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XII. REPORTS

Board of Laity

To my sisters and brothers in Christ, Grace and Peace to you in the Name of the one who calls us all the Beloved!

In such a time as this, the WPA Board of Laity continues to move forward together in the formation of a strong Spiritual-Based structure to continue fostering an awareness of the role of the laity, in our local congregations, home, workplace, community and globally by focusing on the mission and ministry of the UMC.

Goals for 2019-2020

- Maintain an awareness of the gifts of the laity, highlight them at every opportunity.
- Create a WPA LMAC Guide to Annual Conference in hands of members prior to annual conference sessions.
- Participate in Legislative Sections at Annual Conference.
- Support the Conference Director of Lay Servant Ministries (creating a conference wide directory of Certified Lay Servants/Lay Speakers/Certified Lay Ministers.
- Continue to live out the Five Areas of Focus.
- Support local and global outreach thru Young People's Ministries, United Methodist Women and United Methodist Men.

There is much work to be done in the vineyards, the Board of Laity is faithful in their commitment to equip and challenge laity to be effective Christian Principled Leaders with each other and in partnership with clergy.

On behalf of the members of the Board of Laity, thank you for the work and commitment you have given to your local congregations and communities as we Make Disciples of Jesus Christ for the Transformation of the World.

To God Be The Glory

Sharon Gregory, Conference Lay Leader

Evangelism Team

Review & Recommendation of Our WPA Evangelists

Our team annually reviews and continually supports our evangelists in the all-important work of leading people to a saving knowledge of Jesus Christ. This year we thanked Full Time Conference [Lay] Evangelist Luella Krieger for her many years of work in evangelism and wished her well in her retirement. We reviewed and approved Paul Morelli as a Full Time Conference [Lay] Evangelist with benefits for pension and health insurance.

Ken Wilson received continued approval as a Part Time Conference [Lay] Evangelist. Ken maintains a full-time job in the secular world and is seeking opportunities to do evangelism in our conference through speaking and teaching. He is the author of several books including an excellent book on evangelism titled *Too Amazing To Keep To Yourself* with a forward by Garry Poole.

Our team reviewed and approved Christine Zimmerman & John Zimmerman as Part Time Conference [Lay] Evangelist and Full Time [Clergy] General Evangelist respectively. John was approved with benefits for pension and health insurance. In addition to working closely with John (her husband and mentor), Christine provided a busy calendar of events and activities independent of or coordinating with John. John has served our

conference as a General Evangelist for six years and has provided bountiful evidence of fruitful ministry. He continues to maintain a strong on-site presence at various church/community immersion sites. John is also working to develop a module online education evangelism course as part of a comprehensive online certification program in lay evangelism.

Online Evangelism Courses

We commissioned our General Evangelist John Zimmerman to prepare six online modules for Lay Evangelism. These classes had their initial Launch on January 21, 2019 with eight participants. We are currently exploring the possibility of expanding it into classes for clergy with CEU credits.

Administration

Administratively we have decided to more intentionally organize our budget request and other reports around the *BOD* paragraphs regarding the duties of the conference evangelism team (§ 630.3).

Clinic & Congress on Evangelism

We continued our Annual Conference's tradition of holding evangelism training events within our conference. In the past these events have been titled alternatively "Clinic" or "Congress" on evangelism. John Seth (from our team) organized these events for 2018. We had over 120 people from around our conference participate. We were able to collaborate with both the Poverty Team and the Disability Team from our conference. We also worked with Chris Kindle (Discipleship) and Amy Wagner (Revitalization) in organizing these events.

Annual Conference Table

Our team again hosted a table in the display area at annual conference. This is a high visibility outreach by our team. We give away approximately \$2,500 of evangelism related resources. We are able to interact with several hundred clergy/laity from our conference through this ministry.

Summary

As the evangelism team we feel humbled and blessed to be tasked with promoting evangelism within our conference. At times the task seems overwhelming because the need is so great. We trust and rely on the Holy Spirit to lead, guide, and empower us and our annual conference in this ministry. We pray for revival in the lives of our local church members, our local churches, and in our WPA Conference as a whole. All glory to Christ. Jesus is Lord! Maranatha.

John Emigh

United Methodist Foundation

The Board of Directors and Staff of the Foundation continue to deliver excellent services and information to support and enhance the stewardship ministry of individuals, congregations of the Annual Conference and organizations that share common bonds and convictions.

In an effort to provide enhanced services to our account holders, the Foundation opened 2018 examining proposals for an integrated, outsourced investment office for funds management and sub accounting. After a period of review, a selection was made and the transition to the integrated model was completed by year end.

As one of its services, the Foundation provides professional funds management that adheres to the Social Principles of the Denomination. With over 92 million dollars under management, the oversight of this activity is closely monitored by our engaged, outsourced investment office, professional managers, and volunteer directors. 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 85 basis 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 2018 activities.

“During the early winter months the Foundation held a clergy tax seminar, began its sixth class of its Pastors’ Leadership Academy for Stewardship Formation, and supported a group of laity to attend Lakeside Chautauqua, in Lakeside, Ohio where they participated in an August “Generosity” event. 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 throughout the year to complement the stewardship ministry of the churches and other organizations that share common bonds and convictions with our Conference.

The Annual Meeting was held at Grove City College in June around the theme, “Lasting Legacies.” In light of this theme there was a special recognition of past chairs. Seven new directors were recognized and Thomas Heisey was installed as board chair with several other officers. A total of nineteen grants for a total of \$49,000 were distributed. Since 2001 over \$800,000 through nearly 420 grants have been given to benefit United Methodist churches and agencies. Also, the Foundation’s financial and investment summaries were reviewed.

In September the Foundation brought on staff the Joseph Patterson III to serve part-time as the Dean of the Leadership Academy for Laity.

In November the Foundation held its annual Founders’ Day celebration in which John and Diane Miller were honored.” John and Diane Miller have each made significant impacts on stewardship and leadership in the Annual Conference for four decades.

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.

Thomas Heisey, Board Chair and Ed Bailey, Executive Director

Board of Pensions

The Board of Pensions is pleased to report that 2018 was a fruitful year of faithful stewardship collaboration to improve as many aspects of our charge, having 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 the WPA Annual Conference of The United Methodist Church, *Book of Discipline*, ¶639.

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. The WPA Conference under the guidance of the Board of Pensions continues to be diligent in stewardship of funds for pensions and health insurance.

The summaries of the work of the three standing Board committees can be found below.

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 of 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 2018 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.

Although we have experienced market volatility during 2018 and into the early part of 2019, 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), which has allowed us to utilize previously redirected surplus balances, held in reserves, to meet post 1/1/2007 pension obligations in lieu of billing the local churches. In 2018 our \$2,285,565 contribution was paid from reserve funds, and we will continue to use reserve funds and/or Pre-82 Plan surplus balances to pay our 2019 and 2020 contributions of \$2,211,191 and \$2,097,112, respectively. In 2017, we suspended our exchanges with other Conferences, and will assess the opportunity to do so on an ongoing, annual 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. Additionally, as part of fully utilizing the resources available to us, we were able to reduce the 2019 blended healthcare rate billed to local churches for a full time appointed clergy by \$151 a month (from the initially communicated rate). 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 Moudry, Committee Chair

Administrative Committee Summary

In 2018, the Administrative Committee continued to oversee Conference Board of Pension events, seminars, as well as written and electronic communications including forward planning.

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.

Additionally, the 2018 Biennial Pre-Retirement event was held in October at the Pittsburgh North Marriott in Cranberry Township. This two-day event featured presenters from Social Security, Wespath, EY Financial Planning, The UM Foundation and Keystone Federal UM Credit Union. Along with the informative presentations, fellowship time and shared meals, private pension projection meetings were held throughout the event. These one on one meetings gave participants time to discuss with Wespath their unique retirement projection figures in a face-to-face manner. Upon post-event survey, the feedback was overwhelmingly met with satisfaction. The next event pre-retirement event will be held in fall 2020. The committee continuously looks for ways to improve this event.

Lastly, the Conference Board of Pensions collaborated with the Board of Ordained Ministry to increase awareness and education on Benefits matters to our WPA Clergy. The Board opted to provide scholarships for the Provisional class 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. It is our expectation to continue to offer this experience to new clergy in Western PA.

Overall, the continuing work of the Board has gone very well thanks to the competent and capable Finance and Administration staff. We want to especially thank our Conference Treasurer - Roger White, our Conference Benefits Officer - Kathleen Lasky and our Sr. Benefits Coordinator- Alexis Soohy. The staff continues to work diligently on behalf of our Board and our Conference to administer the complex pension and benefit plans. The staff continue to educate themselves on the ever-changing landscape of healthcare and retirement matters by way of training and continuing education.

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, Committee Chair

Healthcare Committee Summary

The conference continued to offer UPMC Health Plan to our active participants in 2018. This medical insurance plan included a choice of HMO or PPO plans. 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 2018 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. Participants who continue to complete wellness initiatives not only earn funding to help offset deductible costs, but also achieve increased healthy outcomes. We have a rate lock with UPMC Health Plan in 2018 and in 2019. Active vision and dental plans (EyeMed and MetLife Dental) also remain unchanged.

The committee made the decision to offer an Employee Assistance Program (EAP) to our active employees in 2019. The EAP, managed by UPMC Health Plan's Work Partners group, is an additional attempt to increase member benefits while trying to reduce overall costs.

After careful consideration, the committee made the decision to offer UPMC for Life Medicare Advantage plans to our Medicare members for 2019. This is due to the expiration of the UPMC/Highmark consent decree (scheduled to end 6/30/2019). The committee reviewed all available options for our retirees, including offering an exchange, but determined the best choice for our members was to offer UPMC for Life Medicare advantage plans. These plans are in addition to the previously offered AARP (United Healthcare), Highmark Community Blue and Highmark Freedom Blue options for Medicare participants. As a result, our retirees are able to choose the plan and provider that best meets their 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, 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 2018 the Trustees were pleased to take a break from any major work on or at the Conference Center. The year was spent taking care of normal interior and exterior maintenance.

District Parsonages

The Conference Board of Trustees oversees the maintenance of conference owned parsonages for the District Superintendents and their families. The District Boards of Trustees identify maintenance needs and manage any required work. Each district maintains a Discretionary District Parsonage Maintenance Fund. The purpose of this fund is to care for routine maintenance needs within the discretion of the District Boards of Trustees. Each year the districts provide an accounting of the use of these discretionary funds and the Conference Board of Trustees replenishes the funds. After replenishment, the opening balance for 2018 for each district's discretionary maintenance fund was \$4,000.

In 2018 The Conference Board of Trustees hired a home inspector to travel to all ten District Parsonages and do a thorough inspection using the same criteria for each residence. Chairman Tom Hallman took those reports and did a presentation to the Cabinet at Camp Allegheny in August. Tom asked each District Superintendent to use the inspection report and work with their District Trustees to address and correct each item

cited in the report. Tom is pleased to report that no major maintenance items were found, and most of the District Parsonages are in great shape. Through this process it was determined that major updating or replacement could be necessary with the Johnstown and Indiana District Parsonages. A more detailed study of these two properties will take place during the 2019.

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 siding on the parsonage that houses the Assistant to the Bishop was replaced.

During 2018 the old Connellsville District Parsonage was sold, and the net proceeds of \$166,546 were used, plus \$15,051 from the Major Maintenance Fund, to pay-off the outstanding mortgages on the Washington and Butler District Parsonages (\$14,537 principal, \$514 interest). Additionally, a new Pittsburgh District Parsonage was purchased using mortgage financing. The annual servicing costs (principal and interest payments) continue to be funded by the Connectional Apportionment budget; and listed below is a summary of the 2018 mortgage activity.

Description	Washington	Butler	Connellsville	Pittsburgh
Mortgage Balances, 12/31/2017	\$121,812	\$67,324	\$237,866	\$0
New Loans	\$0	\$0	\$0	\$216,000
Regular Principal Payments	(\$5,289)	(\$2,764)	(\$4,224)	(\$2,291)
Final Payoffs	(\$116,523)	(\$64,560)	\$0	\$0
Mortgage Balances, 12/31/2018	\$0	\$0	\$233,642	\$213,709

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 2018 the Trustees had five abandoned properties it was either evaluating for potential redeployment or was marketing for sale, as the year progressed three more were added. All eight 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 2018 the Cabinet notified the Trustees of a continuing listing of properties that local churches

abandoned, one of which is in an urban center. Therefore, the Trustees continued the work of processing abandoned properties by either evaluating them for potential redeployment for United Methodist ministry or for marketing for sale.

Trustees Capital Improvement & Major Maintenance Funds (Conference Rule 3.4.7)

Trustees Major Maintenance Fund (Conference Account)

Opening Balance (December 31, 2017)	\$315,447
Miscellaneous Income	\$1,947
Funds used for major maintenance	(\$28,210)
Funds used to pay-off mortgages	(\$15,051)
Net proceeds or (loss) from sale of abandoned church properties.....	\$196,500
Redistribute net sale proceeds to Cabinet Abandoned Church Fund.....	(\$72,038)
Redistribute net sale proceeds for urban ministry development (per ¶2549 7)	(\$52,424)
Clearance of Conference Properties budget deficits.....	(\$47,057)
Closing Balance (December 31, 2018).....	<u>\$299,114</u>

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 2018 capital expenditures totaled \$284,373, utilizing all of the aforementioned funding sources.

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

Council on Finance & Administration

Greetings in the name of our Lord Jesus Christ! As I enter the third year of being the chair of the Council on Finance & Administration, I have seen a theme emerge, which is transition. It is hard to conceptualize transition in the realm of finances, but it is there. Each of the past three years, there has been some type of leadership transition including a new Bishop, a new treasurer, and new people on the finance staff. Each year, there are different amounts of apportionment dollars received. Each year, we have worked on lowering the Annual Conference budget without causing too many issues with ongoing ministries that we are supporting. This is a lot of transitions. The people that I have the privilege of serving with on the CF&A have done an amazing job walking through the

transitions. It has not been easy. We have had some difficult conversations and difficult votes. At the end of the year, we continue to serve God and you, the members of the Annual Conference, with integrity and mindfulness of the realities of today.

The Council on Finance & Administration would like to thank you for your faithful response to the Connectional Apportionment. You gave \$8,288,798 against the adopted budget of \$9,712,753. This is a collection rate of 85.3%. Through your faithfulness we were able to meet the General Conference Apportionment and the Jurisdictional Apportionment at a 100% level. Thank you for your faithfulness and your trust.

One of the responsibilities of CF&A is to create a fair system for the Connectional Apportionment. At the Annual Conference meeting of 2016, CF&A was asked to analyze the Connectional Apportionment formula. At that time, we believed a fair formula was in place. Over the past year, we took another look at the formula with a different variable. The variable was an income stream from the Board of Pensions to cover the costs of the pension and benefits of conference staff. This variable was not available before 2019. As the Board of Pensions were discussing their action, it gave us an opportunity to analyze the Connectional Apportionment formula. As the Connectional Apportionment costs were reduced, the income-based formula became a more favorable formula and has chosen to put before the Annual Conference as a new formula.

Another responsibility of CF&A is the Connectional Apportionment budget. The budget for 2020 is significantly less, mainly through the work of Board of Pension mentioned in the above paragraph. In the 2019 Connectional Apportionment budget there were a few items that were replaced with alternative funding sources that needed to be brought back into the 2020 Connectional Apportionment budget. As those ministry opportunities were added, there were some tough decisions to hold other ministries at their 2019 budget levels and some even lower. The proposed 2020 Connectional Apportionment budget is the lowest it has been in fifteen years. It has taken some time to make the necessary changes, but your voice has been heard. Thank you for challenging us to think outside the box.

Thank you for the opportunity to serve you, the members of the Annual Conference. It has been my honor to work alongside a great team in the Finance and Administration Department. It has been a great privilege to work with the Council on Finance & Administration.

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 and the United Methodist Foundation for their management of the large majority of these funds. The endowments are designed to preserve the integrity of the original capital as directed by the trust agreements under which they were endowed.

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

Title	Market Value as of December 31, 2018
<i>Discipleship</i>	
<i>Camping</i>	
Martin Prytherch Memorial Campership Fund	\$5,392
Earnings are available for Camping Ministries within the Creative Arts Camp and any successor program.	
Christian Outdoor Education	\$83,496
Fund was created in 1993 from accumulated funds of United Methodist Outings. Earnings to be used for camperships.	
George & Carolyn Bashore Campership Trust Fund	\$29,959
The proceeds of gifts received upon Bishop Bashore's retirement, to provide camperships to economically disadvantaged children and youth.	
*Gascoine Camping Fund	\$14,100
Income is available beginning 4/2002 for Camping Ministries within the Creative Arts Camp and any successor program.	
Conway Trust	\$47,608
Proceeds of the former Conway United Methodist Church sale 1996.	
Thomas & Sally Bickerton Campership Trust Fund	\$3,452
Proceeds to provide camperships to economically disadvantaged children and youth	
Hawke-Petit Endowment	\$13,745
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.	
Elizabeth McCorkle Campership Trust Fund	\$5,216
Proceeds to provide camperships to children and youth.	
<i>Evangelism</i>	
Earl J. Patterson Fund	\$10,951
Fund was established by the Will of Earl J. Patterson. Principle and income is to be used for Clinic on Evangelism with no more than \$1,500 to be distributed in any one calendar year.	
Richard M. Burns Endowment	\$9,199
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

\$46,737

Unknown source –Income is to be used for Pastors' School on Evangelism.

