# TABLE OF CONTENTS
## REPORTS

- Conference Sessions ....................................................................................................... 201
- Connectional Leadership Table ...................................................................................... 201
- Board of Laity ................................................................................................................ 202
- United Methodist Foundation ......................................................................................... 203
- Board of Pensions ........................................................................................................... 204
- Board of Trustees .......................................................................................................... 206
- Council on Finance & Administration ............................................................................... 208
- Endowments ................................................................................................................... 209
- Personnel Team .............................................................................................................. 219
- Conference Treasurer & Director of Administrative Services ....................................... 219
- Director of Connectional Ministries ............................................................................... 220
- Office of Clergy Excellence ............................................................................................ 222
- Office of Congregational Development & Revitalization .............................................. 223
- Office of Diversity Dev & Inclusion ............................................................................... 224
- Office of Mission Engagement ....................................................................................... 225
- Young People's Ministry ................................................................................................ 226
- Camping & Retreat Corporation .................................................................................... 226
- At the Lake Ministries .................................................................................................... 227
- Cabinet Report of the District Superintendents .............................................................. 228
- Commission on Archives & History .............................................................................. 230
- Commission on Religion & Race .................................................................................... 231
- Global Ministries Parish & Community Development .................................................. 232
- Global Ministries Mission Ambassadors ....................................................................... 233
- Global Mission Network Team ....................................................................................... 233
- Global Ministries East German Partnership ................................................................... 233
- Global Ministries Encounter with Christ in Latin America and the Caribbean .............. 234
- Global Ministries Fiji ..................................................................................................... 235
- Global Ministries Nicaragua Partnership ....................................................................... 236
- Global Ministries Russia Initiative ............................................................................... 236
- Global Ministries Zimbabwe .......................................................................................... 237
- Global Ministries United Methodist Women ................................................................. 238
- WPA Advance Specials .................................................................................................... 241
- Boston University School of Theology .......................................................................... 241
- Candler School of Theology ............................................................................................ 242
- Duke University Divinity School .................................................................................... 243
- Methodist Theological School in Ohio ........................................................................... 244
- United Theological Seminary ......................................................................................... 245
- Wesley Theological Seminary ........................................................................................ 246
- Church & Society: Sexual Harassment .......................................................................... 247
- Church & Society: Election Reform ............................................................................... 249
- Judicial Council Decision 1383 .................................................................................... 250
- Report on Leadership Recruitment & Nominations ....................................................... 301
XII. Reports

CONFERENCE SESSIONS MINISTRY TEAM

The primary responsibility of the Conference Sessions Ministry Team is to work with the Resident Bishop and the Conference Secretary to care for all of the arrangements to make the meeting of the annual conference happen every year.

For decades, every few years we have been asked by our Resident Bishop and other key leaders to consider what other locations may be available that could appropriately meet our needs. We have looked at dozens of sites across our annual conference borders and found no other workable options until considering facilities in 2019-2020.

The Conference Sessions Ministry Team, under Conference Rule 2.1 has chosen the location for the 2021 Annual Conference to be held at the Erie Bayfront Convention Center.

This was not an easy or a simple decision to make. We have enjoyed a wonderful relationship with Grove City College for decades. The college has provided an affordable option for us coupled with the flexibility to meet our needs.

As an annual conference we have reached the point where the aging of our population makes the college campus a larger challenge every year coupled with the challenge of raising enough volunteers to do the support work necessary to make the college venue work effectively for us. As a result, it is time for us to change to a location that we can support operationally more effectively.

This change will make it the financial responsibility of each charge starting in 2021 to pay for the housing and any meals not included for their clergy, lay, and lay equalization members of the annual conference.

Alan J Morrison, Chair

CONNECTION LEADERSHIP TABLE

(Approved 03/28/2020)

WHEREAS, the proposed Protocol of Reconciliation & Grace Through Separation, developed through the mediation process, allows (but does not require), each Annual Conference to determine its future affiliation with the denomination,

WHEREAS, our Core Value is love, with the goal of blessing and sending, no matter which path the Annual Conference, local churches, and clergy decide to go. We are creating safe spaces for everyone to live out their convictions. We bless and send, or bless and stay,

WHEREAS, any difficult decision made by the Annual Conference needs to be grounded in prayer, study of the Word, and spiritual reflection,

WHEREAS, our Annual Conference needs a process for discernment regardless of decisions by the General Conference about disaffiliation and/or denominational realignment of clergy, local churches or the Annual Conference,

WHEREAS, these decisions on the Annual Conference level involve complex processes for division of Conference assets and liabilities, health care coverage for covered clergy and billed to the local churches, appointments to the local church and the pastoral itinerary, as well as pension obligations and liabilities billed to the local church,

WHEREAS, these decisions on the local church level involve complex family systems and local ministries specific to particular communities,
THEREFORE BE IT RESOLVED, that the Annual Conference create a Task Team to provide a spiritual discernment process for everyone. The Task Team has the responsibility to develop a process of discernment for the annual conference and the local churches to make informed decisions about the future of our Annual Conference. The Task Team will not determine a process for dividing assets.

BE IT FURTHER RESOLVED, that a Task Team of eleven to include: the chancellor, the Conference Treasurer, the Conference Lay Leader, the Director of Connectional Ministries, a district superintendent, a member of the Connectional Leadership Table, a member of the Council on Finance & Administration, a member of the General Conference delegation, a member of the Board of Trustees, a representative of a racial or ethnic minority group, and a member at large. All are selected by the Bishop. In the selection of the Task Team care will be taken to ensure a balance in gender, race, theological perspectives, geographical differences and age diversity are respected in forming this team. The Task Team will elect its chair at its first organizational meeting.

BE IT FURTHER RESOLVED, that the Task Team interpret pending General Conference legislation and interpret implications for the Annual Conference, the clergy members and the local church.

BE IT FURTHER RESOLVED, that the Task Team communicate regularly with the Annual Conference through such means as monthly reporting on the website, arranging public gatherings for individuals to share information, and providing the tools or opportunities for discernment to the local church.

BE IT FURTHER RESOLVED, that if through the discernment process a vote prior to the next Annual Conference becomes necessary, as determined by the Bishop with concurrence of three-quarters of the district superintendents, a Special Session of the Annual Conference may be called.

Editor’s Note: Legislation must be to the Conference Secretary sixty days prior to any Annual Conference session for distribution to the voting members thirty days prior to the meeting.

Donna Vizza, Chair

BOARD OF LAITY

The Board of Laity continues to celebrate the Ministry of Laity by developing relationships that are the core to transforming the world for Jesus Christ. These partnerships (lay, clergy & community) have enabled us to do ministry beyond our local churches.

During 2016-2020 quadrennium, several District Directors of Lay Servant Ministries have joined me by traveling throughout the Northeastern Jurisdiction and beyond attending both the Association of Annual Conference of Lay Leaders (AACLL) and the Association of Conference Directors of Lay Servant Ministries (ACDLSM). These leaders are committed and passionate about connecting with Lay Leadership beyond WPA to build relationships in sharing the Good News of Jesus Christ! We have called our General Church Leadership to speak and empower us for the work to be done in the vineyards. We are thankful for the upcoming leaders that have said “Here I am.”

The Board of Laity has found that moving outside of comfort zones and connecting with other lay leadership, the BOL can bring back and share ideas/plans of actions that will enable us to raise up and develop stronger Christian Leadership for the sake of making a difference in our communities in the name of Jesus The Christ. To carry
the ministry of the laity we found it necessary to: 1) Build strong communication networks
for deeper involvement in the work of the local church (Helpshops, District Meetings, etc.). 2) Remove barriers to full inclusion. 3) In partnership with district superintendents, clergy, and lay leadership develop new ways of doing ministry. 4) Keep our focus THE MAIN THING.

The Board of Laity is a very diverse group, and they are passionate about their commitment to Christ. They will carry on the legacy of our Board as they represent other laity who serve so greatly.

In closing, may I say what a great honor and privilege it has been to serve the Western Pennsylvania Annual Conference as your Conference Lay Leader these past eight years. If I could write a report with just the words “Thank You” over and over, I would never be able to write enough of them to truly express how I feel about the time I have spent serving as your Conference Lay Leader.

Sharon Gregory, Conference Lay Leader

UNITED METHODIST FOUNDATION OF WESTERN PENNSYLVANIA

The Board of Directors and Staff of the United Methodist Foundation of Western Pennsylvania strive to deliver excellent services and information to support and enhance the stewardship ministry of individuals, churches of the Annual Conference, and organizations that share common bonds and convictions.

As one of its services, the Foundation provides professional funds management that adheres to the Social Principles of the Denomination. With over 120 million dollars under management, the board, through the investment committee, provides oversight of this activity by our engaged, outsourced investment office, professional managers. The Annual Conference, congregations of all sizes, and organizations that share common bonds and convictions were able to use the income from these funds to achieve capital projects, grow their ministry, and maintain ongoing program needs. The administrative fee charged to the funds supports the overall ministry of Christ through the Foundation. To this end the following outlines the highlights of our 2019 activities.

During the year the Foundation held two clergy tax seminars, completed its sixth class of its Pastors’ Leadership Academy for Stewardship Formation, and supported a generosity event at Lakeside Chautauqua in Lakeside, Ohio. Timely educational events were offered throughout the year, including a webinar offered to assist local church treasurers in completing their pastor’s IRS Form W2. Other timely educational webinars and events were held to complement the stewardship ministry of the churches and other organizations that share common bonds and convictions with our Annual Conference.

The Annual Meeting was held at Grove City College in June to provide an opportunity to celebrate the ministry of Christ through of the Foundation. A review of the financials and investment summary were offered as well as highlights of the ministry of the Foundation. During the meeting it was celebrated that a total of twenty-two grants totaling $46,302 were distributed. Since 2001 over $852,000 through nearly 420 grants have been given to benefit United Methodist churches and agencies.

During the third quarter the Foundation lowered its administrative fee by 10 basis points from eighty-five basis to seventy-five basis. A percentage drop of nearly 12 percent.

In October the Joseph Patterson III who was part-time as the Dean of the Leadership Academy transitioned to full-time.
In November the Foundation held its annual Founders’ Day celebration at which Larry and Jaye Beatty were honored. Larry and Jaye have each made a significant impact on stewardship and leadership in the Annual Conference through their ministry at Jumonville.

Also, the board approved an Operations Services Agreement with the United Methodist Stewardship Foundation of the Susquehanna Annual Conference. This agreement provides for the Stewardship Foundation to be assisted operationally by the United Methodist Foundation of Western Pennsylvania. It also provides for a working relationship that could lead to a merger of the two organizations.

The Foundation is proud to be a supporting organization of a connectional church such as the Western Pennsylvania Annual Conference of The United Methodist Church. We look forward to continuing to provide, through our commitment to the principles of Christian Stewardship, responsible and faithful investment management for churches and agencies, planned giving opportunities through which individuals can support Christian ministries, and education and support in financial stewardship and leadership through which we can respond as disciples of Jesus Christ.

Ed Bailey, Executive Director
Thomas Heisey, Board Chair

BOARD OF PENSIONS

The Western Pennsylvania Conference Board of Pensions “[has] charge of the interests and work of providing for and contributing to the support, relief, assistance, and pensioning of clergy and their families, other church workers, and lay employees of the institutions, organizations, and agencies within [our] annual conference of The United Methodist Church.” (Book of Discipline, ¶639.1) We are pleased to report that 2019 was a year of faithful stewardship and fulfillment of this charge.

The financial position of the Board of Pensions continues to be one of overall strength and stability regarding investments both at Wespath and the United Methodist Foundation of Western Pennsylvania. The Board continues to work collaboratively with the Cabinet and other conference agencies for the best stewardship of undesignated funds with integrity.

The Board once again provided scholarships for first-time attendees to events sponsored by Wespath, Rev it up! and the Clergy Benefits Academy. These events offer clergy the opportunity to learn more about pension and benefits provided by the Annual Conference via Wespath.

There were no major changes to the Healthcare plan for either active or retired participants in 2019. We congratulate all participants in the various healthcare plans in taking important steps to maintain good health and use all benefits appropriately so that even the “least of these” will be provided for.

The Conference Staff relating directly to the Board of Pensions has provided Board members with the financial and administrative insight into their day to day work and function. Staff regularly attends continuing education and training events to strengthen knowledge and understanding in the ever-changing world of benefits. The WPA Conference Benefits Staff under the guidance of the Board of Pensions continues to be diligent in stewardship of funds for pensions and health insurance.

Dara Sterling, Board Chair
Finance Committee Summary

The members of the Finance Committee recognize that our local congregations have entrusted us with valuable congregational resources to provide healthcare and retirement needs to those who have served, and continue to serve, our congregations. As such, we adhere to the guiding principle that we must work diligently to ensure that those resources are managed and distributed with faithfulness and integrity. Our efforts during 2019 have focused on managing our reserves for active and retiree healthcare benefits, as well as funding requirements for the Pre-82 and other retirement plans; and assisting struggling congregations to meet their healthcare obligations.

Our financial position remains strong, and the asset allocation across our entire investment portfolio remains appropriate. We continue to be blessed with a fully funded Pre-1982 Pension Plan (on an actuarial basis). 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.

Matthew P. Moudry, Finance Committee Chair

Healthcare Committee Summary

The conference continued to provide UPMC Health Plan to our active participants in 2019. This medical insurance plan included a choice of HMO or PPO plans as well as the choice of an HRA – Health Reimbursement Arrangement or HSA – Health Savings Account. All members were enrolled in the wellness incentive platform; TAHS (Take a Healthy Step). Members were offered free on-site biometric screenings at annual conference in 2019 and had the opportunity to earn incentive funding of $1,000 HSA/HRA for a family or $500 HSA/HRA funding for a single member.

In 2019 the structure of the incentive funding was revised in an attempt to maximize earning potential for independent participants. Previously, if the employee had a covered spouse on the plan, all components for both member and spouse had to be completed in order to achieve the funding. For 2019, the employee and spouse earned incentives independently, with opportunity to earn full or partial funding. This reduced participant frustration and maximized earning potential for those who desired to participate. Members who continue to complete wellness initiatives not only earn funding to help offset their healthcare costs, but also achieve increased health and wellness outcomes.

We have a rate lock with UPMC Health Plan in 2019 and in 2020. Active vision and dental plans (EyeMed and MetLife Dental) also remain unchanged.

The conference continued to offer an Employee Assistance Program (EAP) to our active employees in 2019. The EAP, managed by UPMC Health Plan’s Work Partners, is an additional effort to maximize member benefits while attempting to reduce overall costs.

The board continues to offer AARP Supplemental (United Healthcare), Highmark Community Blue and Highmark Freedom Blue Medicare Advantage Plans as well as UPMC for Life Medicare Advantage Plans which offer both HMO and PPO options for Medicare participants. As a result, our retirees are able to choose the plan and provider that best meets their specific needs.
The committee remains dedicated to offering quality health care plans to both our active and retired members, while managing costs to the best of our ability.

Michael Humenik, Health Care Committee Chair

Administrative Committee Summary

In 2019, the Administrative Committee continued to oversee Conference Board of Pension events and seminars, as well as written and electronic communications.

The annual Clergy Retirement Event was held for current-year retirees in the spring. This one-day event was held at the Conference Center and consisted of presentations by Wespath, Social Security, and Conference Benefits staff. Fellowship was enjoyed over a retirement lunch honoring those in attendance. The biennial pre-retirement seminar is slated for October 2020.

