staff members are evaluated for their work in connection to the Mission, Vision, and the Core Values established and endorsed by the Connectional Leadership. The Connectional Leadership Table along with the Personnel Team will continue to evaluate the staffing levels as vacancies occur. At this time, there are no plans for adding additional positions outside the current staff positions budgeted and approved by the Annual Conference.

We thank you for the opportunity to serve and to be in ministry with all persons in Western Pennsylvania and look forward to the continued work at making Disciples of Jesus Christ for the Transformation of the World.

Lori Deal, Conference Personnel Team
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