DIRECTOR OF CONNECTIONAL MINISTRY

What if church wasn’t just a place we go, but something we do? This question is raised by an initiative known as Rethink Church. This next evolution of “Open Hearts, Open Minds, Open Doors” encourages us to see church as a verb. By thinking of open as verb (rather than an adjective), we are stretched to go into the world living our faith and engaging others in a life-long relationship with us and Jesus. (If you have not done so, visit 10thousanddoors.org)

This year we began to rethink church. I became Director of Connectional Ministries on July 1, 2008 and quickly discovered that the very title helps us rethink what connection means for us as United Methodists. More than being connected by our polity and our mission share dollars, we are connected to Jesus Christ and our organization is filled with possibilities for connecting to each other as the body of Christ. My thanks to Sara McLain for her continued vital work as we continue these connections.

This year has been about rethinking our organizational life together. Through the work of Believe Again!, we have made significant changes to the structure of our Annual Conference, adding new agencies and teams to do ministry, expanding the Conference Connectional Network to include representatives from our 37 agencies, and learning to stay focused on our vision, mission, and core value.

Connecting to United Methodist work globally has brought new possibilities as we rethink doing church through the Four Areas of Focus. Add to this our focus on dismantling racism and you will see why we are rethinking our budget process, as well as our organization.

We are rethinking leadership development. Beth Nelson, as Director of Training and Resources, continues to be instrumental in designing and implementing a variety of experiences for learning, many in partnership with volunteers from across the conference. Natural Church Development events, The Great Escape for clergy, the Len Sweet Laity Event, our Dismantling Racism events, Partners in Ministry event, and the Clinic on Evangelism have all benefited from her organizational skills. Her hospitality is experienced daily at the conference center. She has enhanced the ministry of hundreds of churches through presentations at district events and in local churches. This year, we welcomed Sarah Johnson as an administrative assistant primarily for training and resourcing.

Emma Smith, Director of the Media Resource Center, continues to rethink how we use media resources. Our membership base has grown to 196 churches/charges/agencies, and 684 resources were used by local churches and groups this year. The media resource center is represented monthly at events around the conference and Emma is herself a resource by her sharing in the Interlink and the Conference WPAUMC e-news.

We are rethinking communications through our staff, the Communications Commission and the design of a new website. Mark Rehn, Director of Communications, continues to be innovative in encouraging multiple avenues for communication from print to Facebook and everything in between. Jackie Campbell now works full time, bringing the richness of her writing skills to all that we do from print to e-newsletters and web releases. The Interlink and Cross and Flame print publications are produced once a
month. The *e-news* is sent to all clergy and a growing list of subscribers each Wednesday and our web site team has done a stellar job at expanding the daily relevancy of this medium. Sally Bickerton, Mike Kundrat, as well as many volunteers deserve thanks for all their work. We are blessed to have Bill Jacka bringing much video and technical expertise to our expanding multimedia work.

We are grateful for the work of Kathy White, Director of Camping, and Jane Fiedler in our camping office. As we anticipate the retirement of Kathy, we are rethinking camping for the 21st Century. A Study Team on Christian Formation has been helping us rethink our work in forming faith in individuals from baptism to graduation and beyond. This has opened dialogue with many areas of ministry, including camping. They continue to bring youth leaders and Christian educators, campus ministers and parents, laity and clergy to the table to discover new ways to be relevant in offering Jesus Christ.

Renaye Hoffman, our Conference Youth Coordinator is rethinking too. She was instrumental in the creation of a Northeast Jurisdictional event for young adults and workers with young adults scheduled in Pittsburgh in July 2009. She continues to bring a team of adult youth workers and youth together to offer multiple annual events for connecting people together with Christ. Together with the rest of the conference staff, we once again hosted Confirmation Days with the Bishop at the conference center enabling learning along with fun.

Some time ago, through *Believe Again!*, we started to rethink mission. As a result, Diane Miller was added to the Conference staff as the WPA Mission/VIM Coordinator. She made possible the Habitat for Humanity blitz build in Mercer that began during our last Annual Conference. Her efforts have encouraged formation of many VIM teams and the work of the Mission Barn in the New Castle area. A view of all our VIM work follows this report.

As we rethink the role of Conference program staff in resourcing and connecting local churches in their ministry of forming disciples and transforming the world, we are asking difficult questions of ourselves about how we do our work. As a result, we have eliminated the position of “Church Consultant.” At times in the past there were several people serving in this role as generalists interfacing with local churches on a variety of subjects. The last person to serve in this capacity was Lorraine Williams and we thank her for her service in recent years.

Over thirty people work in your United Methodist Conference Center each day, including the Keystone Federal Credit Union staff. We continue to think and pray about how we work together for God, serving you and the local churches of Western Pennsylvania. It is a privilege to be a part of the church and to do church with you.

Lisa Grant, DCM

**VOLUNTEERS IN MISSION**

A definition of VIM that came out of VIM Leader Training: Volunteers in Mission are United Methodists who do things for those in need because of a Call on their lives from God. Those volunteer efforts by individuals and teams of volunteers range from local to national to international efforts. In 2008, the following details the efforts of Diane Miller, WPA Mission/VIM Coordinator:
• 4 Conference sponsored VIM experiences led or co-led by Diane Miller in 2008 (and the first 8 months of 2009)
  o March, 2008 – Dulac, Louisiana – hurricane recovery - 30 volunteers from 15 churches
  o June, 2008 – Blitz Build that began with a Habitat House in Mercer and expanded to 14 building projects during the week of Annual Conference and beyond – over 460 volunteers put in more than 4500 hours on these projects
  o August, 2008 – Paraguay – 27 volunteers from 21 churches expanded the Methodist Seminary, assisted in medical mission, and offered Bible School classes to children
  o December, 2008 into January, 2009 – Russia – 11 volunteers from 7 churches – offered Bible School classes to children and youth at Camp Mezhador in the Komi Republic

• 3 Conference sponsored VIM experiences planned for 2009
  o June, 2009 – Peoria, IL – complete the interior of a log church built to serve urban American Indians
  o October, 2009 – Israel/Palestine – pilgrimage experience and assisting with the olive harvest
  o November or December, 2009 – Haiti

• Vim Leader Training – 2008 – facilitated by Diane Miller
  o 3 different locations – 55 leaders from 32 congregations
  o 3 events planned for 2009 – two led by Diane Miller, one by Greg Forrester, NE Jurisdiction VIM Coordinator

• Mission interpretation and connection – have spoken in 24 churches and other conference settings
  o Have consulted with hundreds of individuals face-to-face, by telephone, or email providing information and mission networking
  o Relate to the Global Ministry Committee, the Cooperative School of Christian Mission, the Africa Task Force, and the Mission Support Application Review Committee
  o Participated in the Poverty Simulation – Indiana University of Pennsylvania
  o Final year as Dean of the WPA Cooperative School of Christian Mission
  o Represented the Annual Conference as an Alternate Delegate to General Conference and a Delegate to Jurisdictional Conference
  o Formed a committee to set the guidelines for VIMships and choose the first recipient of this scholarship to enable a volunteer to be part of a VIM team
  
Diane Miller, VIM Coordinator

**COMMISSION ON ARCHIVES AND HISTORY**

In 2008 the Western PA Conference Commission on Archives & History (CA&H) hosted the annual meeting of the Northeastern Jurisdiction CA&H. *Honey in the Rock: Methodists in Western PA Oil Country* was held on May 20-22 at the Riverside Inn in Cambridge Springs. A workshop titled, “Archival Appraisal and Local Church Collections” introduced participants to the nuances of deciding which church materials to archive. Presentations on Northwestern PA Methodist history highlighted hymn writers
Ira Sankey and James McGranahan, Bishop Robert R. Roberts, and the pioneer efforts of the Old Salem, West Springfield, and Park: North East United Methodist churches. Barbara Zolli, Director of Drake Well Park gave a magnificent first-person portrayal of Titusville resident, Allegheny College graduate, and Abraham Lincoln biographer, Ida Tarbell. And a day-long bus trip featured stops at Wesbury Retirement Community, Allegheny College, Drake Well, historical sites in Waterford, as well as worship services at Titusville: First UMC and North East: Park UMC. Many thanks are due to members of the Commission, who created an outstanding information packet, presented insightful workshops, offered printed booklets on a variety of local church leaders and ministries, and provided hospitality to representatives from each of the 13 annual conferences in the Northeastern Jurisdiction.

The membership of the Commission changed dramatically this year, as annual conference tenure rules were enforced. Unanticipated changes in leadership made this a year of transition, with a new Chair, Voucher Agent, and a vacancy in the Vice-Chair office (since no eligible person could be identified to fill this post). Nevertheless, CA&H forged ahead with several new initiatives:
1) an effort to catalogue all of the archival materials in several “satellite” libraries located in local churches throughout the annual conference;
2) progress toward creating a digital database of all WPA Archive holdings (which will eventually be posted on-line at wpaumc.org); and
3) recruitment of “history-minded” United Methodists, who are willing to write and/or edit InterLink articles, topical booklets, and historical resources for children and youth.
CA&H particularly sought to recruit people who can help expand its publication of materials highlighting the history of predecessor conferences/ denominations and ethnic minority churches.

In addition to maintaining the Conference Archives collection at the Pelletier Library on the campus of Allegheny College, CA&H has undertaken two major projects for 2009.
1) Our AC’09 displays celebrate the 40th anniversary of the founding of the Western PA (United Methodist) Annual Conference in 1969, as well as the 70th anniversary of the reunification of the former Methodist Episcopal Church, Methodist Episcopal Church, South, and Methodist Protestant Church in 1939 (creating The Methodist Church).
2) As a larger part of our celebration of these anniversaries, CA&H seeks to publish a comprehensive collection of the pastoral records of all of the predecessor conferences which made up the WPA UMC (1784-2008). This 1200-page Pastoral Records volume, compiled by Norman C. Young is a companion to the Church Records volume published in 2003, and will be published before AC’10 if funding is approved by the annual conference. Both Church Records and Pastoral Records are available in abbreviated form (due to the sensitivity of posting the pastoral records of active clergy online) at www.umchurchrecords.org and www.pastoralrecords.org.

Following our Disciplinary mandate (¶641.2) to “collect, preserve, and make accessible the historically significant records” of the conference and its agencies, CA&H encourages all agencies and committees of the WPA annual conference to submit minutes of meetings, printed materials, and descriptions of your ministries to the Archives. These records will help future generations evaluate the effectiveness of our
current ministry decisions and practices, and will guide the ministry they provide to a new generation.

Nelson T. Thayer, Chair

DISABILITIES CONCERNS TEAM

During 2008 churches in the Western PA Conference contributed $4,190 to the Disability Awareness offering, making accessibility grants ranging from $500 to $1,000 possible for all five of the requesting churches: Canonsburg First; Marienville; North East Immanuel; Washington First; and Westmont Johnstown. During the past two years, twenty-one churches have received grants to assist in facilitating accessibility and accommodation. All Disability offering funds remain in Western PA Conference. Disabilities Concerns also sponsored a retreat at Olmsted Manor for church members challenged by physical, mental or emotional issues. Twenty people attended the September 7-9th retreat this past year. Participants pay $75 of the total fee with necessary caregivers attending free of charge. Keith and Alyce Weaver Dunn led the 2008 retreat, "Finding Wholeness." During 2008 our committee received four new and resourceful members and work began to gather resources that will assist churches faced with mentally and emotionally challenged members. The Disabilities committee meets every three months and the committee chair participates on the Conference Connectional Network.

Carol Lynn, Chair

BOARD OF DISCIPLESHIP

“And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, and give thanks to God the Father through him.” Colossians 3:17

The WPA Conference Board of Discipleship, re-established in the structure plan of our Believe Again! Plan for Ministry in 2008, seeks to lead and serve every age of people, all racial and ethnic backgrounds, all social conditions, and persons with special needs. The members of the Board embrace this challenge as we live into and out of our conference core value of love. The Board of Discipleship’s purpose is to extend the invitation to discipleship and to encourage living as disciples with the general focus on aiding local churches and districts to make disciples, as per ¶629 UM Discipline. The members of the Board are excited to facilitate key components to igniting and sustaining a passionate spiritual connection with the people of western Pennsylvania. Our mission is clear. As we begin to establish plans, networks of people, and training resources, we hope to generate a renewed commitment by local congregations to help people grow in a Christ-like lifestyle. We hope to encourage and inspire leaders to step forward with bold and confident practices. We hope to put into place specific sub-committees to address age level ministries, worship and other means of Christian formation. We support and will move forward with others in the Conference to address multi-cultural formation and the four focus areas of The United Methodist Church, particularly promoting new leadership development.

There are many “arenas” for encouraging discipleship in western Pennsylvania: the local church, leadership development (both lay and clergy), camping and retreat ministry, campus ministry, Christian education, worship, youth ministry scouting, singles
ministry, young adult ministry, spiritual formation and stewardship. This is not a comprehensive list but it does serve to illustrate the broad means of ministry that are available to United Methodists in western Pennsylvania for reaching people – serving both those within the church and outside -- with Christian community, instruction and encouragement. The Board of Discipleship will strive to strengthen these ministries, both in short-term goals and in long term goals.

Culturally and historically, the Christian church finds itself in a dilemma unlike what some of us have experienced throughout our life as active church participants. Our older members seek stability, our younger members seek authenticity, our pressured families seek shortcuts to Christian formation, and almost all of us speak a church language that is not understood by the secular world. It will take all of us to meet these challenges – working together in a unity with Christ to provide the ways and means of gathering God’s people for spiritual growth and purpose.

Mary Lou Lazear, Chair

**BOARD OF CHURCH AND SOCIETY**

The Board of Church & Society of the Western PA Conference of The United Methodist Church continues as a voice speaking against injustice in many areas. We sponsor petitions at Annual Conference concerning the Death Penalty, Human Rights Issues and Equal Rights concerning Sexual Orientation, issues of Poverty, Immigration, and Peace Initiatives in Palestine and Israel. We continue to sponsor the ministries of Tina Whitehead, as she ministers to Palestinians who are displaced and dispossessed in Israel.

This year we also held a health forum to help Christians discern the problems with the health care industry and what the Christian can do. The topic was “A faith inspired vision of health care” and looked at this issue through the concepts of: Accessibility, Affordability, Accountability and Inclusiveness. Guest speakers, Dr. Documet from the University of Pittsburgh and the Consumer Health Coalition, Rev. Cynthia Abrams from our General Board of Church and Society, and various members of our Annual Conference, sharing health story horrors with the group, gave suggestions to the group gathered about how we, as Christians, can add to the conversation that makes health care policies. We will continue with this in the coming year to help ensure that all people will receive quality, affordable health care.

A Peace with Justice Grant was disbursed to the Partnership Alliance that provided winter garments for Aids Patients.

In keeping true to our new structure, the Board of Church & Society sought to make available media to help all members of the Annual Conference research issues that are affecting them. A variety of films, with performance rights as necessary, were recently purchased, through the aid of the Media Resource Director Emma Smith. The films are listed and are ready for use.

1. Can We Talk. . . ? Christian Conversations About Homosexuality
2. For the Bible Tells Me So
3. The Church Studies Homosexuality Leaders Kit
4. The Church Studies Homosexuality Student
5. The Iron Wall
6. Jerusalem: The East Side Story
The Board continues to strive to keep issues in the forefront, so we can be in
dialogue to end needless human suffering and to proclaim Jesus as Savior and Friend.

Debra Rogosky, Chair

BOARD OF GLOBAL MINISTRIES

The Board of Global Ministries members (formerly the Outreach Team) and the
leaders of the related mission teams met four times during 2008. We have a wide variety
and great amount of mission work being done in witness of God’s love by Western PA
Conference. The leaders who administer the various programs on our behalf deserve
much appreciation for their many hours of service.

The Habitat House Blitz during Annual Conference created a lot of excitement
and enthusiasm throughout the conference. Both financial support and the number of
volunteers was terrific. As a result extra volunteers spread out to 14 other sites.
Dedication of the house and transfer of the keys was held on Sunday, November 30.

Volunteers in Mission work teams led by Diane Miller traveled to Dulac, LA to
do flood relief work and to the Komi Republic in Russia, our conference partnership in
the Russia Initiative. A team led by Joe Stains joined one from our East Germany
partnership to work at a church camp in Veronezh, Russia and David Stains, leader of the
Latin America Encounter led a team to Paraguay. Training was offered several times
during the year for leaders of VIM trips from local churches. Guidelines and an
application form for VIMship grants were approved.

The Mission Barn in Eastbrook was approved as an official Hub of Mission
Central, a depot for UMCOR kits in Mechanicsburg, PA. UMCOR kits from our
conference will be processed and stored there until needed. Volunteers to help in
certifying kits are welcome.

A total of $229,900 was given in Mission Support grants to 19 local churches
and 14 mission agencies that are reaching out to those in need in their communities, as a
witness of their faith in God.

Three people are serving as Western PA Conference missionaries. David Otto
was approved in early 2008 as missionary for Center of Hope in Ambridge. Victoria
West continues to serve at Connellsville Area Community Ministries and Randy Datsko
with Prison Outreach Ministries. The Missionary Support total of $39,999 was disbursed
equally among them. Rick Nelson no longer is serving as a conference missionary but is
one of the co-coordinators of the Disaster Response Team.

The recommendation of the Mission Personnel Committee to forward to GBGM
the application of Michael Airgood for consideration as a career missionary was
approved. Michael will be graduating from Toccoa Falls College, GA in May 2009. His
home is in Kane, PA.

Kenneth Haines, Pastor of Mapletown/Mount Pleasant charge in Washington
District was nominated by Global Ministries and elected at Annual Conference in June as
Conference Secretary to General Board of Global Ministries. We express our thanks and
appreciation to Dale Shunk who served in that position for 10 years.

We give thanks also for your support and prayers for the mission work of our
conference. May all that is accomplished glorify God.

Carole Smith, Chair
EASTERN GERMAN PARTNERSHIP COMMITTEE

The partnership between the conferences of Western Pennsylvania and Eastern Germany was initiated at the beginning of Bishop Bashore’s tenure in the fall 1988. A committee was formed at that time to seek an appropriate partnership in then-communist eastern Europe; and it was determined that the greatest facility lay with eastern Germany, as Bishop Bashore and then Bishop Ruediger Minor, a native of that conference, were well-acquainted and both able to correspond in both languages. The first direct correspondences between members of the two conferences occurred about the beginning of 1989. Since those early days when our conference viewed ourselves in ministry to the German churches then under communism, to multiple cultural and mission exchanges between us in the 1990’s, we have cultivated a true peer partnership in the 21st century.

Throughout the 1990’s, several friendship and cultural exchanges fostered a sense of deep appreciation and friendship among us. The early and mid-‘90’s saw large groups of visiting youth (in both directions) highlighting our connection. The first visit by a primarily adult group from PA in November 1995 opened the way for a series of friendship/mission visits to aid the economically recovering German churches. By the late ‘90’s, friendship/mission groups, mostly youth, came among us to return the favor in some of the mission sites of our conference. In the summer of 1996 Ms. Uta Drutkowski (now an Eastern German pastor) broke ground by serving on staff at Jumonville.

Highlights of cultural exchange include visits by the German conference children’s choir in 1995, and again in 2003; and the German brass band in the late ‘90’s. Our conference ministers’ chorus toured the German churches in October 2000; Mrs. Joy Conti visited the Eastern German conference in May 2004, offering a vocational mission presentation, and in July of that year the most groundbreaking mission endeavor occurred when a team of 21 from our conference joined 15 Germans in a VIM mission project to Camp Voronezh, Russia. In March 2005, a second international team embarked on a reforestation mission to Nicaragua.

Many local church-to-church partnerships continue their work as well, and we count their numerous contributions as priceless. Among the oldest and most fruitful has been the bond between Mt. Lebanon and Zwickau-Planitz, a partnership that involves near-annual exchanges of visiting teams for enrichment and mission.

Our committee manages three annual projects: the inter-conference prayer day in early January, with a list of prayer foci or printed liturgical prayer provided in the InterLink in December; a display table at Annual conference; and the Advent daily devotion booklet, distributed through the monthly mailings to all pastors in November. Anecdotal feedback indicates that these prayer and meditation tools are used by a growing number of churches across our conference each year. The Advent devotional is now made available online, on our conference website.