*Age Level – Youth***Homer N. Clark**

\$7,778

Fund was established in 1958 by Conference Youth Fellowship. Income is to be used for scholarships enabling youth to attend events.

***Cutshall Youth Trust**

\$3,178

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

\$73,025

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**

\$2,211

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

\$11,051

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**

\$158,123

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

\$183,942

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** \$34,039

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 \$1,044,133

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 \$242,684

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 \$34,466

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** \$314,565

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 Conference shall receive fifty percent of the income of the fund for its use in providing the Christopher Smith Memorial Scholarship. The scholarship is granted to an entering candidate to a two or four year accredited degree program at an accredited college or university and shall give preference to students enrolled at Point Park College of Pittsburgh and The Art Institute of Pittsburgh. Other specific guidelines developed by the United Methodist Foundation apply.

IUP Campus Ministry \$85,578

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** \$161,146

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 (\$157,142) and the remainder (\$4,004) is held at Keystone United Methodist Federal Credit Union.

Urban Ministry Fund \$221,995

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 ¶12.

*Global Ministries***Consolidated Mission Fund** \$75,339

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 \$258,817

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 \$76,350

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 Conference who are being aided by other funds to visit United Methodist mission programs.

Merritt Edder Memorial Mission Education Scholarship Trust \$1,621

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 \$33,673

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** \$70,300

Proceeds for the purpose of providing 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** \$1,340,387

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; Dashiell Grant; Brookline Scholarships; Leonard Nolf Fox Memorial Fund; Straw Fund; Bunyan Fund; *Smith Seminary Scholarship Fund**

Carl F. Koch Grant \$19,708

This is a grant to provide financial assistance to United Methodist graduate students pursuing fulltime theological education at Pittsburgh Theological Seminary to equip them for fulltime ministerial careers.

***Cramer Seminary Scholarship Fund** \$5,938

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 \$57,494

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 \$50,034

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 \$46,605

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 \$290,081

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

General Education Scholarship Fund \$1,157

The fund was established in the memory of William L. Chamberlain for the purpose of supporting basic educational expenses of candidates seeking ministry credentials in the United Methodist Church.

*Pension & Medical***Pension Permanent Annuity** \$11,757,739

This fund was established in 1898 for pastors' pensions in the former Pittsburgh Conference. Pittsburgh Conference Funds were merged with Erie Conference Funds at the time of union. Subsequent gifts and bequests have been added to the fund for the purpose of pension support. Funds are deposited with the United Methodist Foundation. The income only from this fund is available for distribution by the Board of Pensions.

Health Insurance Reserve Fund \$679,945

This fund was established by the Board of Pensions to provide reserves to help cover future liabilities and is intended for retiree health insurance. Funds are deposited with the United Methodist Foundation. Value as of 1/1/2018 was \$726,295.

Health Insurance Reserve Certificate of Deposit \$320,943

This fund was established by the Board of Pensions to provide reserves to help cover health insurance liabilities. The fund is invested with the Keystone United Methodist Federal Credit Union.

Retiree Health Insurance Aggressive Fund \$4,557,772

The Board of Pensions established this fund in 2015 by transferring funds from the Wespeth 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. Value as of 1/1/2018 was \$5,027,308.

Carnahan Fund \$1,469,594

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

Benefits Funding and Reserve Account \$18,317,791

This account was established in December 2018 by transferring \$18.5 million from the Wespeth 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, 2017)

Deposit Account \$3,415,161
Funds restricted for funding needs of pension plan and healthcare obligations. Value as of 1/1/2018 was \$23,855,203.

Medical Reserve Account \$3,201,402
Funds restricted for health insurance liabilities.

Retiree Health Insurance Account \$23,989,514
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. Value as of 1/1/2018 was \$8,485,160.

Benefit Reserve Account \$23,412,306
Funds restricted for future pension plan funding obligations and other benefits needs.

Carnahan Income Account \$1,085,783
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.

	<u>Funding</u>	<u>Liability</u>	<u>Funded Status</u>
Other - Pre-82 Plan	\$74,785,953*	\$68,378,517*	\$6,407,436*

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, 2018, as presented in the most recent actuarial report from Wespath for this Plan.

Other - Post-Retirement Medical Obligation	\$38,093,966**	\$23,443,228**	\$14,650,738**
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The Conference Board of Pensions ensures that there are adequate reserves to cover the post-retirement healthcare benefit obligations for covered retirees. As of 1/1/2018, the Deposit and Retiree Healthcare accounts 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, 2018, based on the most recent actuarial report from AON.

Endowments

District Superintendents

***Allaman Trust**

\$56,930

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

\$52,642

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

\$1,431

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

\$7,636

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

\$104,460

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

\$1,790

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

\$448,948

This fund was established by the Council on Finance & Administration (CF&A) to support a reserve of 5% of annual Conference budget.

Ethel K. Braun Fund

\$353,078

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 2019 the income is targeted for shoring up the Diversity Development & Inclusion (3300), Parish & Community Development (4510), Conference Reserve (5400), and Bishop's Leadership Initiatives (6110, 6130, 6150 and 6170) budget lines. For 2020 CF&A recommends that it be used to shore up Conference Reserves (5400) and other budget lines as deemed appropriate.

Maude Murray Fund

\$253,516

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 2019 the income is targeted for shoring up the Diversity Development & Inclusion (3300), Parish & Community Development (4510), Conference Reserve (5400), and Bishop's Leadership Initiatives (6110, 6130, 6150 and 6170) budget lines. For 2020 CF&A recommends that it be used to shore up Conference Reserves (5400) and other budget lines as deemed appropriate.

Kilpatrick Fund 040

\$468,313

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 2019 the income is targeted for shoring up the Diversity Development & Inclusion (3300), Parish & Community Development (4510), Conference Reserve (5400), and Bishop's Leadership Initiatives (6110, 6130, 6150 and 6170) budget lines. For 2020 CF&A recommends that it be used to shore up Conference Reserves (5400) and other budget lines as deemed appropriate.

Kilpatrick Fund 265

\$640,964

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 2019 the income is targeted for shoring up the Diversity Development & Inclusion (3300), Parish & Community Development (4510), Conference Reserve (5400), and Bishop's Leadership Initiatives (6110, 6130, 6150 and 6170) budget lines. For 2020 CF&A recommends that it be used to shore up Conference Reserves (5400) and other budget lines as deemed appropriate.

Worthington Trust

\$208,596

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 2019 the income is targeted for shoring up the Diversity Development & Inclusion (3300), Parish & Community Development (4510), Conference Reserve (5400), and Bishop's Leadership Initiatives (6110, 6130, 6150 and 6170) budget lines. For 2020 CF&A recommends that it be used to shore up Conference Reserves (5400) and other budget lines as deemed appropriate.

Pittsburgh District Kaighin Fund

\$17,929

Bequest of Albert B. Kaighin - For 2019 the income is targeted for shoring up the Diversity Development & Inclusion (3300), Parish & Community Development (4510), Conference Reserve (5400), and Bishop's Leadership Initiatives (6110, 6130, 6150 and 6170) budget lines. For 2020 CF&A recommends that it be used to shore up Conference Reserves (5400).

Charles O. Rall Trust

\$920,195

The Annual Conference became the beneficiary of this trust in 2014.

Miles Beale Fund

\$45,311

The Annual Conference was a named beneficiary for the Estate of Miles Beale, receiving a \$534,741 distribution in 2017, and 24,500 in 2018. This fund will be used at the discretion of CF&A. During 2018 \$515,000 was used to shore up Conference Reserves as part of the Conference's ongoing effort to fulfill 100% of its General Conference apportionment obligation.

***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

In 2018 the Conference Personnel Team completed updates to all conference staff job descriptions. Each job description is formatted with the following sections (Purpose, Functions, Expectations and Qualifications).

The Personnel Team also created an employee evaluation form for conference staff. The 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 has committed to devote time at each meeting to learn, engage, and advance conversations focused on diversity and inclusion.

The Personnel Team continues to take an active role in the overall vision of Conference Staff, including oversight of staff changes. This year, we were pleased to have Sandra Matoushaya advance to the full-time position of Missional Engagement Coordinator.

The Conference hiring policy was utilized by the Personnel Team in the acquisition of two new staff members: Joyce Shaffer, the Greensburg District Administrative Assistant, and Kristin Poerschke, our new Accounts Receivable Specialist. We provided orientation and training, and are pleased with the work of Joyce and Kristin.

Lori Deal, Chair

Conference Treasurer & Director of Administrative Services

As I reflect on the past year and look forward to 2019 and beyond, it has definitely been a season of change and I am reminded of *Ecclesiastes 3* – For everything there is a season, a time for every activity under heaven. In addition to extending our well wishes to Larry Bridge as he moved into retirement, we also said goodbye to Holly Sawyer as she decided to pursue other interests. Both Larry and Holly faithfully served the Conference for many years; their efforts were greatly appreciated and we wish them well in their future endeavors.

Even in the midst of a changing and ambiguous environment, I am proud to say that the Conference Finance & Administration team has maintained its commitment to providing timely, accurate and gracious service to our local churches and Conference constituencies; while also looking for opportunities to enhance and expand our service capabilities.

I am grateful for the hard work and dedication exhibited by our team on a daily basis, and would like to welcome newcomers Jason Dix, Interim Assistant Treasurer and Kristin Poerschke, Accounts Receivable Specialist. Both Jason and Kristin hit the ground running and quickly became valuable members of the Finance Team. I would also like to acknowledge Jervais Carr (Accounts Payable/Payroll), Kathleen Lasky (Conference Benefits Officer), Alexis Soohy (Sr. Benefits Coordinator), Sue Browne (Hospitality Coordinator), Kerry Cantner (Mail Center Supervisor), Michael Schaeffer (Facilities Manager) and Ben Harsch (IT Director) for their continued efforts and unwavering support. A big thank you to the entire team.

We continuously sought to improve our delivery capabilities, while also containing costs, including implementing enhancements to the information, reports and forms offered through the Conference website, updates to our electronic payments capabilities, and the expanded utilization of audio and video technologies for meeting facilitation.

Our Benefits Team has deployed innovative programs to meet the needs of our active employees and retirees, including the introduction of an Employee Assistance program, a tiered structure for earning HSA/HRA incentive funding, expanded carrier options in advance of the impending end of the Highmark/UPMC consent decree, and regular pre-retiree planning / information seminars.

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

Director of Connectional Ministries

If someone would ask me what the theme of the last year has been, I would respond, “Maintaining change!” Now at first, that may seem odd – after all the words “maintaining” and “change” are quite opposite in nature! But the past twelve months have been a stream of steady changes in my personal and professional life – and I have discovered that the best way to handle such extensive change is to maintain focus and keep steady in all things! Buoyed by my life verse, I have learned in this particular season of life that “I can do all NEW things through Christ who strengthens me.”

On July 1, 2018, I began a new ministry appointment as the Western PA Conference Director of Connectional Ministries, picking up the reins from my good friend and colleague, Greg Cox, who served well in this role for eight years. It has been a blessing to work with Greg before, during and after July 1, as we have spent many hours talking about the role and responsibilities of the DCM. His wisdom and insight have been beneficial as I have stepped into this position and assumed the important ministry of overseeing the connectional ministries of our Annual Conference.

With the new role of DCM, also came a new residence as the Dunns moved into a newly purchased parsonage of the Bakerstown UMC where my husband, Keith, now serves as Senior Pastor. My mother was able to move with us into our new home, but another major change occurred on November 3, 2018 when my mother died quite quickly and unexpectedly. A major portion of “maintaining change” has been traveling the journey of grief and handling the disposition of my mother’s estate. Her optimal confidence in me as her beloved daughter has strengthened me to be diligent in my new ministry even in the face of loss.

One of the greatest blessings of being the DCM is having the opportunity to work alongside the Conference Center staff. They are all people of integrity who love their work and who have aided me in adjusting to a new rhythm of ministry. In particular, I am grateful for the Program Staff team who share their gifts for ministry so well within our Conference. Their friendship has helped to make this journey of change brighter and better. One of the changes in our life together at the Conference Center was the retirement in January 2019 of Jane Fiedler, one of our long-time Administrative Assistants.

As I continue the art of “maintaining change,” I want to highlight several important areas of ministry that have been under my care as your DCM. Many of these emphases are works in progress and are designed to help strengthen our Western PA ministry as we share together in the mission of “making disciples for Jesus Christ for the transformation of the world.”

Bishop Cynthia Moore-Koikoi has entrusted me with the work of “upgrading” the Vision of the Annual Conference. If the Annual Conference will best impact and assist the ministry of our local churches, it is imperative that our Vision undergird that effort. As part of this “upgrade,” the Connectional Leadership Table has begun to have conversation about how to best glean from local churches what is most needed from the Conference. A “Leadership Survey” has been developed to receive input from Conference and District leaders as to where the Conference should be focusing its efforts and resources. There is also a commitment to explore what our communities need from the Conference – if our mission is about making disciples, then we need to gain understanding what people beyond the walls of our local churches need. This work of “upgrading” the Vision has just begun and I hope that many members of our Annual Conference will step up and share their voice in this process.

In the Fall 2018 the Leadership Development and Nominations team began to prepare for the 2019 Nominations slate and election of Conference officers. A new component of this process has been the development of an online “Gifts and Interests” survey. In late November 2018 a link to the survey was sent to everyone in the Conference for whom we have an e-mail address. The survey gives opportunity for people to share what their gifts, interests and experience are and how they might connect with the ministries of the Conference. The subsequent database can be a tool to assist the Leadership

Development and Nominations team in matching people to roles in the Conference, as well as a place to find people to serve in new and varied ways within our Conference. It is our intention to provide access to the “Gifts and Interests” survey at Annual Conference 2019 so more people can input their information.

Another area of ministry has been the preparation of 2019 Annual Conference presentations. Based on input from Annual Conference evaluations, a new reporting format is being developed based on the Five Areas of Focus (Developing Principled Christian Leaders; Creating New and Renewed Congregations; Ministry with the Poor; Promoting Abundant Health; and Dismantling Racism). Rather than a multitude of individual reports from our Conference teams, five reports will be created and will feature the collaborative work of our Conference. Conference team leaders shared information about what their teams have done in the past year, as well as what they are planning to do in the future. This information has been organized into five presentations which will be shared at the 2019 session of Annual Conference. It is my prayer that these shared presentations will share a strong witness as to how our Western PA leaders and members are working together in the ministry of Jesus Christ.

One of the critical areas of ministry that I have been sharing in as the new DCM is the Call to Action. At the 2016 session of the Northeastern Jurisdictional Conference, all of the NEJ Annual Conferences were called to work together to eliminate racism. Dianne Glave, our Coordinator of Diversity Development and Inclusion, has been leading much of this work – I have appreciated being able to walk with her in this work. One of the components of the Call to Action work is that many of our Conference teams have been including diversity and cultural competence as part of their regular meeting agendas. As the DCM, I was tasked to complete the 2018 Call to Action report that was submitted to the NEJ Vision Table in January 2019. This important work continues as we strive to eliminate racism and promote inclusion in our shared ministry.

The matters I have shared are just a part of “maintaining change” as I have navigated my new role as your DCM. Ministry is an ever flowing stream that changes day by day – but yet one thing remains constant – the love and saving grace of our Savior Jesus! May the blessing of Christ be with you!

Alyce Weaver Dunn, Director of Connectional Ministries

Office of Clergy Excellence

The Office of Clergy Excellence works to ensure clergy are supported and equipped for ministry in their local community. We operate from the belief that by strengthening leaders, congregations flourish. In 2018 this office provided leadership, connection and resources aimed at making disciples of Jesus Christ in many ways. Highlights include:

- *Clergy Communities of Practice*- The second round of CCOPs—a form of peer learning and accountability, emphasizing bringing learning into practice—began in July. This year we added two specialized groups in tandem with the Office of Congregational Development & Revitalization for pastors in their first year of a new appointment and those wanting to explore new ways of doing church. Stories from clergy who feel less isolated, as well as those who are able to speak well with one another across various divides (age, gender, theology, clergy type) are frequent. What

is more, these groups are equipping clergy with new ideas and a support network to try them out. This engagement helps clergy to lead well in local congregations.