The Conference Board of Pensions continues to seek opportunities to collaborate with the Board of Ordained Ministry to increase awareness and education on benefits matters to our WPA Clergy. Therefore, the Board once again provided scholarship opportunities for clergy to attend either the Clergy Benefits Academy or Rev It Up. Both seminars are sponsored by Wespath Benefits and Investments and provide many opportunities for financial education, fellowship and retreat. We are happy to report that 2019 saw a great increase in clergy interest. Ten scholarships were claimed quickly and we were able to offer an additional five for a total of fifteen scholarships. It is our expectation to continue to offer this experience to clergy in Western PA.

Overall, the continuing work of the Board has gone very well thanks to the competent and capable staff. We want to especially thank our Conference Treasurer - Roger White, our Conference Benefits Officer - Kathleen Lasky and Assistant Benefits Officer - Alexis Soohy. The staff continues to work diligently on behalf of our Board and our Conference to administer the complex pension and benefit plans and to provide exceptional assistance to all plan participants.

We would also like to thank all Board members for their dedicated service to the Board and the Annual Conference as we strive to care for our clergy and our Conference to the best of our abilities.

Linda Dinger, Administrative Committee Chair

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 2019, the year was spent taking care of normal interior and exterior maintenance. The Trustees have also agreed in principle with PennDot regarding the widening of Freedom Road, which will have minimal impact on Conference property.
District and Staff 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 2019 for each district’s discretionary maintenance fund was $4,000.

In 2019 The Conference Board of Trustees received the updated reports on all District Parsonages as a result of the inspections that were conducted in 2018. All District and Staff Parsonages are now in good order. A major renovation was completed on the Johnstown District Parsonage and is now being enjoyed by DS Chung and his family. The renovation results should make the Johnstown District Parsonage serviceable for many years to come. Improvements and repairs to the Indiana District parsonage included repairing weather and age damage to the exterior trim, front door, and chimney. Bids were also received and awarded to make two bathrooms handicap accessible. The DCM Parsonage was replumbed due to three recent major water leaks, that resulted in damage to ceilings, walls, and flooring. Fortunately, a sizable portion of the damage costs were covered by insurances.

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; for example, the bathroom accessibility improvements at the Indiana District Parsonage.

During 2019, the mortgages for the Connellsville and Pittsburgh District parsonages were paid off (as well as the mortgage for the Episcopal Residence). A combination of Connectional Apportionment and Conference funds were used to retire the District Parsonage mortgages as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Connellsville</th>
<th>Pittsburgh</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mortgage Balances, 12/31/2018</td>
<td>$233,642</td>
<td>$213,709</td>
</tr>
<tr>
<td>Regular Principal Payments</td>
<td>($3,278)</td>
<td>($2,387)</td>
</tr>
<tr>
<td>Final Payoffs</td>
<td>($230,364)</td>
<td>($211,322)</td>
</tr>
<tr>
<td>Mortgage Balances, 12/31/2019</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

By paying off all of the mortgages, the Connectional Apportionment budget has been reduced by approximately $70,000 a year ($35,000 in 2020 and another $35,000 in 2021, and years thereafter).

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 between the Conference Board of Trustees and the Cabinet Abandoned Church Fund.

At the beginning of 2019, the Trustees had several abandoned properties it was either evaluating for potential redeployment or was marketing for sale, as the year progressed more were added. All 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 2019, the Cabinet notified the Trustees of a continuing listing of properties that local churches abandoned, another 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 & Major Maintenance Funds (Conference Rule 3.4.7)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening Balance (December 31, 2018)</td>
<td>$299,114</td>
</tr>
<tr>
<td>Funds used for major maintenance</td>
<td>($131,672)</td>
</tr>
<tr>
<td>Net proceeds or (loss) from sale of abandoned church properties</td>
<td>$244,413</td>
</tr>
<tr>
<td>Redistribute net sale proceeds to Cabinet Abandoned Church Fund</td>
<td>($66,738)</td>
</tr>
<tr>
<td>Redistribute net sale proceeds for urban ministry development (per ¶2549.7)</td>
<td>($110,937)</td>
</tr>
<tr>
<td>Closing Balance (December 31, 2019)</td>
<td>$234,180</td>
</tr>
</tbody>
</table>

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. In 2019 capital expenditures totaled $102,801, funded from Trustees 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 Treasures 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, Chair
Thank you for supporting the ministries of the Annual Conference. The $8,054,697 given to the 2019 Connectional Apportionment helped with events like Spark, which gathered youth from all over Western Pennsylvania to hear the Gospel of Jesus Christ. The 2019 Connectional Apportionment gave grants to ministries through the Conference’s Global Ministries team, like the Bethel House and to churches through Parish and Community Development team. The 2019 Connectional Apportionments gave Conference staff the resources they need to equip churches to do ministries in our current day and plan for ministry into the future.

The Council on Finance and Administration is responsible for funding ministry on the Annual Conference level. One of the main questions that comes up deals with the budget. Our Connectional Apportionment budget has decreased five of the last six years and the apportioned dollars received has also decreased each year over the past four years. The Connectional Apportionment received in 2019 is the lowest it has been since 2010. In order to provide clarity, this table has been put together for you to compare the amount of the approved Annual Conference budgets since 2015, the percentage that has been received, and the actual dollar amount received.

<table>
<thead>
<tr>
<th>Year</th>
<th>CA Budget</th>
<th>Take-In Rate</th>
<th>Actual Amount Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>$9,778,405</td>
<td>91.0%</td>
<td>$8,897,744</td>
</tr>
<tr>
<td>2016</td>
<td>$9,704,760</td>
<td>92.5%</td>
<td>$8,979,745</td>
</tr>
<tr>
<td>2017</td>
<td>$9,682,164</td>
<td>87.5%</td>
<td>$8,468,378</td>
</tr>
<tr>
<td>2018</td>
<td>$9,712,153</td>
<td>85.5%</td>
<td>$8,302,018</td>
</tr>
<tr>
<td>2019</td>
<td>$9,499,524</td>
<td>84.8%</td>
<td>$8,054,697</td>
</tr>
<tr>
<td>2020</td>
<td>$8,847,347</td>
<td>TBD</td>
<td>TBD</td>
</tr>
</tbody>
</table>

The Council on Finance and Administration is doing its due diligence in looking at ways to fund ministries of the Annual Conference. There are partnerships between Conference ministry teams that help maximize decreased resources. Communications are being provided through In Focus articles and the Narrative Budget to spread the word about the ministries that are happening, and resources your local church can utilize for ministry. There are strategic conversations with the Board of Pensions to help with the expenses of the Annual Conference. Expenses are being examined, for instance some lease agreements were ended and others were renegotiated.

There is one other difficult change that was made in 2019. We did not pay 100% of the General Conference Apportionments for the first time in many years. We paid 90% of them. The decision to pay 90% was based on the unsustainability of using reserves to pay 100% of the General Conference Apportionments and the faithfulness of the churches who paid 100% of their Connectional Apportionments.

We, the Council on Finance and Administration, are doing our best to further the ministry of the Annual Conference with the resources you provide.

Seth A. McClymonds, Jr., 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 Edward Bailey, Megan McGee, Michele Cesare Jury, Scarlett Bridgeman and the entire United Methodist Foundation team for their efforts. 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.

<table>
<thead>
<tr>
<th>Title</th>
<th>Market Value as of December 31, 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discipleship</td>
<td></td>
</tr>
<tr>
<td><strong>Camping</strong></td>
<td></td>
</tr>
<tr>
<td>Martin Prytherch Memorial Campership Fund</td>
<td>$6,181</td>
</tr>
<tr>
<td>Earnings are available for Camping Ministries within the Creative Arts Camp and any successor program.</td>
<td></td>
</tr>
<tr>
<td>Christian Outdoor Education</td>
<td>$95,829</td>
</tr>
<tr>
<td>Fund was created in 1993 from accumulated funds of United Methodist Outings. Earnings to be used for camperships.</td>
<td></td>
</tr>
<tr>
<td>George &amp; Carolyn Bashore Campership Trust Fund</td>
<td>$34,384</td>
</tr>
<tr>
<td>The proceeds of gifts received upon Bishop Bashore’s retirement, to provide camperships to economically disadvantaged children and youth.</td>
<td></td>
</tr>
<tr>
<td>*Gascoine Camping Fund</td>
<td>$16,404</td>
</tr>
<tr>
<td>Income is available beginning 4/2002 for Camping Ministries within the Creative Arts Camp and any successor program.</td>
<td></td>
</tr>
<tr>
<td>Conway Trust</td>
<td>$55,801</td>
</tr>
<tr>
<td>Proceeds of the former Conway United Methodist Church sale 1996.</td>
<td></td>
</tr>
<tr>
<td>Thomas &amp; Sally Bickerton Campership Trust Fund</td>
<td>$3,961</td>
</tr>
<tr>
<td>Proceeds to provide camperships to economically disadvantaged children and youth</td>
<td></td>
</tr>
<tr>
<td>Hawke-Petit Endowment</td>
<td>$15,775</td>
</tr>
<tr>
<td>Created in 2007 as a Gift Opportunity by 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.</td>
<td></td>
</tr>
<tr>
<td>Elizabeth McCorkle Campership Trust Fund</td>
<td>$5,990</td>
</tr>
<tr>
<td>Proceeds to provide camperships to children and youth.</td>
<td></td>
</tr>
<tr>
<td>Deeply Rooted, Upward Reaching Endowment Fund</td>
<td>$79,481</td>
</tr>
<tr>
<td>Established, and funded, through the Deeply Rooted, Upward Reaching campaign; income will be reinvested until the year ending 12/31/2021, at which time the annual income will be distributed for camperships and other programs for the upcoming season.</td>
<td></td>
</tr>
</tbody>
</table>
**Evangelism**

**Earl J. Patterson Fund**  
$12,569  
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**  
$10,573  
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**  
$53,640  
Unknown source – Income is to be used for Pastors’ School on Evangelism.

**Age Level – Youth**

**Homer N. Clark**  
$8,927  
Fund was established in 1958 by Conference Youth Fellowship. Income is to be used for scholarships enabling youth to attend events.

***Cutshall Youth Trust**  
$3,647  
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**  
$85,592  
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**  
$2,538  
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**  
$12,683  
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**  
$181,478  
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 $211,111
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 $39,066
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.

Allegheny College Endowment $1,180,591
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.

Dr. Alberta Dorsey Education Scholarships $278,433
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 $39,557
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 $3,177,077
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. An additional gift of $2,796,660 was made by the Smith family in 2019.

IUP Campus Ministry $98,218
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 $110,500
Fund was established by donor for New Congregational Development in the Upper Allegheny River Region. A portion of these funds are held at the United Methodist Foundation ($108,469) and the remainder ($2,031) is held at Keystone United Methodist Federal Credit Union.

Urban Ministry Fund $241,887
In accordance with the Book of Discipline (¶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.

Global Ministries
Consolidated Mission Fund $86,467
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 $297,490
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 $91,221
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 $1,860
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 $40,232
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 $80,683
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** $1,538,364
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** $22,618
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** $6,956
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** $65,985
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** $57,424
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** $54,592
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** $332,852
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.
Pension & Medical

Pension Permanent Annuity Fund $7,929,871
This fund was originally established in 1898 for pastors’ pensions in the former Pittsburgh Conference. Today it is composed of funds from the former Centenary Fund society, former Erie Methodist Conference, former Pittsburgh Conference, and former Evangelical United Brethren Conference pension annuity funds, as well as multiple estate gifts and donations. The Conference Board of Pensions has discretion over the income distributed from this fund.

Pension Permanent Annuity Income Fund $4,852,800
This fund was established by action of the Conference Board of Pensions in 2005 as a depository for income earned by the Pension Permanent Annuity Fund. The Conference Board of Pensions has discretion over these funds.

Health Insurance Reserve Certificate of Deposit $325,940
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 $5,588,272
The Board of Pensions established this fund in 2015 by transferring funds from the Wespath Retiree Health Insurance Fund to the United Methodist Foundation, further diversifying the overall asset allocation of the pension and medical reserves. This fund provides reserves to help cover future retiree healthcare liabilities.

Carnahan Fund $1,644,164
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 retiree annuity or pension plan adopted by the Western PA Annual Conference. Funds are held by The Bank of New York Mellon.

Benefits Funding and Reserve Account $21,023,362
This account was established in December 2018 by transferring $18.5 million from the Wespath Benefit Reserve Account to the United Methodist Foundation. The use of this fund is restricted to Conference benefits obligations, including pension plan funding and healthcare obligations for retirees and active plan participants, as directed by the Conference Board of Pensions.

Board of Pension Special Accounts
(Investments held by Wespath Benefits Investments (“Wespath”) in Glenview, IL. Unless otherwise noted all balances are as of December 31, 2019)

Deposit Account $1,893,238
Funds restricted for funding needs of pension plan and healthcare obligations.
Medical Reserve Account $3,340,802
Funds restricted for health insurance liabilities.

Retiree Health Insurance Account $28,733,046
Funds restricted for retiree health and dental insurance liabilities. During 2018, the Conference Board of Pensions transferred $17.6 million into this account from the Deposit Account as part of its ongoing reserve management activities.

Benefit Reserve Account $29,151,668
Funds restricted for future pension plan funding obligations and other benefits needs.

Carnahan Income Account $1,194,396
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.

<table>
<thead>
<tr>
<th>Other - Pre-82 Plan</th>
<th>Funding</th>
<th>Liability</th>
<th>Funded Status</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$69,870,520*</td>
<td>$66,027,558*</td>
<td>$3,842,962*</td>
</tr>
</tbody>
</table>

Funds are held as a part the Clergy Retirement Security Program (CRSP) and are restricted for payment of Pre-82 pension liabilities, and other defined benefit pension liabilities that now or in the future may be part of CRSP.

*Funding, liability and funded status is as of January 1, 2019, as presented in the most recent actuarial report from Wespath for this Plan.

| Other - Post-Retirement Medical Obligation | $29,227,231** | $20,277,926** | $8,949,305** |

The Conference Board of Pensions ensures that there are adequate reserves to provide for the post-retirement healthcare benefit obligations of covered retirees. As of 1/1/2019, the Retiree Healthcare account at Wespath, and the Health Insurance Reserve and Retiree Health Insurance Aggressive accounts at the United Methodist Foundation were designated as the funding source for this obligation.

** Liability and funded status is as of January 1, 2019, based on the most recent actuarial report from AON.
Endowments

District Superintendents

*Allaman Trust

$62,236

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

$60,417

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

$1,642

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

$7,644

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

$119,889

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.

Council on Finance and Administration

Memorials

$2,138

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

$356,307

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

$282,941

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 recommended by CF&A. For 2020 and 2021, CF&A recommends that the income from this fund be used to shore up Conference Reserves (5400) and other budget lines as deemed appropriate.

Maude Murray Fund

$203,219

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
recommended by CF&A. For 2020 and 2021, CF&A recommends that the income from this fund be used to shore up Conference Reserves (5400) and other budget lines as deemed appropriate.

**Kilpatrick Fund 040**  
$530,889  
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. For 2020 and 2021, CF&A recommends that the income from this fund be used to shore up Conference Reserves (5400) and other budget lines as deemed appropriate.

**Kilpatrick Fund 265**  
$723,275  
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. For 2020 and 2021, CF&A recommends that the income from this fund be used to shore up Conference Reserves (5400) and other budget lines as deemed appropriate.

**Worthington Trust**  
$167,135  
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. For 2020 and 2021, CF&A recommends that the income from this fund be used to shore up Conference Reserves (5400) and other budget lines as deemed appropriate.