2008 was unusually rich in missional and cultural exchange programs. In late June and early July a joint team of 13 Pennsylvanians and Germans engaged in a two week VIM mission trip to Camp Crystal, the only UM church camp in Russia, in a national forest area near the city of Voronezh. During our time several cabins were renovated back into usefulness after years in a dilapidated state, a waterfront feature was opened with the restoration of two boats, program support was shared with the staff of a
five day youth camp planned by a church from Huntsville, Alabama; and fresh contacts were made with UM church leaders in Voronezh and Moscow.

In October the 20+ piece conference brass band from Eastern Germany toured our conference, playing in twelve full concerts and several worship services in nearly every district of our conference—all concerts received with standing ovations and generous offerings. Friendship tours at our conference center, Jumonville, Olmsted, Arbutus Manor, and several natural, historical, and cultural sites broadened friendship among literally thousands of people in our churches. Love offerings at the concerts covered the expenses to our partnership, with remaining funds donated to the band’s ministry in Germany.

In 2009 we celebrate 20 years since the initial contacts between our conferences—and in October-November, the fall of the Berlin Wall. We encourage all delegates to visit our table at the conference display room to share in the story and memorabilia of celebration. In late July, the eastern German camp program includes an event for young people seeking to hone their English skills, and a place is being reserved for a Western PA United Methodist to serve on staff for that event.

For information on these projects, or other ways you may be more involved in our partnership’s work, inquire of chair Joe Stains.

The partnership has progressed with a very modest budget, and very generous contributions from pastors and laity throughout the conference in the context of special events and tours. Great thanks to the dedicated committee members: Rick Russell (secretary), Gale Boocks, Joy Conti, Erin Eidenshink, Mary Garber, Grace Killian, Duane and Muriel Slade, and Christina Sommers.

Joseph R. Stains, Chair

COORDINATOR OF LEADERSHIP DEVELOPMENT

I have found a special joy and enthusiasm in using my spiritual gifts in leadership development over the first 1 ½ years since my retirement on July 1, 2007.

During this time, I have worked with an initial group of nine young clergy (35 years of age and younger) meeting twice each month (September through May) for 4+ hours and visiting each of them in their local church setting. Together we have shared thoughts on issues in local church ministry, met with Annual Conference leaders, held dialogue with Gil Rendle (consultant), spent a day with Dan Aleshire at ATS, visited several local churches, and discussed Phyllis Tickle’s book, The Great Emergence.

I expect to form a new group for the coming year immediately after this year’s session of Annual Conference.

In addition I have been in contact with about 25 lead pastors of larger membership churches for coaching and consultation. In these situations, I have led several church visioning sessions, assisted in planning and then preached four Consecration Weekends, lunched with a larger church clergy group once each month, and been in one-on-one consultations with 15 clergy leaders. Most of these sessions have to do with staffing needs and issues, financial stewardship, leadership style, and vision planting.

As part of this larger membership church effort, I serve on the steering team for the GBOD Large Church Initiative and am working to form a similar group for the
Northeastern Jurisdiction. I also currently serve on the national steering committee for the Central Conference Pension Initiative.

I meet monthly with the Bishop’s executive team and have shared in two retreat settings with this group during the year.

I have also developed a twice-monthly written piece on leadership issues via e-mail to both groups, to the Cabinet, and to others by request.

Brian K. Bauknight, Coordinator

HEALTH AS WHOLENESS TEAM

*The Believe Again!* Health as Wholeness Team began its work at the start of 2008. The team is comprised of health professionals, clergy and clergy spouses from around the Annual Conference. *The Book of Discipline*, from the General Conference of 2008, which stated that every Annual Conference should have a Health As Wholeness Team and the *Book of Resolutions*, which recommended that every church have a Health as Wholeness Team, reinforced the purpose of the Health as Wholeness Team. The Teams are charged with the wholistic health (spiritual, physical, mental, interpersonal and environmental) of clergy, clergy families, staff, congregations/laity and their neighbors.

Our team used the Methodist Method and began with hearing the wisdom and experience of its members, assessing the work done by Annual Conferences across the United States and attending trainings by the General Board of Global Ministries and the General Board of Pensions and Health Benefits. We also interfaced with other boards at our Annual Conference, particularly the Board of Pensions as we began to look at the resources and difficulties affecting the wholistic health of each of the focus groups. We turned to scripture, particularly: “I am come that they might have life, and that they might have it more abundantly.” John 10:10b, “Love your neighbor as yourself.” Luke 10:27, “Do you not know that your body is a temple of the Holy Spirit, who is in you, whom you have received from God? You are not your own;” 1 Corinthians 6:19, “Go teach and bring healing to others”. Luke 9:2.

We also looked to our particularly rich tradition as Methodists, to the teachings of John Wesley on health and wholeness. We have been assembling all of these resources to reach out to the Annual Conference through an awareness campaign, interactive District Days for clergy and clergy families and the Annual Conference in June 2009. We developed a partnership with Fayette County Steps program to reach out in the Connellsville District to clergy and their families with health promoting opportunities and to congregations with help in developing Health Ministries. Health Ministries address the health needs of the congregations and community, but they also affect the health of clergy and families through the development of a healthy environment, support of the clergy in visiting the sick and outreach to the community. This opportunity will let us evaluate and plan our Team’s effectiveness as we carry out our mission in 2009. The Vision of the Health as Wholeness Team is that Communities of Wholistic Wellness will be established throughout Western Pennsylvania, where people of Christ live out the commandment to “love the Lord our God with all our hearts, souls, minds and strength and our neighbors as ourselves” through practicing stewardship of body, mind and spirit and providing caring ministries that assist others to attain wholistic wellness.

Joy Conti, Chair
PARISH AND COMMUNITY DEVELOPMENT TEAM

In the spring of 2008, several task teams of the Believe Again! Plan for Ministry merged together to care for ministries related to: new church starts, church health assessments, mission churches, ministry redevelopment, cooperative/shared ministries, strategic placement of ministries, congregational viability processes, and methods of funding ministries. This merger resulted in the formation of the Parish and Community Development Team. While our committee is new to the WPAUMC conference structure, we are representative of the conference in the areas of theology and passion for the health, development, and ongoing growth of the WPAUMC churches and ministries.

Based on ¶633.5 in the Discipline, the spectrum of responsibility related to P&CD includes: “research, evaluation, planning and strategy development, policy formulation, program implementation, local and national liaison (denominational and ecumenical) related to parish and community development.”

We have spent our time since September 2008 merging our passions and areas of interest into a team of people who focus on the health and growth of our parishes and communities throughout the conference while adhering to the Mission, Vision, and Core Value of the WPAUMC. Currently, we are working at developing applications and criteria for our various areas of responsibility, and making resources available in a fair, inclusive, and consistent manner to all members of the WPAUMC.

Our work includes: defining and making available funding for mission churches, new church starts, and renewal ministries; developing an apprenticeship program to “grow the leadership” in our conference (laity and clergy) in the areas just mentioned; working out a congregational based viability process (¶213); and continuing our church health assessment goal for every church by 2012.

We have taken, and will continue to take, seriously our role in the Believe Again! Plan Goals to DISCOVER (ensure that UM Communities of faith are healthy, effective, and strategically positioned throughout WPA), and STRETCH (increase UM presence within WPA by developing new communities of faith and new ministry groups), as well as participating in two of the General Conference Four Areas of Focus: “developing principled Christian leadership,” and “new places for new people and renewing existing congregations.” We continue to look ahead with energy, and thinking “outside the box” as we consider and dream of the other possibilities that may be part of our venue. We will intentionally keep our Conference Mission, Vision, and Core Value at the heart of our conversations and prayerful recommendations as we explore Parish and Community Development throughout the WPAUMC.

Pat Nelson, Convener

CERTIFIED LAY MINISTER PROGRAM

According to the 2004 Discipline, ¶ 272 the Certified Lay Minister (CLM) is a valuable and important component of lay ministry. Some have described it as the “missing link” between certified lay speaker and local pastor. Some have described it from the historical perspective of “class leaders” who did the work of ministry during the days of the circuit-riding preachers. Some have described this as the long overdue
recognition for the laity of our churches for the work that they have graciously, and very quietly, been doing for years. WPA entered into the Certified Lay Minister program in 2005 with conversations and research with our conference Board of Ordained Ministry and Board of Laity which finally led to the development of a policy and CLM process for our Conference.

Our first set of retreats was held in the fall 2006 at Cherry Run Camp with 21 people participating. We used the curriculum developed by the GBOD specifically for people interested in Certified Lay Ministry. The CLM candidate has two years from the closing of the second retreat to complete the process enough to meet with the DCOM for their endorsement in continuing the process. This past fall 2008 celebrated two years since the very first class interested in CLM attended their retreats under the leadership of Sandy Jackson-Zeigler and Julia Wallace (GBOD). Out of that original class of 21 members, seven have chosen to serve the church in ways not connected with CLM, one transferred to the clergy track of licensed local pastor, and Sam Bavely, from Franklin District and assigned to the Redbank Valley UM Ministry (New Bethlehem) has gone to serve in the church triumphant.

Since that original launch of this new CLM ministry, we have held six other sets of retreats and are rotating our locations around the Conference. We also have a set of retreats in place for this summer 2009 at Olmsted. As of January 1, 2009, there have been 63 certified lay speakers who have been trained in the CLM process. All ten of our Districts have been represented in the trainings and 21 people have been endorsed by their respective District Committees on Ministry. Actual CLM certification comes only with a ministry assignment by the DS, and 18 have completed this process enough to have been assigned to various ministry settings. The ministry settings range from emergency pulpit supply to district staff persons, and also include some creative ministries specific to a particular area.

While we continue to perfect the CLM process, it is with energy that these folks continue to move forward through this exciting component of shared ministry: grateful to God for the opportunity! We continue to hear stories of the joys and enthusiasm that these relay, and ask that you encourage and support these dynamic laity in every way possible.

Pat Nelson, CLM Registrar
Sharon Schwab, CLM Director

POVERTY STRATEGY COMMITTEE

Birthed by our Believe Again! Plan, the Poverty Strategy Committee has now become a standing (an ongoing) ministry committee in our Conference. Our work of course has put us one step ahead of the 2008 General Conference call to focus on “Eradicating Poverty” (along with the other three focus areas).

The vision of the Poverty Committee is to inspire and to resource poverty ministries in and through the local churches of our Western PA Conference. To that end, this year we have been preparing a Poverty Directory that will be available at the Annual Conference in June. This Directory will highlight samples of local church poverty ministries in our Conference and give an annotated listing of poverty ministries that local
churches can join or initiate locally and globally. The challenge is so vast that of course any listing of ministries and resources has to be regarded as an incomplete sampling.

Following John Wesley’s concern that our ministries include both “works of mercy” and “works of justice,” we want to inspire and resource a balance of Jesus-motivated poverty ministries that engage both the symptoms and the root causes of poverty. When completed, the Poverty Directory will be put on the Conference Web page with numerous links to ministries and resources.

In the last couple of years, we have conducted “poverty simulation” experiences that have allowed participants to have an even deeper visceral experience of the morass and confusion experienced by folks mired in the web of poverty in America. The School of Mission this summer will include another such poverty simulation.

David Keller and Paul Schrading Co-Chairs
Glenna Wilson, Secretary

ETHNIC MINORITY LOCAL CHURCH CONCERNS

In July of last year the Ethnic Minority Local Church Concerns Committee was launched by the annual conference. In large measure this team comprises members from the former Racial Inclusion Team which was deployed under the Believe Again! The responsibilities of this committee are spelled out in the 2008 Book of Discipline ¶ 632. A key factor is to provide training for the annual conference and congregational leaders. A major thrust as we seek to provide leadership for the annual conference is assisting in the effort to dismantle racism within the life of the annual conference and to develop leaders that can become a part of a team to develop a strategic plan to dismantle systemic racism. In order to achieve this goal a two prong approach was developed.

Rhymes Consulting Services was contracted to offer a series of mandatory training events for both clergy and lay leaders to broaden one’s understanding in the area of cultural sensitivity. Thus far levels 101 and 201 have been offered. The goal is to move forward with additional levels of cultural proficiency in the coming year. These training events have been offered regionally with weekend and weekday options to better accommodate the various needs of prospective participants.

Crossroads Ministry of Chicago was contracted to offer a more intensive approach as well to work with a team which will ultimately become the team charged with the responsibility to create the strategic plan for eliminating systemic racism within the various structures of the annual conference. This is a long term approach and will demand a great deal of time and energy from this group of folks. The North Texas Annual Conference of The United Methodist Church has used Crossroads Ministry to develop their plan and continues to make progress in this area.

As we continue to move forward into the coming year we will be assisting in an effort to plan for the development of a new Ethnic Minority Church. We will strive to continue to keep the vision and needs of ethnic minority concerns in the forefront and remain committed to our core value--LOVE!

Robert A. Wilson & William B. Meekins, Jr.--Co-Chairs
COMMISSION ON EQUITABLE COMPENSATION

Change has been the key word on our commission this past year. The change came about as a result of the leadership changes on the commission with only one person continuing on it. Several of the former leaders were present as part of the transitional team, but are now backing off the team.

The commission is re-writing the Guidelines for receiving Equitable Compensation and will continue to revise them as this year rolls by and a new year rolls in. A more stringent policy will be followed in making the grants. Those charges applying for them will be required to submit a budget, an audit report, and a statement in regard to their stewardship program. The Guidelines and Application Form should be available online by the time of Annual Conference. The commission will work closely with the Cabinet in granting any money for salary support.

Another aspect or responsibility of the commission is to set the minimum salary for each category of appointments. Discussions on this process will be ongoing until an equitable amount for each pastor serving within the conference can be reached. Local churches are having more difficulty meeting the salary requirements for their pastors and many pastors have been at a minimum salary level for years of their ministry. Hopefully, there will be a just solution for both and an agreement can be reached for an equitable compensation for all pastors.

Edward C. Patterson, Chair

COMMISSION ON RELIGION AND RACE

The Commission on Religion & Race continues to focus on race issues throughout the Annual Conference. CORR's passion is that the "isms" in our world be addressed by hallowed guidance that rises above race, class, culture; inclusive of gender, persons with disabilities and age. The Commission continues to seek to develop, with appropriate staff, a standard application for request of funds and a supplemental questionnaire for evaluative purposes to be used by all recipients of Conference funds in order to monitor recipients' compliance with Conference policy with respect to multi-racial and diversity participation.

The Commission on Religion & Race will continue to hold gatherings with ethnic pastors enabling the opportunity to express concerns related to the Western PA Conference and how/or if the Conference is supporting these appointments. Many who attended were thankful for the relaxed evening and agreed to be involved in the next steps.

Bishop Woodie White, the first Chief Executive of The United Methodists Church’s General Commission on Religion & Race (GCOR&R), was our main speaker as COR&R Celebrated its 40th Anniversary. Bishop White addressed its inception, benefits, and purpose to members of the Western PA Conference Sunday, October 5, 2008, at First United Methodist Church, Shadyside. Thomas J. Bickerton, Bishop of the Pittsburgh area, was also one of many participants.

Bishop White, in his message, urged the commission members to host a Service of Reconciliation. The service would provide an opportunity in which a base of forgiveness for all believers can be established. Bishop White reminded us “to walk the road together as children” and “don’t you get tired.” The Commission members approved
a request to seek conversation with the Bishop to embrace a Reconciliation Service at the 2010 Annual Conference.

The chair of COR&R was selected to be one of the presenters at the Laity Retreat held at Seven Springs, October 2008. The topic, “Finding a Way through Leadership Development” with an emphasis on different styles of Leadership and its impact as understood from Ephesians 2:10.

We continue the journey….together! Please join with us. Why not?

Barbara B. Payne, Chair
August B. Twigg, Secretary

COMMISSION ON THE SMALL MEMBERSHIP CHURCH

While our work has been going on for about six years under a different name and connections on July 1, 2008 we became the Commission of the Small Membership Church. As a “new” agency we did not have Mission Share dollars to spend in 2008, yet we have been active.

Our commission has been working to help develop shared (cooperative) ministries using the resource Partnersteps. We provided five workshops in three districts on this topic.

We have been, and will continue, seeking to understand and resource the ministries of the smaller congregations in our annual conference. One accepted definition of a “small church” is a congregation with an average attendance of 150 or less. That means that, technically, about 90% of Western Pennsylvania United Methodist congregations are small churches.

We also deal with the area of rural ministry, including the promotion and use of Rural Life Sunday offerings. To help us in this area we maintain a connection to United Methodist Rural Fellowship.

Michael Long, Chair

ARBUTUS PARK RETIREMENT COMMUNITY

A joyous celebration of past, present, and future ministry of care highlighted 2008 with Arbutus' 35th Anniversary. Bishop Bickerton officiated at the September event. Arbutus residents, volunteers, friends, board of directors, and staff enthusiastically welcomed Bishop Bickerton and were captivated by his eloquent presentation. He recognized former Arbutus pastors and administrators along with their spouses. It was a wonderful day of fellowship, reflecting on the accomplishments touching so many lives during the past decades, and in preparing for the future ministry of care at Arbutus. We are most appreciative of Bishop Bickerton's gift of time to Arbutus to be part of such a solemn occasion.

Arbutus is saluting its rich historical legacy by creating a wall of history. Spearheaded by board director Roger Luther, Arbutus resident with numerous family members residing on the campus throughout the decades, the wall will depict key hallmarks in Arbutus' history dating back to its roots as a religious camp in the early 1900s.
The 21st Century of high-tech electronic media is ushered in at Arbutus with the creation of a DVD—a way to share the Arbutus story with the community. Charles Darr, retired English professor at the University of Pittsburgh-Johnstown, and Richard Schrott, general manager of WJAC-TV (NBC affiliate in Johnstown) and both men Arbutus board directors, are working on the project. Darr is writing the script and WJAC-TV will film and produce the DVD for Arbutus.

Sprinklers were installed in the west wing of the original Manor building during the spring 2008. Subsequent additions to the Manor building had sprinklers installed during construction to meet building codes existing at the time. Arbutus received a $10,000 grant from The Wheeler Family Charitable Foundation in Somerset, Pennsylvania, to help with a portion of the project cost.

September marked the arrival of the second annual Retirement Financial Planning Fair. In conjunction with the Fair, the United Methodist Foundation conducted a gift-planning seminar the morning of the Fair. Arbutus deeply appreciates the efforts of the staff at the United Methodist Foundation for their time and effort in presenting the seminar.

Arbutus is positioning itself for the next generation of residents to enter through its doors with dedicated and committed care in a Christian home-like environment. We embrace the needs of the next generation by striving to provide quality service and compassionate care they deserve and expect from a ministry based on the love of God mindful in honoring the past, respecting the present, and dutifully planning for the future.

Florence Davenport, Director of Development

JUMONVILLE

God is truly good! Once again, Jumonville was very blessed in 2008. While national news showed record breaking negative numbers, our overall number of guest days for 2008 was up by 4% over 2007. We are always grateful for God’s provision and constant care and we rejoice in being able to minister to even more guests than in 2007.

Marketing in today’s ever changing technology remains a very real challenge. Our redesigned website had its first full year of use and we received many compliments on the user friendly interface. We launched a new Jumonville alumni website (www.jumonvillealumni.com) and we also have a presence on Facebook. We’re learning about Twitter and investigating blogs. Times sure have changed. Camp has always been about building relationships and these new social network tools focus on that very same thing. We continue in our efforts to reach our desired goals of having more campers and guest groups so that more and more people every year have an opportunity to respond to the message of the Gospel of Jesus Christ. While our methods change from time to time, our goal will always remain the same: more disciples for Christ.

I am thrilled to report that we were again able to balance our Jumonville operational budget without transferring any undesignated gift income. We still have a positive cash flow as we move into the start of 2009.

Our donors totally blessed us with wonderful support this past year. In 2007, we were delighted to have raised over $265,000. Astoundingly, in 2008 our donors gave almost $320,000. In a bittersweet event last year, we lost long time friend and Jumonville board member, Ruth Cattley, after a several year battle with cancer. Due to Ruth’s
planning and foresight, she left a $100,000 life insurance policy with Jumonville named as the beneficiary. Ruth’s family wanted to use the gift for our swimming pool renovation project. That gift of $100,000 has helped to make our $300,000 renovation project a successful campaign. We also had the most successful Jumonville Sponsors Dinner ever. Our donors gave almost $30,000 for our Kidz 2 Kamp campership fund.