- *Ministry Discernment Internships*- Following the generous grant we were awarded by the Young Clergy Initiative and General Board of Higher Education and Ministry we were able to fund four college student internships over the summer. The students were discerning various calls to ministry and were placed around the Conference in local churches. Every student reported excellent experiences and meaningful conversations around discernment. The grant will allow this program to be continued at least one more year.
- *Boundaries Training*- 2018 was a year of refreshing our awareness and education around boundaries, specifically sexual ethics. Supporting the work of the Board of Ministry and Cabinet, training was offered by a team in the spring. Resources are available for local congregations who want to provide training in their settings.
- *Pastoral Transitions Seminar*- This seminar, for clergy experiencing a reappointment or first time appointment, was held in May. Repeatedly, we have heard that the material covered is valuable and even seasoned pastors are pleasantly surprised by the day.
- *Continuing Education*- Leadership Day was headlined by Nancy Beach this year, on building healthy teams. This workshop continues to grow in numbers, with laity and clergy taking advantage of the opportunity. Preach! was coordinated with the Episcopal Office and due to its success follow up events are being planned. Coaching continued to be offered as a resource for clergy looking to grow and move forward in ministry. For more information on these areas, the Clergy Excellence webpages continue to provide current listings and resources for clergy and laity looking for learning opportunities. www.wpaumc.org/leadershipdevelopment
- *Connectional Work*- The Office of Clergy Excellence engages with a number of Conference bodies including the BOM (clergy evaluation, eight years assessment, ethics, continuing education, and residency program), Cabinet (seminary internships, clergy effectiveness) Board of Higher Education and Campus Ministry, BOL (lay excellence), and the CLT.

We are excited about the ways God is at work in this ministry and are always working to discern the future, as we equip clergy and laity for making disciples. If you would like more information about any of these areas or want to be a part of this work, please contact me.

Susan Moudry, Coordinator

Office of Congregational Development & Revitalization

The Office of Congregational Development & 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 2018-2019 program year, the Office offered the following training and resources:

Programs and resources available through the Office include:

- *See All the People*, a series of events offered in cooperation with the WPA Evangelism Team, designed to introduce congregations to the demographics of their neighborhood and motivate them to reach new people with the life-saving good news of Jesus Christ.

- *SHIFT Network*, a year-long process in which congregational teams receive training and on-going coaching in five areas, including discipleship, stewardship and generosity, hospitality, worship and service. The goal is to re-orient the congregation's sense of mission and ministry both inwardly – toward deepening discipleship – and outwardly – into their community.
- *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.
- *Coach Training*, in which clergy and lay people are equipped to come alongside churches and pastors, offering coaching that supports effective ministry in all areas of church life and discipleship. Upon completion of the training, participants are prepared to seek Associate Coach Certification (ACC) through the International Coaching Federation (ICF).

The Office of Congregational Development also makes these tools available to all congregations in Western Pennsylvania:

- *Mission Insite*, a demographic research tool that provides census data, targeted mailing lists, and ministry application guidelines for local communities.
- *Real Discipleship Survey*, a measure of growth in discipleship practices that provides a way to track spiritual growth both individually and as a congregation.
- *213 Studies* (from ¶213 in the *UM Book of Discipline*), a process of measuring congregational health and current reality, so that they might continue vital, healthy ministry into the future.

In addition, the Congregational Development Office participates in the Call to Action for Dismantling Racism, and supports and resources the connectional work of the Coordinating Cabinet, Parish & Community Development Committee (P&CD), Ethnic Local Church Concerns Committee (ELCC), the Disability Concerns Committee, and the Conference Leadership Team (CLT).

Finally, the Office of Congregational Development & Revitalization stewards the vision of planting new churches in the Annual Conference, and in particular, the development of new multiethnic congregations within Western Pennsylvania. To that end, and in accordance with the 2018 Call to Action report from WPAUMC, we are prepared to launch a new multiethnic congregation in 2019; to come alongside historically black congregations to support and strengthen their ministries; to develop financial sustainability in faith communities launched across WPA in the last five years; and to provide regional connection for multiethnic ministries in diverse areas of our annual conference.

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

Office of Diversity Development & Inclusion

An African American teen approached me at the 2019 SPARK. Later, she said in an email exchange, “It was awesome seeing so many black women in leadership (at SPARK).” I was proud to be one of those women. As a Conference, part of the work of dismantling racism is making our spaces welcoming to persons of color, and diversity is one way of doing it. Diversity Development & Inclusion (DD&I) is playing an important role in this work and more.

As part of the work, the WPAUMC continues to move forward as an institution to dismantle racism, one of our focus areas. “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” is our Conference’s response to the NEJ’s Call to Action concerning Black Lives Matter.

The Stories and Dreams Team has worked together for more than a year and half under the direction of Bishop Cynthia Moore-Koikoi. The team acknowledges the debilitating effects of racism in the Christ-centered tradition of justice. As part of our work, we identified the goal for the WPAUMC: becoming an Antiracist Multicultural Institution--fully inclusive and has overcome systemic racism--by dismantling systemic and structural racism highlighting past progress, planning for the future, and assessing ongoing efforts.

As part of the strategic plan, DD&I continues to innovate and collaborate in many areas with strategies to meet the goal:

WPAUMC Strategies	DD&I’s Role
Supporting recruitment efforts for increasing racial/ethnic clergy	<ul style="list-style-type: none"> ● Some recruiting ● Transitioning newly recruited ethnic clergy into the conference
Supporting racial/ethnic clergy including new appointments	<ul style="list-style-type: none"> ● Organizing the ethnic clergy retreat ● Working with District Superintendents for a smoother on-boarding at the start of appointments
Providing trainings, workshops, and engagement activities	<ul style="list-style-type: none"> ● New curriculum including “Equipping the Saints to Respond to Racism” by Sarah Roncolato ● Youth facilitating for youth ● Workshops including the provisional clergy workshop and another for the Kane District

Equipping others to lead in anti-racism work	<ul style="list-style-type: none"> • Co-facilitating with cabinet members and others to expand the pool of facilitators • Strategic planning that expands from education to action
Supporting plans for African American church revitalization	<ul style="list-style-type: none"> • Collaborating across the conference as conversations continue
Supporting plans for a multi-ethnic/cultural church start	<ul style="list-style-type: none"> • Participating in the planning

As DD&I continues to work with Bishop Cynthia Moore-Koikoi and the Stories and Dreams Team, we are exploring and developing assessment tools to gauge progress with the strategic plan to dismantle racism in the WPAUMC.

Dianne Glave, Coordinator

Young People's Ministry

I continue to be blown away by our youth and young adults in our conference. Their faith, excitement, and work ethic is outstanding and I am blessed to work with them. 2018 saw the continued growth of both the conference youth and young adult ministry.

- Our Youth Ministry Team (YMT) has representatives from each district in our conference and met quarterly throughout the year.
- We had a retreat at Jumonville for our YMT where they learned about their spiritual gifts and how to use those to serve others as well as other leadership principles. The YMT also participated in a hands-on activity about white privilege.
- SPARK 2018 saw 600 youth and adults come together and learn that they are enough in Christ. April Diaz was our speaker with Josh Price as our worship leader and Unspoken was the band. We expanded the event with the addition of a small vendor hall and continue to create an event that is high quality and Christ honoring.
- In 2018, we had a youth caucus of around 100 youth and leaders to serve the Annual Conference floor by providing luggage help, distribution, worship, plenary floor help, and running the YSF booth. We raised over \$4,000 for the Youth Service Fund on Tray Day. The conference *Daily Journals* are put together by our hard-working youth!
- We hosted Uth 4 Missions over the summer in 2018 and it was held for the first time at Jumonville. We had about 50 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, helped out at a widow with lawn work, and painted a neighborhood park. The youth also had a full camp experience while at Jumonville with campfires each night, games, and a ropes course.
- We held a Youth Leader Skill Day at Dutilh with about 20 youth leaders from across our conference. Our keynote speaker was Brad Fiscus who leads Next Gen Ministries from the Tennessee Conference. He shared about his book *Smaller Church Youth Ministry*. We had worship led by our own Bay Allen and then had breakouts taught by

our own local church youth leaders on topics such as Safe Sanctuaries, Creative Fundraising, and Social Justice.

- We expanded our Confirmation Tours to the camps and churches had an opportunity to bring their confirmands to all three camps for a full day of activity or to the conference center. The youth learned what Paul meant by running the race as we used a Winter Olympics theme for the event. The program staff each led different workshops on Dismantling Racism, Missions, Spiritual Gifts, Social Media, and Spiritual Practices.
- Our youth are also active in our Northeastern Jurisdictional 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 find their voice. We held a Young Adult service project at the Mission Barn with plans to hold others throughout the conference at our local area ministries. We are excited to keep connecting with other young adults and grow the ministry in 2019.

Amanda Gilligan, Coordinator

Camping & Retreat Corporations Committee

We continue to be excited about the work of camping and retreat ministries in Western PA. As of February 2019, the Deeply Rooted, Upward Reaching Campaign has already received donations and pledges of over \$864,280. This money is helping to refurbish our facilities for better ministry and is providing the funding for more children, youth, and adults to be blessed by our ministries. The Healthy Village Learning Institute officially became a part of our camping and retreat ministries last summer at Annual Conference. They continue to serve the needs of young people in the McKeesport community and bring diversity to our work. And At the Lake Ministries began offering sacred outdoor space and time to special needs individuals and their families. Across the Annual Conference, four Day Camps brought the experience of camp to new communities. Additional Day Camps this coming summer will expand that work.

We are very pleased that overall camping and retreat usage was up in 2018 over the previous year. Total summer camp attendance grew to 2,285, an increase of 12% over 2017. One of the goals of the Deeply Rooted, Upward Reaching Campaign is to increase summer camp attendance to 4,000 summer participants by 2025, so we have more work to do in this area.

Camping and retreat ministries are about offering sacred time and space apart in intentional Christian community away from the stress and noise of everyday life. At summer camp and on retreats, children, youth, and adults experience faith formation and spiritual renewal. Our facilities offer hospitality and places to revel in the beauty of God's creation. Every year, thousands of people are blessed through our sites. Children hear the gospel and come to faith. Youth are challenged to grow in their life of Christ-following. Young adults on staff are challenged to become leaders in the church and world. And all adults are given sacred space for healing and renewal.

Scott Hamley, Chair

Camp Allegheny

2018 was a very, very busy year filled with celebrations! We worked hard to fulfill the trust you placed in us to achieve our mission; To provide a safe, sacred space with excellent facilities, Christian hospitality, and disciple making programs. This is only possible because of the significant love, prayers and support that this conference provides.

Our retreat usage has once again increased. We grew 10% in 2017 and we followed up with growth of 15% more in 2018! Our groups rave about our food and super hospitality. We anticipate that 2019 will continue to bring increased attendance.

Memorial Day to Labor Day saw only four days that we did not have someone on the property utilizing our program and facilities. During that time our summer resident camp had an attendance of 658, our summer overnight retreat usage was 627, day use had 465 people and our start up traveling day camp had 48 campers in attendance. We financially assisted 117 campers for a total of \$23,400 in camperships. We were also blessed to receive a \$2,000 Mission Support grant for our day camp program. This grant allowed us to expand the ministry of the camp by going to new communities.

Our fall was equally as wet and as busy. During the months of September and October we only had twelve days that no one was utilizing the program and facilities of Camp Allegheny. When our fall retreat season was concluded we hosted our annual Christmas Dinner Theater and basket party. This year we had over 200 people in attendance for an entertaining evening with some tremendous food and fellowship.

As rainy as 2018 was we managed to move forward on many projects. We were blessed to receive a \$10,000 grant for a Level II energy audit of all buildings on the camp. We were also blessed to receive a \$25,000 grant to place solar panels on the Heartwood center and to replace all lighting with energy efficient LED lights. We cannot thank the Somerset Solar Samaritans enough for their assistance with installation of the panels. We estimate that between the panels and lighting changes we will save \$2,000 annually.

Camp Allegheny was provided the opportunity to purchase 48 acres of land that joined our property. Our board prayerfully considered this opportunity and agreed to take out a loan to secure the land. This land will be a tremendous long-term addition and will help secure this ministry for years to come.

We continue to be extremely blessed by numerous volunteers and churches who helped move numerous projects forward. Mount Olive UMC adopted a lodge for long term improvements and has also assisted with many other projects. Christ UMC from Bethel Park brought out a group of volunteers who helped the camp in numerous areas including the implementation of the first phase of our Energy grant.

We were fortunate to employ Nathan Saccol as our Program Director. He has blessed the camp program already and we truly are blessed to have him. We were also fortunate to have as our new Maintenance Director Joe Eger. Joe brings a wealth of mechanical knowledge and a wide range of Camp Allegheny experience.

Once again, the best way for you to know how we are doing is to hear from our parents:

It is such a blessing to send my daughter to Camp Allegheny! I camped there as a child and loved it! Now, I get to enjoy hearing about her experiences at camp. The staff cared for her and made her feel comfortable, while being away from home. When we picked her up, she could not stop talking about all the fun activities and friends she made. She still sings the camp songs seven months later! She cannot wait to go again this summer! Thanks

Camp Allegheny for taking care of my daughter and making sure the next generation has a fun & safe atmosphere!

My oldest (14) could not stop talking about camp and he does not usually share so openly.

My son came home amazed with his week. He is more mature and more positive about his faith than ever before.

My three children have been attending camp Allegheny for nearly ten years! They all love(d) it, as do I. Thank you for providing such a positive place to send campers!

It was his first experience with camp and he said he wants to come back every year and eventually be a counselor.

This is my sons second year at Camp Allegheny and he just loves it, in fact this year he will be attending a second week.

My wife and I would personally like to thank Camp Allegheny for the blessing you have provided our daughters on their spiritual and social growth. They both were unsure about camp at first. Now there is a countdown each year to the first day of Camp. Our youngest had a hard time opening up socially. She came back much more expressive and it has blessed her in her development. Our 16-year-old was having difficulty in how she viewed herself and with connecting with others. She returned with a list of friends to contact and so proud of all that she had learned.

There are many options in summer camps. Camp Allegheny and their advisors have become like they can be through Christ Jesus. May God continually bless you and Dennis in your ministry as you help develop God's warriors for tomorrow's family to our girls.

The Camp Allegheny Board of Directors, Staff and dedicated volunteers cannot thank the Western Pennsylvania Conference enough for their love and support.

Dennis Tawney, Executive Director

At the Lake Ministries

At the Lake Ministries, originated in 2016, and supported by the Western PA Conference of The United Methodist Church, operates the vessel, *JoAnn M*, to provide fishing/lake experiences to those with special needs who many times find themselves underserved in the communities in which they live. This ministry is intended to be a blessing to those in Western Pennsylvania, but also hopes to invite people with special needs from our neighboring states of New York and Ohio. We are happy to share that last year we even served a group from Fayetteville, North Carolina! This ministry is open to all people with special needs and is in no way restricted to those within the United Methodist tradition. A typical charter with ATLM includes 10-12 passengers with special needs. In addition, wrap-around Therapeutic Support Staff (TSS) or close family members present to assist the guests with special needs are welcome to take trips into Lake Erie or Presque Isle Bay in order to fish and/or simply experience the wonderful natural resources the region has to offer. This ministry has been created to serve those with special needs with the hope that they and their families will have an opportunity to experience the beauty of God's creation to build supportive relationships with others who also understand life with special needs, and to provide an enjoyable setting in which guests will feel valued and welcomed in Christ's love. 2019 will mark ATLM's first full season of operation!

Essentially, the scope of this ministry is as follows: to provide fishing/lake-ride experiences that specifically cater to those with special needs. These individuals include but are not limited to children and adults with autism, Down's syndrome, physical and developmental needs, emotional challenges, disabled veterans, and assisted living residents. Charters will run roughly two times a week, from May through October each year. The vessel is maintained in accordance with the safety standards of the U.S. Coast Guard, Pennsylvania Fish and Boat Commission, and with the Safe Sanctuary Policy of The United Methodist Church (Criminal and Child Abuse Background Checks). The vessel provides secure enclosure for all guests. The only openings available for fishing are monitored by TSS or family members who are present and caring for guests with special needs. A quiet area, equipped with an accessible toilet facility, is provided.

Licensed captains are employed to pilot the vessel, ensure the safety of all on board, and care for the basic maintenance of the vessel. Trained deckhands are also employed to aid the captain before, during, and after each outing. Finally, there are volunteer opportunities available for those who would like to serve as a hospitality resource person for our guests.

In the spring of 2018, ATLM was granted the Certificate of Inspection by the Coast Guard so that the *Jo-Ann M* is now considered a fully-inspected and approved passenger vessel ready for service! Last year, 52 guests were welcomed during an initial soft-start to the ministry toward the end of the boating season of 2018. Once again, we are pleased to announce that ATLM is offering a full season of chartered experiences for those with special needs in 2019! Please feel free to learn more about the latest ATLM developments or to schedule a charter by visiting athelakeministries.org!

Robert "Rob" H. Wilson, Executive Director

Jumonville

Snow is flying on the mountain today, yet all thoughts are clearly with summer. It is my joy and honor to take over as the President of Jumonville. To take the reins of a ministry with such a rich history of discipleship and a massive annual reach is daunting. I am in awe of all that God has done and continues to do here. Since my tenure began February 1, 2019, I am at somewhat of a loss for an annual report on 2018. However, the staff here is unfailing in their assistance, and the following are the highlights they shared.