**Pittsburgh District Kaighin Fund**  
$20,578  
Bequest of Albert B. Kaighin - For 2020 and 2021, CF&A recommends that the income from this fund be used to shore up Conference Reserves (5400) and other budget lines as deemed appropriate.

**Charles O. Rall Trust**  
$1,056,109  
The Annual Conference became the beneficiary of this trust in 2014.

**Miles Beale Fund**  
$41,827  
The Annual Conference was a named beneficiary for the Estate of Miles Beale, receiving a $534,741 distribution in 2017, 24,500 in 2018, and $11,141 in 2019 (final distribution). This fund will be used at the discretion of CF&A. During 2018 ($515,000) and 2019 ($14,700) this fund was used to shore up Conference Reserves, and support payments of General Conference obligations.

*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.

Roger S. White, Treasurer
PERSONNEL TEAM

The Conference Personnel Team faithfully continued its work throughout the 2019-2020 appointment year.

Deepening Our Understandings and Commitments:
Team members devoted time during each meeting to learn, engage and advance conversations focusing on diversity and inclusion. At the beginning of the year, team members utilized publications and visual media resources to engage in significant conversation about diversity and inclusion. The conversation continued as the team participated in candid discussion as we read *How to be an Antiracist* by Ibram X. Kendi. The impact of these conversations has led to a deeper commitment to model diversity and inclusion in the important work we do as a team.

Team Responsibilities:
A significant accomplishment this year was finalizing our conference employee evaluation process for all conference staff. The goal was to create a consistent and fair process to evaluate the work conducted by members of the staff. Feedback received by the team indicates a consensus that the evaluations were appreciated by the staff. The evaluation form includes sections for the employee and their supervisor to reflect on core competencies, strengths/accomplishments and areas for improvement. The document also includes sections for a plan of action toward improvement, employee goals and comments. The purpose of the form and evaluation is to provide opportunity for the employee and their supervisor to have open dialogue regarding their work and professional development.

The Personnel Team continues to take an active role in the overall vision of Conference Staff, which includes oversight of changes in conference staffing needs. This year, the Conference hiring policy was utilized when we were pleased to hire Jason Dix as our Assistant Treasurer. We also saw the realignment of Chris Kindle to a ¾ position as our Coordinator of Discipleship and Spiritual Formation. And we wished a happy retirement to Jane Fiedler.

The team will continue to live into its covenant of providing leadership for this important ministry area of the Annual Conference.

Lori Deal, Personnel Team Chair

CONFERENCE TREASURER

With all of the uncertainty and ambiguity surrounding the denomination, our Conference and our local churches, there is also anxiety. During the past year I have reflected often on Matthew 6: 25-34 (Do Not Be Anxious). Do not worry about everyday life, but “Seek the Kingdom of God above all else, and live righteously, and he will give you everything you need” (Matthew 6:33). I am proud to say that the Conference Finance, Administration and Benefits team has remained focused on serving well our local churches and Conference constituencies, and doing so with grace and understanding.

I am grateful for the hard work and dedication exhibited by our team on a daily basis; and their willingness to continuously seek opportunities to improve our processes, services and capabilities. Our team includes Kathleen Lasky (Conference Benefits Officer and Personnel Director), Alexis Soohy (Assistant Benefits Officer), Jason Dix (Assistant
Treasurer), Jervais Carr (Accounts Payable/Payroll), Kristin Poerschke (Accounts Receivable/Remittances), Sue Browne (Hospitality Coordinator), Kerry Cantner (Mail Center Supervisor), Michael Schaeffer (Facilities Manager) and Ben Harsch (IT Director).

A big “Thank You” to the entire team for their unwavering dedication and commitment to serving others.

Collectively our team enabled, or helped facilitate, a number of changes that either enhanced services, increased efficiency or cut costs. While I cannot list them all, they included the implementation of a new annual employee evaluation process for Conference staff, enhancing the information delivered in retirement planning seminars, the rollout of a new Local Church Treasurers Guide, the implementation of a new Conference website, restructuring vendor contracts and equipment leases, continued enhancements to reports, forms, registration pages, and other information delivered through our Conference website, the continued utilization of audio, video and web technologies to enable remote meeting capabilities and communications, and the stewardship of closed churches that have been entrusted into our care.

I pray that we all continue to put God first in all that we do, and look forward to working with all of you to enable innovative and strong financial stewardship practices in support of our shared Mission of making Disciples of Jesus Christ for the transformation of the world.

Roger White, Treasurer and Director of Administrative Services

DIRECTOR OF CONNECTIONAL MINISTRIES

It’s not that I have already reached this goal or have already been perfected, but I pursue it, so that I may grab hold of it because Christ grabbed hold of me for just this purpose. Brothers and sisters, I myself don’t think I’ve reached it, but I do this one thing: I forget about the things behind me and reach out for the things ahead of me. The goal I pursue is the prize of God’s upward call in Christ Jesus. Philippians 3:12-14 (CEB)

One of my greatest joys is that ministry continues to happen in our Western PA Conference – even in the midst of the uncertainties and struggles of our beloved United Methodist Church! While some people have been tempted to take a “wait and see” stance about ministry, there are many people in our Conference who have pressed forward to do ministry! The WPA Conference Staff and Committees have continued to share Jesus Christ through their areas of ministry, indeed pursuing the “prize of God’s upward call in Christ Jesus.”

In 2019, our Conference celebrated several new ministries. An Addiction Response Ministry Event was held on June 22, 2019 at the Butler First UMC that featured worship, a panel discussion, and breakout sessions. The event was designed to equip local churches in sharing ministry with people in addiction and/or recovery – hopefully, an Addiction Response Network will continue to resource churches in this life saving ministry.

Another new ministry is the Conference Abundant Health Committee. The General Board of Global Ministries has invited all Conferences to create such a committee in order to facilitate ministry under the area of focus called “Promoting Abundant Health.” Jessica Price has assumed leadership of the team which promotes health and well-being locally, nationally and globally. Team members are being recruited to help promote physical and spiritual well-being.
One of the burgeoning ministries within the Conference is a Facility Dog ministry. Conference representatives have met “Quinn” and his handler, Hannah Empfield, and have started to dream about how this therapy dog can minister to campers, people with disabilities, and a host of other people within our Conference. Sponsors of the Facility Dog ministry include Camping & Retreat Ministries, the Disabilities Concerns team, and the Autism Network.

“Hope Filled Relationships” is a new ministry in Johnstown under the leadership of Natalie Marionneaux, a Church and Community worker. The ministry is based out of the Grove Avenue UMC and reaches neighbors in the Moxham community. Sandra Matoushaya, Coordinator of Missional Engagement, and I helped the Hope Filled Relationships Board organize and develop its mission statement.

A new reporting format was introduced at the 2019 session of Annual Conference. In lieu of multiple reports from committees, five teams were organized to create presentations around the Five Areas of Focus. I want to share gratitude to the ten volunteers who helped our Conference launch a new, more engaging method of sharing the good news of ministry: Tina Keller and Sarah Cox, Developing Principled Christian Leaders; Doug Dyson and Brittany Hartman, Creating New and Renewed Congregations; Glenna Wilson and Katie Peterson, Ministry with the Poor; Dawn Krishart and Debra Bates, Promoting Abundant Health; and Scott Gallagher and Cynthia Hill, Dismantling Racism.

One of the ministry areas included in the 2019-2020 Coordinating Cabinet Strategic Plan was the development of resources to be used when cross-racial/cross-cultural appointments are made. The Cross-Racial/Cross-Cultural Task Force was formed in 2019 to develop a format and method for sharing resources with Staff-Parish Relations Committees, District Superintendents, local churches and ethnic pastors to use when CR/CC appointments are made. Resources will be available by March 2020.

The Conference Program Staff continued to provide excellent leadership for the Conference in their particular areas of ministry. The Program Staff gave priority to leadership development in 2019. In April 2019, the staff engaged in a one day Visioning Day, discussing priorities and dreams for ministry. The staff had an overnight retreat in September 2019 led by Graham Standish on transformational leadership. In November 2019, the staff began developing cultural competency by taking the Intercultural Development Inventory. The staff now devotes time during every Program Staff meeting to corporately do this important work.

One of the annual ministry events for the Program Staff is Confirmation Days. The 2019 sessions of Commit: Reaching Further engaged hundreds of youth in considering how they can personally live out the membership vow of supporting their church through their “prayers, presence, gifts, service and witness.” “Name Five” was a fun, interactive game show in which confirmands gave 5 responses to various questions centered on the membership vow. Breakout sessions, a pizza lunch, assembling UMCOR school kits and a conversation with Bishop Cynthia Moore-Koikoi rounded out the sessions.

The Program Staff experienced some changes in 2019. On January 31, 2019, Administrative Assistant Jane Fiedler retired after 30 years of service! In October, Jessica Gamache announced that she was leaving her position to become the first Executive Director of United Methodist Camping and Retreat Ministries, a national organization to that supports and resources United Methodist camps and retreat centers. While they are missed, we gave our blessings to them as they began a new part of the journey.
Some other highlights of 2019 included the annual Wesley Heritage Trip to England with ordinands, Bishop Cynthia, and other staff members. Bishop Cynthia and I co-led a four week Bible Study called “Plenty Good Room.” Held at the Bakerstown United Methodist Church, the study featured African-American spirituals and their impact on faith. In the Fall, I had the pleasure of traveling to the Kane District on three weekends. I had the opportunity to preach at a church on Sunday morning, followed by a presentation on the mission and ministry of the Western PA Conference at three regional Cluster Charge Conferences in the afternoon. In addition, I had opportunities to teach at both the Spring Commuter and Summer Residential sessions of Licensing School. I also was invited to share a presentation on “Communications and Marketing” for the UM Foundation Lay Academy. As well, I was blessed to have the opportunity to preach at nine local churches in our Conference in 2019. In addition, I was invited to share a message at the closing worship service at the May 2019 Northeast Jurisdiction Archives and History Meeting in Johnstown.

I also engaged in several meetings and/or events on the Jurisdictional and General Church levels in 2019. As a member of the General Conference Committee on Reference, I was in Dallas in January to prepare for the Special Called Session of General Conference. In February, I served as a WPA delegate at the Special Called Session in St. Louis, MO. I attended two Director of Connectional Ministry gatherings: the annual ADCM meeting in Baltimore, MD in March, and the NEJ DCM meeting in Boston in November. As a Board member of United Methodist Communications, I attended the October annual meeting in Nashville, TN. Finally, in June 2019 I was elected as a 2020 General Conference delegate by the Western PA Conference and subsequently was elected as Head of the Delegation.

I am truly blessed to be serving as your Director of Connectional Ministries in the Western PA Conference. I invite you to join me in pursuing “the prize of God’s upward call in Christ Jesus!”

Alyce Weaver Dunn, DCM

OFFICE OF CLERGY AND LAY LEADERSHIP EXCELLENCE

The Office of Clergy and Lay Leadership Excellence works to ensure principled Christian leaders are being developed and supported through all stages of their journeys. We believe that by equipping leaders and encouraging their growth, we are equipping congregations and communities for ministry. In keeping with the WPAMUC mission this office continues to provide leadership, connection and resources aimed at making disciples of Jesus Christ. Some notable work from 2019 included:

- **Clergy Communities of Practice** We began our third year of Clergy Communities of Practice and continue to celebrate the stories of clergy trying new things, feeling less isolated and offering one another accountability. We were able to continue offering two specialized groups for pastors in their first year of a new appointment and those wanting to explore new ways of doing church, in addition to eight general groups. Clergy participants are enthusiastic about continuing to meet with one another and feel the groups offer a place of encouragement in ministry.
- **Internships** We offered both seminary internships and college internships during the summer. This year we had four students participate through placements in local churches. One of our college interns plans to attend seminary and another one has already begun.
• **Pastoral Transitions Seminar** Our annual seminar for pastors who are being reappointed or entering into their first appointment was offered in May. Spouses continue to be welcomed as well, and great leadership was provided by two clergy spouses for a special breakout for them. We continue to work on ways to strengthen efforts around transition and began to consider ways to support clergy taking on an additional church.

• **Continuing Education** Junius Dotson, General Secretary of Discipleship Ministries, provided a workshop at Christ UMC, Franklin around discipleship. Olu Brown and Kay Kotan led workshops before Annual Conference, for this year’s Leadership Day. Coaching continued to be offered to clergy who were looking to grow and move forward in ministry, or who were experiencing a specific need like a transition. A continuing education design team was formed to consider future offerings and help with planning of existing events.

• **Connectional Work** The Office of Clergy and Lay Leadership Excellence continues to engage and support a number of Conference bodies including the Board of Ministry, specifically in the areas of the eight year assessment, ethics, clergy evaluation, continuing education, and the residency program; Cabinet; the Board of Laity; Board of Higher Education and Campus Ministry, and the Connectional Leadership Table.

  As always, if you would like more information about any of these areas or want to be a part of this work, please contact Susan Moudry. We remain hopeful for the future, knowing God is in our midst. Our prayer is that we will pay attention to the Spirit’s voice as we seek to strengthen the leadership of the WPAUMC.

  Susan Moudry, Coordinator of Clergy and Lay Leadership Excellence

**OFFICE OF CONGREGATIONAL DEVELOPMENT & REVITALIZATION**

The Office of Congregational Development and Revitalization exists to resource 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 the 2019-2020 program year, the Office focused primarily on three areas:

• Establishing the long-term financial sustainability of new faith communities in WPA.
• Supporting local churches in reconnecting to their community and planning for future ministry.
• Providing resources for existing and new ministries in ethnically and racially diverse areas of our annual conference.

In 2019, we especially celebrate the power of partnerships. In 2019, The United Methodist Foundation of Western Pennsylvania came alongside the Annual Conference to provide funding for multiethnic and ethnic minority ministries within ethnically diverse areas of WPA. We anticipate this partnership continuing for a total of five years, providing for the establishment and strengthening of multi-lingual, anti-racist and multi-ethnic ministries and congregations across the region.

We also began work in 2019 with Ministry Incubators, a consulting and coaching group that is walking with six ministry sites across the conference to develop financial sustainability plans. This three year partnership has two goals: to move all six ministry projects off of conference grant funding and toward financial independence (thus freeing up grant monies for new projects in the future), and to assist the Office of Congregational Development in developing a more intentional process to start future ministries in more financially effective and sustainable ways.
Alongside these focused initiatives, the Office of Congregational Development continues to make these resources available to clergy and congregations in Western Pennsylvania:

- **Mission Insite**, a demographic research tool that provides census data, targeted mailing lists, and ministry application guidelines for local communities.
- **213 Studies** (from ¶213 in *The Book of Discipline*), a process of measuring congregational health and current reality, so that they might continue vital, healthy ministry into the future.
- **Innovative Ministry Clergy Community of Practice**, a clergy cohort that reads, prays and studies together around topics of innovative ministry, congregational leadership, connecting with the community, and strategic planning for ministry.
- **First Year Clergy Community of Practice**, a similar cohort whose reading, prayer and study is centered around leading through the first year of a new ministry appointment.
- **Ministry Coaching**, focused on new ministry and intentional revitalization efforts, including congregational mergers, cooperative ministry, and new worship services or campuses

**Connectional Support and coordination among** the Coordinating Cabinet, Parish & Community Development Committee (P&CD), Ethnic Local Church Concerns Committee (ELCC), the Disability Concerns Committee, Conference Finance & Administration (CF&A) and the Conference Leadership Team (CLT).