You may remember that at the end of 2007, we received news that the DeVos Foundation would no longer be giving any grant money to support HOPE Camp. That was a loss of between $35,000 to $40,000. That was the reason that we launched our Kidz 2 Kamp program to help fund HOPE Camp and our regular campership program. Praise God we were able to cover all of our operational costs for HOPE Camp as well as provide significant financial aid for our summer campers, and retreat guests. We are indeed grateful to the numerous churches and individuals who have helped to make this program possible.

Our renovation of Jumonville’s Patterson Swimming Pool was finally started in the fall of 2008. It was amazing to watch the magnitude of the work required for the renovation. The project is scheduled to be completed for the start of the 2009 summer camp season.

I continue to be blessed when we travel to various events and are greeted by folks who have been to Jumonville in past years. We so often hear of wonderful mountaintop experiences where lives have been touched by the awesome power of God on our campus. They are thrilled to see Jumonville’s mountaintop ministry continuing to give youth and adults the opportunity to experience God’s love and grace.

I am grateful and honored to be a part of Jumonville’s mountaintop ministry. It is a joy to work along side a great group of dedicated staff and a wonderful supportive board! Our many donors, deans and counselors, group leaders and guests, and our many friends make Jumonville a special place for so many. Know that you are all loved and appreciated, and we trust that God will bless your faithfulness to Him.

Larry Beatty, Jumonville President

WESLEY WOODS

Wesley Woods continues to serve the church by providing a place where children, youth and adults can come and enjoy the wonderful natural surroundings of camp throughout the year. Yes, Wesley Woods is open year round. Skiing in the winter, hayrides in the fall, horseback riding in all the seasons and of course there is summer where over 45 summer camps come for a week.

The year 2008 was a year of experimentation and evaluation. Several things were tried differently in fund raising, marketing and a serious look was placed on the camps direction.

Wesley Woods normally has a New Friends Dinner for the Swimming Pool, called “Making a Splash for Christ”. In 2008 the Development Committee decided to try a Director’s Dinner with the emphasis on the Swimming Pool. Each board member filled a table and gave their sponsored table a presentation of need for the pool. The Dinner was very successful! Other fund raisers were the Booster Dinner and the Last Swing Golf Scramble. The Booster Dinner was very well attended. Lisa Grant, the Conference Director of Connectional Ministries was the guest speaker. Lisa talked about the
importance of camping in her life, and how it had influenced her career in ministry. Don and Shirley Bloomster were presented the Wesley Woods Hall of Fame award at the Booster Dinner. The Last Swing Golf Scramble was well attended with over 130 golfers participating in the scramble. Through the previous mentioned fund raising events and general mailings Wesley Woods received from generous donors $158,703 in 2008!

In the development of the marketing plan for 2009, Wesley Woods’ marketing committee decided to put emphasis on billboards. A contract was signed with Lamar Industries and 12 locations were selected throughout the northwestern part of Pennsylvania. It will be interesting to see if the billboards helped the summer camp registration for 2009. The Website, brochures, email, television, needs surveys and radio remained on the list for additional marketing styles that will be used at Wesley Woods.

Through board and committee focus groups, a consultant and needs surveys, the Board of Directors has established an interim direction for the next several years. This direction is:
1. Hire staff with focus on, increasing usage and Develop funding for the secured future of the camp.
2. Come up with new programming ideas such as music festivals.
3. Maintaining relationships and building new relationships.
4. Initiate efforts on maintaining current facilities and grounds.
5. Start remodeling buildings so they exceed the expectations of our guests.

The traditional camp events such as the spring work week and summer work week exceeded expectations in 2008. Numerous projects were completed through the efforts of over 100 men, women and youth!

Total usage (off season and summer combined) increased in 2008 by 1%. We hope this trend will continue. Extra emphasis has been placed on other denominations, schools and specialty groups such as scrapbooking and quilting with hopes that the word will get out about the wonderful facility in Grand Valley PA!

Herbert J West, Executive Director

CANDLER SCHOOL OF THEOLOGY

With a new building, new faculty and staff, new curriculum, newly expanded financial aid initiative (and even new art!) Candler School of Theology is moving with enthusiasm and grace through changes that enhance its ability to fulfill its mission: to educate faithful and creative leaders for the church’s ministries in the world. To this end, Candler is constantly working to deepen its already vital relationship with The United Methodist Church.

As one of the 13 official seminaries of The United Methodist Church, Candler is grounded in the Christian faith and shaped by the Wesleyan tradition of evangelical piety, ecumenical openness, and social concern. As one of nine graduate level, professional schools of United Methodist-related Emory University, Candler provides a context for learning and formation that engages the most complex and difficult issues of our day. As a school located in the major metropolitan area of Atlanta, Georgia, Candler offers students the opportunity for practice in a highly diverse community, a global crossroads where church growth is expected, cultivated, and actually happening! There is no better place for preparation that resonates with and addresses our major denominational
priorities: developing leaders, starting and growing churches, ministry with the poor, and improving global health.

On September 25, 2008, and with abundant joy, we dedicated Phase I of the new Candler School of Theology Building. A LEEDS silver certificate building, the “CST” includes offices and classrooms that provide the opportunity for technologically sophisticated work and community in an environmentally sound setting. Phase II, to be built in due time, will house the Pitts Theology Library, the Wesley Teaching Chapel, and additional offices and classrooms.

This year we welcomed the arrival of six new faculty and senior staff, five of whom are United Methodists. Forty two percent of the faculty and senior staff is United Methodist, and all but five are ordained. Two new staff positions were created, the Director of Lifelong Learning, filled by Dr. Bob Winstead, a member of the North Georgia Annual Conference, and the Associate Dean of Methodist Studies, filled by Dr. Anne Burkholder, a member of the Florida Annual Conference. Both of these new positions serve the larger church as they connect clergy with new opportunities for learning; connect conferences and students who are ultimately seeking ordination; engage with denominational organizations at a variety of levels; oversee denominational certifications and the Course of Study; advise students; and teach courses. In addition, Bishop Ruediger Minor is with us for two years as the inaugural holder of the Hankey Chair in World Evangelism and Bishop Walter Klaiber is with us as Bishop-in-Residence during the spring semester.

Candler is in the second year of its new curriculum, designed to assist students in aligning their course selection with their call to ministry and integrating the classroom with their contextual education settings. This emphasis is accomplished through the selection of a concentration, the opportunity for special certifications, and joint programs and initiatives with three other Emory graduate schools: Goizueta Business School, Emory Law School, and Rollins School of Public Health.

We are delighted to report that in spite of the difficult economic realities that have had a serious impact on us all, Candler School of Theology and Emory University are faring well, due to sound fiscal stewardship and excellent donor support. The Emory Capital Campaign has achieved $881 million of its $1.7 billion goal. Candler’s goal of $60 million will enable us to achieve strategic priorities regarding facilities, student support, lifelong learning, endowed professorships, programs and curriculum development, and international initiatives.

Candler has always been deeply committed to assisting students with generous financial aid, but in light of the current economic climate, we have deepened our commitment to significant student support in two very important ways. This academic year, 80 percent of eligible students received scholarships or grants, with an average award covering 79% percent of tuition. Through these awards, more than $2.5 million was provided to 196 United Methodist students. In addition, we created “Leadership Candler,” an all-expenses-paid discernment experience that draws together distinguished prospective M.Div. students from across the country and the world to explore the richness of life and study at Candler.

As a part of its contribution to the new building, Emory University provided Candler with a major grant for the purchase of new artwork. As a result, Candler is now home to the world’s largest collection of original works by John August Swanson.
Comprising both serigraphs and paintings, the collection focuses on biblical narratives and reflects the storytelling traditions of Swanson’s Mexican-Swedish heritage as well as the influence of mosaics and stained glass from the Byzantine and medieval eras.

Candler’s student body truly reflects the denominational emphasis on the importance of attracting younger and more diverse people. Our enrollment stands at 493, with 401 seeking the Master of Divinity, 50 the Master of Theological Studies, 18 the Master of Theology, 13 the Doctor of Theology, and 11 enrolled as Special, Non-Degree students. Eighty-three percent are enrolled full-time. The total student population is 24% US ethnic minority, 12% international, and 51% women. More than 50 denominations are represented, with 52% of M.Div. students being United Methodist from 40 Annual Conferences, including Bulgaria, East Angola, Mozambique, and Korea. Other Methodist denominations include African Methodist Episcopal, African Methodist Episcopal Zion, Christian Methodist Episcopal, Church of the Nazarene, Free Methodist, Wesleyan Methodist, and the Methodist Church of Korea. The average age of our students is 32, with 56% under thirty. The median age of our M.Div. students is 27.

Candler is deeply committed to the Gospel of Jesus Christ and the development of people for Christian ministry, especially in The United Methodist Church. We are grateful for your support of Candler through the Methodist Education Fund, visits, prayers, nurture of our students, and direct donor support. Come and see us! We would love to welcome you on campus to share your interest, your concerns, and your ideas!

Jan Love, Dean Candler School of Theology

UNITED THEOLOGICAL SEMINARY

“Spirit led, Renewing the Church
For the Mission of Jesus Christ in the World!”

What Would Jesus Do with a United Methodist seminary? We think Jesus would recruit faithful disciples and educate them with the best mentors and sources, starting with the Bible, and shape them to lead a life-changing mission that would turn the world upside down! The disciples would learn to embody a renewed Church led by the Spirit and unafraid to live out God’s holy purposes!

United has itself been renewed by the Spirit for the mission of Jesus Christ in the world, and we invite your prayers and participation in this renewal and this purpose! The seminary has been serving Christ and the Church for 138 years, but we have recently taken steps to update our offerings:

• A recently revised 78 hour Master of Divinity curriculum!
• A growing number of online and blended courses!
• New Doctor of Ministry degree focus groups and mentors!
• Deep learning opportunities for clergy and laity!
• Emphases in Church Renewal, African American Ministry Studies, Pastoral Care and Liturgical Ministries!
• Appreciative theological reflection on the central doctrines and beliefs of the Christian faith!
• Spiritual formation in a variety of cultural contexts, including international communities!
• A technologically advanced, fully accessible, state-of-the-art campus!
XII Reports

- A youthful, diverse, widely published faculty committed to the Christian faith!
- Friendly and helpful staff and students!
- Many new scholarship offerings!

Enrollment at United is growing steadily and we invite you to call, visit or sign up for a class that meets your needs! For more information, contact admissions@united.edu

United’s West Virginia In-Context Program has served the needs of the West Virginia and Western Pennsylvania area for over a decade. Combined with the weekend offerings at the Dayton campus, students attend classes in the Buckhannon, West Virginia course offering site as well as on-line. Contact Janet Flanagan, Director (jflanagan@united.edu). A new cohort begins this fall.

Thank you for your prayers, partnership and service in the ministry of Jesus Christ!

Wendy J. Deichmann Edwards, President

UNITED METHODIST CHURCH UNION

The United Methodist Church Union has been serving the Pittsburgh region since 1880 with outreach missions and ministries. Our present mission is to serve as a catalyst to build strong, vibrant congregations and agencies in the Pittsburgh region, seeking transformation of lives and communities. Over this past year, with a collaborative spirit and your financial support, the following ministries have assisted hundreds of individuals and truly have made a difference in their lives.

CHURCH OF OUR SAVIOUR – Aiding with financial recording and reporting so these ministries can remain focused and valid in one of the most challenging neighborhoods in Pittsburgh. Also helping with the coordination of Vacation Bible School for our Northview Heights Community and providing general oversight for this congregation’s redevelopment and expansion of ministry and mission.

NORTHSIDE CONGREGATE FEEDING PROGRAM - Serving over 11,000 meals annually to the homeless and unemployed on the Northside of Pittsburgh. Recently assisted over sixty homeless individuals to receive free eye exams with 56 also receiving free eye glasses. Over two dozen United Methodist congregations join us in making this basic need ministry possible.

BETHANY HOUSE ACADEMY – Enabling over twenty preschoolers at St. Clair Village to experience a healthy start within one of our most challenged communities. At Northview Heights providing computer training and tutoring for the children and youth on a daily basis. Summer programs expand these contacts with day long programs and field trips.

LOW INCOME PRESCHOOL SCHOLARSHIPS – Helping to coordinate over 100 scholarships with 13 different preschools in Western PA. These scholarships assist both the families and the schools to nurture our young children at a very important stage in development.
**METHOUSE and METOWERS** – Provides over 225 low income seniors with a safe and healthy living environment. Also sharing information through dozens of programs for these 200 plus seniors on sometimes, very vulnerable topics like; financial solicitation, health care, dietary, and general safety issues.

**METHOUSING NORTH** – Provides a home for vulnerable people on the Northside of Pittsburgh. Eight families are able to remain in a safe environment and maintain some independent living.

**8th AVENUE PLACE** - Collaboration with this new ministry located in Homestead for space and ongoing support. Dozens of individuals and families are provided with a daily drop in support base, plus weekly worship experiences are now being offered.

**NEW DAWN BEGINNINGS OUTREACH MINISTRIES** – A partnership ministry enabling over thirty youth each school year to receive extra tutoring and training for general etiquette practices and career preparation.

**BETHANY HOUSE ACADEMY**

Bethany House Academy also known as *Bethany House Ministry* strives to bring the love of Jesus to two low-income public housing communities in the City of Pittsburgh. The heart of the ministry is service to children and youth. However, the offering of crisis intervention, referral and counseling services, and tangible aid of food, clothing, and school supplies also serve entire families. Financial support for the ministry is received from United Methodist Western PA Conference Mission Support, Trust Fund allocations from the United Methodist Church Union, many United Methodist Churches through Conference Advance Specials, the PA Board of Education, and donations from individual United Methodists. Food, clothing, Christmas gifts, and program materials are also donated and appreciated when received. Most of all, the prayers of many committed supporters are of vital importance to us.

**Northview Heights**

The ministry in Northview Heights, through collaborative efforts and others, has been able to offer a broad spectrum of services. Funding from Pittsburgh Community Services through their Hunger Trust Fund enables Bethany House to serve hundreds of members of the community through the Emergency Food Assistance program. Bethany House has also secured a contract with the City of Pittsburgh through the Pittsburgh Partnership to provide academic, character development skills, and paid work experience for 15 youth living in Northview Heights and surrounding areas. We continue to offer high quality academic and spiritual programs in our After-school initiatives such as: Computer literacy, entrepreneur training, arts and crafts, tutoring services, spiritual development, and the P.O.W.E.R. (Positive Outcomes With Excuses Removed) program. During the summer we offer an eight week program for all school aged children and youth. The City of Pittsburgh Parks and Recreation Department supply breakfast and lunch for the program. Many of the activities are implemented by staff that resides in Northview Heights, as part of our community empowerment model.
St. Clair Village

The Programming in St. Clair Village also reflects our willingness to cooperate with others. Through the Housing Authority City of Pittsburgh, we are part of a family self-sufficiency program. Our high-achieving Pre-school program is working towards becoming a model for replication for those who teach African-American children. The Pre-school has partnered with Head Start in an effort to provide additional intensive services for the families that have children enrolled in our programs. Additionally, we provide academic proficiency skills for thirty K-2 students attending Philip Murray Accelerated Learning Academy. During the summer we offer programming to children and youth, however the focus is placed on our preschool graduates as a measure of providing knowledge retention instruction. Ninety percent (90%) of our staff live in St. Clair Village We are thankful for the prayers and support of churches and volunteers as we join with others to do “the Glory of God.”

Keith Murphy, Executive Director

METHOUSE, INC. / PARKVIEW TOWERS

Methouse, Inc. / Parkview Towers is a high-rise apartment building for extremely low, very low, and low income senior citizens and people with mobility-impairment. The facility is HUD affiliated. The minimum age requirement for seniors is 62 and for a person with mobility-impairment the age is 18. Market rents range from $369 to $482 per month and include light, heat, and water.

The mission of Methouse, Inc. is to provide safe, comfortable and affordable housing where our residents may continue to participate in community life with a high level of dignity and independence.

At the beginning of 2008, a part-time Service Coordinator was added to the staff. This professional, shared with Metowers, helps residents find services in the community that will address pressing needs. The Service Coordinator is enhancing the program significantly.

Methouse, Inc. strictly adheres to all non-discriminatory practices and requirements of its sponsoring agencies and seeks to establish a beneficial community life for all of its residents in an atmosphere of joyous goodwill and fruitful living.

DISTINCTIVE FEATURES:

- Attractive facility
- Safe and sanitary housing
- Worry free maintenance program
- Competent, committed administration and staff
- Active Residents’ Council
- Opportunities for socialization
- Opportunities for spiritual growth
- Careful supervision by a responsive Board of Directors

David A. McQuiston, Administrator

METOWERS, INC.

In 1978 the United Methodist Church Union began the process of planning, implementing and building a ten story high rise for the elderly and those who were
mobility impaired under the age of 62 with very low incomes. In conjunction with the Department of Housing and Urban Development that dream became a reality in November 1980. Eighty-eight single bedroom apartments designed for the elderly, and ten designed for those with mobility impairments, were quickly filled. A long waiting list for those seeking housing soon followed.

Over the years, Metowers, a Section 202/8 federally subsidized building, has been a safe, affordable, and comfortable home for those with limited incomes over the years. Aging in place, with dignity and support, has been successfully accomplished through the dedication and direction of the United Methodist Church Union. A Service Coordinator is now on site to provide support services and assistance as needed to the residents. This new addition to the Housing Ministry has been a well received program that further promotes the physical and emotional well-being of those who reside here.

The building has a library, Chapel, picnic pavilion, craft room and a large community room that can be used for in house activities as well as private gatherings. The spacious single bedroom units feature individual heating and air conditioning controls, fully equipped kitchens, grab bars in the bathrooms and an emergency pull cord system that summons help if needed.

Metowers has an active resident council that hosts many social activities. One highlight of the year is the Fall Festival. Metowers opens its doors to the community by hosting a flea market, bake sale, hot dog luncheon and a Craft Corner. Covered dish dinners, birthday parties, and two catered events each year further enhance the lifestyle of the residents. It is also the site of a local Red Hatters group and a Clown ministry.

Metowers, Inc. continues to make every effort to provide home style living for low income elderly and people with mobility impairments while maintaining dignity and comfort in a safe and friendly environment.

Kathryn E. Williams, Community Manager

**METHOUSING NORTH, Inc.**

Opening in 1983, Methousing North, Inc. has continued to provide modest, safe and comfortable living areas by providing eight apartments for individuals and families. There are four one-bedroom apartments and four two-bedroom apartments. One tenant has been in the facility since it opened. That longevity in part testifies to the value of the service, however increasing capital expenses and the aging of these facilities is truly a challenge for the future of this ministry.

Terry E. Lyon, Chair, Board of Directors

**CHRISTIAN ASSOCIATES OF SOUTHWEST PENNSYLVANIA**

Thank you! Because of the investment of the Western PA Conference, UMC along with 25 other Catholic, Orthodox and Protestant judicatories across the region, lives are being touched and transformed. Your partnership with Christian Associates of Southwest Pennsylvania (CASP) seeks to be “a Unifying Voice in the name of Jesus Christ for the Mission of the Gospel and the Wholeness of Communities.” In Jesus name diverse confessions and traditions find common ground for witness and service.

Two years of successfully reducing recidivism among the male graduates of the Pod of HOPE at Allegheny County Jail has lead the county to partially fund an expansion
of the program to include a women’s Pod of HOPE. Our staff has been training mentors to support and developing aftercare programs for our graduates to assist in their successful return as productive citizens. We would be pleased to support your congregation in welcoming an ex-offender back into your community.

A Capuchin monk, his priestly spiritual director, and a Presbyterian pastor’s book form the basis for a DVD produced by Christian Associates Television. *The Prisoner* was filmed before our HOPE inmates, and is now available from Paulist Press. This DVD compellingly tells of the power of God to transform our lives, specifically the life of a young murderer who is now an aging monastic. We continue to assist member judicatories to produce programming for Comcast Channel 95 in the city of Pittsburgh and regionally on Comcast ONDEMAND. We are actively engaged in seeking comparable coverage on Verizon’s emerging cable system.

For the first time in our forty years of witness and service in the name of Christian unity, Christian Associates has begun a capital appeal to insure the continuation of our mission and ministries. All of our judicatories have been stressed by the demographic and economic shifts in our region. They are no longer able to fully fund Christian Associates in our work. On behalf of the Council of Bishops and Executives, I ask your prayers for generous hearts, as well as the names of potential donors so that this unique expression of the ecumenical journey can continue to impact our region in the name of Jesus and the sake of his coming sovereign reign.