2018 was a year of transitions. The search process for the new president took approximately six months to complete. This could not have happened without the dedicated Board and additional volunteers on the search committee. Other staff positions experienced change this year as well, with the reorganization of the duties of the program staff and changes to the organizational chart.

Jumonville remains richly blessed with faithful givers to our ministry. The end-of-year giving total topped \$100,000. We cannot thank our supporters enough for their devotion to our shared ministry. While our retreat usage numbers remained lower than we had hoped, camper numbers were up in 2018 and are trending up as of March 2019. We never ceased to be amazed at the generous hearts that allow us to offer financial assistance to anyone who wants to come to camp.

We are grateful to the annual conference, and to Bishop Moore-Koikoi for their continued efforts toward the capital campaign. Engineering studies and soil samples were completed last year. We are moving forward with addressing our water storage issues.

We often move forward standing on the shoulders of those who came before us. I am indebted to Larry for both his loyal service to Christ at Jumonville and his faithful leadership. It has been my honor to work with him in this time of transition. I hope everyone who reads this report will take the chance to thank Larry for his leadership.

Heather Withrow, President

Healthy Village Learning Institute

Healthy Village Learning Institute (HVLI) is becoming an integrated part of our camping and retreat leadership team to focus time, energy, and resources into the underserved community of McKeesport. Through this new relationship, we are redefining the image of “camping” and “retreats” into an urban setting. By not imposing what we view as traditional camp (i.e. the forest) onto folks who will not be interested in that sort of experience, we are able to provide holy space for God to use the fullness of his Creation to transform the world. HVLI is gifted in reaching and building up leaders within the African American community. The philosophy “It takes a healthy village to raise a healthy child” and space of this urban retreat center will serve as a point of education and immersion into African and African-American culture for individuals from across the WPA Conference, while bringing together folks from different ethnicities into relationship with one another. This urban retreat center and the rural retreat centers will mutually support one another professionally, spiritually, and in the pursuit of increasing diversity at all of our camping and retreat locations. In the realm of dismantling racism the HVLI opens up an opportunity for white people and other cultural backgrounds to experience African culture and build relationships with people of color, while improving cultural competencies across the Annual Conference. The promotion of Love, Commonality, Compassion, Hope, and Honesty is our way forward.

Keith Murphy, Director

Olmsted Manor

This year Olmsted Manor celebrates 50 years as a retreat center. Dedicated in November 1969, this facility has served the Western PA Conference of The United Methodist Church faithfully providing Christian Hospitality to all of our guests and their churches. We are proud of our Methodist heritage and connection to the Conference as it relates to the history of the Olmsted family and their connection to the church. In the early 1900’s Mrs. Olmsted’s father was a pastor in what was the Erie Conference of the Methodist Episcopal Church.

During the past year, Olmsted Manor hosted a number of new groups along with many of our repeat church groups. Use of our facilities by Methodist churches continues with regularity, but perhaps not as much as a decade ago. Crafting groups, such as quilting and scrapbooking help to fill in the gaps in the schedule during the year. We are grateful for all who continue to use Olmsted in all the ways in which make each group unique.

Our Board of Directors play an important role in guiding the mission and ministry of the programs and operation of our facility. This year we welcomed newly elected members, John Crone, Bill Gentilman and Keith McGarvey. Those retiring members included Russ Campbell and Kathy Mikesell. We are grateful for their service and the sharing of their gifts and talents in serving on our Board.

Officers of the Olmsted Manor Board of Directors are as follows: Jeff Sterling, President; Bill Kemp, Vice President; Jackie Campbell, Secretary; Karen Trask, Assistant Secretary; Tom Ball, Treasurer; and Sue Wilson, Assistant Treasurer.

Our Capital Campaign, “Honoring Our Past, Preparing For The Future,” which kicked off in 2016 was very successful. The Campaign made possible the renovation of the Groves Lodge lobby and guestrooms, as well as an addition of a galley attached to the kitchen which was completed in January. Currently, we are working on some improvements in the Manor House that we hope to complete by 2020. We are grateful and blessed for all the contributors, contractors, staff, and Board Members for their assistance in making this Campaign successful.

We finished the year 2018 with positive residential and meal income numbers. Our programs were also well attended in the past year. Our 2018 program offerings included the following: The Pastor’s Academy “Radical Discipleship” with Jennifer McBride, The Fall Women’s Spirituality Retreat “The Practice of Christian Mindfulness” with Amy Oden, The Church Music Workshop “Arise, Shine, for Your Light has Come” with Don Besig and Nancy Price, The Church Professionals Retreat “Refresh and Renew” with Donna Doutt and Liz Lennox. We are grateful to our program committee, participants, and leaders who made these programs successful.

Last July I informed the Board of my plans to retire in the summer of 2019. March 1, 2019 will be the 40th anniversary of my hiring. I came to work on March 1, 1979 as property manager, then in 2001 transitioned to the executive director’s position. This summer I plan to retire and conclude my time here at the retreat center. This experience has given me great joy and I will always treasure the relationships born of this experience.

Jody Z. Larson, Executive Director

Wesley Woods

God is Good, and he has been faithful to God’s work at Wesley Woods. 2018 was a year full of unexpected happenings. Children and youth turned to Jesus, staff grew in faith, programs changed, but through it all God was faithful to us as we work to connect all people to God through Jesus Christ. We are heading in a new, exciting direction.

Guest Services

During summer 2018 we were blessed to host 562 summer campers. That is an increase of nearly 10% from 2017. This was the first significant statistical increase in camper numbers since 2003. Of those campers, 120 told us they professed faith in Jesus Christ for the first time. We had over 250 campers tell us they had a significant faith forming experience during their week at camp. We hosted another 500 individuals from our summer partner groups who utilize our facility to run either faith-based programming or high school band camps.

Programs

We spent the majority of 2018 prayerfully considering our direction as an organization. We have dedicated many hours of prayer and reflection to this work. As a result of this process we came to several conclusions. We announced in September 2018 that we would no longer be offering any horse related programming because we ended our agreement with the Progressive Horsemanship Program. This decision was made to

improve the ministries long term viability. We know that this decision has been a shock to some individuals. If there had been a way to correct this situation without halting the horse program, we would have done so.

As a result of these changes, we are implementing several new programs during the summer 2019. For full details, please see our catalog.

Finance and Fund Development

In 2018 we experienced a decline in giving in every area. We raised a total of \$180,308 in gifts. The Booster Fund received \$81,735. The Upon This Firm Foundation Campaign received \$47,420. Overall this is a decline from 2017. But given the decisions being made at Wesley Woods and within the church this decline was expected.

Maintenance

In 2018, we made some significant improvements to our facility. We installed new steel roofs on Missionary 1 Cabin, Coke and Roberts Cabin and Asbury Cabin. Further we installed six new camper sites that will eventually be used to host the NOMADS for additional maintenance projects to be accomplished. We finished the garage for the Program Director's residence. We also installed new signage for Green Hills area. Finally, we completed lots of earth moving to improve drainage around our buildings to reduce the maintenance of the buildings.

Personnel

During 2018 we had an unexpected staff change. Kira Argot our program director resigned May 12, 2018. As such we were in a position to hire a new program person. During the hiring process we explored opportunities to improve our staff foot print and functionality. We hired Josh Forringer as Program Director and Maintenance Assistant and Carleen Long as The Marketing Associate and Director of Housekeeping. Rachael Greenway now handles only Food Service. We believe these changes will enable our team to fulfill their roles more effectively.

Conclusion

These actions have positioned us to continue to chare the gospel of Jesus Christ. We are now able to expand and engage with new people and ministry partners. We are indeed heading in a new and exciting direction.

Nate Greenway, Director

United Methodist Advocacy in Pennsylvania

United Methodist Advocacy in Pennsylvania is dedicated to political and social policy concerns for the three United Methodist Conferences in Pennsylvania. It is a vehicle for engaging lawmakers and governmental officials at an institutional-level, as well encouraging, educating and empowering United Methodist congregations and individuals at a grassroots-level. Dai Morgan is the Coordinator of UM Advocacy in PA.

UM Advocacy in PA is a connectional and cooperative mission. It relates the Church to government. It relates the three Pennsylvania United Methodist Conferences to one another. It relates ecumenically and inter-religiously to other faith-based advocacy efforts. To accomplish its work, UM Advocacy in PA builds relationships.

In the past year, UM Advocacy in PA has supported several pieces of state legislation, most notably: Clean Slate—to close misdemeanor criminal records after ten years. Safe Harbor—to aid minors who are victims of human trafficking. Buyer Beware—penalties for buyers of sex trafficking.

The coordinator continues to work and meet with the Interfaith Justice Coalition, other faith-based advocacy groups, the Pennsylvania Council of Churches, and United Methodist agencies.

During 2018 plans were underway to conduct a state-wide United Methodist conference on faith and politics, in Harrisburg, May 18-20.

As always, Dai Morgan is available to preach, speak or consult with local churches. Contact: daimorgan@comcast.net, or 412-580-9016. Also, visit the UM Advocacy PA website: www.umadvocacypa.blogspot.com

Dai Morgan, Coordinator

Church & Society: Gerrymandering

In 2016, all three conferences of the Pennsylvania United Methodist Church adopted resolutions regarding Pennsylvania's legislative districting. This Conference adopted P102 102/2 = 98%! Our Resolution called upon the members of our General Assembly to:

- 1) "enact legislation to make our voting districts consistent with the distribution of the population within the Commonwealth." and
- 2) "enact legislation which would exclude political office holders from dominating the redistricting process."

On June 8, 2018 our Conference adopted RS 102 Gerrymandering 47/8=85%! Our Resolution called upon the Pennsylvania General Assembly to:

"immediately enact legislation that would create an independent citizens' commission – free of politicians- to design political districts that would represent our voting population. These districts should have population equality, be compact, contiguous and respectful of county and municipal boundaries. The district boundaries should be free of political considerations."

Senator Folmer, Chair, State Government Committee, conducted three public hearing regarding Gerrymandering. We testified at each. On May 18, 2018 Chairman Folmer filed SB22, A1780.

- 1) The Folmer Compromise established an eleven members independent citizens' commission to draw the boundaries for our electoral districts. Three non-affiliated members would be nominated by the Governor. The majority leader and minority leader of the House and Senate would each nominate two members. Senator Hughes' contribution was that these nominees had to be approved not by a majority of the chamber, but by a majority of each party. The members had to reflect Pennsylvania's demography.
- 2) Once appointed, the members were banned from contact with any elected official. The committee had a schedule of meetings and reports. Everything had to be in an open forum.
- 3) The districts were to be within 1% population, contiguous, and compact. No political vector could be considered.
- 4) The committee's Final Plan would have "the full force of law." No politician could amend it. If the Final Plan had a legal defect, our Supreme Court could order the Committee to cure the defect.

The Folmer Compromise unanimously passed the Senate on June 25, 2018. It blew through the House Rules Committee only to be buried under 607 House floor amendments. Gerrymandering reform died on file when the Legislative Session drew to a close.

We have published a Gerrymandering Proposal for the 2019-2020 Legislative Session,

https://www.academia.edu/38140383/2019--01-03_Gerrymandering_Pennsylvanias_Congressional_Districts

We will testify again as the new Bills are filed, and will continue to work with other organizations to achieve the equitable representation required in the *Discipline*.

There is a great deal more to Pennsylvania's Gerrymandering struggle.

https://www.academia.edu/36772710/Gerrymandering_Pennsylvania_Sen._Folmers_Compromise

And WPA: <http://www.wpaumc.org/files/resource/journal/2016/07+legislation2016draft.pdf>

Roger Thomas

Church & Society: Sexual Harassment

On June 8, 2018 our Conference adopted RS103 Sexual Harassment 55/0 = 100%! <https://www.wpaumc.org/files/resource/journal/2018/07+legislation+2018.pdf> It made six precise recommendations regarding government policy, safety in the work environment, and school safety. Each of these recommendations was incorporated into legislation for Pennsylvania's 2017-2018 Legislative Session.

Ten Bills were introduced as part of Governor Wolf's "It's On Us Crusade" for school safety. HB 1440, HB1615, HB1633, HB1705, HB1753, HB1754, HB1756, HB1757, HB1921, & HB1922 were all referred to the Education Committee. HB962 was assigned to the Judiciary Committee. The 15 Bills filed pursuant to the #MeToo Movement were distributed among the Committees.

We testified to the Legislative Women's Caucus in support of these Bills.

Our problem is, only 8% of 3,800 bills introduced in our 2017-2018 Session were passed. This is the lowest percentage in the country. I am not proud of that. Embarrassingly, NOT ONE Sexual Harassment Bill was actively considered in any Legislative Committee.

Two Bills have been filed in the Education Committee for the 2019-2020 Legislative Session. HB295 pertains to reporting sexual harassment and HB495 calls for dating violence education. HB392 regarding sexual discrimination in labor practices has been filed in the Labor Committee.

Act 105 of 2014 and Act 130 of 2018 provided the Safe Harbor for Sexually Exploited Children Fund and Violence Against Women grants for victims of sex trafficking. In the 2019-2020 Legislative Session, SB60 and HB12 would finance these funds using the fines and penalties assessed against the aiders and abettors. These Bills bring Pennsylvania closer to the Federal standards. Our Pennsylvania Committee for the Analysis & Reform of Our Criminal System has joined NOW and other agencies in calling on Representative Rob Kauffman, Chair, House Judiciary Committee rkauffma@pahousegop.com, and Senator Lisa Baker, Chair, Senate Judiciary Committee mblase@pasen.gov to "prioritize" these Bills, and move them from their Committee onto the floor for debate and passage. SB136 would include sex trafficking under Megan's Law. It has also been assigned to Senator Baker's Judiciary Committee.

Roger Thomas

Church & Society: Solitary confinement

On June 7, 2018 the Western Pennsylvania Conference of The United Methodist Church gave 90% approval to RS 101 calling on our Department of Corrections to:

- a) Reassess the policy that all capital inmates must be held in permanent solitary confinement or administrative custody.
- b) Consider alternative custody arrangements for all inmates held in solitary confinement unless the individual inmate's administrative custody serves a specific penological purpose. <https://www.wpaumc.org/files/resource/journal/2018/07+legislation+2018.pdf>

On June 25, 2018 the Senate Resolution 6(2013) Capital Punishment in Pennsylvania: The Report of the Task Force and Advisory Committee http://jsg.legis.state.pa.us/publications.cfm?JSPU_PUBLN_ID=472 emphasized the importance of redefining the use of solitary confinement in Pennsylvania.

John Wetzel, Secretary of our Department of Corrections, also believed that solitary confinement was over used. Cells the size of a parking space lacked ventilation and were illuminated 24 hours a day. They were inhumane and had no prison purpose. At \$45,000 /year they were 29% more expensive than maximum security cells.

Wetzel set upon reducing solitary confinement. In March 2018 he eliminated death row. The 129 inmates in SCI Greene were moved into a Capital Case Unit, and the 20 in SCI Graterford will move into the Phoenix unit as of July 11. <https://www.timesonline.com/opinion/20180722/letter-saving-state-money-by-being-humane>

Three solitary confinement cells remain for discipline. Inmates earn their way in and earn their way out of solitary. Inmates serve the punishment, and, if they behave, they can go back to the general population.

Between 1982 and 2018 an inmate might be allowed out to walk the hall for an hour on weekdays. They were fed through the door. They could shower three times a week. Wetzel's new units have a minimum of twenty hours per week of congregate, out-of-cell activity. Specific opportunities exist for inmates to have congregate meals on the unit.

Activities include indoor or outdoor recreation and limited programs. Capital case inmates can now work as unit block workers, have access to the law library, showers, telephone calls, non-contact visits and medical and mental health services.

Secretary Wetzel is saving money by being humane! We have been working within the death penalty reform crusade since 1997, and this is a huge victory!

Roger Thomas, Chair, Pennsylvania Committee for the Analysis & Reform of Our Criminal System, https://www.academia.edu/38052261/2018-12-27_Analysis_and_Reform.pdf

Roger Thomas

Commission on Archives & History

Much of the work for us has been the preparation for hosting the Northeastern Jurisdictional Commission on Archives and History (NEJCAH) in May 2019. We have chosen to meet in the southeastern area. The last two times WPA hosted the Jurisdictional gathering we toured in the northern area about ten years ago and in the southwestern area over twenty years ago.

We have secured the Holiday Inn in Johnstown as our base and will do part of our work at historic First Church. Our Wednesday, May 8, history tour is open to anyone in our conference and will take us to several stops concerning the Johnstown Flood sites. We will also tour the Flight 93 site and have lunch at Camp Allegheny.

In September a delegation traveled to Chambersburg to the Executive Committee of NEJ to present our agenda and program which was warmly received.

The Commission on Archives & History has been busy since we moved into our new facility August 2016. Through the efforts of David Grinnell, our Archivist, we have been trying to document and label all boxes and contents that are already there and organizing the receiving of new materials. All of the committee members are assisting one way or another in this massive project.

Naomi and Merle Horner, and John Wilson have spent many hours attempting to log the information on a computer with the goal of having a directory of all documents online. This will allow people to determine what we have and if they need to make a trip to the facility for the information they request.