It is my deep joy to share in this ministry of multiplication with lay and clergy colleagues across Western Pennsylvania, and especially with the members of the Cabinet, Program Staff and Parish & Community Development Committee. Please join me in prayerful support of these ministries, that more and more people may come to know the love of God known through Jesus Christ our Lord, and the power of the Holy Spirit to transform lives and communities!

Amy Wagner, Director of Congregational Development & Revitalization

**OFFICE OF DIVERSITY DEVELOPMENT & INCLUSION**

I remember sitting with a volunteer who still serves as a diversity and inclusion facilitator. He was concerned about the uncertainty of facilitating: push back from attendees, unfamiliarity with the material, and more. I was reminded of the first time I facilitated. I was worried too. A small dose of trepidation has served me and the volunteer having led countless conversations about ant-racism. Like both of us, the WPAUMC continues a long fruitful journey dismantling racism, some of the work in part through the Office of Diversity Development and Inclusion (DD&I).

As part of the work, the WPAUMC continues to move forward as an institution to dismantle racism, one of our focus areas. Three years ago Bishop Cynthia Moore Koikoi initiated “Stories and Dreams: A WPAUMC Report on Past Progress and Future Plans in Dismantling Racism To the Northeastern Jurisdiction of the UMC College of Bishops” in our Conference in response to the NEJ’s Call to Action concerning Black Lives Matter. Dianne Glave co-facilitated meeting twice yearly with Bishop.

Having met the 2020 NEJ deadline, the Stories and Dreams Team is redefining itself looking to the future. We have done so in two ways. Our new name is “Beyond Dreams: Dismantling Racism Through Action and Accountability.” And we are more...
intentional about dismantling systemic racism and taking institutional action (we still continue with education) to dismantle racism.

Assessment, one goal, continues including the Intercultural Development Inventory of cultural competencies. The Conference Program Staff, the Cabinet, and Board of Ministry completed the inventory in their respective groups. All three groups continue their own work based on the inventory including on-going conversations.

For three years, the Office of Diversity Development and Inclusion (DD&I) and the Cabinet have been working collaboratively on an onboarding process for (re-)appointed ethnic clergy. Part of the on-boarding process is a gathering of the church led by the Coordinator of DD&I, the DS, and the clergy person. We discussed diversity and inclusion and celebrated difference through the appointment of an ethnic clergy person. The gatherings offered everyone a chance to get acquainted to begin build lasting relationships.

DD&I continue to equip others to facilitate. In two examples, one team led a facilitation in Johnstown on their own, and another co-lead a facilitation for the provisionals with light supervision by Dianne Glave.

The Ethnic Clergy Retreat continued for the fourth year. Our facilitator was K.D. Weaver with expertise in meditative practices, author of Meditate Like Jesus: Uncover the Meditative Practices of Jesus. It was a much needed time of rest and spiritual reflection for the ethnic clergy.

D&I continues to co-labor with others dismantling institutional racism in the WPAUMC.

Dianne Glave, Coordinator Diversity Development and Inclusion

OFFICE OF MISSION ENGAGEMENT

The office of mission engagement partnered with many of our mission agencies this past year. The office of mission engagement collaboratively worked with Disaster Response, Church and Community Workers and our Global Mission Partnerships. The office of mission engagement focused on increasing awareness of mission opportunities in the conference as well as offering conference mission opportunities.

A volunteer in mission team leader training was conducted and mission opportunities were offered to the following places; Guatemala, Baton Rouge, Bahamas, North Carolina, Puerto Rico, Zimbabwe and Fiji. These opportunities varied from disaster response, disability ministries, church leadership, lay leadership, young peoples’ ministry and construction. As we continue to be a witness for Jesus Christ in service may we continue to remember, My children, our love should not be just words and talk, it must be true love, which shows itself in action. (1 John 3:18)

Sandra Matoushaya, Missional Engagement Coordinator

YOUNG PEOPLE’S MINISTRY

We have had another great year with the young people of WPAUMC! I am blessed to work with each and every one of them. They are making a difference every day!

• Our Youth Ministry Team (YMT) has representatives from each district in our conference and met quarterly throughout the year.

• We had a retreat at Camp Allegheny for our YMT where we focused on spiritual growth and participated in a prayer walk, labyrinth, and Taize style worship.
• SPARK 2019 saw 600 youth and leaders come together from across our conference. They heard from speaker Duffy Robbins and worship was led by Joshua Price with DJ Big Al. There were breakouts, games, and prayer opportunities all weekend. We expanded our vendor hall and had a photo booth and new fun room options.
• In 2019, our youth caucus of around 90 youth and leaders served the Annual Conference floor by providing luggage help, distribution, worship, plenary floor help, and running the YSF booth. We raised money for the Youth Service Fund—thanks for everyone’s support! The youth also had a pizza party with the Bishop, games, and fun for just them.
• We took a group of ten to Youth 2019, the denomination’s national gathering that only happens every four years. The youth participated in small group discussions with other youth, games, worship, and site seeing in Kansas City.
• We hosted Uth 4 Missions over the summer in 2019 and it was held at Jumonville. We had about 40 youth and leaders join us and help out with various jobs around the Connellsville region. We assisted at a local food bank, did lawn work at a cemetery, did some work around Jumonville, and helped organize a clothing bank. The youth also had a full camp experience while at Jumonville with campfires each night, games, and a ropes course.
• We took a group of youth to Zimbabwe for ZimCamp in 2019. While there, we made connections with other youth in different areas of Zimbabwe, visited UM churches and services, and experienced life in different parts of the country. The youth made life-long friends and had a life-changing trip!
• We held a Youth Leader Retreat in November at Olmstead hosted by Perkins School of Theology. We had an incredible turnout with 50 leaders from WPA and neighboring conferences. The leaders learned about the foundational pieces of youth ministry and went home with lots of ideas!
• We had our Confirmation Tours at the camps and conference center again in 2019. Youth got to choose different breakouts on topics like social media, gifts, dismantling racism, and discipleship. They participated in a new Name 5 game show and experienced worship. Groups also got to meet the Bishop and have photos taken.
• Our youth are also active in our Northeast Jurisdiction Council on Youth Ministries with Western PA being well represented at the meetings as well on the leadership steering team.
• Our young adult council continues to meet. We have a new chair for 2019 so we are working through those transitions and are hoping to do more in the coming year.

Amanda Gilligan, Coordinator

CAMPING AND RETREAT CORPORATIONS COMMITTEE

The Camping and Retreat Ministries in the Western Pennsylvania continue to make disciples of Jesus Christ for the transformation of the world even in a season of transition. At the close of Annual Conference 2019, Scott Hamley concluded his term as CRC Chair after many years of faithful service.

In November, Jessica Gamache left her dual positions of Coordinator of Camping & Retreat Ministry and Director of the Deeply Root, Upward Reaching capital campaign to become the first executive director of the United Methodist Camp and Retreat Ministries Association. While we rejoice in this opportunity for Jessica, we are sad to see her go. Jessica served our conference well for over eight years and provided visionary leadership, which led to the addition of new ministries and ways of doing camp.
XI Reports

We are looking forward to working with our new camping & retreat ministries coordinator and the new campaign coordinator, who will be part of next year’s report.

The Deeply Rooted, Upward Reaching Campaign continues to raise money to provide funding for people of all ages to participate in our camping and retreat ministries, as well as helping to refurbish our site facilities. As of early February 2020, gifts and pledges to the campaign have totaled over $1.25 million, a good start to the $5 million goal. The work of the Camping and Retreat Ministries of our Annual Conference is vital to the role of connecting people to Christ. Sacred space is offered in the beauty of God’s creation. Faith is formed through time in Christian community. Principled Christian leaders are developed through training and study. We are grateful for everyone who participates in this important work.

Keith Dunn, Chair

AT THE LAKE MINISTRIES

As we look back on the 2019 navigational season, I am pleased to share that ATLM had a fruitful first full year of ministry out of Port Erie, Erie, PA. The ministry has grown from 52 guests during the late summer 2018 to over 200 guests throughout the 2019 season. Over the winter months, we began to schedule charters for the 2020 season and enjoyed an afternoon with L’ARCHE Erie at their Outdoor Adventure Raffle gathering on February 15th at the Convention Center in Erie. This invitation came due to the relationship that was formed when we served L’ARCHE’s core members on a beautiful day in September 2019. The time with L’ARCHE Erie allowed for prior relationships to be refreshed even as we were able to establish new contacts.

We are looking forward to making improvements to the Jo-Ann M. Specifically, at the time of this writing, we plan to have the fuel tanks cleaned and refueled with fresh diesel, to insulate and cover the deckhouse overhead in an effort to reduce engine noise for our guests, and to install a hatch that will further enable our guests to comfortably and safely board the vessel.

I am enthused by the many positive responses we have received from our guests once their charters concluded. In most cases, they indicated that they looked forward to future charters and that they had people and groups in mind that they would like to invite. While we are always pleased to welcome larger groups, I have been amazed at how powerful the smaller charters have proven to be for our guests. It seems that the private charters have offered a time of sacred space for families and their loved ones with special needs. In these instances, the families had a chance to bond and share a common experience.

I wish to thank all the executive directors of our conference camping and retreat sites for their support and encouragement over the last year. Their ministry inspires me and offers insight and direction as I seek to serve ATLM. May God’s blessings surround you all as we look forward to future opportunities to serve Jesus Christ through our camping and retreat ministries!

Rob Wilson, Executive Director
CABINET REPORT

Under Bishop Cynthia Moore-Koikoi’s leadership, each year late August the Coordinating Cabinet goes to one of our conference camps or retreat centers for a Strategic Planning retreat. During the retreat we worship God together and pray seeking the Holy Spirit’s leading as we set goals for the next ten months. Alyce Weaver Dunn, our Director of Connectional Ministries (DCM), and Amy Wagner, Director of Congregational Development and Revitalization, spearheaded our time together at Olmsted Manor. We came away with a good set of goals for the coming year which were then announced to the Conference in the October 2019 issue of In Focus. Each time Coordinating Cabinet gathers, we review our progress and discuss next steps for reaching these goals. The goals are centered on our Five Areas of Focus, and here is a report about some of the work, that through God’s grace, we have accomplished. (Note: WPA Coordinating Cabinet includes: Bishop, Assistant to the Bishop, Conference Lay Leader, Conference Treasurer, Director of Connectional Ministries, Director of Communications, Director of Congregational Development and Revitalization, and our ten District Superintendents; Appointive Cabinet is: Bishop, Assistant to the Bishop and the District Superintendents).

In order to help develop Principled Christian Leaders, we ourselves must be growing deeper in our relationship with Jesus Christ. To assist us in our spiritual growth, annually, the Coordinating Cabinet sets itself apart from its normal work-life rhythm to draw near to God and to each other. In October, under the leadership and guidance of Donna Battle, Chaplain at Meredith College, North Carolina, the Cabinet spent 3-days “putting out into deep water” (Luke 5:4) examining biblically, spiritually, and sociologically race and theology, the often destructive nature of dominant power and privilege, the importance of cultural openness and humility, and critical “self” and “institutional” reflection in order to bring about personal and institutional change.

“Retreating” together found each of us experiencing a deeper understanding of the interconnectedness of our lives, what it means to belong to each other as a part of God’s created world, a greater appreciation for our own “life narratives”, and the need to listen to, and understand the “narratives” of those with whom our lives intersect and with whom we share God’s gift of humanity.

Cabinet also maintains a close working relationship with our conference’s Board of Laity and Board of Ministry (BOM). In October we participated in an overnight retreat with BOM wherein we discussed ways to strengthen and support licensed and ordained clergy. We also had an in-depth time of learning about cultural awareness and cultural diversity through the Inter Cultural Developmental Index. Every BOM and cabinet member took the survey and received information about the results.

New and Renewed Congregations/New Places for New People

The Cabinet designated Warren UMC as one of the strategic ministry settings in the conference. Warren UMC in Pittsburgh is the one of the few historic African American United Methodist Church left remaining in our annual conference. July 1, 2019, Bishop Cynthia Moore-Koikoi appointed the Angel De La Cruz as pastor of Warren. Pittsburgh DS Dawn M. Hand working alongside the Cabinet, conference staff and Warren congregation, is helping to navigate the strategic plan. Four areas of focus include: church vitality, funding sources, building audit/renovations, church staffing. We are grateful for the support and prayers for Warren UMC.
Each district continues to work at helping congregations grow deeper in relationship with Jesus Christ and to let that love for Jesus and the love of Jesus move us outside the walls of our church buildings and into the communities where we live to share the great news of salvation through Jesus Christ.

Appointive Cabinet is continuing work in seeking a location and leader for a multiethnic new church start in our annual conference.

**Dismantling Poverty**

The Cabinet has encouraged and supported the purchase of a Poverty Simulation Kit for use by the Conference Poverty Team. Poverty is a reality for so many people, but unless it is experienced first-hand it is difficult to truly understand. The Poverty Kit offers participants an immersion experience that helps to deepen the understanding of the daily life struggles of those who live in the grips of poverty. The Poverty Simulation Kit will allow people from across the Conference to gain a new perspective and appreciation for the poor in our communities. Four members of the WPA Conference have been trained to facilitate the use of the kit. Poverty Simulations are expected to be scheduled for fall 2020.

On September 13, 2019, members of the Coordinating Cabinet participated in a day-long Emergency Response Training. We were reminded that disaster ministries are a way of making disciples. They also serve as ministries of caring and presence to people whose lives have been devastated by the effects of a natural disaster. It was a humbling and gratifying experience for Cabinet members to learn how expansive and effective UMCOR is in programs not only for disaster relief, but in enriching people’s lives around the world.

**Abundant Health**

On the heels of the 2019 session of Annual Conference, Alyce Weaver Dunn led a group to help coordinating cabinet achieve one of our goals in the area of Abundant Health. On June 17, 2019 an exciting, informative Addiction Response Ministry event to help individuals gain knowledge about how to support persons in addiction/recovery was held at First UMC in Butler. The time included worship, a panel discussion, and breakout sessions. The event was designed to equip local churches in sharing ministry with people in addiction and/or recovery. Presenters and leaders at the event included: Bishop Moore-Koikoi, churches already involved in this ministry, persons in recovery, and the caterer for lunch was a company who intentionally hires persons in recovery. We are hoping that an Addiction Response Network will continue to resource churches in this life saving ministry.

**Dismantling Racism**

Cross Racial Cross Cultural (CR/CC) appointment is one of the key components of this area of focus. We believe diversity is a blessing to the life of the church. In WPA it is more likely a case of a clergy of color being appointed to the churches and the communities not familiar with having a person of color in pastoral leadership. However, CR/CC appointment can happen in vice versa. The task force team was created to carefully and prayerfully review the appointment process and its success. The team has developed the guideline with recourses for the discernment, during the appointment and transition, and after the transition. This process helps the congregations in pastoral transition to focus on the gifts and skills of the pastor rather than racial and ethnic difference. The cabinet,
BOM, CORR of the WPA Conference are fully committed to support and to walk with the congregations and pastors in CR/CC appointment.

Additionally, each district now has a Dismantling Racism Team and districts are continuing to have at least three events each year to help people learn and grow in the work of becoming more culturally aware as we work to dismantle racism.

The Coordinating and Appointive Cabinets consider it a sacred privilege and responsibility to work together and to partner with you in making disciples of Jesus Christ for the transformation of the world. Every time we meet as a cabinet we begin with worship and spend time praying for the pastors and congregations of the WPA Conference of The United Methodist Church.