I am grateful for the leadership of Bishop Tom Bickerton and Assistant to the Bishop, Robert Higginbotham on the Council of Bishops and Judicatory Executives. David Morse and Elizabeth Wolfskill ably represent the conference as they staff our working committees. The Council is grateful for the unique ecumenical engagement which we share in this region, the genuine fellowship and open dialogue among our Christian leaders and the opportunity to bring that engagement and fellowship to the grass roots - clergy, laity, and congregations. Know that the bishops and executives are joined in prayer with you during this 2009 Annual Conference.

Donald B. Green, Executive Director

PENNSYLVANIA COUNCIL OF CHURCHES

In 2008 the Council continued to focus its work around its mission statement:

*The Pennsylvania Council of Churches is a voluntary association of separate and autonomous Christian churches, within the Commonwealth of Pennsylvania, through which its members seek to manifest their fellowship (koinonia) with one another, to engage in common ministries of witness and service, and to advance towards the goal of visible unity. (Constitution and Bylaws §12)*

To carry out this mission, Council members (among other things)

- worship and pray together,
- advocate for a just and humane society,
- provide pastoral care for truckers, travelers, and truck stop employees, for seasonal farm workers, and for persons at leisure, and
- sponsor continuing education events for pastors.
Among the highlights from the past year of this common ministry are:

- The Council’s Public Advocacy Action Team carried on its witness on matters of public policy, with an emphasis on health care reform and governmental reform. To participate in the Council’s public advocacy efforts, visit the redesigned Web site, pachurchesadvocacy.org, for issue updates and action alerts.

- The Leisure Ministry program, which trains and places summer chaplains in parks and campgrounds around the state, took significant steps toward becoming financially self-sufficient. In 2008, 25 chaplains served in 43 state, federal, and private parks and campgrounds across the state from Memorial Day through Labor Day.

- Clergy were challenged and inspired by the 2008 Pennsylvania State Pastors’ Conference on preaching, with four talented teachers of preaching discussing dimensions of their own practice of the craft.

While the Council thanks you for your past support of the Pennsylvania Council of Churches, it continues to depend on you for:

- **Financial support**—Member church bodies to provide nearly seventy percent of the core budget income. Needless to say, 2008 was a difficult year financially. For the Council to be what its mission envisions, continued financial support from its members is critical.

- **People**—The Council needs each church body to identify people willing to engage in its common ministries of witness and service.

- **Prayers**—When you meet, include intercessions for the Council and its ministries in worship. Urge congregations to mention the Pennsylvania Council of Churches, as well as their own local ecumenical agency, in Sunday intercessions. Pray for fellow Council members regularly.

- **Promotion**—Visit the website (www.pachurches.org) and publicize its address; mention Council activities in your own church body communications; interpret the Council and its mission to congregations and clergy.

Thank you for helping your 42 ecumenical partners in Pennsylvania continue their witness for Christian unity and the common good of all God’s people.

Gary L. Harke, Executive Director

**UNITED METHODIST FOUNDATION OF WESTERN PA**

In the turbulent economic climate of the past year our congregations and agencies have been buffeted by decreased current gifts and have struggled to fund the programs that are essential to their ministry. Over the past year the Foundation has been able to chart a course that has continued to provide quarterly distributions to its depositors at a rate that exceeded many other financial institutions. Likewise, its investment policy guided its managers to perform in a manner that greatly minimized capital losses compared to the broad investment market.

To be accountable to the hurts and needs of the community at large we provided programs to expand horizons and initiate ministries that would further outreach into the community. A total of $48,739 was awarded from our Grant Program to sixteen churches and seven agencies. Also, many congregations were nurtured by our field staff and
capital campaign consultants to step out in enhancing the funding of their local programs of ministry.

In order for seeds to grow they need to be cultivated in the proper climate using the proper tools. To provide both of these essentials for stewardship to blossom, the theme, “Creating A Climate For Giving” was presented by Doug Turner, President of RSI to kick off our second annual FUNDING MINISTRY TOOLBOX program. Participants in this one day multi faceted event were encouraged to nurture a stewardship emphasis in their church. In addition to Turner’s leadership, sessions by the Conference Treasurer, Pat Morris and Fred Leasure, our Executive Director, offered very practical tools to germinate healthy productive funding ministries.

Additionally, the Foundation provided a Clergy Tax Seminar, a financial planning program for Probationers and assisted in the funding, development and implementation of the Young Clergy Coaching program. It also concluded its second three year Pastors’ Academy for Stewardship Formation and committed itself to beginning another three year Academy in 2009.

The leadership of the Foundation experienced some changes as it elected new officers and welcomed six new members to its Board of Directors. At the Annual Meeting of the corporation recognition was given to Franklin H. Kelly for his years of service as chair of Board and to the Frederick H. Leasure for his 25 years of service as Executive Director.

As part of its connectional role, our Foundation hosted the Northeastern Jurisdiction United Methodist Foundation Executive Directors for a three day gathering this past May. Our Director of Programs, Joseph Reasinger, was elected by this body as its representative to the Management Team of the National Association of United Methodist Foundations.

The ministry and resources of the United Methodist Foundation of Western Pennsylvania are committed to supporting and enhancing financial stewardship for both individual and corporate settings. In these rough economic seas it is increasingly incumbent on all of us to stay the course, to adapt our programs and to remain focused on the Master that calls us to follow Him.

Robert E. Harper, Chair, Board of Directors
Frederick H. Leasure, Executive Director

CONFERENCE UNITED METHODIST WOMEN

The Purpose of United Methodist Women is to be in mission to women, children and youth in the U.S. and around the world. Part of the purpose of UMW is mission education. This purpose was fulfilled through the 2008 Cooperative School of Christian Mission which was held at Grove City College with the studies of Spiritual Growth: I Believe In Jesus; the Social Issue Study: Native American Survival; and the Geographic Study: Israel/Palestine. The CSM was held July 18—20 (Mission Event) and July 20—24 (Mission School). The hands-on mission project at the CSM was making clothes for children in warm weather climates living near mission sites. The clothes have been transported to the warm weather sites by VIM Teams from the WPA Conference with the coordination of Diane Miller, WPA Conference VIM Director. The 2008 Conference Annual Meeting was held at Good Shepherd UMC, Leeper, Kane District on Saturday,
October 18. Theme of the meeting was Health Care and Healing focusing on John Wesley’s attention to good health. Speakers were: Joy Burt Conti—“What Would John Wesley Think About Health Care Today?” Sally Jo Snyder, Consumer Health Coalition; and Barbara Hess, Ubuntu Mission Trip to Mozambique. Being a strong advocate for social and racial justice, the Conference UMW hosted an Environmental Justice Event at Christ UMC, Butler the weekend of October 31 - November 2. Three Women’s Division Staff provided leadership for the weekend. As a result of this weekend, each of the districts chose an environmental concern from their district to be advocates to eliminate the environmental concern. This Environmental Justice Event was the result of planning by the Conference UMW Committee of Racial Justice and the Women’s Division staff.

The UMW Conference met its pledge to Women’s Division of $270,000 plus an additional $10,809. Combining the Pledge to Mission with Special Mission Recognition, Gift to Memory, and the World Thank Offering a total of $338,155 was raised for missions. Additionally, $39,009 was given in designated/supplementary gifts. The UMW is the financial backbone of the General Board of Global Ministries. At the Conference Annual meeting, large numbers of health kits and Flood Buckets were contributed. All the local units throughout the WPA Conference deserved congratulations on raising funds for missions. The UMW is a large supporter of the Ruth M. Smith Center, the Prison Ministry and Connellsville Area Ministries plus many mission agencies in their districts.

The UMW does not just financially support missions, but throughout the year, day by day, spiritual support is provided by UMW praying for each mission site and missionary using the GBGM Prayer Calendar. Birthday cards are sent to the missionaries. Within the Western PA Conference, the UMW has provided financial support ($34,810) through the Elizabeth A. Bradley Fund to the following missions:

Arnold—Interfaith Hospitality Network: Overcoming Homelessness One Family at a Time $1,000
Bethany House Academy/Ministry, Northside, Pittsburgh: P.O.W.E.R $500
Calvary UMC, Northside Pittsburgh: Issachar’s Loft Youth Program $250
Community of Reconciliation, Oakland, Pittsburgh: Oakland Youth and Family Outreach—Be the Difference Entrepreneurial Program $500
Connellsville Area Community Ministries: Partners for Life $500
Crossing the Jordan Christian Health Center, Inc., Washington: Triage Nurse Hiring $5,000
Fellowship UMC, Ambridge: Community Family Night $1,000
First UMC Brookville: Children’s Programming $1,500
Highland Grove UMC, McKeesport: Sunday Youth School Project $500
Hot Metal Bridge Faith Community, Southside, Pittsburgh: Children’s Ministry $8,000
Latrobe UMC: After School Club $1,000
Mars UMC: After School Program $1,000
Mission Ambassador Program $500
Moorhead UMC, Brockway: Literacy Enrichment $500
Open Hands Ministries Inc., Ligonier: Layettes for Newborns $760
Point Marian UMC: Safe and Sound $2,000
Polk UMC: Kids Club $300
Safe Horizons, Services for Women, Inc., Union City: Domestic Violence Services for Children $1,500
Six United for God Cooperative, Johnstown: Albright Kids Childcare Center $1,000
United Methodist Services, Johnstown: Project Shoes $500
WPA Prison Outreach Ministry: Weekly Bible Study Classes for Women & Youth $2,000

Carol Fuller, the Erie/Meadville District UMW President is Chair of the Chautauqua Mission Homes Board which oversees the Chautauqua Mission Home and the Fenton Deaconess Vacation Home which is supported by Women’s Division. Donna Burkhart is on the Chautauqua Mission Homes Board.
Several Conference and district officers are on the Ruth M. Smith Center Board: Donna Burkhart—Conference President, Kay Magnuson—Kane District President, Wilma Maben—Kane District Treasurer, Cindy Hickernell—Erie/Meadville District Treasurer, Betty Roberts—Conference Mission Coordinator for Membership Nurture & Outreach, Marie Stumpf—Conference UMW Nomination Committee are on the Ruth M. Smith Center Board and Dolores Firth, Corry UMC—UMW. Many of the local unit women give many volunteer hours in supporting local missions in their districts. The United Methodist Women give of their talents, money, and prayers to being in mission to women, children and youth.

Donna L. Burkhart, President

CONFERENCE BOARD OF PENSIONS (CBOP)

2008 was a year of transition and lots of learning by the new members of the board and executive committee. The first order of business is to thank the board members who completed their terms of eight or more years including: Margaret Langley, William Marquette, Mike Milinovich, and Mark Stewart. In an effort to facilitate the transition to the new term limit legislation Mark Stewart, Mike Milinovich, Margaret Langley have assisted in consultation to keep the areas requiring attention constantly before us.

June 14, 2008, at the Western PA Conference legislative item P57 (Support for the central Conference Pension Initiative) was approved. This legislation focused on funding some additional retirement for retired members of the Central Conference of The United Methodist Church. The plan was to donate $500,000, and to challenge our conference to raise $250,000 which would be matched. The legislation was contingent upon being able to use a portion of the over- funded pre-82 pension plan. Further investigation of the details has determined that there is a cap on the funds that can be re-characterized from the pre-82 pension plan. That cap is the required defined benefit contribution to the new CRSP-DB plan. The Western PA Conference has already designated that the full amount of the required CRSP-DB contribution be paid from the pre-82 pension plan. Although the contributions ($750,000 in total) anticipated from the over funded pre-82 pension plan are not possible, separate efforts are in process to raise new funds in support of this important ministry.

Health Benefit Program

The Conference Board of Pensions (CBOP) is pleased to report that the Health Benefit program is fiscally sound at the close of the 2008 calendar year. As the year ended, the CBOP members were aware that our group utilization was higher during 2008 than expected. This will result in an incremental payment from our health reserves to satisfy the final cost. No additional funds will be required from the local church, agencies, or the conference budget. During 2008 $125 per month was subsidized from health care reserves. We have required a prudent reserve balance to allow us to mitigate the impact of future, unexpected catastrophic claims. The CBOP has the responsibility to maintain a responsible level of benefits to properly care for the needs of pastors and share the burden of the costs with the pastors and the compensation paying entities. Due to the combination of the 2008 subsidy, the settlement payment of $1.1 million in 2008 for 2007, and an expected incremental payment to settle 2008 there is no expectation of any funds being returned in 2009. No modifications in benefits were made.
The cost of healthcare continues to escalate at a rate higher than the general economic price trends. In addition, United Methodist Clergy have moved from a profile as one of America’s most healthy groups to one of the America’s most unhealthy groups. This condition is one that can change through a personal commitment to continually improved life style (Diet, Exercise, Fasting, Spiritual Growth, etc.). God calls us each to witness to the world. God lives within our personal temple, and we must show respect for the gift of life we receive each day. Health is to a large extent a series of choices. The health of our congregations is on a trend similar to the health of our clergy. Together we can and must change these trends. We are looking to find ways to motivate good healthy choices.

The global financial markets have dealt a significant blow to the accumulated funds in our pension and medical reserves both relating to active and retired clergy. Each of the participating active clergy has also experienced a large reduction in the market value of their personal retirement accumulation account under the defined contribution portions of the pension plans. A rapid recovery to the past high market valuations is not something that one should expect. We are experiencing one of those once a century financial storms. The exact depth and duration of this storm is as yet not known, but its initial devastation in a very short period of time must be taken as a strong warning and call to personal responsibility.

The Conference Board of Pensions has provided the following plans for our retirees: Security Blue, Freedom Blue, and many different AARP plans. These plans are also available for clergy spouses over age 65. We continue to monitor the changing field of options in prescription drug plans. We continue to be in a position of eliminating the participant cost of the “doughnut hole” in the Highmark “Blue” sponsored programs. The CBOP implemented a pilot program of limited dental coverage for pensioners and spouses effective 1/1/2009. We will be reviewing the utilization, costs, and benefits to determine if continuation is a good use of the resources currently available. One of the benefits is to provide access to MetLife’s negotiated rates (about 25% reduction) for both covered and non-covered services needed by participants. In addition, the CBOP continues to subsidize the cost of a Medicare supplement or Medicare replacement plan for every retiree, spouse, and surviving spouse. In 2008 the subsidy was $110 per person per month. This was an increase from $100 per person per month in 2007. This contribution to the health benefits of our conference retirees is funded by the CBOP from the Deposit Account held by the General Board of Pensions in Evanston, IL.

**Pension Plan (CRSP) Clergy Retirement Security Program**

We have completed a second year under the new Clergy Retirement Security Program (CRSP) pension plan. During each of these years approximately $6,000 per year per pension participant has been avoided by the churches, agencies, and conference budget. This subsidy has come from the prior Pre-1982 excess investment performance related to our prior pension contributions. The extreme negative market performance during 2008 has raised questions about the ability and advisability of continuing this large subsidy. The funded status of this plan has fallen from 90% at 1/1/2008 to approximately 79% at 12/31/2008 which will require stepped up deposits into the plan beginning in 2011 (an addition of approximately $1,000 per year per current participant).
Pension Plan  (MPP) Ministerial Pension Plan

We have not discussed this plan before as it was adequately funded and was and is in many respects is a defined contribution plan during the accumulation years. Upon retirement an annuity is established with the funds accumulated over the working years of the retiree. The subsequent obligation to stand behind the annuity payments rests with each annual conference. The approximate funding status of this plan has fallen from 120% on 1/1/2008 to 93% on 12/31/2008. This plan will also require deposits beginning in 2011 at a currently undetermined amount (likely in the range of $1,000 to $2,000 per year per current participant).

Pension Plan Pre-1982

The approved past service rate (for service prior to January 1, 1982) is 510.68 for 2009. This is a 5.73% increase over the 2008 rate. This PSR rate is currently at 1.03% of the Conference Average Compensation. The Pre-82 plan anticipates that the PSR rate will range between 0.80% and 1.00% of Conference Average Compensation. The 2009 calculation is 1.03% of Conference Average Compensation thus slightly beyond the normal expected range. We have sustained the PSR at 1.03% of the normal range since 1999. For many pensioners the PSR is part of the pension calculation that sets a rising minimum payment over their retirement years. If this rising floor overtakes the fixed annuity payment they begin to receive the floor amount (PSR times years of service). Based on actuarial projections we maintain a fully funded status on this pension segment for service rendered prior to January 1, 1982. Actuarial projects are not a guarantee but rather are projections of the future liabilities and assets on hand to meet them. Many assumptions are made and recent market performance will cause a reevaluation as we go forward.

Consultants and Professional Resources

The Conference Board of Pensions continues its relationship with Employee’s Benefit Data Services (EBDS). EBDS generates monthly reports for the Conference Board of Pensions and Conference Treasurer. They invoice and collect the monthly billings for health premiums and pension contributions from the churches, agencies, and conference. We are grateful for a good working relationship with EBDS and the high level of expertise they bring to maintaining accounts in our benefit programs.

In addition, the Conference Board of Pensions continues to work with Frenkel Benefits. They provide consulting services for our active health program, all of our Medicare regulations, and assuring our programs comply with regulations. In 2008 the Conference Board of Pensions utilized the actuarial services of the General Board of Pensions and maintained our relationship with the firm of Dunbar, Bender, and Zapf in Pittsburgh. It is the intention of the Conference Board of Pensions to continue to utilize these professional resources in planning for our future benefits needs.

The Conference Board of Pensions continues to fulfill its responsibility for matters related to, and for providing for the support, relief, assistance, pension, and benefits, for United Methodist Clergy families, United Methodist Church workers, and lay employees. In the area of Incapacity, the Conference Board of Pensions participates in a joint committee with the Board of Ordained Ministry. We continue our connection with the General Board of Pensions in Evanston, Illinois and the United Methodist Foundation. We are grateful for the work of Pat Morris, Conference Treasurer/Benefits...
Officer and Kathleen Lasky assisting in the area of benefits, and for all the members of the Conference Board of Pensions who serve this Conference faithfully.

Terry Lyon, Chair

COUNCIL ON FINANCE AND ADMINISTRATION

The 2008 Discipline requires every Annual Conference to have a Council on Finance & Administration. The Council on Finance & Administration faithfully develops, maintains, and oversees the financial plan, creates administrative policies and procedures, and supervises the financial management services for the Western PA Conference of The United Methodist Church. Our expressed mission is to faithfully assist, sustain, and support all of the ministries of our Annual Conference with dependable resource management. The standards to which the Council on Finance & Administration holds itself and the financial and administrative services of the Annual Conference are the highest Christian ethical principles of integrity, transparency and trustworthiness as well as expertise in faithful fiscal accountability.

As required by the Discipline, the Council on Finance & Administration recommends an annual budget to the Annual Conference that consists of anticipated income from Mission Shares, designated investments, and other sources such as program fees and revenues. The annual budget also proposes expenditures related to all anticipated benevolences, programs, clergy support, General Church obligations, and administrative costs. In addition to the annual budget, the Council on Finance & Administration recommends a Dispersal Directive procedure for dealing responsibly with possible situations in which budgeted funds, as approved by the Annual Conference, are deemed inadequate. Income and distribution of funds are carefully monitored to assure spending is in accordance with the directive of the Annual Conference as expressed through the approved budget and in line with generally accepted and approved financial practices.

The Council on Finance & Administration also oversees and manages the Conference Treasurer and the professional financial and administrative services staff of the conference. CFA and financial staff also directly work with our auditors, overseeing the teams work and leading it in the vital ministry of making sure the conference’s fiscal responsibilities are carried out with the highest possible accuracy and integrity according to accepted standards of accounting.

In 2008, the Annual Conference apportioned $9,248,626 as Mission Shares to our churches and the churches of the Annual Conference gave $8,007,982 or 87% of the total Mission Share asking. To every church that gave to their Mission Share responsibility, the Council on Finance & Administration extends grateful thanks and appreciation.

In 2008, the Council on Finance & Administration maintained its policy of full financial disclosure by providing the Annual Conference with information concerning our financial position that reveals all sources of income in the annual budget legislation. Income from Mission Shares, Advance Specials and other donations, medical insurance and pension premium revenues, direct fees and program revenues, capital gains, interest and other investment income is reported.