Members of the committee have traveled to the center on Fridays and Saturdays to work and we appreciate each hour given.

We continue to field requests for information and have answered over forty inquiries during the year 2018.

Seven of us traveled to Charleston, WV in May 2017 to attend the annual NEJCAH meeting. Some were there for the first time. We also attended the annual meeting in May 2018 at Lancaster, PA. We did so as we prepare to host the meeting in 2019. at Johnstown: First Church, the only historical landmark in the Conference boundaries.

Edwin J. Herald, Chair

Commission on Religion & Race

The Commission on Religion & Race (CORR) began meeting again in Fall 2018. Due to lack of leadership, CORR had not met for about a year. However, CORR is once again active and chaired by Peggy Ward.

This year, CORR has focused on establishing goals and directions. There is much good work happening throughout the conference on increasing awareness of racism--both on an individual and institutional level, as well as anti-racism efforts.

In the coming year, our main focus will be on establishing Religion & Race groups in local churches. The goal is to increase the Intercultural Competency of everyone throughout the conference. Understanding your own culture and the culture of others, and the ability to worship, work and live effectively and in harmony with diverse people are critical to those called to follow Christ. One hope is that as our intercultural competence increases, we are better able to reach others.

We are also excited to establish Religion & Race groups with congregations that are engaged in Cross-Racial/Cross-Cultural Ministry. Currently, efforts focus on working with clergy and to a lesser extent with the congregations. We see an opportunity to engage congregations to a greater extent. CORR will walk alongside congregations before receiving Cross -Racial/Cross -Cultural appointments, when possible, during the transition period and continuing for an extended time beyond, to help ensure a successful ministry.

CORR is currently in the process of training for and developing this work. We believe this work will help our conference grow in being a more equitable and just conference. By allowing all clergy to fulfill their calling and increasing the success of ministry, and congregations to grow in ability to form relationships across racial or cultural differences, we enhance our ability as a Church to reach all people.

CORR believes this to be critical work for Western Pennsylvania to be better able to make Disciples of Jesus Christ for the transformation of the world.

Peggy Ward, Chair

Commission on Status & Role of Women

COSROW is structured into three different committees: an education and resources committee, a data collection and monitoring committee, and a sexual ethics committee. Each of these committees has been working on different projects through out the year.

The education and resources committee has led COSROW in a book study on *Why Not Women: A Biblical Study of Women in Missions, Ministry, and Leadership* by Loren Cunningham and David Joel Hamilton. They also planned and led two listening posts that took place in March. The purpose of the listening posts was to listen to individual's stories and passions so that we can most effectively serve the women in our conference. In the year to come, the education and resource committee will be planning an event responding to the insight gained from those conversations.

The salary report was prepared by the data and monitoring committee (see attached report). This year's report includes 2017 data and uses 2016 data as a baseline and has been broken down into gender, years of service, and roles in ministry.

The sexual ethics committee partnered with Susan Moudry and others to work on a revision of our Conference's sexual ethics policy. They also participated in the event Do No Harm in Antonio Texas in the fall.

As a commission, COSROW is in the business of "advocating for full participation of women in the total life of The United Methodist Church" (General COSROW). We are passionate about our work and we celebrate when we see progress. We are happy to report that this year, Western PA sent six men and six women delegates to the special called General Conference in February. These included one African American man and one African-American woman. COSROW is encouraged by this gender equality and prays that we can continue to grow in our ethnic equality as well.

Members of our conference COSROW have been invited by the General COSROW and the University of Notre Dame to participate in the flourishing ministry study. This study will be looking at the differences between men and women in their first and second full time appointments. With this information, they aim to "better prepare future generations of pastors – both women and men – and to promote awareness not only about the complexity of the process of becoming a pastor, but also its rich diversity" (Flourishing in ministry team at Notre Dame).

In Western PA, COSROW is continuing to work to develop ways that better serve the people in our conference. Our goal is to advocate, encourage, empower, and provide resources that support women to be the Christians and disciples that God has called them to be.

Angela Rishell, Chair

COSROW Gender Salary Study

*Western PA Conference Commission on the Status and Role of Women:
Gender Demographics and Salary Compensation Disparities 2019*

In 2018, the Western PA Conference Commission on the Status and Role of Women reported on the gender demographics and salary compensation disparities in the Western PA Conference. The Commission has decided to continue reporting on the trends in gender demographics and salary compensation disparities for each year, utilizing the data generated from EZRA Reports and data generated from the Equitable Compensation Report. This report will include the data generated from the 2017 EZRA Reports and comparison to the data from the 2016 EZRA Reports.

Demographics

In the Western PA Conference the membership types of clergypersons includes a total of 971 clergypersons with 69.2% elders (including those in extension ministries), 3.2% provisional elders, 5.7% associate members, 19.9% licensed local pastors (full-time and part-time), 1.6% deacons and 0.4% provisional deacons. Of these 971 clergypersons, 21.8% are female and 78.2% are male. These numbers show a decline from the 2016 data when there was a total of 1047 clergypersons with 71.1% elders (including those in extension ministries), 3.2% provisional elders, 5.5% associate members, 18.2% licensed local pastors (full-time and part-time), and 1.9% deacons. Of these 1047 clergypersons, 23.2% were female and 76.8% were male.

Clergywomen in the Western PA Conference range from 16.5% to 87.5% by membership type and have a greater than average representation among deacons (87.5%), provisional deacons (50%), part-time licensed local pastors (40.6%), full-time licensed local pastors (27.3%), and provisional elders (32.3%). Clergywomen in the Western PA Conference are underrepresented among elders (16.5%) and associate members (18.2%). [See graph “Distribution by Gender and Role”] The percentage of clergy women has increased from 2016 data in all roles except that of elders and provisional elders in which there has been a decline from 18.1% to 16.5% for elders and 32.6% to 32.3% for provisional elders.

Gender and Compensation

In the Western PA Conference, clergywomen make up 21.8% of our clergypersons. This number has declined since last year however the number of clergypersons has declined.

The factor of years of service was studied utilizing data generated from EZRA Reports. For elders in the Western PA Conference, clergywomen still earned less than clergymen on average except for clergywomen with 30+ years of service who earned an average of 1% more than clergymen with the same years of service. The greatest difference was for clergy with 6-10 years of service and for 16-20 years of service where clergywomen make 20% and 19% less than clergymen. [See graph “Elder Salary Distribution by Years of Service and Role”] This was also studied with the inclusion of elders who are conference staff. When including clergywomen serving as conference staff, the differences in salary by years of service show noticeable trends. Although clergymen on average make more than clergywomen, clergywomen with 6-10 years and 26-30 years of service exceed the average salary for clergymen by 1.39% and 18.45% respectively

when including in elders serving in extension ministries as conference staff. [See graph “2017 Elder Salary Distribution by Years of Service Including Conference Staff”] Out of the 255 actively serving full-time clergy, 17.4% of clergywomen serve as conference staff and 5.3% of clergymen serve as conference staff.

The average salaries for full-time clergywomen (elders, provisional elders, licensed local pastors) are 17% lower than the average salaries for full-time clergymen (elders, provisional elder, licensed local pastors). [See graph “Salary Distribution by Gender and Role Totals”] The range of salaries for clergywomen as full-time elders (not in extension ministries) is \$37,356 to \$65,741 with an average salary of \$47,434 while the range of salaries for clergymen as full-time elders (not in extension ministries) is \$35,842 to \$121,905 with an average salary of \$53,985. The average clergywoman salary (not in extension ministries) as full-time elder is 12% less than the average clergyman salary (not in extension ministries) as full-time elder. The range of salaries for clergywomen as provisional elder (includes part-time due to small numbers) is \$14,420 to \$57,362 with an average salary of \$35,581 while the range of salaries for clergymen as provisional elder (includes part-time due to small numbers) is \$16,115 to \$53,000 with an average salary of \$36,971. The average clergywoman salary as provisional elder is 4% less than the average clergyman salary as provisional elder. The range of salaries for clergywoman as full-time licensed local pastors is \$14,319 to \$44,924 with an average salary of \$33,853 while the range of salaries for clergymen as full-time licensed local pastors is \$23,411 to \$59,176 with an average salary of \$40,606. The average clergywoman salary as full-time licensed local pastor is 17% less than the average clergyman salary as full-time licensed local pastor. [See graph “Salary Distribution by Gender and Role”] The range of salaries for clergywoman as associate member is \$35,094 to \$37,000 with an average salary of \$36,047 while the range of salaries for clergymen as associate member is \$36,720 to \$53,268 with an average salary of \$47,512. The average clergywoman salary as associate member is 24% less than the average clergyman salary as associate member. [See graph “Elder Salary Distribution by Gender and Role”]

We cannot currently compare numbers generated from the EZRA Reports and the Equitable Compensation Reports as the years are not the same. In the 2020 report from the Commission we will be able to compare the numbers generated from both reports. The Equitable Compensation Report does not include salaries below minimum and that factor will also be addressed in the 2020 report.

Conclusion

The Western PA Conference has made strides toward equality. By recognizing the salary disparities, this data shows that progress has been made to create less of a salary disparity based on gender but there is still work that needs to be done to remove that disparity.

Elder Salary Distribution by Years of Service and Role			
years of service	Male Ave Sal.	Female Ave Sal.	Difference
1-5	\$45,518	\$44,325	-3%
6-10	\$51,257	\$41,211	-20%
11-15	\$48,857	\$42,857	-12%
16-20	\$53,900	\$43,828	-19%
21-25	\$50,798	\$47,811	-6%
25-30	\$60,545	\$55,444	-8%
30+	\$55,054	\$55,862	1%

2017 Elder Salary Distribution by Years of Service Including Conference Staff					
Years of Service	Male Ave Salary	Female Ave Salary	Difference F/M Salary	Difference Excluding Conference Staff	
1-5 Years	\$45,518	\$44,325	-2.64%		-3.00%
6-10 Years	\$51,257	\$51,973	1.39%		-20.00%
11-15 Years	\$51,664	\$45,269	-12.82%		-12.00%
16-20 Years	\$54,308	\$52,209	-3.89%		-19.00%
21-25 Years	\$52,712	\$47,811	-9.43%		-6.00%
26-30 Years	\$62,369	\$74,267	18.45%		-8.00%
30 + Years	\$56,878	\$55,862	-1.79%		1.00%
Totals	\$53,615	\$50,977	-4.97%		

Distribution by Gender and Role (data from the 2017 Conference Journal)				
Active Distribution by Gender and Role	Total Number of Clergy in Category by Gender	2017 Journal	Total	Percentage
Female Elders	111	page 195		16.5
Male Elders	561	page 195		83.5
			672	
Female in Extension Ministries	26	page 200		41.3
Male in Extension Ministries	37	page 200		58.7
			63	
Female Provisional Elders	10	page 195		32.3
Male Provisional Elders	21	page 195		67.7
			31	
Female Associate Members	10	page 195		18.2
Male Associate Members	45	page 195		81.8
			55	
Female Licensed Local Pastors (FT)	9	page 195		27.3
Male Licensed Local Pastors (FT)	24	page 195		72.7
			33	
Female Licensed Local Pastors (PT)	65	page 195		40.6
Male Licensed Local Pastors (PT)	95	page 195		59.4
			160	
Female Deacons	14	page 195		87.5
Male Deacons	2	page 195		12.5
			16	
Female Provisional Deacons	2	page 195		50
Male Provisional Deacons	2	page 195		50
			2	

Salary Distribution by Gender and Role Totals (salary data from EZRA)					
Active Salary Distribution by Gender and Role	Lowest Salary	Highest Salary	Average Salary	Percentage difference in salary	Total Number of Clergy in Category by Gender
Female FT (Elders, Provisional Elders (both PT and FT), Licensed Local Pastors)	\$14,319	\$65,741	\$41,886	29.5	58
Male FT (Elders, Provisional Elders (both PT and FT), Licensed Local Pastors)	\$16,115	\$121,905	\$50,554		244

Salary Distribution by Gender and Role (salary data from EZRA)					
Active Salary Distribution by Gender and Role	Lowest Salary	Highest Salary	Average Salary	Percentage difference in salary	Total Number of Clergy in Category by Gender
Female Elders(FT)	\$37,356	\$65,741	\$47,434	12	36
Male Elders(FT)	\$35,842	\$121,905	\$53,985		193
Female Provisional Elders	\$14,420	\$57,362	\$35,581	4	9
Male Provisional Elders	\$16,115	\$53,000	\$36,971		20
Female Associate Members	\$35,094	\$3,700	\$47,512	24	2
Male Associate Members	\$36,720	\$53,268	\$47,512		9
Female Licensed Local Pastors	\$14,319	\$44,924	\$33,853	17	11
Male Licensed Local Pastors	\$23,411	\$59,176	\$40,606		22

Angela Rishell, Chair

Board of Global Ministries

Our Annual Conference has a wide range of ministries that span the globe, impacting communities and transforming lives with the Good News of Jesus Christ. From local churches working in their backyards to partnerships with the church in other countries, Western Pennsylvania is making a difference by serving and speaking in love.

Locally we have been involved in several areas working with disaster response and recovery, particularly relating to flooding. Bridgeville and Sharpsburg have been areas of focus, among others. In one case a man in Pittsburgh's West End received a hygiene kit after flooding there. He cried tears of joy because he had not been able to brush his teeth for six days. Our tangible help makes a real difference. Farther from home, we have sent several teams from our conference to Puerto Rico to assist the Methodist Church of Puerto Rico with their recovery efforts from the hurricanes of 2017. More teams are planned, so go to the conference website for the latest on how you can help.

Our Global Mission Network continues to build strong partnerships. The work is advancing in Eastern Germany, Russia, and Latin America. In 2019 we will be sending pastors and laity to Zimbabwe for the immersion program. This past year we moved farther into relationship with the church in Fiji as we explore what God is calling us to on that island.

We now have two Church & Community Workers (CCWs) serving within our annual conference through the General Board of Global Ministries. Katie Peterson works with the Eastbrook Mission Barn, and Natalie Marionneaux started in November 2018 with a ministry called Hope-filled Relationships that is working out of Grove Avenue UMC in Johnstown. The plan is to hire a third CCW to work with All God's Children in 2019. We also have two new Mission Ambassadors: Sandra McKee and Lynn Sibley. Normally the Ambassadors have had a geographic focus of ministry, but since this is the 150th anniversary of the United Methodist Women, this year they will be doing a historic study, with many mission locales to choose from.

Keep an eye out for more information coming on a conference-wide Missions Festival we are holding in October. It will be a great opportunity to help your churches get mobilized for engaging in God's mission in the world. Also, there are many opportunities to join a team going to serve in other parts of the world, so check out the latest on the conference website.

Your support of these ministries in our region and around the world is helping people experience the fullness of God's reign in their lives and in their communities!

Jonathan Fehl, Chair

Global Ministries Mission Ambassadors

In July the 2017-2018 Mission Ambassadors, Cyndi Bloise and Pam Gardner, provided programming for Mission U on the topic of "Missionary Conferences of the United Methodist Church in the United States." Pam and Cyndi have also spoken at various events and locations throughout the conference. Though their official tenure is officially completed, Pam and Cyndi may be available, on a limited basis, for additional programs.

The new Mission Ambassadors for the 2019-2020 season are Lynn Sibley and Sandra McKee, both from Manorville UMC. They will travel to domestic and international mission sites that will prepare them to facilitate the 2019-2020 study, Women United for Change: 150 Years in Mission. Lynn and Sandra may be scheduled for

speaking engagements following the 2019 Mission U. They are available to speak, free of charge, at UMW events, Sunday morning services, youth groups events, and other venues.

Jodale Barnhart, Chair

Global Ministries Eastbrook Mission Barn

- 1) With the many hours of volunteer service, we have been able to continue to reorganize and repurpose many things and spaces at the barn. We hosted 1,500 volunteers for a total of 6,000 volunteer hours, and 350 groups.
- 2) We have close to 9,000 kits verified or unverified in stock at the barn. We have shipped out over 15,000 kits this year. Included in this number are 3,000 buckets, 1,200 hygiene kits and 200 school kits to WPA after disasters.
- 3) Throughout this ramp season, we have built 15 ramps. We have received grants and donations for these ramps. 175 ramps have been built in the past ten years. We have taken down five ramps this season.

Here is a personal ramp story: *Our 46-year-old son, Jay was forced to move back home after 20 years on his own, a year ago, when he had to have his two legs amputated. He is a very independent individual, who loves to cook and go to his appointments on his own. We bought him a home, with a wide-open floor plan, that is close to all of his medical appointments and a store. The only problem was that the home has several steps outdoors to get into it. He has an electric scooter, which he uses to get to his appointments. With the ministry of Eastbrook Mission Barn, Jay was able to get a handicap ramp to his locked enclosed back porch, where he can charge and safely leave his scooter.*

- 4) We are partnering with a few area agencies and groups to build ramps with or for us in the community.
- 5) We have added a fifth Satellite for storing UMCOR kits in the Greensburg District.
- 6) We continue to have five groups that are coming to the mission barn on a monthly basis from around the Western PA Conference and local agencies. We are constantly having new individuals and teams coming to volunteer with us at the mission barn. Groups range in age from elementary age through adulthood.
- 7) All of the ministries are administered and run by volunteers, with some oversight from the paid director, the only staff person. We have 15 trained host volunteers to assist teams who come to serve at the mission barn. We have three trained volunteers to go out and share about the mission barn.
- 8) We have had our first overnight mission team, from Buffalo, NY come to serve with us and Feed my Sheep. Thank you, Savannah UMC, for accommodating this wonderful team! We are planning to host one or two more overnight teams this summer.