Special word of thanks to Sung Chung, Alyce Weaver Dunn, Dawn Hand, Brad Lauster, Renee’ Mikell, and Jodie Smith for contributing portions of this report.

J. Patrick Lenox, Kane District Superintendent, Dean of the Cabinet

COMMISSION ON ARCHIVES AND HISTORY

The Commission on Archives and History for Western Pennsylvania Annual Conference of The United Methodist Church had a banner year. The year centered upon the Northeastern Jurisdiction’s Annual meeting which our conference hosted in the Johnstown, PA, area. Chair Ed Herald, organized and oversaw the planning for the meeting with a theme of “By Water and the Spirit.” Naomi Horner assembled the program book. Warren Kinneer handled the registrations. Eddie Patterson wrote a paper welcoming the people to Johnstown. It included details about the three major floods and the Methodist Episcopal, United Brethren and Evangelical Association Churches which were part of the growing city of Johnstown prior to the 1889 flood.

Although business was the main item on the agenda for the ten conferences making up the Northeastern Jurisdiction, the event included an opening worship service where Johnstown District Superintendent Sung S. Chung preached on “By Water and the Spirit” and a closing worship service where the Director of Connectional Ministries and former District Superintendent of the Johnstown District Alice Weaver Dunn preached on “Flood of Grace.” Tuesday evening, our conference archivist, David Grinnell, spoke on “Current Trends in Archival Practice and Implications for United Methodist Archival Repositories.” Wednesday evening, Ed Herald spoke on the merger of the former Evangelical and United Brethren Churches at First United Methodist Church in Johnstown on November 16, 1946.

As always, the more entertaining part of the three-day event was a bus tour on Wednesday. Tour guides David Grinnell and Eddie Patterson dialogued back and forth about the rainstorms in Johnstown where the worst natural disaster in US history occurred on May 31, 1889, as the dam at South Fork spewed forth tons of rushing water gushing down the valley into Johnstown and below leaving 2,209 dead bodies scattered along the Conemaugh River. The tour stops included the Johnstown National Flood Memorial at South Fork, the Johnstown Flood Museum, Camp Allegheny, the Flight 93 Memorial Site, the Grandview Cemetery where most of the flood victims are buried and the Inclined Plane which we rode downhill to go to First United Methodist Church, the only church in our conference that is a Heritage Landmark of The United Methodist Church. At our stop at Camp Alleghany, Sue Strohm shared “Remembering the Past and Seeing the Present.”
The 2019 Annual Meeting was lauded by the Northeastern Jurisdiction as being very noteworthy and successful. Much praise was given to Western Pennsylvania Conference for a job well done in the NEJ Bulletin.

At our first meeting of the year in July 2019, the Commission set a number of goals for the upcoming year. Included in those goals was updating local church histories. The intent is to put the updates in print so they will be available to all. Other goals noted oral histories, the 150th Anniversary of the United Methodist Women, Heritage Tours, highlighting various churches in our annual conference, drafting a protocol for church record-keeping, and developing an informational sheet for local church historians.

John Wilson continues to answer requests that come to the Archives at Old Salem UMC. He noted 15 churches have closed in the past year. Our conference still has 786 churches with an additional 14 preaching points or satellites. Naomi and Merle Horner join John most Fridays at the Archives. Naomi is working on Raymond Bell’s records. Merle and Eddie work on bringing closed local church records into the collection of records, indexing them for easier access. Other members of the committee come from time to time and help with these tasks and whatever else is needed.

Each year the Commission may nominate a person for the Ministry of Memory Award sponsored by The Historical Society of The United Methodist Church. It is given to those individuals who have distinguished themselves in serving the local, district, or annual conference in order to enhance the church’s understanding of its past leadership and accomplishments in ministry. Our commission has nominated Helen Clear, who has written various papers about the leadership within our conference and who has shared her knowledge with so many.

Eddie Patterson, Chair

COMMISSION ON RELIGION AND RACE REPORT

The Commission on Religion and Race (CORR) has had a very active year. We sent two members, Dawn Hargraves and Peggy Ward, for training as Qualified Administrators for the Intercultural Developmental Inventory (IDI). The IDI gives individuals and groups an understanding of their intercultural developmental orientation. Individuals also develop a plan for increasing intercultural competence. The most promising aspect is that with an individualized plan and consistent work, individuals can improve their intercultural competency. So far, through our efforts (others have taken the IDI through the General Commission on Religion and Race) several groups comprising approximately 50 individuals, have taken the IDI. We have requests for about 60 more individuals and would like to offer the IDI during Annual Conference. Growth has been much more rapid than we anticipated, as a result, we are seeking to have at least two more people become Qualified Administrators soon.

We also developed a model for supporting congregations in Cross Racial Cross Cultural (CRCC) Ministry. This involved meeting with BOM and the Cabinet. Those meetings also sparked a Task Force to develop ways to support Cross Racial Cross-Cultural Ministry throughout the appointment process and life of the Annual Conference. Currently, eight people are undergoing training to support congregations involved in CRCC Ministry in the 2020 appointment season, exceeding our goal of one team. We are still seeking those willing to work with us in this ministry. The Task Force is rolling out a webpage with information and other means of supporting CRCC Ministry.
In the coming year, we will continue to implement CORR’s model for CRCC Ministry. The goal of increasing cultural competency throughout the conference remains critical. We are excited and energized by this kingdom work.

Peggy Ward, Chair

PARISH AND COMMUNITY DEVELOPMENT COMMITTEE

The WPAUMC Parish & Community Development Committee’s primary task and work is to provide resourcing to those local churches across the Annual Conference that are intentionally seeking to grow their parish through community connections by means of offering new places of engagement for new people. The resources the committee brings to bear are: monetary funding, connection to additional resourcing, and advisory consultation.

Monetary funding is granted to local church through Parish & Community Development’s (P&CD) “New Places for New People” grant. Any church that has developed a vision and plan for the creation of new ministry that seeks to engage their community in new & fresh way are encouraged to apply for this grant. The grants are made possible through the Connectional Apportionments paid to the Annual Conference by local churches. P&CD provided monetary funding to the following churches in 2019 (with each church’s “New Place” project in italics):

- Eighth Avenue Place/Swissvale UMC – New Day Campus
- Faith UMC: Fox Chapel – Roots of Faith
- First UMC: Monongahela – Sunday Night Praise
- First UMC: Sharon – Shenango Valley Cooperative Parish
- Grace UMC: Indiana – Campus Ministry
- Greater Blairsville Cooperative Parish – Connect Church
- Greenstone UMC – The COVE afterschool art ministry
- Grove Avenue UMC – Hope Filled Relationships
- Jefferson UMC – Fresh Expressions
- Methodists United in Faith Charge – Dinner Church
- Port Vue UMC – Social Skills Group
- Trinity UMC: Greensburg – Feed My Lambs Ministry
- Warren UMC (Pittsburgh) - Revitalization
- Windover Hills UMC – FX (Family Experience)

The Parish & Community Development Committee embraced working through the Annual Conference’s Five Areas of Focus with greater intentionality & dedication. The committee is asking all churches that partner with P&CD to outline how their ‘New Place’ will help the Annual Conference carry out the Five Areas of Focus.

The Committee’s budget for 2020 includes monies to resource any local congregation is planning to create a “new place” that is created to reach ethnic groups the local church has not / is not ministering to. Parish & Community Development looks forward to resourcing local churches that are creating intentional plans to create “New Places” that engage our Annual Conference’s Area of Focus of Dismantling Racism.

The New Places for New People Grant process runs in the Spring and in the Fall. The Fall Grant deadline is September 25, 2020. Grant application information can be found on the WPAUMC.org website.

David Ewing, Chair
MISSION AMBASSADORS

The current Mission Ambassadors, Lynn Sibley and Saundra McKee, had a very busy year of traveling, learning, sharing, and teaching. In April the Mission Ambassadors visited the Henderson Settlement in Kentucky where they learned how Methodists are helping with issues related to poverty in Appalachia. In May Lynn and Saundra traveled to Northern Ireland where they studied Methodist initiatives to help people who are hurting due to the historically tenuous situation along the border between Northern Ireland and the Republic of Ireland. In June they toured mission sites along the U.S. southern border in Texas. Lynn and Saundra completed their travels with a visit to the Ruth M. Smith Center located in Sheffield, PA. Their explorations took them to international and domestic mission sites, as well as to one located in our own WPAUMC Conference.

The Mission Ambassadors taught at Mission U in July and since then have been itinerating throughout the conference to share what they have learned. They are available to present in local churches on any or all of the topics outlined above. The Mission Ambassadors serve free of charge, but do welcome mileage and other reimbursement.

Jodale Barnhart, Coordinator, Mission Ambassador Program

GLOBAL MISSION NETWORK TEAM

In 2019 the Global Mission Network has continued its work with the various partners around the world, but this year we have taken on an additional focus of trying to expand our vision throughout the conference. We hope to educate the WPA Conference of our various ministries and invite more people to be a part of those ministries. As part of those efforts the team began planning for the Global Mission Revival. Below you will find the individual reports for each of the partnerships giving you updates on the work they have done over the past year.

Jessica Speer, Chair of Global Ministries

EAST GERMAN ANNUAL CONFERENCE

The East German Partnership, which was started by East German Ruddiger Menor and WPA Bishop George Bashore, began in 1987 before the fall of the Berlin Wall. The partnership started out as a church to church partnership and has adapted with time. The strongest connection between the Zwickau Methodist Church and the Mt. Lebanon United Methodist Church remains.

Over the past 30 years there have been many visits between conferences. United Methodists have shared contacts in various ways including joint mission trips, writing a joint Advent Devotional and attendance at each perspective annual conference. This year WPA will be sending delegates to the East German annual conference. We are currently developing plans to engage in a joint mission trip in the fall 2021 to either Italy to work with migrants from Northern Africa or to Latvia.

We continue to share in mutual ministry by producing a yearly Advent devotional to be used by churches in both conferences and are thankful for the meaningful contributions from many within our conference. Various musical groups from both conferences have visited each other including the Brass band and the Schmetterlinge youth choir, both of which have come to Western Pennsylvania on two different occasions. To bridge the distance between visits, our conferences continue are mutual work thru the use
websites, Skype, Twitter, e-mails, and phone calls. Additional work that we have done throughout the years together include:

• Visited and aided some of each other’s social projects.
• Visited each other’s residences for the aged, taking food and momentous to the residents,
• We have participated in each other’s food pantries,
• We have visited the Eastbrook Mission Barn.
• We have learned and participated in the East German migrant projects in Zwickau, Chemnitz, and Erfurt,

we have helped to clean up cemeteries, including a Russian soldier cemetery in Zwickau
• We have both been involved in some painting projects in the Pittsburgh and Zwickau area.

We are excited to celebrate the Zwichau Methodists church 150 years as an organized Methodist church this coming November and hope to bring the German Bishop Harald Ruckert to our conference.

Our partnership with the Eastern German Methodists is a partnership from the heart. We love and support each other in our programs and visits. We hope that you will come by our table to learn more about what we are doing and how you can be an integral part of our partnership.

Mary Garber Co-Chair

ENCOUNTER WITH CHRIST IN LATIN AMERICA AND THE CARIBBEAN

In 2019 the main focus for Encounter with Christ in Latin America and the Caribbean was a November trip to Chichicastenango, Guatemala where we distributed almost 50 wheelchairs. We worked in partnership with the National Evangelical Primitive Methodist Church of Guatemala (IENMPG), an association of 110 churches located in the beautiful Guatemalan highlands. These churches primarily serve the Indigenous Mayan population by helping with spiritual formation, strengthening communities, serving educational and health needs, and leading a way out of poverty.

The wheelchair ministry required not only partnership between the Western Pennsylvania churches and the churches in Guatemala, but also input from All God’s Children Ministries directed by Deacon Debbie Hills, as well as Bethel Ministries International (BMI). One of the functions of All God’s Children Ministries is to collect used wheelchairs at their site in Erie and pack them in containers for shipment to Guatemala. BMI receives the wheelchairs, pays a team of disabled employees to refurbish them, and makes sure the right type of wheelchair gets to where it is needed.

Two days of education for members of IENMPG were a focal point of this trip. Deacon Debbie Hills led a day-long seminar about the Biblical foundation and importance of ministry to the disabled. Greg Cox led another seminar on the topic of stewardship, as was requested by the church leaders in Guatemala.

Our seven-member team to Central America also participated in several other activities. We painted a large sanctuary at the IENMPG camp as well as a classroom at a nutrition center for children. We visited a women’s group and helped them establish a sewing cooperative so they can support their families. We also visited several homes where we provided bags of food, clothing for children, and spiritual fellowship.

Additionally, the team had opportunity to experience the worship, culture, and sights of Guatemala. We attended a church service where we sang and shared Communion.
with our brothers and sisters in Christ. We visited the market in Chichicastenango, one of the largest street markets in Central America, where we saw many of the beautiful textiles that are a vital component of Guatemalan culture and the Guatemalan economy. We took a boat ride across the scenic, volcano-surrounded, Lake Atitlan. And we had a fascinating walk through a Mayan cemetery where the graves had been decorated for the recent “Day of the Dead” celebration.

We are thankful that the accommodations, transportation, and other logistical concerns for our trip to Guatemala were coordinated by UMC Global Missionary Lourdes Ramirez Meneses (Lulu) and her husband, our own WPAUMC missionary, Rich Mroczka. We are currently working with Lulu and Rich to plan a similar trip to take place the second week of November 2020. Please consider joining us.

In March 2019 David Stains traveled to Ecuador where he was invited to present a seminar series for pastors. This trip also served to sow seeds toward a potential relationship between WPAUMC Encounter and the Methodist Church in Ecuador.

Other 2019 ministries of WPAUMC Encounter with Christ in Latin America and the Caribbean include distribution of money to our partner churches in Paraguay for the Toba Village Food Clinic, The Mary Jo Phillips Daycare, and The Susanna Wesley School. We also sent funds to Honduras for the completion of a church floor an Encounter team labored to install in 2018. A small contribution toward purchase of a vehicle was made on behalf of long-time friend, missionary Pablo Mora. Donations were also sent on behalf of WPAUMC Stephanie Gottschalk to support Bahamas Methodist Habitat in its efforts toward hurricane relief. Finally, a contribution was made to the United Methodist Permanent Fund for Encounter with Christ in Latin America and the Caribbean. Our conference was a founding partner in establishment of this Permanent Fund and we continue with on-going support.

Tentative plans are underway for a mission trip to Ecuador to take place in July 2020. We hope to help install walls in a Methodist school for Indigenous children and participate in a spiritual retreat for pastors and their families. Please prayerfully consider joining us on this trip. Questions about this mission journey or the November 2020 trip to Guatemala may be addressed to JodaleBarnhart@gmail.com

Jodale Barnhart, Liaison

FIJI PARTNERSHIP

This was an exciting year for the Fijian Language Ministry. We completed and signed our Bilateral Agreement to enter into a mutual ministry partnership. Bishop Cynthia Moore-Koikoi travelled with a small group to Fiji last January to discuss partnerships in ministry.

In June, the agreement was signed at our Annual Conference, and in August, we travelled back to Fiji to witness the signing at their Annual Conference.

While there, we painted and did some repairs on the Methodist Lay Training Center and the Principal’s house. We worked with the Solar Samaritans ministry from Western PA to do some training on energy conservation and took initial steps to install a passive solar system to assist in making the facility more sustainable. Through fundraising, we purchased items for the kitchen which are used to teach life skills classes, cottage industry, and to assist in raising funds for the school.
The Fijian Language Ministry has continued to meet monthly in Uniontown. They assisted in fundraising for the trip to Fiji, and the women participated in several activities, including teaching a cooking class at Mission U, liturgical dance, and some singing at various UMW events.