Early in 2009, the Council on Finance & Administration received from an Annual Conference study team a report that was made in response to RS 404 requiring
the Conference Connectional Network to study a Local Church Short Term Incapacity Support Funding Plan. CFA concurred with this plan and returned it to the Conference Connectional Network for further action.

The Council on Finance & Administration is privileged to serve the Annual Conference and its many and varied ministries, committees, ministry teams, commissions, boards, and agencies. We constantly strive to do so by improving internal quality controls, monitoring management practices, and applying biblical standards of stewardship and accountability. Our goal is to be faithful disciples of Jesus Christ by being good and faithful stewards of conference resources and by supporting all within our Annual Conference who strive to do the same. The Council on Finance & Administration salutes and thanks the entire financial staff of our conference. Their tireless day to day dedication and teamwork shows itself in continuing improvement of the financial picture of this Annual Conference. Thanks also are due each member and ex-officio member of CF&A and its sub-committees for all their faithful, excellent, and often unrecognized efforts on behalf of this ministry. We thank everyone who upholds us and our work with your prayers and encouragement. We continue to ask for your prayers as we move forward, trusting God and offering our praise to God from whom all blessings flow.

Howard F. Burrell, Chair

CONFERENCE TREASURER

Transition continues to be the key word for the Finance Service Center of the Conference.

Kathy Lasky became our new part time Administrative Assistant in the area of benefits, Mareena Anderson has moved into the position of Administrative Assistant, Accounts Receivable and Gloria Seth became our new Receptionist at the Conference Center.

We were able to complete both the 2006 and 2007 audits -a task that is well behind us as we look toward the future. We continue to work with the new Conference Committees to provide accurate reports and information in ways that is most helpful as ministry expands throughout our Conference.

The 2008 visits with the local church treasurers took on a new look. Three different classes were offered: local church statistic report instruction with Conference Secretary, John Wilson – local church trustees with Bill Jacka and representatives from Church Mutual Insurance and local church treasures led by yours truly.

A special class was also offered this year for local church treasurers by The United Methodist Foundation at its annual Tool Box training in September. It was great partnering with the Foundation at this event.

Communication with the local church treasurers continues to be an important part of my ministry. Our direct mailings have increased and we have created an email discussion group for local treasurers. We have participated in many of the district Help Shop events and I continue to speak at local churches around our Annual Conference during Sunday worship.

Serving as a delegate to the 2008 General Conference gave me the opportunity to be a part of the legislative section dealing with the General Church budget – a real learning experience! It was privilege for me to be appointed by the Council of Bishop to
As treasurer of our Conference, as in many Conferences, I wear different hats. As Conference Benefits Officer I work directly with all pastoral and lay issues relating to hospitalization and pension benefits. As Director of Administrative Service I work directly with our facilities manager, Bill Jacka, our IT wizard, Ben Harsh, our mailroom and receptionist personnel.

The best part of any report is the joy of remembering. I am privileged each day to see how our local churches continue to bless the lives of individuals they will never meet. How Mission Share dollars are put together from churches across Western Pennsylvania to bring hope, training, recovery, and information to thousands of people. I thank all of you for that privilege.

Finally, let me express appreciation to my staff for their continual faithfulness to our Conference and its churches and to Howard Burrell and the members of the Supportive Ministry Team for their inspiration and consistent encouragement. Thanks everyone for the privilege of being in ministry together with you.

Patricia A Morris, Conference Treasurer

ENDOWMENTS

This report a complete listing of endowments, properties, stocks, and special pension accounts. Special thanks to Fred Leasure and the United Methodist Foundation for their ongoing support through the investing of the large majority of these funds. With just a few exceptions, the endowments are designed for interest only income expenditures.

Tremendous appreciation needs to be expressed to the individuals who possessed and shared the vision needed to create such wonderful support for our connectional ministries.

<table>
<thead>
<tr>
<th>Title</th>
<th>Market Value 12-31-2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Discipleship</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Camping</strong></td>
<td></td>
</tr>
<tr>
<td>Martin Prytherch Mem. Camp. Fund</td>
<td>$2,803</td>
</tr>
<tr>
<td>Interest available for Camping Ministries within the Creative Arts Camp and any successor program.</td>
<td></td>
</tr>
<tr>
<td><strong>Christian Outdoor Education</strong></td>
<td>$68,795</td>
</tr>
<tr>
<td>Created in 1993 from accumulated funds from United Methodist Outings- Income to be used for camperships</td>
<td></td>
</tr>
<tr>
<td><strong>George &amp; Carolyn Bashore</strong></td>
<td></td>
</tr>
<tr>
<td>Campership Trust Fund</td>
<td>$24,985</td>
</tr>
<tr>
<td>Proceeds of gifts upon Bishop Bashore’s retirement, to provide camperships to economically disadvantaged children and youth.</td>
<td></td>
</tr>
</tbody>
</table>
**XII Reports**

*Gascoine Camping Fund*  
Interest available beginning 4/2002 for Camping Ministries within the Creative Arts Camp and any successor program.  

$8,977

**Conway Trust**  
Proceeds of former Conway United Methodist Church sale 1996-Income to be distributed: 50% for camperships and 50% for youth ministry.  

$35,754

**Thomas & Sally Bickerton Campership Trust Fund**  
Proceeds to provide camperships to economically disadvantaged children and youth  

$2,453

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

$8,602

**Evangelism**

**Earl J. Patterson Fund**  
Established by the Will of Earl J. Patterson. Principal and income for clinic on Evangelism but no more than $1500 in one calendar year.  

$7,809

**Richard M. Burns Endowment**  
Assistance for evangelists  

$4,537

**Patterson: Pastors**  
Unknown source-Income for Pastors’ School on Evangelism.  

$38,977

**Age Level – Children**

**Age Level – Youth**

**Homer N. Clark**  
Established in 1958 by Conference Youth Fellowship. Income for scholarships enabling youth to attend events.  

$6,487

*Cutshall Youth Trust*  
Gift of Keith B. Cutshall in 1990 Income to be used by Conference Youth ministries. Can not be used for Youth Service Fund.  

$2,650

**Youth Ministry Scholarship Fund**  
50% of the interest available to Youth Ministry Team for annual distribution through the Youth Service Fund for scholarships. Remaining 50% of interest dedicated to increasing principle.  

$25,808
Conway Trust
Receives 50% of the income from Conway Trust reported under Camping

Age Level—Singles
Mark Baumann Memorial Fund
Created in 1989 by Young Adult Council-Income to provide scholarships for Young Adult Events.

Christian Singles
Reinvestment of funds until available income can support part-time staff person in Conference for Singles Ministry

Age Level – Campus Ministry/Higher Education
Educational Society
Created in 1889, the fund awards college scholarships to children of clergy with lower incomes. (See 1996 Conference Journal page 605)

Campus Ministry: Edinboro
Proceeds of sale of campus ministry property and pastor’s home. Restricted to income only by action of Annual Conference 1981. Grants to be used to provide training for clergy/laitity.

*Schall Memorial Trust
Memorial to Ruth Zitzman Schall by son Richard. Provides scholarships to first year college students, women only and other specific guidelines apply.

Allegheny College Endowment

Wesley Foundation
Proceeds of sale of Wesley Foundation Building. Income for use of university and city ministry.

*Smith Memorial Scholarships
Gift of Andrew and Jane S. Smith in memory of their children 10/89. Scholarships for Higher Education granted to college students with preference being given to individuals attending Point Park College and The Art Institute of Pittsburgh, or an art related degree. Other specific guidelines apply.

IUP Campus Ministry
Proceeds of campus minister’s house sale 1996-Income to be paid to IUP United Ministries for 3 years, then income will be allocated by conference for campus related needs or scholarships. Funds available on 6/1/99.
XII Reports

New Church Starts
WPAC Custody A/c ................................. $174,766
Established by donor for New Congregational Development in the Upper Allegheny River Region, for capital expenditure only.

Global Ministries

Rupert .............................................. $10,748
Centenary Fund of unknown origin, income for mission purposes.

Gifford Mission Fund ......................... $49,696
Gift of farm by Mrs. Letha Gifford. Action of Conference Board of Trustees 1977, Income for special projects related to missions.

Browning Mission Trust ....................... $41,405
Established by Scott Browning in memory of his wife. Income to assist clergy spouses traveling to mission sites with clergy.

Blairsville District ................................ $2,387
No history of origin. Created in early 1900's. Income to be used for home missions in district.

Hester Munden Mission Fund ................. $40,600
Income to be used for missions as directed by Global Ministries

Merritt Edder Memorial Mission Education Scholarship Trust ......................... $1,352
Created by Annual Conference to aid in the furthering of Mission Education Events and to help supplement mission education projects (e.g. Mission Ambassador Program, School of Missions, Work Teams etc.) See 1981 Journal page 342, paragraph 2.

Native American Scholarship Fund ........ $18,261

Spiritual Leadership

Laity
Renton Brown Fund ......................... $3,244
Estate of Lourena Renton Brown 1970. 27 shares AT&T; income available to laity for educational events.

Idella Smith ..................................... $13,742
Income for scholarships.

Whetsel Fund ................................ $673
Origin unknown-Income for scholarships.

First United Methodist Church of Duquesne Thomas Fund ......................... $40,969
(Presently at National City Bank of Pennsylvania)
All interest income will be distributed as requested by the former congregation for the purpose of educating laity of The United Methodist Church.

**Board of Ordained Ministry**

**Grace S. Kreiling Fund**


$146,526

**Sugar Grove Trust**

Proceeds of sale of Sugar Grove Seminary, Sugar Grove PA Warren County Court gave funds to former Erie EUB conference-income for student loans. By action of the Erie Conference, the principal was loaned to churches of the Conference with interest, and the interest would then go into a Student Aid Fund from which ministerial students could receive loans. These loans to students are paid back by either service when the student returns to preach in the conference or by paying interest and principal in the event they do not return.

$34,677

**North Avenue and Arch Street**

16% of proceeds of Arch Street Church sale when it merged with North Avenue Church in early 1900's-Income for seminary student scholarships.

$25,697

**Carl F. Koch Grant**

Grant to provide financial assistance to United Methodist graduate students pursuing fulltime theological education at Pittsburgh Theological Seminary to equip them for fulltime ministerial carrers.

$16,436

**Earl J. Patterson Fund**

Bequest of Earl J. Patterson in early 1990's-Income for seminary student scholarships“..the principal and income thereof to be expended by the Centenary Fund Society to the extent of not more than $1000 in any one calendar year as student aid to a person or persons selected by the said Society, who shall be a student or students at a seminary of the Methodist Church.”

$35,830

**Raymond W. Faus Fund**

Created by widow of Raymond W. Faus to benefit students entering the ministry.

$12,595

**Ministerial Training Scholarship Fund**

Created by former Erie Conference of EUB Church for student loans. Placed with United Methodist foundation in 1977

$56,264

**Julie Niebaum Fund**

Testamentary Trust of Julia M. Niebaum-Income for college or seminary student scholarships. Preference given to students in college or seminary that are preparing for missionary field work.

$315,426
XII Reports

Frances Kees Fund $53,779
Gift of John C. Kees in memory of his father 1985-Income to be used for scholarships selected by the Board of Ordained Ministry for preministerial education.

Dashiel Grant $38,425
Gift of Lois and John Dashiel 1988-For graduate school student scholarships.

Brookline Scholarships $22,989
Proceeds from the sale of the Brookline UMC and gift of Mt. Lebanon UMC for assistance with ministerial scholarships.

Leonard Nolf Fox Memorial $139,296
Funds from the Marjory B. Grau trust, from SunTrust Bank, Tampa Bay. To be used as a source of interest free loans to young persons preparing for the Christian ministry.

Straw Fund $16,790
Received 1969 for student aid-no other information available.

Bunyan Fund $23,761
Received $4,278.24 in 1967 from estate of Carrie Bunyan for student aid.

*Smith Seminary Scholarship Fund $195,787

*Cramer Seminary Scholarship Fund $3,220

First United Methodist Church of Duquesne Wooddy Fund $33,882
All interest 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 $29,486
All interest income will be distributed as requested by the former congregation for the purpose of educating ministers of the United Methodist Church.

Timothy Project $14,627
Pension & Medical (located with the United Methodist Foundation)

Pension Permanent Annuity $6,447,728
Established 1898 for pastors’ pensions in former Pittsburgh Conference which merged with Erie conference Funds at union. Subsequent gifts and bequests have been added to the fund for the purpose of pension support. Income only for distribution through Board of Pensions.

Health Insurance Reserve $368,733
Established by Board of Pensions to provide reserve to cover potential loss experience. (located with Mellon Bank in Pittsburgh)

Carnahan Fund $1,289,615
The income only shall be paid to the Board of Conference Stewards of the Pittsburgh Annual Conference of the Methodist Episcopal Church to be applied to supplementing the payments which they may make to beneficiaries of any annuity or pension plan now or hereafter adopted by the Pittsburgh Annual Conference.

Board of Pension Special Accounts
(Investments Held by General Board of Pension and Health Benefits in Evanston, IL. Unless otherwise noted all balances are as of December 31, 2008)

<table>
<thead>
<tr>
<th></th>
<th>Funding</th>
<th>Liability</th>
<th>Funded Status</th>
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<tr>
<td>Supplement 1 (Pre-82 Plan)</td>
<td>$149,116,319*</td>
<td>$83,742,296 *</td>
<td>$65,374,023</td>
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<td>Deposit Account</td>
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<tr>
<td>Medical Reserve Account</td>
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<td>Benefit Reserve Account</td>
<td>$261,768</td>
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*Funding and liability are as of January 1, 2008, as presented in the most recent actuarial report from the General Board for this Plan.

Endowments

District Superintendents

*Allaman Trust $27,893
Gift of Samuel L. Allaman in 1991. Income to Cabinet for emergency grants to clergy families. It is intended that such grants be given to those that are in an emergency or crisis situation which has resulted in a financial need. Priority shall be given to, though not necessarily restricted to younger clergy, those within the first ten years of their ministry.

Patterson Fund, DS $43,902
Centenary Fund Trust Gift of Oliver B. Patterson. Restricted to use by district superintendents.

Washington District $1,193
Gift of Centenary Fund-Income to be used for district programs.

Pittsburgh District Kaighin Fund $14,953
Bequest of Albert B. Kaighin - By action of Annual conference 1973 income to be used by Pittsburgh district superintendent in consultation with Cabinet.

Franklin District Horace Thompson Fund $10,360
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 Pa Annual Conference

Worthington Trust $173,962

Kilpatrick Fund 040 $385,865
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.

Kilpatrick Fund 265 $571,039
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.
Council on Finance and Administration

General Memorials $971
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 $311,897
Established by Council on Finance and Administration. Reserve fund to equal 5% of annual budget.

Ethel K. Brauns Fund $335,437
Established through the Estate of Ethel K. Brauns. Funds may be designated to any line item in the Annual Conference budget as recommended by the Council on Finance and Administration.

Maude Murray Fund $211,424
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 the Council on Finance and Administration.

*Note: The trustee of these 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.

Larry Bridge, Controller

MONITORING MINISTRY TEAM
The Monitoring Ministry Team was given the responsibility to track and follow-up the legislation and actions that were passed at the annual conference session. The team reviewed the work of the 2008 Annual Conference and requested necessary information from the implementing agencies. The response from the agencies was greatly appreciated. The team is pleased to report that our legislation from the 2008 conference has received appropriate review by various conference agencies, and that the legislation has either been implemented according to the directions of the legislation, or is in the process of implementation.

Andrew C. Harvey, Chair

CAMPING AND RETREAT MINISTRIES
God is working in the Camping and Retreat Ministry (CRM) area. Ask volunteers, staff, or committee members, they will tell you. Forty seven more campers in 2008 means a lot to everyone. This is the first increase in the overall registered campers since 2002.

Even more important, there are many young people making commitments to Jesus while at camp…both first time, or second and those hearing calls to ministry.
Volunteers are encouraged to follow up children and youth. The “Green Sheets” project helps keep camp counselors in touch with all of the campers’ home churches. Counselors send information (on green paper) to let the church know what has happened with the young person while at one of the summer events. Another way faith development is encouraged is by giving those attending camp a Bible. The program is designed for campers to use their Bible in worship and Bible study throughout the week.

There are also thirty six young leaders that are trained and then work as counselors through the ten weeks of the summer program. These young adults are serving as program counselors and horse staff counselors. We train these young adults and continue to follow up with them through evaluations and weekly meetings to discuss what is going on and answer their questions. Most of these young adults will cycle back into a local church when they have finished their studies. Our aim is to encourage them to continue serving God throughout their life.

There is one more group that continues to support the summer ministry of CRM and that is the hundreds of volunteers. These volunteers give up their time and energy to guide children and youth in spiritual formation. These volunteers mostly come from United Methodist churches. They love the campers and support them through rough times as well as good times. The volunteers spend time sharing their faith journey and their knowledge. Without them we could not continue to do the work God is calling us to do. There would not be enough money to support the salaries of staff that would be needed to have the summer ministry.

The Annual Conference supports CRM in a couple of ways. One way is the volunteers from our churches. Another way the Annual Conference supports CRM is with leadership. The Annual Conference has in place two staff people that provide leadership on a day to day, year round basis. The Conference Registrar is responsible for the entire registration process for nearly 3,000 campers and she has many other administration tasks. The Director of Camping has oversight responsibilities with many aspects of camping ministries in cooperation with the CRM team and the camp directors. There is also a team of fourteen that meet three to four times a year to discuss what is happening within the ministry. This committee, Camping and Retreat Ministries, also creates policies and looks at what has worked and could work better.

A third way the Annual Conference supports CRM is with Mission Share funding. In 2008, CRM received $120,000 in Mission Share dollars. Almost 60% of the $120,000 went to the salaries and training support of the young leaders that work within the summer ministry. (Summer Program Staff and Horse Staff); 35% went to promoting summer ministry with brochures, posters, new banners, and cards. The remaining 5% went to training the volunteers who work within the summer ministry.

CRM has an essential role in the spiritual formation of young people throughout the Annual Conference. It is not just for those who attend the summer ministry, but also for those who volunteer and serve during the summer program. And the camps themselves provide hospitality and space, and programs for thousands more during the year who are blessed with the mountain tops we love as United Methodist Camping & Retreat Centers.

Thank you for your prayers and all means of support.

Seth McClymond, CRM Chair
Kathy White, Director of Camping
CAMP ALLEGHENY

The Board of Directors continually offers ‘Praise to the Lord’ for His faithfulness! Once again the Lord has blessed the ministries of Camp Allegheny. For the past three consecutive years the camp had an overall increase in the number of campers. 2008 was an approximately 11½ percent from 2007. Many lives have experienced Jesus Christ during summer camp, at weekend retreats and other special events.

We were delighted that 326 campers chose to attend our new Christian Wrangler program during the summer. The new program made possible for the camp to offer 8 weeks of horse and pony camps; and to incorporate the Bible and faith studies with the riding time. Campers can now receive national accreditation from the Certified Horsemanship Association.

Members of the Board of Directors and its Standing Committees developed an official Handbook of the duties and job descriptions of the Board, Standing Committees and individual members. Much appreciation is expressed to our consultant, Terri Huston from Intergenerational Communications Solutions, for her leadership and assistance.

The Board of Directors appreciates the leadership of Dennis and Lorie Tawney as Executive Director and Finance Director respectively. Dennis and Lorie have exemplified a strong commitment to Jesus Christ and the camping ministry. They continue to provide fresh ideas on ways to improve the ministries of the camp.

Nate Saccol, Assistant Director, has greatly improved communication between the camp and the ‘younger generation’ (children, youth, & young adult parents) through the development of the Web Page, E-newsletters and a promotional DVD.

The maintenance staff, along with significant assistance from volunteers, accomplished numerous improvements to the buildings and grounds, including water system updated; Camp Center exterior cleaned & stained, Bucking Barrel installed near Corral, several new horse trails opened, and a water fountain installed in pond by the Camp Center.

With excellent fiscal management, increased revenue from increased usage and the excellent payout of the Mission Share, the camp ended the year in the black.

The Board of Directors expresses its gratitude to the superb staff for their Christian commitment, competence, and their devotion to the mission and ministry of the camp and to the many persons who generously support the camp through volunteer labor and Advance Special gifts.

I thank the members of the Board of Directors and the Standing Committees for their devotion to Jesus Christ and their faithfulness in providing leadership for the camp’s ministries.