If you would like to come volunteer at the barn: to verify or make up UMCOR kits or build ramp modules, you can anytime! You can also go out and assist in assembling a ramp in the community. Just contact us at missionbarn@gmail.com to register your team.

Thank you for your continued prayers and support for Eastbrook Mission Barn, our WPA advance number is MS002009B. Katie Peterson, missionary GBGM Advance is 982942. If you would like to have someone come share with your church or group about the mission barn, or you would like to come volunteer then please email or call us.

Katie Peterson, Church & Community Worker

Global Ministries Grove Avenue

HOPE-FILLED RELATIONSHIPS at Johnstown: Grove Avenue UMC

Grove Ave. UMC started a Free Store in August 2018 on Thursday afternoons with the intention of being able to provide some things for people in the neighborhood like clothes and toiletry items. Through clothing and financial donations, the Free Store reaches on average 30 families per week. People line up to get such toiletry items as toilet paper, diapers, laundry and dish soap, shampoo/conditioner and bath soap, deodorant, toothpaste/toothbrush. The volunteers take special requests like what diaper size is needed, pull-ups for a boy or girl, if someone needs socks, underwear or t-shirt, gloves, hats, even food (where we are able to give a family a grocery cards).

When a father walks in and says he has no food to feed his children that night and we can help him with groceries... When a couple people visit on a random Sunday morning instead of Thursday because they are really in need of something and we can give it to them... When someone needs \$30 to get an i.d. so they can find a job... When neighbors can meet neighbors on Thursday afternoons... This is kingdom building.

This past Christmas, Grove Ave. UMC members purchased Hoss meals for 25 families impacting over 90 people. It was special to give Christmas gifts to our neighbors. Giving a gift with no strings attached, for folks who are usually mistreated and looked-down upon, we hope we are giving them the gift of love and grace in this crazy and broken world.

The neighborhood residents seem to really appreciate the Free Store and the relationships that are forming. They are coming to know and trust the volunteers and the church, often asking for a prayer, empathic ear or hug. They said they see people coming and going from the church all the time and see the church reaching out to the community without an agenda and being welcoming and respectful to all who visit. This Free Store has been our avenue into the community and through conversations with residents, we will see what their hopes and desires are for their lives and neighborhood and build from there.

Hope-filled Relationships is about building relationships and letting the community drive the programs. Natalie Marionneaux is a church and community work missionary sent to Johnstown through the General Board of Global Ministries.

Hope-filled Relationships Accomplishments (November 2018-February 2019)

1. Hosted NAACP's Annual MLK Event at Grove Ave. UMC
2. *When Helping Hurts* book study for UMC members throughout Johnstown
3. Part of Moxham Ministerium which includes other neighborhood churches like Lutherans and Presbyterians, has planned ecumenical worship services and lunches during Lent with different neighborhood churches hosting
4. Participating in Ignite the Valley (Moxham Cooperative folded into ITV); a group of Johnstown UMC churches who are doing things collaboratively like a Pastor Chilli Cookoff, Thanksgiving Service, and Lenten Services at different locations
5. Facebook Page created – Hope-filled Relationships
6. Free Store offering clothing and toiletries for Moxham residents with lots of project expansion potential from here.

Goals

Expand Free Store: possibilities include family meal last Thursday of the month, provide pastoral counseling and career support, expanding summer farmer's market to include

music and games, create children's library, create adult mentoring program between multiple UMC churches and neighborhood residents

Ignite the Valley: Sunday evening service on the grass, Camp On The Go inviting children from multiple churches to participate

Moxham Ministerium: summer VBS, summer neighborhood picnic, new AA meeting location(s)

Continuing to know and partner with Moxham and Johnstown organizations who already have some skin in the game

Natalie Marionneaux, Church & Community Worker

Global Ministries Parish & Community Development

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. These are the resources the committee brings to bear: 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 a new and 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 for the following churches in 2018 (with "New Place" projects in italics):

- Alum Bank UMC: *Natural Church Development*
- Church of Our Savior: *Church ReStart*
- *Connect Church*
- Creekside UMC: *Operation Chromebook*
- Eighth Ave Place & Swissvale: *New Day*
- Fairview UMC: *The Junction*
- Faith Community UMC – Rochester: *Faith on 68*
- Faith UMC – Fox Chapel: *Roots of Faith*
- Fertigs UMC: *Truly Free Skate*
- First UMC – McKeesport: *One Church-Six Campuses*
- Grace UMC – Coal Center: *Outdoor Learning Center*
- Greenstone UMC: *'The Cove' After-School Art Center*
- Grove Ave UMC: *Free Store*
- Jefferson UMC: *Fresh Expressions Workshop*
- Manorville UMC: *Praise by the River*
- Monongahela First: *Saturday Night Praise*
- Mt. Lebanon UMC: *Hour of Joy*
- Nixon UMC: *Modern Worship Service*
- Otterbein UMC-Greensburg: *Wacky Wednesday*
- Port Vue UMC: *Social Skills Group*
- Table of Grace (Erie): *Urban Church Revitalization & Discipleship*
- Trinity UMC – Greensburg: *Feed My Lambs*
- Trinity UMC – McMurray: *Interpreted Worship Services*
- Youngsville First UMC: *June Fest 2018*

The Parish & Community Development Committee embraced working through the Annual Conference's Five Areas of Focus with greater intentionality and 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.

New for 2019 will be a number of special grants for congregations that articulate 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 16, 2019. Grant application information can be found on the WPAUMC.org website.

David Ewing, Chair

Global Ministries East German Partnership

It is 4,000 miles away, but many Eastern Germans felt our pain as we did on the situation at the Tree of Life Synagogue several weeks ago. Messages came in to us, "Are you OK?", "That's terrible - can we help?" The ties that bind our two conferences are strong. Prayers were offered by our connections in Eastern Germany and Latvia for the safety of U.S. Pittsburghers and for our Jewish friends. God has surely blessed our two conferences with love and concern for each other.

This past year we welcomed Pastor Katrin Bonitz and her daughter to our annual conference meeting in June. I hope you had chance to meet them, they had a great time meeting many of you, and listening to discussion as the days went along. They reported to the East German committee how welcomed they felt and all they learned. It was a great time for them. After the conference was over, they visited New York, Boston, Lancaster, and Washington, D.C. before returning to Germany

We thank you again for your contribution to the advent devotional. These thoughts help to make part of our Christmas here and there so meaningful. Our Christ is alive in our Christmas thoughts.

Our work in 2018 was planning the next several projects including the following:

1. Sending a group of bell ringers to eastern Germany to ring in several churches. We hope to have a special performance celebrating the 30th anniversary of the fall of the Berlin Wall.
2. Both conferences will participate in a work mission project in 2020 in either Italy with migrants, or Latvia with a residence of young women and their babies, or the projects in Albania.
3. Plans are underway for a group of confirmands of the East German conference to travel with our conference confirmands to England for the annual John Wesley experience. We hope that will happen in 2020.
- 4 The advent devotional and New Year prayer will again be published. Please sign up for a devotional at the East German display table in the display area.
- 5 And lastly, we are attempting to get a group together to go to Oberammergau, Germany. For the Passion Play happening again in 2020. Watch the Announcements in the conference news email each week.

It is great fun being associated with our friends in Germany. We communicate regularly with friends on the other side. We are all Christian United Methodists together

Mary Garber, Co-Chair

Encounter with Christ in Latin America and the Caribbean

In 2018 the main activity for the partnership, Encounter with Christ in Latin America and the Caribbean, was a September mission trip to Chamelecon, Honduras. Chamelecon is a small suburb located near the country's principal business and industrial city of San Pedro Sula. This was only the second team the UM Honduras Mission, sponsored by the General Board of Global Ministries, has hosted in this region. The area has several poor and fledgling Methodist churches that desire to grow and spread the Gospel message of hope, love, and peace.

The group was invited by Mission Superintendent Pablo Mora and his wife, Claudette, to help complete construction of a church building. Each morning team members traveled 45 minutes from a city hotel to the construction site where they helped install a cement floor and an electrical system for the church. The team's "electrical expert," lineman Bill Wholaver, spearheaded installation of "all things electric" which included chiseling channels for wire in the existing cement block, placement of all receptacles and switches, and connecting and hanging ceiling lights.

The floor construction required wheel barrow transfer of 30 tons of sand for the base, tamping the sand, and mixing and pouring 30 cubic yards of cement (over 60 tons)! This was an especially monumental task for the Pennsylvanians who were challenged by sultry temperatures that climbed into the high 90s by mid-morning. Thankfully, three Honduran construction workers were employed to help with the project; several men from the local church congregation were also on hand to assist.

Money was sent in advance of the mission team's arrival so that the cement block walls of the existing church could be raised and a new roof could be installed. Advance placement of the roof was a strategic move that allowed the team from WPAUMC to be shielded from the intense tropical sun.

The group labored Monday through Friday to complete the project. Friday evening the new lights and smooth cement floor were tested out at a dedication service led by Pastor Louis and his seventy-member congregation. Youth from the congregation celebrated with forty-five minutes of sacred dance, soloists sang several contemporary Christian worship songs, and Superintendent Mora surprised everyone when he played a few songs on his hand saw. The service was enhanced as team co-leader, David Stains, preached a sermon in Spanish.

Recently retired David Stains from Johnstown and Jodale Barnhart from Faith Community Church in Bruin served as team co-leaders. Stains recently stepped down from his thirty-year-plus tenure leading missions to Latin America. Barnhart has recently assumed responsibility as WPAUMC liaison for Encounter with Christ in Latin America and the Caribbean. Additional team members included Jim Bickford, Linda Vivian, and Barb Zahurak from Oakland UM Church in Johnstown, Marilyn Stevens from First UMC in Houston, and Bill Wholaver, also from the Johnstown area.

In November Jodale Barnhart and Debbie Hills participated in a mission trip in Guatemala. After the rest of the team went home, they traveled on to spend several days in Chichicastenango, Guatemala where Barnhart and Hills met with leaders from the National Evangelical Primitive Methodist Church of Guatemala (IENMPG). Discussion centered on developing a new partnership focused on restoring church buildings, ministering to people with disabilities, helping people obtain ecological cooking stoves, helping women market

their handcrafts, and possible seminary training. GBGM missionary Lourdes Ramirez; and her fiancé Rich Mrozca helped facilitate the discussions.

Encounter with Christ in Latin America and the Caribbean also approved other mission expenditures in 2018. Money was sent to the Chamelecon church in Honduras to help complete installation of doors and windows so that the new church building can be kept secure. Money was sent to the conference in Paraguay for purchase of an air conditioning unit in the newly reopened Dorcas Sewing Center – an initiative that was started by this conference. And money was sent to facilitate a seminary training in Ecuador that David Stains will lead in March 2019. On-going monetary support for the Toba Village Food Clinic in Paraguay was also dispersed.

Anyone interested in becoming involved with Encounter with Christ in Latin America and the Caribbean is encouraged to contact Jodale Barnhart at jodalebarnhart@gmail.com. Plans are currently underway for a possible November 2019 mission trip to Guatemala.

Jodale Barnhart, Liaison

Global Ministries Nicaragua Partnership

Please pray for the people and churches of Nicaragua. 2018 was a very difficult year. Peaceful protests against corruption were met with violent and lethal force. Pro-government paramilitary groups opened fire on women and children; killing hundreds. Thousands of people have been arrested or detained. More than 25,000 people have fled to Costa Rica. Some of the Methodist churches near the capital, Managua, have lost more than half of their members. Some people are afraid to meet in groups, and some congregations are divided between pro and anti- Sandinista factions.

Thanks to your support, some of the local Methodist churches in Nicaragua have been able to provide emergency food and medical care. Nicaragua Task Force funds were re-purposed to help our GBGM partner, Accion Medica Christiana, establish micro-loans for desperately poor families to support themselves. Many of these families are headed by single mothers and the loans help them to buy livestock which they can raise to sell or sewing supplies so they can make and sell clothing. We also partnered with TMS Global (formerly The Mission Society) to support projects in the remote Rio Bocay region. These projects helped to provide water, health care, and badly needed jobs.

The Eco-Stove micro-loan project was not able to expand as much as we had hoped due to the dangerous traveling conditions. However, we were grateful to learn that most of the stove owners are current on their payments and some of them are using their stoves to prepare food to sell as well as cook for their own families. The stove project director, Rich Mroccka, has moved to Guatemala but we have a new Nicaraguan director and he is excited about growing the program this year and emphasizing the spiritual formation component of the project. Some of the co-ops are already using their groups to support each other and to witness to other members of their community.

Things are quiet but very tense in Nicaragua at the moment. It may become another Venezuela or God may do a mighty work and bring about reconciliation and peaceful resolution. Please pray for the people of Nicaragua.

Richard Schall, Director

Global Ministries Russia Initiative

Western PA Conference has worked with the United Methodist Russia Initiative of the General Board of Global Ministries and with the Russian Church in various capacities since 1991 (see past year annual reports to the Conference). Our Board elected to seek renewed partnership with the Russian Annual Conference and contacted Bishop Eduard Khegay of Russia. Bishop Khegay, after consulting with his cabinet, suggested a partnership with the District Superintendent of Kaliningrad Oblast, Igor Doronin and his churches.

Doronin has written to express pleasure regarding the thought of partnership and has invited WPA to come to Kaliningrad later this spring to receive orientation to their churches and ministry, and to begin the conversation that may lead to partnership. John Flower as Chair of our Conference Russia Initiative and Jessica Speer as Chair of Conference Global Partnerships have accepted the invitation and have begun the lengthy process of paperwork in order to receive visas for travel.

There is a meeting of the Russia Initiative consultation planned for August 2019 in Kiev, Ukraine. Our Board is planning to attend this important meeting, as will also Kaliningrad, and we will continue the conversation. It is hoped that a delegation from Kaliningrad may soon be able to visit WPA in reciprocal relationship.

The conversation of partnership will be centered around the General Board of Global Ministries guidelines entitled “50/50 Partnership”. When we have agreement we will present this to the Conference Board of Global Missions for review and approval in order to be ready to submit to both bishops, ours and Russia’s, and the 2020 meetings of our Annual Conferences.

Clergy and Laity of our Annual Conference who have interest in Russia are invited to be in contact with John Flower or any member of the committee for information.

John E. Flower, Jr., Chair

Global Ministries United Methodist Woman

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. In Western PA we take that purpose seriously, encouraging and praying for each other, sharing the spiritual journey, growing and serving together. Within Western PA, United Methodist Women are organized for mission locally and globally. With an emphasis on ministries and mission for women, children and youth, local UMW organizations support outreach within their churches, their communities, and with their mission giving, in the wider world. They raise funds to support designated people and projects of their choosing. Through their Pledge to Mission, they send undesignated funds to the national office to be used across the U.S. and worldwide. Those funds not only support outreach to sustain women, children and youth, but mission education, justice advocacy and empowerment. In 2018 WPA Conference United Methodist Women exceeded their pledge of \$160,000, sending over \$177,000 to the national office for UMW mission and ministry.

Within Western PA, in January 2019 the Conference UMW disbursed almost \$66,000 through Elizabeth A. Bradley Fund grants to programs that make a positive impact in the lives of women, children, and youth in Western Pennsylvania. Grants were made to

eleven projects in eight districts. In addition, funds were given to Children's, Youth, and Middle School Mission U, to the Mission Ambassador Program, and to UMW Scholarships. Believing 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. At California University of PA, July 18-21, 2019 (July 16-21 for youth Mission U) three courses will be offered (geographic mission study, issue study, spiritual growth study), with worship, music, workshops, and displays to enhance the experience. Barbara Hess is the dean for 2019. The third annual Mini Mission U will be offered at Olmsted Manor Retreat Center April 28-30, 2019 with Lisa Grant facilitating the Spiritual Growth study. United Methodist Women mentor younger women (ages 14 through 25), providing funding and assistance as they plan and implement programs for their peers. They call themselves "unstoppable" and have a goal to "learn the issues, find your voice, and change the world. The planning committee for this group includes high school and college women with Denise Nicole Stone serving as Chair.

United Methodist Women also have a National Mission Institute located within Western Pennsylvania. The Ruth M. Smith Center is in Sheffield, PA and is currently providing a home for 25 adults with various needs. They also provide the only day care facility for the area. Local units and churches support the work of the Smith Center with their monetary donation and volunteer time.

We look forward to continuing our legacy of mission with a particular emphasis on the needs of women, children and youth.