Our plans for the future include fundraising to return in January 2021 to continue working on the solar energy and school.

We continue to covet your prayers and support for this ministry.

Bev Roscoe

NICARAGUA PARTNERSHIP

The last year has been very difficult for the Methodist Church in Nicaragua. Many local churches are divided between pro-Sandinista and anti-Sandinista members. Some churches are closing because most of their members had to flee the country.

At the same time, several new house churches have been planted and some of the churches are finding new ways to minister to their neighbors. The political situation has stabilized but the economic situation is still deteriorating and unemployment is rampant.

We continue to partner with some of our missionary related organizations to provide micro-loans and emergency relief – especially in the remote regions and on the East coast where many of the indigenous people live.

It is now safer to travel and some groups from the United States are again traveling to Nicaragua to provide direct support to local partners as well as a general economic stimulus. We are looking forward to returning to Nicaragua and working with the Methodist church and our partner NGOs in the near future.

Please contact me if you would like more information about our projects in Nicaragua or would like to join a team for a mission or visitation trip.

Richard Schall, Director

RUSSIA INITIATIVE

The Western Pennsylvania Annual Conference began working with the Russia Initiative in 1991 and formalized our partnership agreement in 1995 under Russian Bishop Rudigor Minor and WPA Bishop George Bashore. We have finished long term work in the Komi Republic of Russia and are ready for new assignment. After consulting with his cabinet, Bishop Eduard Khegay of Russia in 2018 suggested continuing our connection through a partnership with the three churches of the Kaliningrad District. District Superintendent Igor Doronin invited representatives of our Conference to come to Kaliningrad for a week’s orientation and a sharing of vision.

May 2019 John E. Flower, Jr., Chair of our Conference Russia Initiative committee, accompanied by Jessica Speer, Chair of our Conference Global Partnership committee, responded to the invitation by traveling to Kaliningrad, where they were received by Superintendent Doronin. We visited, worshipped, prayed, and met with the members of the two Kaliningrad churches. We also visited coastal land that had been purchased and is being used as the District’s summer camp.

The third church, Emmanuel UMC in Sovetsk, during our visit was one year vacant but awaiting the June arrival of a newly appointed clergy couple, Katya and Dima Tokarev, who are finishing their last years of seminary and transferring from a pastorate
further east in Sochi. The church building had recently been vandalized and stripped of metals by thieves, including the heating system.

Summer and fall of 2019 in this church was a period of urgent repairs which continue. The heating needed to be in place by Russian winter, and there was work required before that could be done. Western Pennsylvania made three disbursements in 2019 totaling $11,441 towards that work. Most of the labor is being done by the pastors and congregants.

In August John Flower and Michael Airgood attended the bi-annual meeting of the Russian Consultation. At this meeting pastors and laity from Russia, Ukraine, Norway, the United States (including Hawaii), Kazakhstan, and other communities of central Asia and the Roma people were present. Convening near Uzhhorod, in western Ukraine, the tension from Putin’s Russian occupation of Crimea in eastern Ukraine could be felt. Bishop Khegay in his opening address reminded all participants that we are called to a higher calling, that in Christ we are not Russians or Ukrainians nor others, but that we are united by Jesus Christ in the body of his church. Here we are brothers and sisters in Christ.

At this conference Pastors Igor and Katya and a laywoman from the third church, Marina Ugay, met with John Flower to speak further towards the proposed partnership. The May visit had been helpful in putting a face and a people in the minds of the Russian churches, and a desire to work together. The first desire for partnership emerged in the area of Christian education and discipleship. The invitation was extended for WPA to return in July 2020 to participate side by side with the Kaliningrad District in their annual Vacation Bible School setting at the coastal camp, and to together share ideas of teaching not only VBS, but also Sunday School and youth ministry.

Translation and interpretation is a challenge. At his request, a grant of $500 was approved by WPA to Superintendent Doronin, that he may continue to pursue the study of English, of which he already knows a little.

We are currently in the process of renewing the partnership agreement, along the general guidelines established by the UM General Board of Global Ministries known as the 50/50 Partnership and its revisions, which should be completed spring 2020 for review of the respective committees, Bishops, and Conferences.

Clergy and laity interested in serving on this partnership committee are invited to contact John Flower at Clarion: First United Methodist Church for information, pastor@fumc-clarion.org.

John Flower

ZIMBABWE PARTNERSHIP

In 2019 the Zimbabwe Partnership Renewed and reaffirmed their covenant agreement with the Western Pennsylvania Conference. In July Bishop Cynthia Moore-Koikoi traveled with a delegation to Mutare, Zimbabwe to attend the Lay Academy training at Africa University. The delegation included Bishop Cynthia Moore-Koikoi, Renne Mikell (Assistant to the Bishop), Jim Pond (Indiana District Superintendent), Dawn Hand (Pittsburgh District Superintendent), Raphael Koikoi, Erica Rushings, Liz Lennox (Communications and Social Media Coordinator) and Sandra Matoushaya (Missional Engagement Coordinator).
Over 500 laity came together for three days of workshops and training. Bishop Moore-Koikoi led the first worship service and encouraged those gathered to say "STOP!" to the evil forces threatening the world and our denomination.

Bishop Moore-Koikoi and Raphael Koikoi also led a training on disaster response and provided information on UMCOR. Liz Lennox discussed social media and using online communication as Christians. Erica Rushing, administrator at Edinboro UMC and member of the Conference Council on Finance & Administration, presented on Integrity in Leadership.

At the end of the academy, Bishop Moore-Koikoi and Bishop Eben Nhiwatiwa signed a new covenant agreement between the Western Pennsylvania Conference and Zimbabwe Episcopal Area. This agreement was developed around our five areas of focus and includes:

- Collaborative Lay Leadership schools in both Western Pennsylvania and Zimbabwe;
- A Zimbabwe Immersion Program for adults from Western PA to experience Zimbabwean culture and learn from Zimbabweans best practices in ministry and church;
- ZimCamp, a journey that affords Western PA youth the opportunity to visit and fellowship with young people in Zimbabwe while fostering relationships;
- Assistance in strategic funding and/or construction of churches, clinics, and other facilities to make the good news of God’s love real in Zimbabwe;
- Assistance with young people's empowerment programs;
- Assistance in the provision of safe water by drilling boreholes for health facilities;
- Working with UMC-Zimbabwe Health Board to achieve their goals and objectives for a healthier Zimbabwe;
- Assistance with the Albinism ministry in Zimbabwe;

Before signing the agreement, Bishop Moore-Koikoi told those gathered, “We consider our partnership to be a sort of common pool. God has gifted us with many financial resources and our partnership with Zimbabwe is a line item in our budget. Zimbabweans have also given to us from their own overflow because you are rich beyond measure in your knowledge of God, wisdom, faith and commitment to God almighty.”

The Zimbabwe Partnership also conducted ZimCamp. An opportunity for youth in Western PA to witness the church, culture and history of Zimbabwe. The group consisted of Amanda Gilligan (Young People's Ministry Coordinator), Steve Mcpherson, Justin Jones, Sandra Matoushaya, Elisha Guilin, Kendra Shoffstall, Abby Fry, Shane Pogany and Alex Barch. The group itinerated around Zimbabwe, interacted with you and organized a retreat focused on issues youth currently face in many settings as well as looking at similarities.

Zimbabwe District Projects.

- **Butler and Mutare Districts**- Gwese Orphange Trust
  - Trust was started in 2000
  - Orphans- Categorized as children that have lost both or one parent. They live with guardians
  - Current Stats- Primary Level- 12, Secondary Level- 33 Children above 18 that have benefited-77 (not part of the program anymore)
  - 58 children have benefited from the pass a goat program
  - 43 children are still in school and need help.
The district would like to take the project to the neighboring village. They would like to start with 32 goats- some of these could come from Gwese.

**We currently have $3,928 in the conference account.**

- **Connellsville and Harare Central Districts** - Nyamacheni Mission
  - District has built a Teachers house and assisted towards the building of a classroom block.
  - The Mission hopes to have two new blocks. One for Fashion and Fabrics- $33,000 and the other for a Library $43,000.

**We currently have $1,169 in the conference account**

- **Erie- Meadville and Bulawayo** - Midlands Districts - RedCliff Sanctuary, Borehole Project
  - The district has assisted in the building of RedCliff sanctuary. Despite reaching their fundraising goal, the sanctuary is still an ongoing project.
  - Money donates was used to construct concrete footing and a prefabricated roof. Due to inflation and the type of structure needed the building will cost around $104,000. Bricks- $32,000, doors and window frames and cement $28,000. The rest would be for labor.
  - After reaching their fundraising goal the district began a new project for water access. They wanted to drill a borehole at the district parsonage. They were able to raise money for another borehole in Lupane.

**We currently have $22,044 in the borehole account and $508 in the sanctuary account.**

- **Franklin and Makoni-Buhera Districts** – Classroom Block
  - The district has assisted in a teacher’s house and assisted in building a classroom block.

**We currently have $370 in the conference accounts.**

- **Greensburg and Harare West Districts** – Kajokoto Church
  - The district has assisted in the building of the church. The church is now complete but still needs to be furnished which cost approximately $3,400.
  - The next project is to complete Kariba church, this will cost approximately $19,800.

**We currently have $8,478 in the conference accounts.**

- **Indiana and Marange Districts** - Ringai Church, District Vehicle, Toothpick project and borehole
  - Ringai Church has been completed. The district then raised money for a district vehicle which purchased.
  - The district had hopes of starting an income generating project for the district. They decided to start a toothpick manufacturing business.
  - Next project is a water project, this will be in collaboration with the Marion Center Area schools.

**Currently the Ringai Church account has $2,221 in the conference accounts.**

- **Johnstown and Harare East Districts** - Orphans and Vulnerable Children
• The district has supported Orphans and Vulnerable children in the area particularly those with Albinism.
• We currently have $7,526 in our conference accounts
  - Kane and Masvingo Districts- Borehole Project
• The district has raised money for the completion of a church and a parsonage.
• The current project is a borehole project for Zaka East.
• We currently have $8,513 within our conference accounts
  - Pittsburgh and Mutoko-Mudzi Districts- Clinic Revitalization
• Clinic revitalization continues to be an ongoing project. Dindi Clinic should now be complete.
• The next clinic is Mashamabanaka. TNC has already sent $60,000 and currently has approximately $110,000.
• Total needed for a clinic is $267,000
• We currently have $6,059 in the conference accounts.
  - Washington and Mutasa Nyanga Districts- Mazimauya Church
• Mazimauya continues to be an ongoing project. Economic hardships have resulted in small growth and progress in the area.
• Up to date total for the project is $17,246. In 2018 we sent $5,513 so we have a balance of $11,733.

Sandra Matoushaya

UNITED METHODIST WOMEN
The PURPOSE of United Methodist Women United Methodist Women shall be a community of women whose purpose is to know God and to experience freedom as whole persons through Jesus Christ; to develop a creative, supportive fellowship; and to expand concepts of mission through participation in the global ministries of the church.

United Methodist Women implement this purpose in their local units, district and the Western Pennsylvania Conference. We support each other through prayer and individual assistance when it is needed. Through fund raisers locally and pledges we support missions in our local area, nationally and globally.

Local units support missions such as food pantries, after-school programs, etc. They also support one of UMW’s National Mission Institutions, the Ruth M. Smith Center in Sheffield, PA, with items, volunteer time and funds. Our pledge money goes to support the work of our mission sites and missionaries around the world some of which have been in existence since they were established by our predecessor organizations 150 years ago.

Our Conference supports missions and ministries throughout the Conference through grants from the Elizabeth A. Bradley Mission Fund. At the beginning of 2020 we disbursed $65,433 to programs that make a positive impact in the lives of women, children, and youth in Western Pennsylvania. Grants were made to nine projects in five districts. In addition, funds were given to Children’s, Youth, and Middle School Mission U, to the Mission Ambassador Program, Ruth M. Smith Center and to UMW Scholarships.

Believing and understanding that study enhances efforts of prayer, giving and service, each year the United Methodist Women organize and run Mission U, in partnership with the Conference Board of Global Ministries. 2019 was spent planning Mission U at California University of PA, July 23-26, 2020 where three courses will be offered (Spiritual Growth – “Finding Peace in an Anxious World”, Issue Study – “Pushout: The
Criminalization of Black Girls in Schools”, and “Women United for Change: 150 Years in Mission”), with worship, music, workshops, and displays to enhance the experience. Kenneth Haines is the dean for 2020. The fourth annual Mini Mission U was also planned and will be offered at Olmsted Manor Retreat Center April 19-21, 2020 with Eric Park facilitating the Spiritual Growth study.

In addition to all of this we also encourage our members to participate in various programs that are supplied by our national office such as our “Call to Prayer and Self-Denial” and “The World Thank Offering”. The Reading Program is another way that we encourage our membership to expand their worldview by reading various books in the categories of Spiritual Growth, Leadership Development, Nurturing for Community, Social Action and Education for Mission. Each of our Districts also provide an annual Day Apart for their membership to spend time in study and reflection as they grow spiritually. Our District and Conference Meetings also provide a time of fellowship, worship and growth as we spend time together learning from guest speakers on a wide variety of topics, participating in worship, a memorial service and communion as well as conduct our business meeting.

United Methodist Women and its predecessor organizations have been around for 150 years doing the work of caring for women, children and youth here and around the world and we are ready and able to continue this work into the future!

Linda S. Thayer, President

BOSTON UNIVERSITY SCHOOL OF THEOLOGY

I am grateful to have one last opportunity to thank you for your moral, prayerful, and material support of the Boston University School of Theology (BUSTH), and also to highlight the promising future of the School as a new Dean joins our stellar faculty, staff, and students in summer 2020 to carry on the mission of the School in partnership with all of you.

Breaking News:
- Students: We continue to increase and celebrate diversity in our student body, creating opportunities for in-depth exchanges and a rich community life.
- Faculty: We welcomed two faculty this year: Filipe Maia as Assistant Professor of Theology, and Luis Menéndez-Antuña as Assistant Professor of New Testament. Both are extraordinary teachers who delight in working with students.
- Scholarships: We continue to offer free tuition to UMC registered candidates for ordained ministry, and to build student scholarships and housing as key priorities. BUSTH also offers leadership fellowships to support students in ethnic, gender, and sexuality studies: Raíces Latinas, Sacred Worth, Howard Thurman, Indigenous Studies, Korean Studies, Women in Leadership, and African Studies.
- Two new Programs: Faith and Ecological Justice (FEJ) and Raíces Latinas Program in Theology, Leadership, and Research (RL). FEJ leads programs to build ecological awareness, theological research, church collaborations, and community activism in ecological justice. RL sponsors programs to expand Latin American and Latinx theological study and research, and to enhance the leadership of students, young people, and leaders in Latino/Latina communities.
- Online Lifelong Learning: We have launched an exciting new program, offering online mini-courses, workshops, and reading groups for professional and spiritual enrichment.
Theology and the Arts Initiatives: Exhibits highlight sacred spaces in Boston; wilderness photography; a 1619 visual lament of 400+ years of slavery; voices and faces of Colombia; and paintings of a gay man struggling with the church.

Campaign: Our BUSTH development campaign concluded with the raising of $29.4 million to support students, faculty, and vital programs.