Charles Shaffer, Chair, Board of Directors

UM SERVICES FOR THE AGING

On September 26, 2008, exactly 100 years after the original Frances Campbell Memorial Methodist Episcopal Church Home for the Aged Association opened in Dravosburg, Asbury Heights marked the occasion at the Centennial Gala celebration.
Although the Gala was one evening, an entire year of events, festivities and celebrations were held. Outdoor signage and banners around the campus announced the milestone event and inside a permanent display was created, now known as the Centennial Wall. Family Day took on a yesteryear theme, and resident activities focused on past decades. Employees were involved in the celebration by wearing centennial T-shirts at the Centennial Picnic, and participating in the Birthday Cake Bake-Off. The annual volunteer recognition event with the theme “100 Years of Helping Hands” was also well attended.

It was an excellent fundraising year, due to the generosity of donors who committed to helping Asbury remain in existence for another century. They participated in several fundraising events including the Centennial Appeal, and sponsorship for the year-long Centennial Celebrations and Centennial Gala. Almost $500,000 was received in contributions 2008.

This was also the year when plans were developed to significantly increase fundraising. A goal was set: to raise $800,000 sustainable annually, beginning in 2012. A fundraising executive was hired and initiatives were discussed and finalized so that the new fundraising plan could begin in 2009.

Asbury remained on its path of focusing on Customer Satisfaction, Quality and Economic Performance. Asbury adopted the systems and methods of Perfecting Patient Care University, based on Toyota Motor Corporation’s highly specified production system. More than 40 members of Asbury’s management team attended the Perfecting Patient Care University 4-day seminar to learn how refined processes can eliminate waste and cut costs across the organization, while also increasing customer satisfaction and the quality of care delivered.

1) Customer Satisfaction – The survey process begun in 2007 with The Center for Social and Urban Research at the University of Pittsburgh, continued with other facilities in 2008. Customer satisfaction for services, care and accommodations remained high, yet staff was challenged to make improvements to continue to meet and exceed customers expectations.

2) Clinical Quality
   (a) Annual surveys and inspections conducted by the Department of Health and Department of Public Welfare revealed no significant deficiencies in any facilities.
   (b) Creation of the STAY Program (acronym for Support and Timely Attention for You). The STAY program, staffed by licensed nurses, is designed to allow independent residents to remain in their own homes (apartments) at Asbury longer without having to move to an Asbury residence with a higher level of care.

3) Economic Performance – audited results for FY08:
   Revenues from operations $24,859,126
   Expenses incurred from operations <26,983,286>
   Net operating loss <2,124,160>
   Budgeted Net operating loss <1,344,573>
   Difference from prediction $ 779,587
   (Includes significant marketing expenses and lower than anticipated census for The Embassy of Asbury Heights, both due to competition in the marketplace.)

4) The Embassy of Asbury Heights -- In 2007, 17 units had been reserved of the 35 total apartments available. With additional sales, some rescissions and a few move-outs, a total of 18 of the 35 units had been reserved through 2008. In response to customer demand, one apartment on the first floor was converted to a multi-purpose room, and the
entrance fees and monthly fees were restructured.

John V. Conti, Vice Chairperson, UMSA Corporation and
Vice Chairperson, UMSA Board of Directors
John J. Zanardelli, President and CEO, UMSA

WESBURY

Despite all the individual elements working against us Wesbury and its related entities finished up the year in pretty good shape. This does not mean that we can sit back and relax; it means that we must stay on our toes and be proactive in every thing we do.

Wesbury’s entry into the Home and Community Based Services business has experienced a very successful launch beginning on September 1, 2008. Alliance Visiting Nurses (AVN) seems to be doing very well even though we still have a lot to learn and a lot of work ahead of us to make Alliance the preferred choice in our service area. Alliance Visiting Nurses or AVN is a partnership between Wesbury, St. Paul Homes and Concordia Lutheran Ministries.

There has been a change in the Director of Nursing position. Sue Smith has been replaced by Sharon Severo. There has also been a change in the Activities/Volunteer Coordinator position. Cheryl Wellman has been replaced by Carol Offi. Since Wesbury has many employees that have worked in excess of 20 years there is speculation that a few more of the employees are considering retirement in 2009.

You have all experienced the same winter weather Wesbury has so you can only imagine what we have had to deal with in our community in the way of snow removal and plowing, staff not being able to get to work, high heating costs and the lack of sunshine winter doldrums.

The United Methodist Association Annual Meeting will be held in Indianapolis in March. Rev. Ellen Rezek, Nina Bell, V.P. Stewardship and Development and I will be the only ones attending this year.

Once again Wesbury has been selected by the American Medical Association to present at their annual meeting in Charlotte next month. One of Wesbury’s nurse managers, Sue Sowers, RN, has developed a way of reporting and recording the progress of patients with mental disorders that aids physicians in their care of the patients so she has been asked to present it at their annual conference.

Some of you may have read in the column I have in the Meadville Tribune regarding Wesbury’s wound care team using a new (old) method of removing dead tissue surrounding open wounds. The FDA has recently pulled from the market most topical enzymatic debriders that have been used to clean away dead and infected wound tissue by healthcare providers. The only approved debriding agent still available for use unfortunately acts very slowly and is generally appropriate for only non-infected wounds. “Sharp debridement” is a quick means of removing the bad tissue but it also cuts away good, healthy tissue needed for healing. Recently the FDA approved “bio-debridement” as a safe and effective means of debriding non-healing soft tissue wounds such as pressure ulcers, diabetic foot ulcers and those wounds in patients who are high-risk candidates for surgery and/or anesthesia. This natural debrider selectively removes only dead or infected tissue without affecting the healthy tissue surrounding it. Sterile medical maggots are being used with increasing frequency by the medical profession because they
safely and effectively treat many wound problems of the elderly and infirm quickly, at a fraction of the cost and without adverse affect.

At Wesbury United Methodist Community our award winning and nationally recognized team of Certified Wound Nurses and our Certified Geriatric Medical Director are working to stay current with the latest and most effective treatments available in order to better serve our residents and community. A patient family who recently learned of this newly approved bio-debridement treatment has requested to have the procedure used on their family member at Wesbury and Wesbury has agreed to try this new “old” procedure. Wesbury has always tried to plan for the future by learning from the past and use current innovative treatments and research in order to provide patients with the best possible care.

Donald E. Clawson, President/CEO, Wesbury United Methodist Community
Western Pennsylvania Annual Conference
Believe Again! Plan for Ministry Report
June 2009

Report Outline:

| Section |
|-----------------
| Introduction 1 |
| Annual Conference Vision, Mission, Core Value 2 |
| Believe Again! Goals and Objectives 3 |
| Culture Shift 4 |
| Outcomes of Believe Again! 5 |
| Believe Again! 2009 Priorities 6 |
| Believe Again! Transition Plan 7 |
| Believe Again! Legislation 8 |
| Believe Again! Financial Plan Summary 9 |
| Believe Again! History 10 |
| Appendices 11 A – Team Members and Extracts from Team Reports |
| B – Standards for Laity in Leadership |
| C – Believe Again! Financial Plan |

Submitted by: Michelle Wobrak, Implementation Team Chairperson
Tracy Merrick, Believe Again! Plan for Ministry, Director
Team Conveners / Co-Conveners and Team Members

Assembled and written by: Believe Again! PR and Reporting Team
Convener: Drew Harvey
Members: Jackie Campbell, Ron Fleming,
Bill Jacka, Tracy Merrick, Mark Rehn
Section 1 - Introduction

Our Grand Deposit

John Wesley called it our “grand deposit.” He wasn’t referring to a bank account, but to the deposit of faith known as the Doctrine of Christian Perfection. Wesley believed that Christians should take seriously the command of Jesus to “be perfect as your heavenly Father is perfect.” (Matthew 5:48) Therefore, Wesley believed that Christian people could and ought to be “perfect in love,” not free from error or human mistake, but free to love perfectly even as we have been perfectly loved. After all, Jesus said, “This is my commandment that you love one another even as I have loved you (John 15:12).” Of course. Christian Perfection is the Grand Deposit of Methodism, and some would say the engine that propelled the Wesleyan movement to seek to change lives and indeed to change the very social fabric of our world.

The Believe Again! Plan also has a “grand deposit.” Central to that deposit is the Vision of the Western Pennsylvania Annual Conference:

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

Indeed, we might even add, “and the world.” Truly this is the Grand Deposit which empowers the mission and core value of our Conference. Our mission, “to provide leadership, connection, and resources to make disciples of Jesus Christ for the transformation of the world,” and our Core Value of love both flow from this essential vision. As we ignite and sustain a passionate spiritual connection with Christ we find both our mission, our intention to share in Christ’s ministry, and the manner in which we seek to live life and to live out the gospel, enriched by Christ’s love, both unalterably formed. We are transformed by our spiritual connection with Christ, and as a result seek to transform the people and communities of Western Pennsylvania. When we do that, we cannot help but transform the people and communities of the world, to ignite and sustain in people everywhere a passionate spiritual connection with our Lord Jesus Christ.

Today Paul summons us to be about this task in those marvelous words in Romans 12:1-2 when he wrote:

“Therefore present your bodies as a living sacrifice, holy and acceptable to God which is your spiritual worship. Do not be conformed to this
Finding the power of God to transform life, which comes from sacrificing ourselves before God as a “living sacrifice,” leads us to ignite a vision which in turn leads us to seek “Christian perfection.” The perfect living out in love of the spiritual and passionate connection with Christ in everyday life is just that simple, and just that profound. This is what the outcome of 

Believe Again! is all about.

**Obedience to the Vision**

St. Paul, in his defense before King Agrippa in Acts 26:19, states, “I was not disobedient to the heavenly vision.” Think how many times God enabled the church to grow and develop in the Book of Acts as a result of a vision:

- Peter saw the vision of the net let down from heaven, and was led to baptize Cornelius, a Gentile (Acts 10);
- Paul saw the Risen Christ in a vision on the Road to Damascus (Acts 9:1-9);
- Ananias saw and heard Christ command him to baptize Saul (Acts 9:10-19); and,
- Paul saw the vision of the “man of Macedonia” and changed the direction of his ministry, taking the gospel west to Europe (Acts 16:6-10).

And on and on the story goes. The vision of the Gospel, an explosive dynamic vision, changed the direction of evangelism and outreach. In doing so Paul changed the course of human history and made possible our presence in the church of Jesus Christ. Think of it: you and I believe because saints of old were obedient to the vision of Jesus Christ! Our Conference received a “Grand Deposit” of the faith from these saints of old. Now it is our charge to pass on the Grand Deposit, our vision for the Western Pennsylvania Annual Conference. We have enjoyed the fruits of “Believe Again!” for these past three years. Let us convey now the Grand Deposit to our people, our conference and our churches for the transformation of lives and communities in the times to come.

Contributed by Drew Harvey,  
Implementation Team, Vice Chairperson
The Annual Conference adopted Vision, Mission, and Core Value statements when it approved its new Strategic Plan in June 2006. At that time, the three statements became the Vision, Mission, and Core Value of the Annual Conference.

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

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

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

* The core value was amended at the 2007 Annual Conference by adding the phrase “including ‘to spread scriptural holiness over the land.’” One definition of scriptural holiness is included in the mission statement of the Methodist Church of Ireland adopted in 1993, “Scriptural Holiness, then, is the way of life, inspired by the Holy Scripture and empowered by the Holy Spirit, which seeks to let the presence and love of God be known in every part of God’s creation, loving by both word and deed.”
Section 3 - Believe Again! Goals and Objectives

At Annual Conference in June 2006, the following were adopted as the goals and objectives of the Western Pennsylvania Conference.

GOAL 1: DISCOVER
Ensure that United Methodist communities of faith are healthy, effective, and strategically positioned, throughout Western Pennsylvania

- Create performance standards for United Methodist churches and evaluate church effectiveness
- Develop a strategic plan for local church placement in Western Pennsylvania including existing and potential new locations.
- Provide evaluation, training and financial resources for mission churches. (Discipline paragraph 260.1)

GOAL 2: STRETCH
Increase United Methodist presence within Western Pennsylvania by developing new communities of faith and new ministry groups

- Create new methods of funding new congregations.
- Intentionally explore establishing new communities of faith with particular emphasis given to ethnic/multi-cultural congregations
- Intentionally explore establishing new ministry groups every year in each district with special attention given to campus ministries, youth, young adults and ethnic/multi-cultural groups

GOAL 3: LEAD
Expect and achieve excellence in lay and clergy leadership

- Create a focus on health and wholeness for laity and clergy (spiritual, physical, mental, emotional, and social health)
- Recruit, train, deploy, supervise and support laity
- Recruit, train, deploy, supervise and support clergy
- Create a culture of inclusiveness within the Annual Conference, building bridges across theological differences, and dismantling racism, sexism, ageism and discrimination of persons with disabilities. (Refer to Discipline paragraph 138 for definition of inclusiveness)

GOAL 4: GO
Increase local church involvement in mission, justice and outreach ministry, locally, regionally, nationally and globally

- Equip local churches to reach out in ministry.
- Create opportunities to plug into connectional ministry; local, regional, national and international
- Advocate for those who suffer injustice and work to change unjust systems, including injustice in our own church community.
GOAL 5: CONNECT
Improve the ministry and systems of the Annual Conference to better facilitate disciple-making

- Implement a holistic approach to the superintendency including supervisory, programmatic and spiritual leadership.
- Implement a new role for the districts as partners in ministry.
- Align committees and task-teams to support our vision for ministry.
- Align the Annual Conference staff to support this vision for ministry.
- Improve communications throughout the Annual Conference
- Improve budgeting and financial reporting systems of the Annual Conference
- Strengthen the financial aspects of stewardship within the Annual Conference
- Create an integrated systems environment

Section 4 - Culture Shift
To be a Conference which believes again, we will:

Live the Vision, Mission, and Core Value
- All decisions within the Conference and its agencies must be aligned with the Vision, Mission, and Core Value
- During decision-making, these questions must be asked:
  - Will the results of the decision draw the Conference closer to its vision, “To ignite and sustain a passionate, spiritual connection with Christ among all people in Western Pennsylvania”?
  - Is the action consistent with the Mission, “To provide leadership, connection, and resources to make disciples of Jesus Christ for the transformation of the world”?
  - Will the decision help the Conference more completely live the Core Value of love?

Focus on equipping ministry across Western Pennsylvania
- Ministries across the Conference are the primary focus of the Believe Again! Plan for Ministry, many in local churches and many in ministries beyond the local church.
- This focus adds another question to decision-making processes:
  - How will this decision strengthen ministries in their mission of making disciples of Jesus Christ for the transformation for the world?
Be servant leaders

- Servant leaders demonstrate:
  - The heart of Christ
  - A heartfelt sense of call to servanthood
  - A deep commitment to listen intently to others
  - An understanding and appreciation of others’ feelings and circumstances
  - A prophetic awareness of the cultural diversity of all God’s people
  - An aptitude for understanding the past and thinking beyond day-to-day realities in formulating plans for the future
  - An ability to coach, counsel, and build consensus
  - A passion for contributing to the greater good
  - An on-going commitment to support the growth and development of others
  - A desire to bring wholeness where brokenness exists
  - A track record of building community

Section 5 - Outcomes of Believe Again!

Believe again in an exciting future for United Methodists in Western Pennsylvania!

Believe again that each United Methodist will:
- Experience a sustained passionate spiritual connection with Jesus Christ
- Live the Core Value of love for God and our neighbors
- Learn to live a more healthy life - spiritually, physically, intellectually, emotionally and socially

Believe again that each United Methodist ministry will:
- Focus on making disciples of Jesus Christ for the transformation of the world
- Be led by lay and clergy servant leaders
- Be served by faithful, effective and fruitful clergy leadership
- Move to greater health through:
  - Passionate Spirituality
  - Empowering Leadership
  - Inspiring Worship
  - Need-Oriented Evangelism
  - Effective Structures
  - Holistic Small Groups
  - Loving Relationships
  - Gift-Based Ministries
- Welcome people of color and demonstrate zero tolerance for racism
• Understand poverty and aggressively work to address the causes if poverty and ease the burdens of the poor (both justice and charity)

**Believe again** that the Western PA Conference will:
• Serve ministries by providing leadership, connection, and resources to make disciples of Jesus Christ for the transformation of the world
• Improve the effectiveness of lay and clergy leadership
• Help existing ministries to improve their health
• Work actively to establish new communities of faith and ministry groups
• Provide opportunities for congregations and their members to participate in mission experiences
• Improve communications, structures and systems across the Conference to better facilitate disciple-making

**Believe again** that communities in Western Pennsylvania and around the world will:
• Experience renewal resulting from the influence of healthy ministries
• Be transformed by Volunteers in Mission work teams, missions projects, and social justice ministries
• Be nurtured by the living presence of Jesus Christ

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**Section 6 - Priorities for 2009**

The **Believe Again!** Implementation Team has identified the following nine priorities as areas of primary focus for 2009:
• Since the majority of the recommendations do not require Annual Conference action, they will be implemented by the agencies responsible for the priority and will be reported to the Implementation Team and the Conference Connectional Network.
• Aspects of the recommendations which require Annual Conference approval have been included in the legislation which is being submitted to the 2009 Annual Conference for its consideration.
• The financial implications of the recommendations are included in the **Believe Again!** Financial Plan and the Annual Conference Budget.
• The **Believe Again!** Implementation Team, the proposed Directional Oversight Team, and the Conference Connectional Network will track the implementation of the recommendations.

1 – Dismantling Racism:
• Continue dismantling racism priority and Crossroads Ministry partnership to address systemic racism
2009 Western Pennsylvania Conference

- Responsibility: Ethnic Minority Local Church
- Financial plan:
  - Believe Again funds (2009 & 2010) - $31,100
  - Mission Share (2008 carry-over and 2009) - $68,900

2 – District Directors of Ministry (DDM):
- Keep the original intent of DDM positions alive by offering districts seed money, volunteers, etc.
- Responsibility: Cabinet / CCN / Directional Oversight Team
- Financial plan:
  - Believe Again funds (2009) - $130,843
  - Mission Share (2008 carry-over) - $169,157 has been placed in a pool by the Council on Finance and Administration to be administered by CCN. The Transition Team is proposing that decisions regarding the use of these funds be made by the Directional Oversight Team and CCN.

3 – Conference Connectional Network (CCN):
- Suggested items to be considered by CCN:
  - Purpose of CCN, Time and location of meetings
  - Outside facilitator to help develop process for meetings to ensure Vision – Mission - Core Value embraced and lived out.
- Responsibility: CCN / Directional Oversight Team

4 - Parish and Community Development Processes:
- Every church assessed by 2012
- Employ Parish and Community Development Director
- Responsibility: Parish and Community Development
- Financial plan:
  - Believe Again funds (2009 & 2010) - $143,000
  - Mission Share (2009) - $20,000

5 – New Conference Website:
- Develop and implement a new conference website with appropriate support and maintenance staff
- Responsibility: Website Team
- Financial plan:
  - Believe Again funds - $23,000
  - Mission Share (2008 carryover) - $7,000

6 - Conference Coordinator for Health and Wholeness:
- Hire Conference Coordinator for Health As Wholeness for one year
- Responsibility: Health as Wholeness
7 - Campus Ministries:
- Design and fund campus ministries
- Responsibility: Higher Education and Ministry
- Financial plan: no funding allocated at this time, pending the development of a plan

8 – Conference Staff:
- Complete staff audit and develop staffing model to support Annual Conference Mission – Vision - Core Value
- Responsibility: Director of Connectional Ministries and Conference Treasurer

9 - Poverty Symposia:
- Conduct Poverty Symposia with high profile speakers
- Utilize poverty ministry representatives to personalize
- Complete Poverty Directory
- Responsibility: Poverty Team
- Financial plan:
  - Believe Again funds (2009) - $5,000
  - Mission Share (2009) - $5,000

The following recommendations were not prioritized and may still be implemented but not as a priority:

- Develop endowment for seminary debt
- Develop recommendations for Extension Ministries
- Prepare resources which will assist local churches in implementing Health as Wholeness ministries
- Organize District Boards of Laity
- Organize Partners in Ministry training
- Provide fair access to new church start and church revitalization funds

Section 7 - Transition Plan

A team consisting of Bishop Bickerton, Greg Cox, Lisa Grant, Drew Harvey, Tracy Merrick, and Michelle Wobrak met twice to develop the following Believe Again! transition plan.
Recommendations:

1 – The goal is to ensure that the Vision, Mission, and Core Value will be embodied in the life of the Annual Conference and its all of agencies.