Linda Thayer, President

WPA ADVANCE SPECIAL LIST

What are Advance Specials? Our WPA Conference Advance system, like the General UM Advance, is designed for voluntary, designated, second-mile giving. Because our Conference structure is supported by Apportionments, United Methodist districts, local churches, and organizations, as well as individuals and families, can support mission programs or mission personnel with their financial gifts and 100% of that gift goes to that project. Each Advance project is approved by our Conference Board of Global Ministries. How do I apply for an Advance Special Number? Complete the WPA Advance Special Request Application (available at www.wpaumc.org/missionfiles). You may also choose to contact the Conference Center to request that one be sent to you.

Where do I send my donations? There are two options. First, you can donate online by going to www.wpaumc.org/OnlinePayments and selecting Local Church Remittances. You can also send checks, payable to the Western PA Conference, to The United Methodist Center, PO Box 5002, Cranberry Township, PA 16066. Be sure to include the Advance Special number on the Memo line of the check. The addresses listed below are the contact information for each agency. NOTE: If there are ANY ADDITONS OR CORRECTIONS, please contact Sandra Matoushaya, Missional Engagement Coordinator at sandra.matoushaya@wpaumc.org

At the Lake Ministries Atthelakeministries.org Ph: 814-657-4024	LAKEADV
All God's Children Ministries www.allgodschildrenministries.org Ph: 440-812-4624	009650AGC

Allegheny Co. Literacy Council, Inc./Christian Lit Assn. www.christianliteracy.org Ph: 412-364-3777	000400B
Arbutus Park Manor: Johnstown Ph: 814-266-8621	0005001
Asbury Heights Retirement Community www.asburyheights.org Ph: 412-571-5106	0006002
Bethany House Academy www.bhaweb.org Ph: 412-322-2995	001200B
Board of Higher Education and Campus Ministry www.wpaumc.org/highereducationcampusministry Ph:724-541-7288	003200H
Camp Allegheny, Inc. www.campallegheny.org Ph: 814-754-5122	000100A
Campus Ministry – UPJ www.pittpcm.wixsite.com/pittpcm Ph: 814-269-2008	001600J
Cherry Run Camp (Franklin District) www.cherryruncamp.org Ph: 814-473-3470	000500C
China Outreach Ministry - C/O Rev Ken Wagner www.chinaoutreach.org Ph: 717-591-3500	004200B
Chosen, Inc. Christian Hospice www.choseninc.org Ph: 814-833-3023	0001001
City Mission: Living Stones Inc. Homeless Shelter www.citymissionfayette.org Ph: 724-439-0201	006300U
Connellsville Area Community Ministries www.connmin.org Ph: 724-626-1120	0030001
Disaster Response Team (WPAUMC) www.wpaumc.org/disasterresponse Ph: 724-776-2300 ext. 241	DR00911
Eastbrook Mission Barn, Inc. (Eastbrook Mission Barn) www.eastbrookmissionbarn.org Ph: 724-856-8241	002009B
Eastbrook Mission Barn Cleaning Buckets www.eastbrookmissionbarn.org Ph: 724-856-8241	002009BF
Eastbrook Mission Barn Director’s Benefits www.eastbrookmissionbarn.org Ph: 724-856-8241	002009BP
Eastbrook Mission Barn Shipping Costs www.eastbrookmissionbarn.org Ph: 724-856-8241	002009BS
Eastbrook Mission Barn Toothpaste www.eastbrookmissionbarn.org Ph: 724-856-8241	002009BT
East End Cooperative Ministry Nutrition Service www.eecm.org Ph: 412-361-5549	004400E
East End Cooperative Ministry EECM IMPACTS www.eecm.org Ph: 412-361-5549	004400EB
East End Cooperative Ministry Children & Youth Services www.eecm.org Ph: 412-361-5549	004500E
East German Partnership FB: Partnership WPC-OJK	003500E

Eighth Ave Place www.eighthaveplace.com Ph: 412-461-1619	00202P
Encounter w/Christ in Latin America & Caribbean (WPA) Email: jodalebarnhart@gmail.com Ph: 724-753-2821	14729A
Encounter: Columbia Email: jodalebarnhart@gmail.com Ph: 724-753-2821	005100CS
Encounter: Paraguay Email: jodalebarnhart@gmail.com Ph: 724-753-2821	003200S
Erie United Methodist Alliance, Inc. (general funds) www.euma-erie.org Ph: 814-456-8073	001400E
Erie United Methodist Alliance – The Refuge www.euma-erie.org Ph: 814-456-8073	001400EB
Family Guidance, Inc. (formerly S.H.I.M.) www.familyguidance.net Ph: 412-741-8550	002400H
First Charities, Inc. at Pittsburgh: First UMC www.firstumcpittsburgh.org Ph: 412-450-8532	01000P
First Food & Friends Ministry at Pittsburgh: First UMC www.firstumcpittsburgh.org Ph: 412-450-8532	02000F
Habitat for Humanity: Cambria County Email: hfhcc@atlanticbb.net Ph: 814-539-5965	008000C
Habitat for Humanity: Washington County http://www.habitatwashpa.org/ Ph: 724-503-4416	005900W
Healthy Village Learning Institute www.Hvliweb.org Ph: 412-889-9329	HVLIADV
Hope-Filled Relationships FB: hope-filled relationships Ph: 814-539-8684	HPFLREL
Interfaith Volunteer Caregivers of Fayette County www.interfaithvolunteercaregivers.org Ph: 724-438-0709	004000F
John Wesley United Methodist Church (Washington) Email: henderson868@comcast.net Ph: 724-225-1794	002200W
Johnstown District Fund www.wpaumc.org/johnstown Ph: 814.361.2464	000049J
Johnstown UM Human Services www.umhumanservices.org Ph: 814-539-2633	0031002
Johnstown UM Human Services Food Pantry www.umhumanservices.org Ph: 814-539-2633	0031002F
Jumonville (Hopwood) www.jumonville.org Ph: 724-439-4912	000200J
Lakeview Helping Hands Center, Inc. Email: helpinghands15@windstream.net Ph: 724-376-3231	0021001
Light of Life Ministries, Inc. www.lightoflife.org Ph: 412-258-6183	002400S
Merritt Edder Memorial Education Fund (Mission) Email: sandra.matoushaya@wpaumc.org Ph: 724-776-2300	A01800H
Mission Ambassadors Email: jodalebarnhart@gmail.com Ph: 724-753-2821	000400A

Nicaragua - Methodist Church Projects Email: rschall.mschall@gmail.com Ph: 814-755-4908	001100N
Nicaragua Task Force General Fund Email: rschall.mschall@gmail.com Ph: 814-755-4908	002002
Nyadire Connection (Zimbabwe) www.nyadire.org Ph: 412-835-6621	004800P
Nyadire Connection Home of Hope Orphanage www.nyadire.org Ph: 412-835-6621	004850P
Nyadire Connection Remote Clinic Support www.nyadire.org Ph: 412-835-6621	004825P
Olmsted Manor www.olmstedmanor.org Ph: 814-945-6512	000400M
Open Hands Ministries: Greensburg District Ph: 724-593-7471	009000G
Pa Concerned About Alcohol (ALC) Problems www.pcaap.org/ Ph: 717-652-2517	002500P
Prison Outreach Ministry (WPA) www.wpapom.org Ph: 814-659-2612	003300J
Russia Initiative New Church Partnership Email: jflower5@verizon.net Ph: 724-238-2627	001870R
Ruth M. Smith Center www.ruthmsmithcenter.org/ Ph: 814-968-3238	0011007
Second Harvest Food Bank of Northwest Pennsylvania www.nwpafoodbank.org Ph: 814-459-3663	005700F
Shepherd Wellness Community (Pittsburgh) www.swonline.org Ph: 412-683-4477	009250P
Solar Samaritans Email: somersetfirstumc@gmail.com Ph: 814-445-5736	009500S
Tina Whitehead – Conference Missionary Support Email: tinawhitehead2@hotmail.com Ph: 412-582-8558	009900I
Toba Village Food Clinic Email: jodalebarnhart@gmail.com Ph: 724-753-2821	003300S
Truck/Traveler Ministries (I-80) Email: rickdot2@windstream.net Ph: 814-591-1568	002600T
UM Church Union (Greater Pittsburgh area) www.umchurchunionpgh.org Ph: 412-231-4900	000300R
Visitors From the Past www.visitorsfromthepast.org/ Ph: 814-590-1937	0006700
Volunteer in Mission (WPA VIM General Funds) Email: sandra.matoushaya@wpaumc.org Ph: 724-776-2300	0002002
Volunteer in Mission Scholarships – WPA www.wpaumc.org/missionsresources Ph: 724-776-2300	004000V
Ward Home, Inc. www.wardhome.org Ph: 412-722-1404	0009005
Wesbury Community www.wesbury.com Ph: 814-332-9000	0007003

Wesley Church Health Center, Inc. www.wesleyhc.org Ph: 724-626-2610	007100W
Wesley Woods, Inc. www.wesleywoods.com Ph: 814-436-7802	000300W
Wilksburg Community Ministry www.wcm15221.org Ph: 412-241-8072	0037006
Zimbabwe Partnership www.wpaumc.org/zimbabwepartnership Ph:724-776-2300	ZIMBPART

Highlighted General Church Advance Specials from Global Ministries

Global Mission Undesignated.....	#01138A
Encounter with Christ in Latin American & the Caribbean.....	#14729A
Moscow Seminary – Scholarships & Academic Support	#12174A
Eurasia In Mission Together – Russia & Belarus	#11510A
Fiji – Undesignated Projects	#04332A
Moscow Seminary –Scholarship & Academic Support	#12174A
UMCOR Disaster Response –International	#982450
UMCOR Disaster Response – USA.....	#901670
UMCOR Refugee Response – Church World Service Projects.....	#982540
UMCOR – WASH (water, sanitation & hygiene) Projects.....	#3020600
Kathleen E. (Katie) Peterson, missionary at Eastbrook Misson Barn.....	#982942
Haiti - Sustainable Integrated Community Development	#3021657

Our 2017-2019 Mission Ambassadors Recommend these General Advances

Kentucky	
Red Bird Missionary Conference Church and outreach Ministries.....	#773978
Henderson Settlement	#773365
Alaska	
Willow Church and Community Ministry	#931520
Oklahoma	
Clinton Indian Church and Community Center	#3020757
Cookson Hills Center United Methodist Mission	#582161

Our 2017-2019 Mission Ambassadors Recommend these other projects that no longer have General Advance Status

Alaska	
AK Child and Family Spiritual Life	
	http://www.akchild.org/join-our-mission/spiritual-life.html
Nome Community Center	
	http://www.nomecc.org/about-us.html

Sandra Matoushaya, Coordinator

General Board of Higher Education & Ministry

As the leadership development agency of The United Methodist Church, the General Board of Higher Education & Ministry (GBHEM) builds capacity for United Methodist lay and clergy leaders to discover, claim and flourish in Christ's calling in their lives. The agency creates connections and provides resources to aid in recruitment, education, professional development and spiritual formation. Every elder, deacon and licensed local pastor benefits from our training and candidacy programs. Many young adults find help in clarifying God's call in their lives through our discernment opportunities.

Through its Office of Strategic Leadership, GBHEM refined plans for a center for leadership development and spiritual formation. It is drawing on research to plan the expansion of leadership training offerings to churches and communities through a range of means such as face-to-face training, online conferencing, consulting, and recommending resources and experts.

The Division of Ordained Ministry (DOM), using extensive research on the components of effective ministry, introduced a new formation process, Effective Ministry 360 (EM360), which guides pastors and congregations to plan and execute mission and ministry objectives. EM360 also offers assessment modules for candidacy, district superintendents, eight-year clergy assessment and Course of Study. DOM provides introduction and orientation sessions about the process.

The Division of Higher Education (DHE) has initiated research to inform a "leadership pipeline" process for university leaders on United Methodist campuses. Among the books GBHEM published this year, *Missio Dei and the United States: Toward a Faithful United Methodist Witness* (book and study guide) exhibits the best of church and academy collaboration. Contributors explore how the church can reengage its Wesleyan heritage as it participates in God's mission.

The Office of Loans and Scholarships announced an increase in the maximum amount of money United Methodist students can borrow to pursue their education. The annual maximum is \$10,000, with a lifetime maximum of \$40,000. On average, the agency distributes \$5.5 million in scholarships annually.

Partnering with churches and institutions, GBHEM has promoted projects, programs, initiatives, education and leadership development in various cultural contexts within United Methodism and in pan-Methodist relationships. The agency expanded the Methodist Global Education Fund for Leadership Development, supported the work of regional networks with the International Association of Methodist Schools, Colleges, and Universities, and established Regional Hubs for Leadership, Education and Development. In 2018, hubs were active in nations in Africa, Asia, Europe and England, North America and South America.

Victoria Rebeck, Director of Public Relations

Africa University

Africa University thrives in ministry because of the steadfast support of the local congregations of The United Methodist Church. Thank you to the members of the Western Pennsylvania Conference for prioritizing Africa University and its ministry with an investment of one hundred percent of your asking to the Africa University Fund (AUF) apportionment in 2018.

In sowing so generously and consistently into the Africa University Fund, the Western PA Conference continues to affirm the university's core mission of nurturing leaders who help communities to know Christ and to experience peace, sustainable livelihoods, food security and abundant health.

Institutional Update:

- In 2018 Africa University enrolled more than 700 new students and maintained an overall enrollment of around 2,000 students. There were 25 African countries represented in the student body. Women made up 53 percent of the student population, which is almost twice the average for African higher education institutions.
- Throughout 2018 Africa University weathered the challenges of Zimbabwe's depressed and uncertain socio-economic environment with creativity and prudence. The university delivered teaching, learning and community service activities of high-quality without interruption, while also renewing and expanding its infrastructure. Key enhancements in 2018 included the refurbishment of three residence halls for women students and the full implementation of an ERP software system to integrate and manage all facets of the university's operations.
- With conflict, poverty, and the impact of climate change persisting as the key drivers of food insecurity and the rise in internal displacement, migration, and refugeehood in Africa, the university consolidated its position as a trailblazer by offering new graduate training and research opportunities. Africa University has also continued to provide scholarships for refugee women so that their experiences, talents and ideas are integrated into the search for solutions.
- Africa University delivered critical data for reducing malaria deaths in southern Africa and controlling the spread of insect-borne diseases world-wide. AU's insectary—a laboratory for rearing and studying live insects, such as mosquitos—shares its findings through the Southern Africa Centers of Excellence for Malaria Research. This data informs regional policies, practices and malaria control efforts.

The students, faculty, administrators, trustees and graduates of Africa University thank the members of the Western PA Conference for their prayers and support, which continue to grow and sustain AU's ministry. Thank you, Western Pennsylvania United Methodists, for all that you have invested in mission and ministry through Africa University over the past 27 years. Our shared story is one of transformation, hope and realized dreams. As Africa University and the Western PA Conference move forward together in missional engagement, we trust in God's unending grace for the increase.

James H. Salley, Associate Vice Chancellor for Institutional Advancement

Boston University School of Theology

- Students: We continue to increase and celebrate diversity in our student body, creating remarkable opportunities for in-depth exchanges and fruitful collaboration.
- Faculty: We welcomed two amazing faculty this year: Shively Smith as Assistant Professor of New Testament, and Nicolette Manglos-Weber as Assistant Professor of Religion and Society.
- Online Lifelong Learning: We are launching a new Online Lifelong Learning Program at the School, offering webinars, workshops, and reading groups for professional enrichment.
- Scholarships: We continue our offer of free tuition to UMC registered candidates for ordained ministry, and we continue to build student scholarships and housing as a central campaign priority. New scholarships include the Korean Student and African Student Scholarships, and leadership fellowships for promising leaders: Raíces Latinas for Latinx leaders, Sacred Worth for leaders in the LGBTQIA+ community, Howard Thurman for African-American leadership, and Indigenous Studies Fellowships.
- Faith and Ecological Justice Program: This new student program undertakes initiatives to increase ecological awareness, education, and activism in ecological justice.
- Theology and the Arts Initiatives: Recent exhibits and events include “Moments in Time” and “Transcending Conflict.”
- Grants: Henry Luce Foundation has awarded a 3-year grant to support the Educating Effective Chaplains Project. The grant supports work with other seminaries to develop models that can better prepare chaplains for effective ministry.
- Website: After several years of planning, a new School website will launch in Fall semester 2019.

TAKING ACTION GLOBALLY AND LOCALLY:

- Campus action: Work to improve accessibility and sustainability. BUSTH is the first certified Green School in BU, and participates actively in the Green Seminary Initiative. It has also been named as one of the “Seminaries that Change the World” for the second consecutive year.
- Internships in global service and peacemaking: We provide internships that support students who engage in ministry with churches and service organizations across the world.

COMMITMENT TO JUSTICE: Celebrating differences while joining in action.

- Faculty and students have led and participated in UMCOR; support efforts with victims of hurricanes and fires; protests on behalf of Puerto Rico, Texas, and Florida; protests of white supremacist movements; services with immigrants and DACA young people; and ecumenical and interreligious witnesses for justice in the city of Boston.
- Through student-led Town Hall meetings, the community has had deep conversations on issues that divide (including theological differences). We seek to foster respectful listening that builds community life and communal action.