Website and Viewbook: Check out our new BUSTH website (www.bu.edu/sth) and Viewbook.

Mary Elizabeth Moore, Dean

CANDLER SCHOOL OF THEOLOGY

Since our founding in 1914, Candler School of Theology at Emory University has educated more than 10,000 students, shaping thoughtful, principled, and courageous leaders who are dedicated to transforming the world in the name of Jesus Christ.

This is especially important to note amid the current shifts in our denomination. It is an honor and a privilege for Candler to be one of 13 official seminaries of The United Methodist Church. Yet true to the Methodist tradition of ecumenical openness, Candler has enthusiastically welcomed the entire Wesleyan family to our community for generations. Faculty, staff, and students from the AME Church, the AMEZ Church, the CME Church, Free Methodists, Nazarenes, and others have worked, worshiped, learned, and prayed alongside United Methodists, and have been a vital part of shaping Candler and our mission. This diversity has been a wonderful gift and a rich blessing. As we move forward, we will continue to invite and welcome those from all expressions of the Wesleyan tradition. Indeed, we will continue to welcome all those who follow Jesus Christ.

This year, Candler has continued to strengthen our deep commitment to alleviating student debt and promoting financial literacy. In 2018-2019, we awarded $6.3 million in financial aid, with 100 percent of master of divinity (MDiv) students receiving support and financial coaching. In fall 2019, we announced a major expansion of our financial aid program to include full-tuition scholarships for all MDiv students who are certified candidates for ordained ministry in The United Methodist Church, and new merit scholarships covering 75% of tuition for qualifying MDiv students who identify as pan-Wesleyan, and those pursuing chaplaincy through Candler’s new chaplaincy concentration. In addition, all incoming students in the master of divinity, master of theological studies, and master of religious leadership programs will receive awards covering at least 50% of tuition.

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

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

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

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

Jan Love, Dean

DUKE UNIVERSITY DIVINITY SCHOOL

Dean L. Gregory Jones, Dean of the Divinity School, had his term as dean extended for a full five years through 2023.

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

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

In 2019, Duke Divinity School welcomed 215 new students from 33 different states and seven other countries, including Canada, Malaysia, Singapore, South Korea, Taiwan, Thailand and Zimbabwe. The Master of Theological Studies (M.T.S.) and Master of Arts in Christian Practice (M.A.C.P.) degree programs received record enrollments of 35 students and 22 students respectively. The Master of Theology (Th.M., 14 students), Doctor of Ministry (D.Min., 20 students), and Doctor of Theology (Th.D., 4 students) all had strong enrollment. The D.Min. program was named the top online program by TheBestSchools.org. The new Certificate in Theology and Health Care will enroll 8 students, all of whom are fellows with the Theology, Medicine, and Culture (T.M.C.) Initiative. The M.T.S. program also includes 8 students who are T.M.C. fellows, for a record year of 16 total fellows. The M.Div. degree program gained 110 new students, with minority students comprising more than 32 percent of the incoming M.Div. class, and Black students comprising 18 percent of the incoming M.Div. class. Female students made up 44 percent of incoming M.Div. students, while males were 56 percent.

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

McCarty, Assistant Research Professor of Theological Ethics, is a theological ethicist whose work centers on questions of faithful action within health care. He is associate director of the Theology, Medicine, and Culture Initiative at DDS and he holds a joint appointment in the School of Medicine’s Department of Population Health Sciences.

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

The Hispanic-Latino/a Preaching Initiative is currently in its fifth year of providing high quality theological education to current and aspiring Hispanic-Latino/a ministers. 21 students from multiple denominations are taking courses with us this year.

The Lilly Endowment has awarded grants to Duke Divinity School to coordinate initiatives on “Thriving in Ministry” and “Thriving Congregations” across the United States.

Stacey Tompkins, Program Coordinator

METHODIST THEOLOGICAL SCHOOL IN OHIO

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

Full-tuition scholarships extended to those pursuing United Methodist candidacy

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

Two young scholars appointed to faculty

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

Al Gore among participants at MTSO conference

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

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

Danny Russell, Director of Communications

UNITED THEOLOGICAL SEMINARY

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

Students

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

Alumni/aes

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

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

New at United

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

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

Becoming Debt-Free

United remains committed to becoming debt-free by the seminary’s 150th anniversary on October 11, 2021. Thanks to the support of generous donors, United has received more than $2.5 million toward its goal of raising $4 million to “burn the mortgage.” Becoming debt-free as an institution will enable United to focus on generating income for scholarships that lighten the load of student debt for seminarians.
In Romans 10:14, St. Paul writes: “How shall they call on him in whom they have not believed? And how shall they believe in him of whom they have not heard? AND HOW SHALL THEY HEAR WITHOUT A PREACHER?” For 150 years, United has been preparing faithful and fruitful Christian preachers and leaders who proclaim the Good News of God’s unconditional love which has come to us in Jesus Christ. Thanks be to God!

[1] Data represents Fall 2019 headcount enrollment, unless otherwise specified.
[3] United Theological Seminary 2019 Alumni/ae Survey, sent in April 2019 to alumni/ae who graduated with a degree or certificate from United in years ranging from the 1940s to 2018, for whom the seminary had email contact information. Data collected represents a 25% response rate (520 respondents) of the 2,043 alumni/ae contacted.
[4] Or if retired, were serving in this capacity at time of retirement. United Theological Seminary 2019 Alumni/ae Survey.

Kent Millard, President

WESLEY THEOLOGICAL SEMINARY

In his book, A New Church and a New Seminary, President David McAllister-Wilson writes, “Leadership requires a seminary to foster both wisdom and courage.” For 138 years, that stance has been a hallmark of Wesley Theological Seminary. Now, during this challenging and divisive time in the church and society, Wesley remains committed to fostering wisdom and courage, preparing graduates to lead innovative ministries while remaining grounded in our biblical and theological traditions for the sake of God’s inbreaking kingdom. We are grateful for so many partners in this mission, and we look forward to what God will do in and through us as we seek to faithfully minister to the world in the future.

Working toward God’s vision for the church

Wesley is pleased to announce new opportunities for UMC congregations to explore, clarify, and pursue thriving in their communities. Through the Thriving Congregations Initiative, Wesley will work with three cohorts of regional congregations in a two-year process of prayer, community engagement, congregational visioning, and coaching, with the goal of following Jesus in mission and ministry. Interested congregations can contact innovation@wesleyseminary.edu for more information. This work, funded by a $1 million Lilly Endowment, Inc, grant, raises Wesley’s role as a leading research and development seminary for the whole church and complements Wesley’s other Lilly Endowment-funded projects focused on congregational vitality.

The Religious Workforce Project is an expansive study of the current and future nature of religious work, particularly in local congregations, so as to understand what opportunities and constraints may exist in the future and to adapt resources and training accordingly. Through the Wesley Innovation Hub, Wesley has worked with 18 congregations in the greater Washington area to experiment with ministries with young adults outside the church. Together, these projects forge insight into future ministry and local church development, influencing the way students are trained in master’s, doctoral, and course of study education, but also informing workshops, podcasts, articles, and training for church leaders working in their communities across the country.
Is God calling you – or someone you know?

Research shows that the primary way people learn about and begin to consider seminary options is through their pastor or an alumnus. Whether you feel called or you know someone who does, Wesley is ready to work with you as we make theological education more accessible and relevant to the realities of ministry today—for laity and clergy, for those seeking a degree or certification or continuing education, and for ministry from within or beyond the church.

Sheila George, Director of Communications

SEXUAL HARASSMENT REPORT

On June 8, 2018, 95% of our Conference adopted the six specifications of RS103 Sexual Harassment.[1] This was followed on June 6, 2019 when 95% of our Conference adopted the three specifications of P 92 Sexual Harassment.[2]


June 28, 2019 Gov. Tom Wolfe held a major signing ceremony for the Sexual Harassment legislation that had passed the Session to that date:
• Rep. Mike Turzai’s HB1615 added sexual harassment and sexual violence policies to our Public School Act. It also added an online reporting system. It is now Act 16 of 2019[4]
• Rep. Tom Murt’s HB315 provides that female genitals may no longer be mutilated in Pennsylvania. It is now Act 21of 2019.[5]
• Rep. Jonathan Hershey’s Crime Victims’ Act, HB502, assures that victims may hear the testimony presented against them. It is now Act 23 of 2019.[6]
• Rep. Natalie Mihalek’s HB504 excludes evidence or testimony of a rape victim’s prior sexual behavior. It is now Act 24 of 2019.[7]
• Sen. Wayne Langerholc’s SB399 provides that rape kits will now be processed by the Prosecuting Attorneys without a $600 expense to the victim. It is now Act 29 of 2019.[8]
• Rep. Tedd Nesbit’s HB1402 made sexual extortion a crime. It is now Act 100 of 2019.[9]

Human Trafficking


Sen. Kristin Phillips-Hill introduced SB60 as soon as the 2019 Legislative Session convened.[12] The Bill brings Pennsylvania law even closer to Federal Standards.[13] It defines tiers of offender culpability.[14] It increased penalties against anyone who knowingly patronizing a victim of human trafficking and anyone connected to trafficking victims.[15] It directs all the offenders’ fines and penalties directly into the Safe Harbor Fund.[16] It assures that victims of tender years can testify in private, without the offenders’ domineering eyes.[17]

By March 1 our Pennsylvania Committee for the Analysis & Reform of Our Criminal System had instigated 140 letters to the Judiciary Committees.[18] They urged

SB60 unanimously passed Senate Judiciary Committee on June 11, 2019 and unanimously passed the whole Senate on November 20. It unanimously passed House Judiciary on January 14, 2020, and passed the whole House on January 22 (183-4). On January 27 it was presented to Gov. Wolf for signature, and is now Act 1 of 2020.

January 14, 2020

Sen. Phillips-Hill’s SB60 reached the House Judiciary Committee on November 22, 2019. The House reconvened from the holidays on January 13, 2020. Judiciary Chair Rob Kauffman to staff all the potential sexual harassment legislation. Five Bills were introduced on January 6, and he called a special hearing on January 14 to consider the entire package. Each Bill was adopted unanimously!

• Rep. Barry J. Jozwiak’s HB161 made trading, bartering, buying, selling, or dealing in infant children a first degree felony.[20]
• Rep. Natalie Mihalek’s HB2174 correctly eliminated the victim’s age of consent as an affirmative defense to sexual harassment.[21]
• Rep. Meghan Schroeder’s HB2175 correctly applied current expert testimony standards in sexual harassment.[22]
• Rep. Marci Mustello’s HB2176 correctly clarified “unlawful contact with a minor”.[23]
• Rep. Valerie Gaydos’s HB2177 expanded the list of sexual offenses which require offenders to participate in a counseling and therapy program designed for incarcerated sex offenders. Offenders who subjected minors to servitude were added. So were violent predators.[24]
• Rep. David Rowe’s HB2178 added human trafficking history as a vector to be considered in child custody determinations.[25]
• Rep. Wendi Thomas’ HR618 designated January as “Human Trafficking Awareness Month” as did HR21 & SR10.[26]

Every Bill adopted in the Judiciary Committee on January 14, 2020 was adopted by the whole House on January 21. The House conducted a major press conference on January 22. These House Bills were assigned to the Senate Judiciary on January 24. The Senate Judiciary Committee is closed for the COVID-19 pandemic, so no action has been taken.

Good things are happening about sexual harassment in the 2019-2020 Legislative Session! The challenge Bishop Bashore gave us in 1997 is being fulfilled.

[4] Rep. Mike Turzai (R-Allegheny) is Speaker of the House of Representatives. HB1615 was filed on June 11, passed the House on June 18 (132-67), passed the Senate (37-13) on June 27.
[5] Rep. Tom Murt (R-Montgomery) HB315 was introduced on February 1, passed the House on April 9, (196-1) and unanimously passed the Senate on June 19 (50-0).
[6] Rep. Jonathan Hershey (R-Juniata) HB502 was introduced on February 12,2019, unanimously passed the House Judiciary Committee on February 21, and passed the House on April 8 (197-1). It unanimously passed Senate Judiciary on June 11, and unanimously passed the Senate on June 19.
[7] Rep. Natalie Mihalek (R-Allegheny) HB504 was introduced on February 12, 2019 unanimously passed the House on April 9 (197-0) and unanimously passed the Senate on June 19!
XII Reports

[8] Sen. Wayne Langerholc (R-Bedford) SB399 was introduced on March 11, 2019 unanimously passed the House on June 19 (200-0), and unanimously passed the Senate on the same June 19 (50-0).

[9] Rep. Tedd Nesbit (R-Mercer) HB1402 was introduced on May 6, 2019 unanimously passed the Judiciary Committee on May 14, and unanimously passed the House on June 5. It unanimously passed Senate Judiciary on October 29, and unanimously passed the Senate on November 20.


[12] Sen. Kristin Phillips-Hill’s (R-York) SB60 was filed January 23, 2019. Rep. Seth Grove’s (R-York) HB12 was filed on January 28, 2019. Both were immediately assigned to the Judiciary Committees.


[18] It takes 10 letters to motivate a legislator. Many of these letters came from Southwestern PA NOW. SouthwestPANOW@gmail.com


[24] Rep. Valerie Gaydos (R-Butler) introduced HB2177 on January 6, 2020 under the guidance of our Department of Corrections. It unanimously passed the House Judiciary on January 14, and was unanimously adopted by the House on January 22.

[25] Rep. David Rowe (R-Union)’s HB2178 was introduced on January 6, 2020. It unanimously passed House Judiciary on January 14, and was unanimously adopted by the whole House on January 22. It was referred to Senate Judiciary on January 24.

[26] Rep. Wendi Thomas (R-Bucks)’s HR618 was introduced on November 22, 2019. It unanimously passed House Judiciary on January 14, 2020, and was unanimously adopted by the whole House on January 21.

Roger L. Thomas

2020 ELECTION REFORM


Act 77 of 2019

On October 31, 2019, Governor Wolf signed Act 77 of 2019 into law. This composite Act:
• Enables mail-in voting. People no longer need to go to the polls. They can go online to become an absentee voter for either this election or for all future elections. No reason is required.
• Voters can register within 15 days before an election. It used to be 30.
• Absentee ballots are now counted if they are received before the polls close. It used to be the day before.
People, like nurses, may carry ballots for several people to the polls.
Absentee ballots can now be requested as early as 50 days before the election.
People may ask to be placed on a permanent absentee voter list.
Straight party voting has been eliminated. Voters must vote for candidates individually.
Any registered voter may now circulate nomination petitions for any candidate.
Future nominating petitions will be certified by the person circulating them rather than through a notary.
Anyone can circulate nominating petitions on behalf of minor parties.
Counties will be reimbursed 60% of the cost of installing new voting machines or election security equipment.
Voting precincts or districts cannot be altered until the 2020 Federal Census Report is published.
Counties will print at least 10% more ballots for regular elections and 15% more for presidential elections.
Absentee and mail-in ballots will now be counted in the County Election Bureau rather than the individual polling places. Counting these ballots must be completed within eight days after the election.
Counties must keep records of the absentee and mail-in ballots.

Act 12 of 2020
As usual, this Board will consist of someone from the Secretary of the Commonwealth, the President Pro Tempore of the Senate, the Minority Leader of the Senate, the Speaker of the House of Representatives, and the Minority Leader of the House of Representatives. Then there would be one citizen from each of our 18 Congressional Districts which would reflect the diversity of our population.
These 23 people are to study the entire Election Code, collaborate with our agencies and political subdivisions, and study new election technology. They will maintain a public website, and conduct public hearings. Their annual report is to recommend improvements in our electoral process, integrity and efficiency.