2 – To accomplish this, a permanent Directional Oversight Team (DOT) be organized through Annual Conference action by 8/1/2009: (The legislation is included in Section 8 of this report)

Purpose:

- To continue to facilitate the embodiment of the Vision, Mission, and Core Value into the life of the Annual Conference and its agencies
- To monitor, anticipate, coordinate, plan, and implement change across the Annual Conference
- To serve as a place where all of the senior leadership functions of the Annual Conference come together for coordination and communication:
  - Conference Connectional Network (CCN) – responsible for the Vision, Mission, Core Value, and Goals of the Annual Conference
  - Executive Team – oversight of program planning and direction
  - Cabinet – supervision of leaders and churches
  - Believe Again! Implementation Team representatives (until 12/31/2011) -
- To move the Annual Conference to continue the culture shift:
  - to live its Vision, Mission, and Core value
  - to focus on the ministries of the Annual Conference through the local church and ministries beyond the local church
  - to become servant leaders
- To oversee the implementation of the Four Denomination’s Four Areas of Focus and the Annual Conference’s additional Area of Focus:
  - Principled Leaders
  - New Places for new People
  - Global Health Initiative
  - Poverty
  - Dismantling Racism
- To monitor the implementation of actions taken by General Conference, Annual Conference, the Conference Connectional Network, and other leadership groups
Responsibilities:

- To receive and consider requests for uses of the two pools of funds described below and to recommend actions regarding these requests to the Conference Connectional Network which are consistent with the vision, mission, core value, Belief Again! goals and objectives, and the original intent of the funds. The two pools of funds are:
  - The pool of Belief Again! fund balances established after the Belief Again! Implementation Team ceases to meet (estimated to be approximately $150,000)
  - The pool of unused 2008 Mission Share District Director of Ministries programming funds established by the Council on Finance and Administration and to be administered by CCN (estimated to be $169,000)

Membership: maximum of 12

- Bishop
- Director of Connectional Ministries
- Conference Treasurer
- Cabinet: Dean and one other District Superintendent
- Secretary of the Annual Conference
- Conference Connectional Network: Chairperson and two at-large members – 3
- At Large – 3 to ensure inclusiveness (Belief Again! Implementation Team members would fill two of these slots until 12/31/2011)

3 – The Belief Again! Implementation Team will meet less frequently after Annual Conference and will cease to meet by 12/31/2009.

4 – Request that the Belief Again! leadership develop a list action steps which were never implemented

Questions from the Implementation Team which guided the Transition Team’s discussion:

- What does transition look like?
- How do we ensure continued focus on the Vision, Mission, and Core Value?
- How does Belief Again! become the Annual Conference’s true strategic plan and not just an add-on?
- How do we manage and ensure the culture shift?
- Who will implement the big picture in the Annual Conference?
- How do we demonstrate the outcomes of Belief Again!?
- What measurements show change?
• How do we model *Believe Again!* at all levels and change the culture by living it?
• Suggest a balcony team to ensure integration with representation from the Structure Team, CCN, *Believe Again!* Implementation Team
• Identify non-negotiables, audacious goals, appropriate theological language
• What is the transition timeline?
• What groups will assume roles from the Implementation Team and the Task Teams
• What will be the disposition of *Believe Again!* fund balances?

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**Section 8 - *Believe Again!* Legislation**

**RS 801 *Believe Again!* Transition Plan**

Whereas when the 2005 Annual Conference approved the *Believe Again!* Plan for Ministry, it adopted: a) Vision, Mission, and Core Value statements for the Annual Conference, b) a financial plan to support the new initiatives developed by the *Believe Again!* Task Teams, and c) goals and objectives which are consistent with the denomination’s Four Areas of Focus.

Whereas the expectation since 2005 has been that the new vision, mission, and core value of the Annual Conference would guide the work of the Annual Conference for the foreseeable future and that the work of *Believe Again!* task teams would be integrated into the life of the Annual Conference,

Whereas the life of the *Believe Again!* Plan for Ministry was envisioned as a three year initiative ending in December 2009,

Whereas over $1,200,000 has been given and designated by churches, individuals, and organizations of Western Pennsylvania to support the *Believe Again!* Plan for Ministry and it is very likely that there will be a balance in these designated funds as of December 31, 2009 of approximately $235,000, of which approximately $218,000 has been designated for initiatives in 2010,

Whereas, the Western Pennsylvania Council on Finance and Administration set aside approximately $169,000 of unspent 2008 Mission Share funds to support district programming consistent with the original intent of the *Believe Again!* plan to establish District Directors of Ministry,
Therefore, be it resolved that:

1 – A Directional Oversight Team (DOT) be convened by August 1, 2009 by the resident bishop

2 – The purposes of the Directional Oversight Team would be:
   a – To continue to facilitate the embodiment of the Vision, Mission, and Core Value into the life of the Annual Conference and its agencies
   b – To monitor, anticipate, coordinate, plan, and implement change across the Annual Conference
   c – To serve as a place where all of the senior leadership functions of the Annual Conference come together for coordination and communication, including the Conference Connectional Network, the Executive Team, the Cabinet, and the Believe Again! Implementation Team.
   d – To move the Annual Conference to continue its culture shift to live its Vision, Mission, and Core Value, to focus on the ministries of the annual conference through the local church and ministries beyond the local church, and to become servant leaders
   e – To oversee the implementation of the denomination’s Four Areas of Focus: Principled Leaders, New Places for New People, Global Health Initiative, and Poverty as well as the Annual Conference focus area of Dismantling Racism.
   f – To monitor the implementation of actions taken by General Conference, Annual Conference, the Conference Connectional Network, and other leadership groups

3 – An additional responsibility of the Directional Oversight Team would be to receive and consider requests for uses of the two pools of funds described below and to recommend actions regarding these requests to the Conference Connectional Network which are consistent with the Vision, Mission, Core Value, Believe Again! goals and objectives, and the original intent of the funds. The two pools of funds are:
   a – The pool of Believe Again! fund balances remaining after the Believe Again! Implementation Team ceases to meet in 2009 (estimated to be approximately $235,000, of which approximately $218,000 has been designated for initiatives in 2010.)
   b – The pool of unused 2008 Mission Share District Director of Ministries programming funds established by the Council on Finance and Administration and to be administered by CCN (estimated to be $169,000)
4 – The Directional Oversight Team will be amenable to the Conference Connectional Network.

5 – The membership of the Directional Oversight Team would be a maximum of twelve and would include the following participants: the resident Bishop, Director of Connectional Ministries, Conference Treasurer, the Dean of the Cabinet and one other District Superintendent, Secretary of the Annual Conference, the Conference Connectional Network Chairperson, two CCN at-large members, and three at-large members to ensure inclusiveness. Through 12/31/2011 two of the three at-large members shall be individuals who were active members of the Believe Again! Implementation Team. The chairperson of the Directional Oversight Team will be one of the at-large members of the Conference Connectional Network.

6 – The Directional Oversight Team will replace the “Monitoring Team” described in Conference Rule 3.3.16 and the conference rules will be modified to reflect the purpose, membership, and relationships of the Directional Oversight Team. However, for rule 3.1.8.1, this group will be considered a task team under the direction of the Conference Connectional Network.

Believe Again! Implementation Team
Michelle Wobrak, Chairperson

Believe Again! Transition Team
Bishop Bickerton, Greg Cox, Lisa Grant,
Drew Harvey, Tracy Merrick, Michelle Wobrak

Conference Connectional Network
Greg Cox, Chairperson

RS 802 Connection Sunday

Whereas, the body of United Methodists in Western Pennsylvania has many members

Whereas, “For in the one spirit, we were all baptized into one body —Jews or Greeks, slaves or free— and we were all made to drink of one Spirit”; and,

Whereas, as part of the “connection of the people called ‘Methodist,’” the Western Pennsylvania Annual Conference has much to celebrate in Christ; and,
Whereas, the Wesleyan “Grand Deposit” of Christian perfection summons us to grow in our love for God and neighbor, and to “move on” to Christian perfection in love; and

Whereas, the Annual Conference now shares a common vision “to ignite and sustain a passionate spiritual connection among all people in Western Pennsylvania;” and,

Whereas, many United Methodists are unaware of the benefits, blessings, and relationships within the connection,

Therefore, be it resolved that

1 – The local churches and ministries of the Western Pennsylvania Annual Conference celebrate Connection Sunday on or before July 12, 2009 and use the attached “Litany for Connection Sunday” and the Connection Sunday candle provided at Annual Conference during their worship service(s).

2 – In order to celebrate the connection on the same day across the Annual Conference, it is highly recommended that every church observe July 12, 2009 as Connection Sunday.

3 – Each pastor and/or lay member of Annual Conference provide a report during the Connection Sunday service(s).

Believe Again! Implementation Team
Michelle Wobrak, Chairperson

Believe Again! PR & Reporting Team
Drew Harvey, Chairperson

Conference Connectional Network
Greg Cox, Chairperson

A Litany for Connection Sunday
Based on I Corinthians 12

For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ.

We praise you, O God, for the churches and people of the Western Pennsylvania Conference, one body, composed of many congregations from Erie to Jollietown, from Sharon to Johnstown, from Benezette to Bethel Park...
For in the one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and we were all made to drink of one Spirit.

*We praise you, O God, for the Vision of our Conference, “to ignite and sustain a passionate spiritual connection with Christ among all people in Western Pennsylvania.”*

Indeed the body does not consist of one member, but of many.

*Help us, O God, to strengthen the connection we share, lay and clergy, so that we may indeed “make disciples of Jesus Christ” for the transformation of our communities and world.*

If all were a single member, where would the body be? As it is, there are many members, yet one body.

*We celebrate the appointment of our pastor(s), ____________________________, to the ____________ United Methodist Church, and covenant to join our pastor(s) in the work of ministry in Western Pennsylvania and beyond. We rejoice to share in ministry with the clergy who are associated with this congregation. (Here let those clergy in extension ministry and or those in the retired relationship be named, including those who are ordained deacons.)*

…the members of the body that seem to be weaker are indispensable…

*Help us to remember brothers and sisters who have served faithfully as ministers of the Gospel in the Central Conferences with little income and pension in their older years, for they too are connected to each of us through Christ.*

If one member suffers, all suffer together; if one member is honored, all rejoice together.

*Enlighten our hearts and minds, to focus on the needs of our world, to shape our ministry according to the focal points of need in our Conference, nation, and global community,*

- to develop principled Christian leaders, both clergy and lay, for the church and the world
- to develop new places for new people and renew existing congregations,
- to engage in ministry with the poor,
- to stamp out killer diseases of poverty by improving health globally, and
- to dismantle racism wherever it may exist.

Now you are the body of Christ, and individually members of it.

*We praise God for those who are members of our Annual Conference, for our Bishop, Thomas J. Bickerton; for our district superintendent, ____________; for our pastor(s), ____________________________; and our lay member(s) ______ ____________________________. As we hear*
their report of the recent session of the Western Pennsylvania Annual Conference, we praise you, O God, for the initiatives and actions they report!

Here let the pastor(s) or lay member(s) of the Conference give an oral report.

We covenant together to support the work of Christ in our midst and in our world, and we praise you for the work of all lay persons of this local congregation and of all congregations in our conference. We give thanks for all those everywhere who seek to minister to human needs, for they inspire us all to live the love of Christ. Therefore, we join together in reaffirming our vow as members of the United Methodist Church to support the church by our prayers, presence, gifts, service and witness. And now, we pray that you, O God, will enable each of us individually, and as a congregation, to fulfill the vision of our Conference. We light this candle as a reminder of Christ, the Light of the World. Let this flame symbolize our Connection and our resolve to share Christ’s light throughout the world, and to “ignite and sustain a passionate spiritual connection among all people in Western Pennsylvania” and beyond! Amen and amen!

Here let the Connectional Candle be lit!
Following the lighting of the candle a suitable hymn such as “Pass It On”(#572 UMH)

Section 9 - Financial Plan Summary

The Believe Again! Implementation Team would like to express its appreciation to all of the congregations, organizations, and individuals which have supported the Believe Again! Plan for Ministry with their gifts, time, talents, and prayers! The response over the last three years has been wonderful! The funds which have been donated have been and will continue to be managed very carefully to ensure that the churches and ministries of the Annual Conference receive the maximum investment possible!
Appendix C includes the detailed Financial Plan which reflects the income and expense categories. The following summary data is an extraction from that report.

Income (as of 12/31/2008):

- From 450 Churches / Charges / Individuals: $861,316
- Other Receipts: $354,536
- Total Receipts: $1,215,852

Expenses supported from Believe Again! Funds:

- 2006 Actual: $73,568
- 2007 Actual: $281,208
- 2008 Actual: $58,649
- 2009 Projected: $567,461
- 2010 Projected: $218,450
- Projected Expenses through 12/31/2010: $1,199,336

The proposed Directional Oversight Team will oversee any expenditures from Believe Again! fund balances after the Implementation Team meetings cease in late 2009. This includes both the projects designated to receive allocations totaling $218,450 in 2010 and the projected balance of $16,516 as of 12/31/2010.

Section 10 - History

The following outline is a brief history of key events associated with the Believe Again! Plan for Ministry.
2005

- Conference Council decided to proceed with a strategic planning process and contracted with Strategy Solutions to serve as consultants
- Interactive listening sessions at Annual Conference kickoff the process and reflect broad-based support for change
- 100 listening posts conducted across the Annual Conference
- Listening process extended to include focus groups of targeted audiences; Internet and paper-based forms made available to churches
- First draft of Mission, Core Values, Goals, and Objectives developed by Strategic Planning Committee

2006

- Internet-based feedback solicited to receive reactions to the Vision, Mission, Core Value, Goals, and Objectives
- Strategic Plan known as Believe Again! presented and adopted by Annual Conference in June
- Believe Again! kites distributed at Annual Conference
- Implementation Team organized
- Part-time Believe Again! Director hired (Tracy Merrick)
- Full-time Missions / VIM Director hired (Diane Miller)

2007

- Churches supported Believe Again! financially by giving or pledging $1 million
- Eighth Avenue Place in Homestead initiated as a new community of faith with $50,000 support from Believe Again! funds
- Volunteers in Mission (VIM) experiences organized by Diane Miller: Louisiana, Alaska, and Western Pennsylvania responses to flooding in Aliquippa and Plum Borough
- Communications audit completed
- Comprehensive technology plan completed, internal technology infrastructure enhanced, and multiple systems upgraded
- Annual Conference approved four Believe Again! resolutions:
  - Core Value amended to include “to spread scripture holiness over the land”
  - Mandatory Dismantling Racism Training
  - Expanded Conference Connectional Network
  - Believe Again! Funding Plan
- Believe Again! line items included in the 2008 Conference Budget adopted by Annual Conference
- Believe Again! Bible Study written by Drew Harvey distributed at Annual Conference
- By yearend, 16 Believe Again! Teams were meeting, involving 120 members, 30 serving on a Conference committee for the first time:
  - Implementation Team
2008

- Task Teams developed recommendations and reports in January
- Implementation Team Retreat in February:
  - Reviewed recommendations and reports
  - Aligned recommendations
  - Prioritized the financial plan
  - Approved legislation and recommendations
  - Approved hiring of the following staff, subject to funding approval: Five full-time district program staff persons, position to support new church starts, church strategic placement, and church health, and a Communications Director
- Task Teams prepare final reports in March
- Implementation Team gives final approval to far-reaching resolutions, recommendations, and report on April 15th
- *Believe Again!* line items fully integrated into 2009 Conference Budget prepared for 2008 Annual Conference
- Brian Bauknight hired in Leadership Development capacity and Bob Higginbotham appointed as full-time Assistant to the Bishop effective July 1st
- Volunteer in Missions (VIM) experiences organized / being organized by Diane Miller: Louisiana, Habitat House during Annual Conference, Paraguay, Russia
- Poverty Study Team has sponsored two highly successful life-transforming Poverty Simulations with 150 people participating
- Five sessions of Dismantling Racism Training 101 were led by Ed and Lisa Rhymes with over 850 clergy and laity participating
- Standards for Laity in Leadership document developed and distributed by the Laity Study Team
Interim Conference structure was approved by Annual Conference and implemented thereafter. All agency members were invited to participate in the Orientation and Organization Day on September 6th.

Expanded Conference Connectional Network with all agency chairpersons present began to meet in September.

Clergy evaluation process was finalized and Staff-Parish Relations Committee (SPRC) chairpersons were trained by District Superintendents.

District Lay Leaders were trained in fulfilling their roles and prepared to organize District Boards of Laity.

By year-end, 10 Believe Again! Teams were meeting and four of them have become permanent committees of the Annual Conference. Two new Believe Again! Teams were formed and involved more individuals who had not served on Conference committees previously.

Implementation Team
- Cabinet / Clergy / District Study Team
- Ethnic Local Church Concerns – permanent committee
- Extension Ministries Team
- Health as Wholeness Team – permanent committee
- Laity Study Team
- Parish and Community Development – permanent committee
- Poverty Strategy Team – permanent committee
- PR and Reporting Team
- Website Team

2009

Two Initial orientation sessions conducted by Crossroads Ministry of Chicago. A two day Crossroads working retreat has been scheduled to begin the process of developing a comprehensive long-range plan to address systemic racism within the Annual Conference.

Partners in Ministry training initiated during a weekend retreat with Roy Trueblood with approximately 70 attendees.

Four sessions of Dismantling Racism 201 training led by Ed and Lisa Rhymes have been scheduled

Implementation Team Retreat in January led by Nan Foltz:
- Reviewed recommendations and reports
- Determined prioritized set of recommendations reflected in this report

Implementation Team prepared a funding plan to support the prioritized initiatives
Transition Team developed a set of recommendations to ensure that the Vision, Mission, and Core Value continue to guide the work of the Annual Conference and to establish a Directional Oversight Team.

District Director of Ministries positions put on hold and a pool of funds was established to support the ministries they were intended to provide.

At the Bishop’s Days on the Districts, the Health As Wholeness Team has presented the concepts of wholistic health and Highmark staff members have encouraged Highmark participants to take advantage of the services which Highmark provides.

Local church Staff-Parish Relations Committees (SPRC) have begun to use the new SPRC self-evaluation and clergy evaluation processes.

A new website for the Annual Conference has been purchased and phase I features should be implemented before Annual Conference in June 2009.

Some District Boards of Laity are being organized.

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Section 11 - Appendices:

Appendix A: Extracts from Team Reports and Team Member Listings:

The following teams and team conveners have been responsible for leading the work of Western Pennsylvania Believe Again! Plan for Ministry. All of the work presented in this report has been produced by the individuals and teams listed here. They all deserve a tremendous THANK YOU for all of their efforts. And, a special word of gratitude needs to be expressed to the team conveners / co-conveners who have walked the extra mile to provide tremendous leadership!

This appendix includes extracts from the reports submitted by the Believe Again! work teams. Their full reports will be included in an expanded copy of this report on the new website.

The team participants listed are those who have been active since Annual Conference 2008.

Implementation Team

Chairperson: Michelle Wobrak
Vice Chairperson: Drew Harvey
Secretary: Jim Pond


Cabinet / District Study Team

Convener(s): Mary Lou Lazear and Faith Geer

Team members: Joan Reasinger

Recommendations: Specific recommendations and their results as follows:

1. Salaries for District Superintendents made consistent and determined linked to clergy salaries:
   Action: passed by AC08.
   Measurement: instituted and done

2. Wrote job description for District Director of Ministries
   Action: passed along to the Cabinet and appropriate personnel committee members.
   Measurement: get the persons hired and working to make the bridge happen. See that District Offices are working as Teams in a new paradigm. Local churches are becoming more FEF

3. Supported the Clergy Study Team’s recommendations where the DS leadership was needed
   Action: Board of Ordained Ministry (BOM) has reorganized its structure to be aligned with the Clergy Team’s recommendations.
   Measurement: BOM meets and discusses items within each silo/section of the system so that FEF clergy can be developed.