OTHER NOTABLE NEWS:

- 2019 marks the 180th year of the School of Theology, originally founded as the Newbury Bible Institute in 1839.

Mary Elizabeth Moore, Dean

Candler School of Theology

For more than 100 years, Candler School of Theology at Emory University has prepared real people to make a real difference in the real world. Since our founding in 1914, more than 10,000 students have graduated from Candler, where they have been shaped as thoughtful, principled, and courageous leaders dedicated to transforming the world in the name of Jesus Christ.

This is especially important to note amid the current uncertainty 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 from the Special Session of General Conference, we will continue to invite and welcome wholeheartedly those from all expressions of the Wesleyan tradition. Indeed, we will continue to welcome all those who follow Jesus Christ.

Candler is also privileged to be one of seven graduate professional schools of Emory University in Atlanta. With the resources of a top-tier research institution and the reach of a global city, our students benefit from a rich academic and hands-on learning environment: The General Board of Global Ministries is in Atlanta, as are numerous public health, international development, and social service organizations. Candler's intentional involvement with our surrounding community has contributed to our inclusion on a list of "Seminaries that Change the World" for six years running. In short, there is no better place to prepare for ministry that engages our major denominational priorities: developing leaders, starting and growing churches, ministry with the poor, and improving global health.

Candler's student body continues to reflect the diversity and breadth of the Christian faithful, with an enrollment of 453, reflecting 51 percent women, 39 percent people of color (U.S.), and a median age of 27 among MDivs. Students represent 44 denominations, with half coming from the Methodist family.

Candler has a deep commitment to alleviating student debt and promoting financial literacy. In 2018-2019, we awarded \$5.8 million in Candler scholarships, with 100 percent of MDiv students receiving aid. Plus, our comprehensive "Faith & Finance" program teaches money management skills that serve our students now and will continue to serve them—and the churches they lead—well into the future.

Candler draws considerable strength and inspiration from its relationship with The United Methodist Church. Our ability to fulfill our mission of educating faithful and creative leaders for the church's ministries 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. Visit us in person or online at candler.emory.edu to see firsthand how Candler prepares real people to make a real difference in the real world.

Jan Love, Dean

Drew University Theological School

Drew University Theological School continued its multi-year self-transformation by launching its new curriculum for the Master of Divinity in the fall 2018. This entirely reconceived degree seeks to form graduates that are rooted in the Christian story and traditions, capable of effective and creative leadership, and spiritually and socially resourceful for cultivating the transformative gospel of Jesus Christ in, with and for the church and the world. A new two-year degree, the Master of Arts in Theology and Ministry also launched and offers students the opportunity to prepare for public leadership or a specialized vocation through deep theological and ethical reflection informed by biblical, historical, theological and practical sources. New pathways in the Master of Arts, the Master of Sacred Theology, and the Doctor of Ministry were also created as part of the curriculum transformation process which seeks to more intentionally focus the school's service to the church, as well as to the academy and civil society. Drew welcomed 145 entering students this academic year, its largest entering class in over a decade, with an overall enrollment of 350 for the current academic year. In the coming year a new five year strategic plan will be developed, new degree delivery options that increase accessibility and affordability for prospective students, as well as new partnerships with annual conferences, other church bodies, and values-based organizations that share and strengthen Drew's mission to advance peace, justice, love of God, neighbor, and the earth.

Javier Viera, Dean

Methodist Theological School in Ohio

Full-tuition pledge extended to those pursuing United Methodist candidacy

MTSO has announced a groundbreaking full-tuition pledge to every prospective student who is pursuing United Methodist candidacy as an elder or deacon. The school's financial-aid experts will assist the prospective student in locating and applying for scholarships from numerous sources. If scholarships from those sources do not cover the full tuition, MTSO and its donors will make up the difference, leaving the student with no out-of-pocket tuition expense. This pledge is extended to qualified prospective students who apply by July 1 for the 2019-20 academic year. The MTSO admissions staff is happy to answer questions at 800-333-6876 or admissions@mtso.edu.

Master of Arts in Social Justice program launched

In August 2019, MTSO will welcome the first students pursuing the school's new Master of Arts in Social Justice degree. This 39-hour, two-year professional master's degree takes full advantage of MTSO's unique ethos. The MASJ offers an interdisciplinary core curriculum combining ethics, theology, public leadership, sacred texts and spirituality. Students also will choose from among social justice-oriented elective courses to sharpen their focus in areas of interest such as race, immigration, human sexuality, climate, disability and labor exploitation. MASJ core classes include on-campus and online learning. All on-campus core classes will meet on Monday and Wednesday evenings. Coursework includes a cross-cultural immersion trip and a customizable 280-hour internship.

Ohio Northern and MTSO announce 3+3 M.Div. program

Ohio Northern University and MTSO have teamed up to offer incoming college students a unique 3+3 program leading to a Master of Divinity degree. The program is the only one of its kind in Ohio and one of only a few in the country. The typical path to an M.Div. requires seven years of undergrad and graduate study. Through the 3+3 program, students will save time and money by completing the degree in six years. Starting the program at ONU in Ada, they may choose one of three majors: religion, youth ministry, or religion and ecology. The next step is three years of study at MTSO. After their first year at MTSO, 3+3 students will complete a Bachelor of Arts degree from ONU. After completion of seminary coursework, they will earn an MTSO M.Div.

Danny Russell, Director of Communications

United Theological Seminary

459 men and women are being equipped as faithful, fruitful pastors and Christian leaders for the Church: [Data represents Fall 2018 headcount enrollment, unless otherwise specified.]

292 Masters Students and 167 Doctoral Students

Third largest United Methodist seminary in the United States [ATS 2017-2018 Annual Data Tables. Data represents Fall 2017 headcount enrollment.]

Founded nearly 150 years ago by Bishop Milton Wright, father of famed aviators Wilbur and Orville Wright, United has continued that spirit of innovation through:

Online degrees:

98% of master's students have taken one or more course online while studying at United.

United students live in 39 different states.

Week-long intensives fulfill UMC residency requirements.

Live Interactive Virtual Education (LIVE):

New grant brings the latest technology in virtual education.

Participate in on-campus courses via webcam and enjoy live lectures and real-time discussion with faculty and peers.

Doctor of Ministry Degree:

Become a doctor for the Church, addressing a real problem or challenge in your church or community.

Study under a mentor who is an expert in their field and learn alongside a small group of dedicated peers.

3-year program that allows you to complete project as you go, leading to a 78% program graduation rate in 2017 (vs. 54% average among other seminaries) [ATS 2017-2018 Strategic Information Report for United Theological Seminary. Graduation rates represent the percentage of students who were able to complete their chosen degree within a specified period of time which approximates two times the normal length of the degree.]

Practical education designed to resource the Church:

The majority of United faculty have pastored churches.

91% of entering United students are already serving in ministry, bringing that context to the classroom.

A focus on Church Renewal:

165 Course of Study students and 42 students in the Hispanic Christian Academy (3-year Spanish online course of ministry program for Hispanic lay pastors and leaders) [Data represents unduplicated headcount enrollment in the 2017-2018 academic year.]
Certificates in Church Planting, Disability Ministry, and Supervision

Academic AND Spiritual Growth:

95% of students say the United community supports both their academic and spiritual growth. [United Theological Seminary 2017-2018 Student Satisfaction Survey, in which 30% of students responded.]

Diverse Christian Views:

Over 30 different denominations and 19 international students from 15 different countries
96% of students feel their views are respected in the classroom/seminary community and say they have been taught to respect the views of others. 47% of students who reported are African-American, 43% Caucasian and 10% represent other ethnicities

We thank God for the men and women coming to United because God has called them to serve the least and the lost. We pray as the Lord Jesus instructed his disciples saying, “The harvest is plentiful, but the laborers are few; therefore, ask the Lord of the harvest to send out laborers into his harvest” (Luke 10:2).

Kent Millard, President

Wesley Theological Seminary

Fostering wisdom and courage

Wesley Theological Seminary, celebrating our 60th year in Washington, DC, has equipped Christian leadership for nearly 150 years. We prepare students to lead innovative ministries while remaining grounded in our biblical and theological traditions. President David McAllister-Wilson writes in his new book, *A New Church and a New Seminary*, “Leadership requires a seminary to foster both wisdom and courage.”

Our faculty is chosen to prepare these kinds of leaders. In the past year, we welcomed Academic Dean Phil Wingeier-Rayo, Ph.D. plus two new faculty, Lorena Parrish, Ph.D., Associate Professor of Urban Ministries and Director of the Community Engagement Institute, and Anna Petrin, Ph.D., Associate Professor of Worship and Chapel Elder. Learn more about all the remarkable scholars on Wesley’s faculty at <https://www.wesleyseminary.edu/faculty-2/>

Whether you are clergy or laity, an alumnus or a prospective student, looking for master’s or doctoral work, or continuing education or simply deeper knowledge, Wesley stands ready to support you in your current and future call to ministry.

Enrich your congregational outreach and explore new dimensions of ministry

The Lewis Center continues to be on the leading edge of research for the local church. The Lewis Center’s Leading Ideas e-newsletter is now the go-to source for over 20,000 people in ministry each week. From this we’ve launched a new podcast – *Leading Ideas Talk*. Sign up or listen at www.churchleadership.com/. And look for new practical online courses at lewisonlinelearning.org.

From their new location at The Methodist Building on Capitol Hill, the Center for Public Theology, under the leadership of Distinguished Professor of Public Theology Mike McCurry, equips pastors, seminarians, people of faith, and the media to create spaces for civil dialogue at the intersection of religion and politics. In its second year, the Center's Faith and Public Life Immersion for undergraduates offers a week-long experience of study and encounters with public theologians and those advocating for justice in Washington. For more information, visit <http://www.wesleyseminary.edu/ice/programs/public-theology/>.

The Luce Center for Arts and Religion is the only seminary-based program uniting arts and theology. The Luce Center offers regular classes and workshops with visiting artists. For information on past and upcoming opportunities visit www.luceartsandreligion.org.

The innovative online Health Minister Certificate Program prepares congregations for public health work in their parishes. Contact Tom Pruski at tpruski@wesleyseminary.edu for more information or to register for future certificate classes.

The African American Church Studies Master of Divinity specialization gives contextual preparation for the opportunities and challenges our future leaders may encounter in African American churches, while the Public Theology specialization allows master's degree students to gain community leadership and advocacy skills. Learn more at <https://www.wesleyseminary.edu/admissions/african-american-church-studies/> or <https://www.wesleyseminary.edu/ice/programs/public-theology/>

Sheila George, Director of Communications

Report of the District Superintendents

The Cabinet of the Western PA Conference seeks to continue to grow in our relationship with Jesus Christ—striving to grow deeper in love with Christ and to share more of Christ's love with all who we meet. When we gather for cabinet meetings, we always begin with worship. The sacrament of Holy Communion is always celebrated at least once during our time together. We consider it a sacred opportunity to serve Christ through our annual conference and to work with Bishop Moore-Koikoi as our annual conference seeks to make disciples of Jesus Christ for the transformation of the world.

Our cabinet is made up of two groups: Appointive and Coordinating. The Appointive Cabinet is our Bishop, Assistant to the Bishop, and the ten District Superintendents. Our work focuses around clergy assignments and relationships between clergy and churches. The Coordinating Cabinet involves our Director of Connectional Ministries, Conference Treasurer, Director of Communications, Conference Lay Leader, Director of Congregational Development and Revitalization, and the Appointive Cabinet. Our goal in Coordinating Cabinet is to keep the ministries of the annual conference in sync as we seek to make disciples of Jesus Christ. Typically, when cabinet meets, we will have one day for coordinating cabinet and one day for appointive cabinet.

Being part of the cabinet gives us opportunities to see great highs in the life of our annual conference like new people being confirmed in the faith, new candidates for ministry, newly commissioned and ordained deacons and elders, and new congregations being birthed. It also places us in situations where we face great challenges such as when

a congregation decides it is time to close or when there is great strife within a congregation or with a pastor.

Worshipping together helps keep us centered in Jesus Christ and the salvation Christ purchased for us, and all who would believe in Jesus, through the cross. Learning and equipping also helps us serve and lead better. This past year we have once again been trying to lead by example in developing principled Christian leaders through two major times of training and education.

At our strategic planning retreat in October, we dove into prayer and conversation around how to better live into our five areas of focus. These areas of focus help us move towards our mission of making disciples of Jesus Christ. We now start each coordinating cabinet meeting checking in on how our conference is progressing towards achieving goals in each of the five areas of focus.

Each year the Coordinating Cabinet schedules a Spiritual Retreat. Held August 28 – 30, 2018 at Camp Allegheny, this year's retreat was a "working retreat" designed to train and equip cabinet members with the principles and processes of JustPeace. Led by Stephanie Hixon, Executive Director of JustPeace Center for Mediation and Conflict Transformation, under the leadership of Bishop Cynthia Moore-Koikoi and President of JustPeace Board of Directors. JustPeace "is a mission of The United Methodist Church to engage conflict constructively in ways that strive for justice, reconciliation, resource preservation and restoration of community in and through The United Methodist Church and with the Church universal to the world in which we live". (*BOD*, ¶2401). The retreat agenda included morning and afternoon sessions, role playing, and worship, including celebrating the Sacrament of Holy Communion as cabinet members discovered what it means to be "peacemakers as children of God" (*Matthew* 5:9) in the midst of conflict.

In September 2018 we invested two days in training around Arbing Institute's "Developing an Outward Mindset" (DOMS). DOMS is an exercise in self-awareness that describes a way of relating to other people by putting their needs objectives and goals ahead of one's own.

Last February (2018), five cabinet members including Joel Garret, Brad Lauster, Pat Lenox, Renee Mikell and Pat Nelson traveled to Washington DC and attended a two days Arbing Institute seminar taught by the Arbing Institute. While there we learned how to help shift our own mindsets in order improve relationships with other people. We learned that our mindset drives our behaviors and influences our current realities. With some practice and application of the principles set forth by Arbing, we began to understand how changing our mindset brings about different realities.

In our work on the cabinet, we are always looking for new tools and resources to use to help in our work of encouraging, nurturing, and challenging both pastors and congregations to be better equipped at making disciples for Jesus, and for extending the ministry of the church beyond its own walls. In other words, if we want to help our Church be better equipped to be the Church and to connect with the people in our communities, we need to have a new approach to get those different results we want.

We found that developing an outward mindset helps us to get new results in our relationships with people in our churches, in our families, and with friends and neighbors.

A few of us who had gone in February for the initial training, Brad Lauster, Renee Mikell and Pat Nelson, returned to Washington DC in March 2018 to become certified as

trainers. It equipped us to return home, spread the word about the benefits of developing a new mindset, and share the tools and applications we learned.

To date, under the direction of Brad Lauster, coordinator of WPA Arbinger events, the two days training has been offered to the cabinet, conference staff, the conference connectional leadership team, the delegates to General conference, and district lay leaders. In addition, a number of one day regional events have been held across the conference for laity and clergy alike.

Cabinet is continually working at helping and encouraging local congregations and communities to look for how God is inviting them to join God in creating new places for new people. We have placed even greater emphasis here by putting the building blocks in place to launch a new multiethnic congregation. In March, Fred Allen with Strengthening the Black Church for the 21st Century from Discipleship Ministries spent a morning with us to help advise us on how we can help strengthen our historically black UM congregations in WPA.

We have ongoing efforts with our annual conference where we engage in ministry with the poor. Erie United Methodist Alliance, Ruth M. Smith Center, Connellsville Area Ministries, United Methodist Human Services of Johnstown, Church Union, and the Eastbrook Mission Barn are some of the primary partners we have in ministry with the poor in addition to the great work being done in our local churches.

In the area of abundant health, we are working on plans for a conference-wide event to help us become better equipped to work with people caught in addictions. We are also working on plans for how our annual conference can help encourage maternal health.

Our cabinet has also been steadfastly working to dismantle racism. We are striving to be more and more mindful about what we say and do and realizing how we at times unwittingly are harming others. There is a considerable amount that has been ingrained into our culture and we need to help turn that around. The cabinet has had training about micro-aggression and intercultural competencies in an effort to become more aware of how things we might say or do can be injurious to persons of color. Each district has hosted at least three events or training opportunities to help people better understand the issue of racism.

Among an abundance of other opportunities and responsibilities of the cabinet, our Bishop assigns each superintendent four or more conference committees and organizations—portfolio assignments. This helps keep one another informed about ministries across our conference and helps us all keep focused on making disciples of Jesus Christ through our five areas of focus.

The cabinet sees it as a great privilege to be in ministry with our annual conference. And the annual conference is each and every one of us in Western Pennsylvania who are members of the Christian faith in The United Methodist Church. “The conference” is not something in office building in Cranberry Township, rather it is you and me working together to make disciples of Jesus Christ. We are linked together through Jesus Christ with the awesome privilege receiving and sharing the love of Jesus Christ.

Pat Lenox, Dean