Summary:
We are not finished with Pennsylvania electoral reform. We are prophesying to power. We are being heard. Bishop Bashore’s challenge is being met.

Roger L. Thomas

JUDICIAL COUNCIL OF THE UNITED METHODIST CHURCH
DECISION NO. 1383
SUBJECT TO FINAL EDITING
IN RE: Request from the Western Pennsylvania Annual Conference for a Declaratory Decision on the Constitutionality, Meaning, Application, or Effect of ¶¶ 20, 33, 327.6, 352, 354, 357.3, and 361 Regarding the Principle of Legality in an Annual Conference’s Administrative Matters.
DIGEST OF CASE

Impartiality and independence of decision-making bodies are the hallmarks of due process and bedrock principles of procedural justice in our constitutional polity. No administrative process can be fair and equitable if the body making a request for involuntary change of status is also empowered to determine its merits. The fundamental right to fair and due process of an accused clergy person is denied when individuals who were involved in referring, adjudicating, and reviewing an administrative complaint are also permitted to vote on the final disposition in the clergy session of an annual conference.

Absent specific provisions barring members of the Cabinet, Board of Ordained Ministry, Conference Relations Committee, and Administrative Review Committee from voting in the clergy session on recommendations for involuntary change of status, the entire regulatory scheme lacks safeguards to guarantee an impartial process carried out by an independent body. The provisions in The Book of Discipline of The United Methodist Church, 2016 setting forth the administrative process leading to involuntary leave of absence (¶ 354), involuntary retirement (¶ 357.3), administrative location (¶ 359), and discontinuance from provisional membership (¶ 327.6) violate the guarantees of a fair and unbiased process in ¶¶ 20 and 58 and are unconstitutional, null and void. The effect of this ruling shall be prospective and shall not affect pending administrative cases that were filed prior to this date.

STATEMENT OF FACTS

On June 8, 2019, the Western Pennsylvania passed Petition P85, entitled “Request for Declaratory Decision on the Principle of Legality in an Annual Conference’s Administrative Matters,” requesting the Judicial Council to render a declaratory decision on seventeen (17) specific questions, which read (in relevant parts):

THEREFORE IT BE IT RESOLVED that the Western PA Conference officially petition the Judicial Council for a ruling in the nature of a declaratory decision (¶2610) as to the constitutionality, meaning and application or effect of ¶¶20, 33, 327.6, 352, 354, 357.3, 361.

1. Does the practice of district superintendents voting as a member of the clergy session on final disposition of an involuntary leave per ¶354 violate the principle of legality as presented in Judicial Decision 1366?
2. Does the practice of members of the Conference Relations Committee of the Board of Ordained Ministry voting as a member of the clergy session on final disposition of an involuntary leave per ¶354 violate the principle of legality as presented in Judicial Decision 1366?
3. Does the practice of members of the Administrative Review Committee voting as a member of the clergy session on final disposition of an involuntary leave per ¶354 violate the principle of legality as presented in Judicial Decision 1366?
4. Does the practice of member of the executive committee of the Board of Ordained Ministry voting as a member of the clergy session on final disposition of an involuntary leave per ¶354 violate the principle of legality as presented in Judicial Decision 1366?
5. Does the practice of the members of the Board of Ordained Ministry voting as a member of the clergy session on final disposition of an involuntary leave per ¶354 violate the principle of legality as presented in Judicial Decision 1366?
6. Does the practice of district superintendents voting as a member of the clergy session on final disposition of an involuntary retirement per ¶357.3 violate the principle of legality as presented in Judicial Decision 1366?
7. Does the practice of members of the Conference Relations Committee of the Board of Ordained Ministry voting as a member of the clergy session on final disposition of an involuntary retirement per ¶357.3 violate the principle of legality as presented in Judicial Decision 1366?
8. Does the practice of members of the Administrative Review Committee voting as a member of the clergy session on final disposition of an involuntary retirement per ¶357.3 violate the principle of legality as presented in Judicial Decision 1366?
9. Does the practice of the members of the Board of Ordained Ministry voting as a member of the clergy session on final disposition of an involuntary retirement per ¶357.3 violate the principle of legality as presented in Judicial Decision 1366?
10. Does the practice of district superintendents voting as a member of the clergy session on final disposition of an administrative location per ¶359 violate the principle of legality as presented in Judicial Decision 1366?
11. Does the practice of members of the Conference Relations Committee of the Board of Ordained Ministry voting as a member of the clergy session on final disposition of an administrative location per ¶359 violate the principle of legality as presented in Judicial Decision 1366?
12. Does the practice of members of the Administrative Review Committee voting as a member of the clergy session on final disposition of an administrative location per ¶359 violate the principle of legality as presented in Judicial Decision 1366?
13. Does the practice of the members of the Board of Ordained Ministry voting as a member of the clergy session on final disposition of an administrative location per ¶359 violate the principle of legality as presented in Judicial Decision 1366?
14. Does the practice of members of the Conference Relations Committee of the Board of Ordained Ministry voting as a member of the clergy session on final disposition of a discontinuance of provisional membership per ¶327.6 violate the principle of legality as presented in Judicial Decision 1366?
15. Does the practice of members of the Administrative Review Committee voting as a member of the clergy session on final disposition of a discontinuance of provisional membership per ¶327.6 violate the principle of legality as presented in Judicial Decision 1366?
16. Does the petition before the Western PA Conference named “P 82 Addressing the Principle of Legality: Clergy,” restoring language similar ¶454.2 of the Discipline, ed. 1992, address the issues of Legality in Judicial Decision 1366 as presented in questions 1-15?
17. Does the petition before the Western PA Conference named “P 81 Addressing the Principle of Legality: Bishops,” restoring language similar ¶454.2 of the Discipline, ed. 1992, address the issues of Legality in Judicial Decision 1366 for ¶¶408, 410, 422?

During the same session, the Western Pennsylvania Annual Conference passed Petitions P81 and P82 requesting the 2020 General Conference to take specific actions. Entitled “Addressing the Principle of Legality: Bishops,” P81 concerns the procedural rights of bishops and reads (in relevant parts):
THEREFORE IT BE IT RESOLVED that the Western PA Conference Petition the 2020 General Conference of The United Methodist Church to change the Book of Discipline as follows:
Add new paragraph ¶422.5.b.(vii) Prior to the start of the administrative hearing by the Conference Relations Committee the bishop may choose to have a trial. This choice must be made in writing and submitted to the chair of the Conference Relations Committee prior to the start of the administrative hearing. The procedures are provided for in ¶2707-2712.

BE IT FURTHER RESOLVED that the Western PA Conference provide the following rationale for this Petition: “This legislation addresses the principle of legality raised in JD 1366 by restoring language and procedures used prior to 1996 Discipline. This language was found to meet the principle of legality in Judicial Council Decision 351 and ¶20 of the Constitution.

Reverend Robert F. Zilhaver, as an interested party, and Revs. Jerry Eckert and Peter Milloy, as amici curiae, filed briefs in support of the Petition.

JURISDICTION
The Judicial Council has jurisdiction “to make a ruling in the nature of a declaratory decision as to the constitutionality, meaning, application, or effect of the Discipline or any portion thereof or of any act or legislation of a General Conference.” ¶2610.1. Under ¶2610.2(j), an annual conference has standing to request a declaratory decision if the petition deals with “matters relating to annual conferences or the work therein.”

Questions 1-15 ask us to review certain provisions in The Book of Discipline of The United Methodist Church, 2016 [hereinafter The Discipline] as they relate to administrative matters and the work of specific annual conference bodies and, therefore, come within the jurisdictional grant of ¶2610. Although addressing “matters relating to annual conferences or the work therein,” Questions 16 and 17 concern two actions of the Western Pennsylvania Annual Conference (P81 and P82), which are essentially legislative proposals for the 2020 General Conference to consider and enact. From the clear language of ¶2610.1, it follows that only portions of The Discipline, an act, or legislation of the General Conference may be subject to scrutiny. Legislative proposals do not constitute proper objects for a declaratory decision under said provision. The only two bodies authorized to request a constitutional review of proposed legislation are the General Conference and the Council of Bishops under the provision of ¶2609.2.

Consequently, only Questions 1-15 are properly before us.

ANALYSIS AND RATIONALE
The Petition incorrectly frames the issues in terms of “the principle of legality” by quoting from the digest of JCD 1366. The quoted section deals with the constitutional right to fair and due process, not the principle of legality explicitly. This principle is not mentioned until the subsequent paragraph in the digest, beginning with “As a tenet of United Methodist constitutionalism, the principle of legality means…” JCD 1366 at 3. The confusion may have caused the author of the Petition to consistently invoke the principle of legality, instead of the right to fair and due process. Although incorrectly designating
the seventeen questions as pertaining to the principle of legality, the petitioner built his case essentially on fair process as interpreted in JCD 1366. Such misnomer is immaterial and does not affect the determination of this case.

The Petition challenges the constitutionality of the disciplinary provisions mandating the involvement of members of the Cabinet, Conference Relations Committee, Administrative Review Committee, Board of Ordained Ministry as well as executive committee of said Board in administrative processes, while allowing them to vote as members of the clergy session on recommendations for involuntary change of status. At issue is whether the right to fair and due process guaranteed in ¶¶ 20 and 58 prohibits the commingling of roles in administrative proceedings leading to involuntary leave of absence, involuntary retirement, administrative location, and discontinuance from provisional membership. Specifically, do fair process guarantees prohibit members of the aforementioned conference bodies from voting on the final disposition of administrative cases in which they have been involved?

“The United Methodist Church has a heritage of concern with the rights of persons. That concern has repeatedly made provision for the protection of the rights of its members and of its ministers.” JCD 351, aff’d, JCD 524, 852, 1226. “Fair process is a constitutional, as well as a disciplinary, right and is protected by the judicial process. Fair process applies to administrative action as well as judicial process.” JCD 830. Particularly, in JCD 1366, the Judicial Council said:

Impartiality and independence of decision-making bodies are the hallmarks of due process and bedrock principles of procedural justice in our constitutional polity. No process can be fair and equitable if the body bringing the complaint is also empowered to determine its merits. The fundamental right to fair and due process of an accused bishop is denied when the complainants are also among those tasked with reviewing and making the final decision. [1] JCD 1366 at 3.

As “an extension of the office of bishop,” district superintendents play an important role in the administrative process. ¶ 419. They initiate requests for involuntary leave of absence (¶ 354.1), involuntary retirement (¶ 357.3), administrative location (¶ 359), and are required to consent to a request of the Board of Ordained Ministry for involuntary retirement. ¶ 357.3. At the same time, district superintendents are also elders in full connection. ¶ 417. “Clergy members in full connection shall have the right to vote on all matters in the annual conference…and shall have sole responsibility for all matters of ordination, character, and conference relations of clergy.” ¶ 602.1(a). By implication, members of the Cabinet—the body bringing an administrative complaint to the Board of Ordained Ministry—are also voting members of the clergy session of an annual conference. In JCD 917, the Judicial Council held that the doctrine of separation of powers and the provisions of fair process in administrative hearings prohibit the district superintendent…from participating in the deliberations of the board of ordained ministry, and its committees, and voting in such bodies, on the administrative processes.[2] JCD 917 [emphases added].

If it is inappropriate for district superintendents to participate in deliberations and voting in those bodies, it is equally improper for them to do so in the clergy session. The
fundamental right to fair and due process of an accused clergy person is denied when the complainants are also among those tasked with reviewing and making the final decision.

Responsible for adjudicating administrative matters, the Conference Relations Committee hears requests for discontinuance of provisional members, involuntary leave of absence, administrative location, involuntary retirement and reports its decision to the Board of Ordained Ministry. ¶ 361.1, 363.1. The clergy members of the committee are not only adjudicators but also, like district superintendents, voting members of the clergy session of an annual conference and, therefore, final arbiters in administrative matters.

The proposed legislation under review in JCD 1366 created a Council Relations Committee [hereinafter CRC] to resolve administrative complaints brought by the Council of Bishops against individual bishops. The Judicial Council highlighted the problems of this arrangement:
Not only is the CRC elected by and composed of members of the COB, but also the legislation does not explicitly bar a CRC member from voting on a COB motion to refer a complaint or from joining six other active members to recommend involuntary leave of absence or involuntary retirement; nor does the provisions contain any regulations regarding conflict of interests and recusal of CRC members.[3] JCD 1366 at 32 [emphases in original].

Absent specific provisions barring members of the Conference Relations Committee from voting in the clergy session, their prior involvement in resolving administrative complaints poses significant dangers to a clergy person’s right to a fair and unbiased determination of her or his case. There are no safeguards put in place to guarantee an impartial process carried out by an independent body. JCD 1366.

Composed of and elected by members of the clergy session, the Administrative Review Committee’s role is to ensure that the disciplinary procedures for involuntary administrative actions are properly followed and “to report its findings to the clergy session of members in full connection with the annual conference prior to any action of the annual conference.” ¶ 636. Its members review administrative procedural matters but also, like Conference Relations Committee members, vote as clergy persons on the final disposition of recommendations for involuntary actions, thereby casting doubt on the independence and impartiality of the clergy session. Procedural guarantees are ineffective without structural protections to ensure the right to have one’s case heard and decided by an impartial and independent body. JCD 1366.

Carrying out adjudicative responsibilities, the Board of Ordained Ministry refers requests for involuntary change of status to the Conference Relations Committee and affirms or reverses decisions of said committee. ¶¶ 354.1, 359, 363.1. Similarly, the executive committee of the Board of Ordained Ministry reviews and approves requests for interim involuntary leave of absence. ¶ 354.5. It is also the Board’s duty to bring to the clergy session recommendations for involuntary change of status. ¶ 352. The impartiality and independence of the clergy session are questionable at best and compromised at worst when members of the executive committee and Board of Ordained Ministry are also voting members of the clergy session acting in the dual capacity of adjudicators and final arbiters in administrative matters. It is constitutionally objectionable for clergy persons to vote on
the resolution of administrative cases in which they have been involved as members of the Board of Ordained Ministry or its committees. JCD 1366.

Therefore, our answer to Questions 1-15 is: YES. We defer to the General Conference as the legislative branch of the Church to fix these problems.

**RULING**

Impartiality and independence of decision-making bodies are the hallmarks of due process and bedrock principles of procedural justice in our constitutional polity. No administrative process can be fair and equitable if the body making a request for involuntary change of status is also empowered to determine its merits. The fundamental right to fair and due process of an accused clergy person is denied when individuals who were involved in referring, adjudicating, and reviewing an administrative complaint are also permitted to vote on the final disposition in the clergy session of an annual conference.

Absent specific provisions barring members of the Cabinet, Board of Ordained Ministry, Conference Relations Committee, and Administrative Review Committee from voting in the clergy session on recommendations for involuntary change of status, the entire regulatory scheme lacks safeguards to guarantee an impartial process carried out by an independent body. The provisions in *The Book of Discipline of The United Methodist Church, 2016* setting forth the administrative process leading to involuntary leave of absence (¶ 354), involuntary retirement (¶ 357.3), administrative location (¶ 359), and discontinuance from provisional membership (¶ 327.6) violate the guarantees of a fair and unbiased process in ¶¶ 20 and 58 and are unconstitutional, null and void. The effect of this ruling shall be prospective and shall not affect pending administrative cases that were filed prior to this date.

Lidia Romao Gulele was absent.
Warren Plowden, first lay alternate, participated in this decision.

November 1, 2019