4. Taught local church SPRCs how to use the Evaluation tool created by the Clergy Study Team
   Action: Fall meetings to train SPRCs were held throughout the Conference
   Measurement: a) SPRC using the Evaluation system, continuing formation classes will be offered that relate to identified needs of clergy,
b) courses taken and recorded by a centralized system

5. Certification of candidates for ministry becomes aligned with the Believe Again outcomes for Faithful, Effective and Fruitful clergy
   Action: a) candidates for ministry being supported with mentors
           b) candidates screened with trained District Committee on Ministry
           c) BOM interview process using FEF language to qualify candidates for ministry.
   Measurement: FEF clergy in compliance with Believe Again! expectations

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Clergy Study Team

Convener(s): Pat Harbison, Ron Hoellein

Team members: Sally Ernst, Deborah Flint, George Gerhart, Skip Green, Kimberly Greway, Don Henley, Tom Kennedy, Tracy Merrick, Terry Shaunessy, Tom Strandburg, Duane Thompson

The Clergy Study Team (CST) submitted a 75 page report of its work and recommendations last year to the Implementation Team, The Bishop, Cabinet, Clergy Session, and the whole Annual Conference. The sixteen recommendations were endorsed and were referred to appropriate groups in the life of the Annual Conference. Several of these recommendations came back to the Clergy Study Team for further refinement.

Recommendations and status:

1-Development of an intentional recruitment system for camps, youth groups, and campus ministry

This recommendation has been referred to BOOM for implementation. A BOOM team is in the process of designing and implementing this recommendation.

2-Renew significant investment in Campus Ministry as outreach from Annual Conference

This has been referred to a variety of committees and as yet as there seems to be little progress toward this goal. One fear is that it has become an agenda for several groups so no one has taken ownership of this recommendation.
3-Develop new models of mentoring systems beyond Discipline required reports

This recommendation is currently in process. A BOOM committee is examining the whole system of mentoring. Some of this progress had to wait until the 2008 Discipline guidelines were developed after the Forth Worth General Conference.

4-Articulate seminary expectations to include leadership training and Wesleyan background beyond minimal history, polity, and doctrine requirement

This recommendation is in process beginning with the January interview process for those seeking provisional conference relationship. Currently there is no clearly defined articulation of how this recommendation is to be implemented by BOOM.

5-Expect all Probationary Candidates and Full Member and Elder candidates to be able to clearly articulate Wesleyan theology, tradition, and polity

BOOM is in the process of determining how this recommendation will be defined, articulated, and applied.

6-Develop regional District Committee on Ministry (DCom) concepts to improve quality, consistency, and mandate BOOM training for DCom members

This design is still being worked through philosophically and pragmatically. Training of DCom members is in process and had to wait until new Discipline guidelines were published and produced. These new training opportunities are scheduled in the late winter of 2009.

7-Development of a 3 million dollar endowment for reducing graduate student indebtedness or for scholarship support for graduate education

The Clergy Study Team has recruited a committee of persons to begin to work on this goal. The group is recruited but has yet to meet to begin this process.

8-Implement Continuing Education (CE) requirements using Olmsted Manor as a base and providing ongoing continuing formation opportunities for pastors to fulfill CE Discipline requirements and continuing education compacts with DS and local church SPRC
A Continuing Formation Committee has been formed with representatives from Pastor’s Academy, Olmsted Manor, BOOM, Annual Conference staff, and anyone who has a stake in continuing formation. This group is process right now determining a wide array of continuing formation opportunities based upon the CE guidelines that are a part of the new three year Pastor’s Evaluation process. This committee will shortly have a range of possibilities and guidelines for all clergy as the first round of pastoral evaluations are completed in the spring of 2009.

**9-DS will focus on management and accountability through intentional process of supervision**

This is process has been implemented with the new evaluation process and procedures that were designed and introduced at Annual Conference 2008 and in educational sessions in each district in the fall of 2008.

**10-Enhance DS Disciplinary responsibilities of pastoral support through developing systems via area chaplaincies, peer support, or other models**

This has been a Bishop and Cabinet responsibility. They will have to describe progress in this area.

**11-Assign a task team to examine clergy housing**

This was assigned to the Bishop to appoint such a team. The Bishop and Cabinet will have to describe progress of this recommendation.

**12-Revise and Update current “Living and Working Conditions” of the pastor**

This was assigned to BOOM and BOOM will have to describe progress on this document.

**13-Examine current health plan to ensure all pastors have reasonable distance access medical and hospital care**

This was assigned to Board of Pensions and they will have to describe progress on this recommendation.

**14-Study process of setting pastoral salaries that is not current salary based**

This was referred to Cabinet, BOOM, and Equitable Salary Committee. They will have to describe where they stand on this recommendation.

**15-Develop a consistent Conference-wide evaluation process**
This was a priority of the CST and this has been done. A new evaluation process is being implemented beginning January 2009. It is a three year process that meets the specifications outlined by the Bishop. It meets all Disciplinary requirements. It addresses weaknesses and strengths and seeks to improve the faithful, effective, and fruitful work of pastors. It also seeks to make the SPRC, Church Council, and local churches become the most effective channels of ministry that they can become. This is linked to an ongoing CE process for every local pastor under appointment.

**16-Design an intentional strategy for funding transitions**

This has been referred to Cabinet, Bishop, and BOOM. They will have to describe process on this recommendation.

It is important to note that the Board of Ordained Ministry has been reorganized according to the throughput chart that moves a candidate from call to exiting. A person has been added to the Executive Committee of BOOM whose responsibility it is to monitor the recommendations of the Clergy Study Team in regard to BOOM function. The Clergy Study Team has since June added appropriate persons from BOOM to sit on our committee to facilitate transition of recommendations.

Several of the recommendations from the Clergy Study Team have been referred to other groups. These groups may be presenting significant funds for the implementation of their recommendations. The group responsibility for significant investment in Campus Ministry, the group for developing funds for reduction of clergy indebtedness, the group looking at “Living and Working Conditions” of the pastor, and any subcommittee of BOOM with new responsibilities may all ask for significant dollars to fulfill their obligations. These recommendations have gone beyond the purview of the Clergy Study Team.

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**Extension Ministries**

Convener(s): Donna Fetterman and Jack Aupperle

Team members: Larry Bridge, Drew Harvey, Tracy Merrick, Kellie Wild

The Extension Ministries Team was convened to examine the relationship of those appointed to extension ministries and the annual conference. From the very beginning, it was evident that much clarification was needed. It was evident that there was a disconnect between those serving in extension ministries and the life of the annual conference. Somehow, extension ministry was thought of...
being something other than ministry. It was perceived as being outside of the life of the church. There were even concerns that extension ministers were seen as not really being in ministry. At the most extreme point of concern there was a sense that the conference had knowingly or unknowingly conveyed the idea that ministry only happens in the local church.

It is evident that there are countless issues that involve several levels and areas of the conference. There are issues concerning the Cabinet as well as the Board of Ordained Ministry. There are questions about the real value that we place upon those in extension ministry. What role do they have to play in the life of the annual conference? Are they named to committees and involved in ongoing emphases? There was a strong sentiment that we need to create a setting where we can dialogue about these issues. The committee strongly believes that this dialogue requires a Priority Task Force comprised of people who are mindful of these issues and willing to address them.

The work of the Extension Ministries Team has been exciting and informative. Our discussion of ministry has yielded several key concepts that we believe to be Biblical and very much in the Wesleyan heritage. The scripture is clear that ministry has many expressions. Not all ministries address the same constituency or expressed need. The ministry of Jesus suggests a wide and varied approach that dealt with a vast spectrum of human conditions and situations. Pauline thinking suggests that we must be all things to all people. Martin Luther understood the wonder and potential of ministry when he spoke about “The priesthood of all believers.” In the life of Jesus, the teaching of Paul and the example of Martin Luther, we see that ministry has countless faces.

Our team has concluded that ministry, no matter its setting, scope, or style is still ministry. It is called into existence by the questions, needs, hopes and dreams of the people it seeks to serve. Ministry in the Wesleyan sense is based on the notion that “The world is my parish.” This means that wherever the living Word of God is faithfully proclaimed in the world, ministry is being done in that place and time. It is essential to discuss ministry in its myriad expressions so that each ministry is perceived and treated with equity. It is even more important to understand ministry in the widest context. To do less may mean ignoring a very real need or opportunity to serve Christ in our age. Ministry done in local churches and countless other settings needs to be perceived as valid ministry. All ministries are valid.

This means many things. It means that some human need such as hunger, disease prevention, or education is being addressed. It means that some opportunity for life such as vocational direction or personal achievement is realized. Ministry means that the lonely are visited, the forgotten are remembered, the disenfranchised are empowered and the lost found. It can also mean that people may discover in the ministry of the church such vital experiences of God that they embrace the Gospel of Jesus, thus becoming
disciples. Our discussions concluded that each time the church reaches toward the community or the community reaches toward the church, ministry in a variety of shapes can happen.

A second understanding of extension ministry means that each time the church reaches out in an extension of itself into the world that expression needs to be grounded in the Christian core values of love and redemption. The term extension ministry is redundant. Any extension of the church into any phase of the culture is done in the name of Christ. We are motivated, guided and directed in all of our ministries by the ethics and values that Jesus taught. Our purpose for any ministry by laity or the ordained is to extend the love of God in Christ into the human condition. While that extension can take many forms, its inspiration and gift is the redeeming love of God, which is revealed in Jesus. That is why we go. That is why we serve. That is why we do whatever it is that we do in addressing the human condition. Our ministry is consistently guided and called into existence by the mandate of Jesus to care for the world. We must never lose sight of this cardinal reality. We are involved in ministry, no matter its place or style, at the call of Christ. Ministry means meeting the human condition in the context of Jesus Christ.

Another area of interest involves the notion that ministry can and should be a matrix of interaction which seeks to utilize and support every agent for good. Christianity must face the reality that we share a great deal in common with other faith traditions. While we read from different books, worship in different ways, and embrace different symbols, the faith community is truly an intersection, a matrix at which there can be a sharing of common principle and purpose. To that end, it is highly recommended that our structures acknowledge and support this concept that we have named “The Fabric of Ministry.” This phrase suggests that ministry is not about separate tracks of endeavor competing in the world for members or turf. It means that ministry understands that people of different theological traditions can come together to share in a common purpose of hope and support for our world. It is ministry that embraces attempts by all persons and traditions that speak to and become involved with the human condition. It is understood that such ministries must and do move beyond the literal and figurative walls of the buildings and institutions. The Fabric of Ministry concept relates to the hungry, the forgotten, the disenfranchised, the victims of injustice and the rejected of our society. The Fabric of Ministry is a concept, which creates an umbrella of ministry that covers the widest variety of styles, traditions and priorities that one could imagine.

A mosquito does not know the difference between an United Methodist net and an Islamic net. Hunger is equally satisfied by Jewish bread as by Catholic bread. Health is encouraged by physicians of many theological stripes. Our hope is that the structures of our denomination and conference reflect the strengths of many hands sharing in many tasks as well as affirming the uniqueness of our tradition. The times in which we live call for and will benefit from a Fabric of Ministry.
approach rather than a separatist style of ministry. The duplication of ministry or arrogance about the manner in which it is done is not helpful.

Lastly it is our conviction that the issues raised in this document are of sufficient complexity and importance that people should be brought together to study, discuss, and make recommendations regarding structural changes in our denomination and conference. Structure is important and tends to expand or limit our degree of effectiveness. That discussion should explore the need for change that will enhance our effectiveness as a communion as well as enhance our inclusive understanding of the Gospel. The directions that this report envisions require a broad and wide reaching discussion so that details can reflect an appropriate approach to doing the ministry of Christ in our time. People from every level of church life need to come together to facilitate this important work. We recommend that focus groups be designed to gather data. It may also be desirable to gather this kind of data anonymously in some way.

A Priority Task Force should be created to determine the nature of change needed to increase the effectiveness of our ministry. From the outset, the issue of change should be thoroughly understood, mindful that the changes needed to serve our time may not be incremental but systemic. These changes will mandate that we move beyond an understanding of faith that is self-serving, self-preserving and self-fulfilling. The world in which we find ourselves is shockingly similar to the world of John Wesley. The needs of our society are extremely challenging. We must embrace Dietrich Bonhoeffer’s concept of a world come of age. We must speak to that world in ways that respect it and acknowledge its diversity. The church must encounter the world in a manner that is responsive to its questions rather than being consumed by antiquated answers.

Our discussions have concluded that there are countless opportunities for the church to be involved in ministry, which holds a broad understanding of purpose. We do not need to make artificial distinctions between “our way” and “another way.” It is possible to embrace the widest interpretation of ministry without losing a sense of its uniqueness. It is imperative that we envision change as a friend rather than an enemy. Structure can either be an enabler of progress or a deterrent to creative ways of looking at the world. Sage advice once said “some men look at the world as it is and say why? I dream of things that never were and say why not.”* (* This is a quote from George Bernard Shaw)

Health as Wholeness Team

Convener(s): Joy Burt Conti
Team members: Leanna Lake, Tracy Merrick, Becky Pomeroy, Lois Slocum, Dara Sterling, Elena Swann, Dean Ziegler

The vision of the team is for the development of "communities of * wholistic wellness" throughout the Annual Conference --- communities that support and nourish the development of the interrelated and dynamic wellness of body, mind and spirit. Wholistic wellness helps then to promote and sustain that passionate spiritual connection with Christ.

*Wholistic wellness includes the spiritual, physical, psychological, mental, social/interpersonal and environmental aspects of wellness.

The mission of the Health As Wholeness Team is to provide leadership, connection and resources that will assist the people of Western Pennsylvania to live lives that are wholistically healthy (body, mind and spirit) and therefore will enable them to more effectively fulfill the mission of the United Methodist Church, “to make disciples of Jesus Christ for the transformation of the world.”

The recommendations of this team are based on the scripture “to love” — to love God through service to others, to love ourselves by practicing wholistic health promoting behaviors (for body, mind and spirit) and to love others through providing them with the care, information, tools and opportunities to live wholistically healthy lives.

Purpose of the Health As Wholeness Focus:

○ Support and develop health ministries in local churches and extension ministries that reach out in love to promote health and care of clergy, staff, congregations and communities

○ Provide and promote information, tools, resources and opportunities for wholistic wellness for all in Western Pennsylvania: clergy, staff, congregations and surrounding communities

Recommendations:

#1 – Conduct Promotional/educational campaign, “Following the Path to Wholeness” to promote wellness: (2009 and beyond)

- Presentations by team members on John Wesley’s teachings and health and wholeness
- Newsletters on Wellness from HIGHMARK (Example: "Maintain Don’t Gain" newsletters included in E-News and on Conference website during December 2008 and beyond)
- Articles on Health as Wholeness by/through team members
- Promote the worksite health promotion programs from HIGHMARK available throughout the conference
2009 Western Pennsylvania Conference

- Conference web site, newsletters, emails and "Cross and Flame"; communications --- staff assistance will continue to be needed
- Information resources on wellness on the Conference web site
- Investigate use of Arkansas Conference Web site
- Continued identification, production and dissemination of materials and tools for wellness programs and health ministry.
- Presence at Annual Conference in June 2009 and 2010
  2009 - Presentation on Wholistic Health with possible theme: "Following the path to wholeness and refurbishing your temple"
  Possibilities:
  - Presentation on Health as Wholeness
  - Table with information and resources for wellness
  - Walking marathon daily with districts competing for prizes
  - Preparation for marathon through HIGHMARK programs:
    - 10,000 Steps
    - Strides for Health
  2010 – Significant blitz on Wholistic Health

#2 – Promote use of HIGHMARK resources for the wellness of clergy and lay staff: (2009 and beyond)
- Coordination with Board of Pensions by Health As Wholeness (HAW) Team
- Coordination of resources and programs with HIGHMARK by HAW Team
- Coordination with HIGHMARK for Bishop’s District Days by HAW Team (10 programs in first half of 2009)
- Promotion of HIGHMARK resources
- Promotion of the Health Risk Assessment
- Promotion of Health as Wholeness

#3 - Form Wellness Teams for creating wellness-promoting opportunities for clergy and lay staff
- Formation of pilot Wellness Team at Conference Center (February 2009)
- Formation of other Wellness Teams (2009 and beyond)
- Coordination of HIGHMARK resources with Wellness Teams

#4 - Coordinate HIGHMARK Worksite Wellness programs that provide the tools and opportunities for improved wholistic health of clergy and staff groups / Wellness Teams
- Coordinate and promote community based programs and worksite wellness program
• HAW team members will take training to increase the offerings around the conference
• Examples:
  o Eat Well for Life I and II
  o Discover Relaxation within I and II
  o Diabetes Prevention and Awareness
  o 10,000 Step Challenge
  o Strides for Health
  o Bands on the run
  o And many more

#5 - Promote, coordinate and implement wellness-promoting programs provided through the General Board of Pension and Health Benefits (GBOPHB) for the wellness of clergy, spouses and staff.
• Servant Leadership: A model for Personal and Professional Self-Care
  o First level training: Joy Conti, Barb Lewis, and Bob Lewis have been trained
  o Second level training: They will be trained in March 2009
  o Training throughout WPA beginning in second half of 2009
• Computerized Pedometer Program (available after June 30, 2009)
  o Clergy and Spouses can earn money while walking and improving their health
  o Half of the cost paid by GBOPHB --- cost to conference of $1.50/person/month
  o Training to be announced
  o Coordination by a dedicated position (#11)
• Care Management and Employee Assistance Program – to be announced

#6 – Identify and offer other Wholistic wellness programs for clergy and lay staff (Example, “Walk with Jesus”)

#7 - Promote the care and nurture of clergy and their families that is necessary for the development of their wholistic wellness. Health as Wholeness Team will work closely with BOOM and the Cabinet and through health ministry teams and SPRC committees of local churches and extension ministries
• Provide information, resources and support for the development of Health Ministry Teams which support:
2009 Western Pennsylvania Conference

- Outreach ministries that support the work of the clergy in such areas as visitation, support groups, transportation, etc.
- Health-promoting opportunities, such as the walking program “Walk To Jerusalem”

- Provide resources and information materials/videos on care and nurture of clergy and families
- Participate in development of training for SPRC committees
- Investigate the use of Virginia Conference Thrival Kit for the development of programs for Western Pennsylvania

#8 – Conduct Demonstration Program in Connellsville District with STEPs program of Fayette County:
- For Clergy and spouses (January 2009)
  - Begins with day of caring and an opportunity to learn what support and programs would be desired by clergy and spouses
  - Additional programs will be provided as requested
- For Congregations (February 2009)
  - Begins with a day of sharing and sampling of health ministry tools
  - Additional support and programs will be offered based on requests of individual congregations

#9 – Promote Communities of Wholistic Wellness through Health Ministry Teams in local churches, building on their ministries and the gifts of all members. ($7,000)
- Provide consultation to local churches and extension ministries for development and expansion of health ministries
- Develop pool of trained volunteers to serve each district for support to health ministry development and expansion.
- Provide tools and resources for health ministries
- Provide other tools and information on the new web site for easy access and reduced cost.
- Provide mini-grants (similar to Central PA conference) for the development and expansion of health ministries
- Develop tools, materials and training for health ministers in the local churches and extension ministries.
- Continue dialogue with other faith traditions and their health ministry programs.

#10 - Implement a plan for easily, accessible and comprehensive care for mental, interpersonal and spiritual health, all parts of wholistic wellness, by the Health as Wholeness Team working closely with BOOM and the Cabinet.
#11 -- Conference Position of Coordinator for Health as Wholeness ($50,000)

- 2008 General Conference mandated formation of a Health as Wholeness Team in every Conference and the GBOPHB and the General Board of Church and Society recommend that each church also develop a Health as Wholeness Team.
- The work required to bring about a culture shift in the understanding of what wholeness means and to engage people in health promoting behaviors necessitates at least a part time person.
- To support and provide the resources to all local churches and extension ministries in the development of Health Ministries requires more additional time and expertise than Health as Wholeness volunteers have.
- Effective programs in other conferences have demonstrated that a person dedicated to these issues is needed for success.
- Successful promotion and coordination of GBPHB’s programs, such as the pedometer program, will require time, personnel, computer and promotional materials.

#12 -- Investigate grant possibilities and respond accordingly to find additional funding for health ministries -- Was begun by Health as Wholeness Team and will be ongoing.

- Methodist Foundations
- Local and national funders with a particular interest in faith-based initiatives
- Highmark

Laity Study Team

Convener(s): Gary Pennington

Team Members: Joel Garrett, Sharon Gregory, Cooky Seth, Tracy Merrick, Pat Morris, Louise Patterson, Sharon Schwab, Sandra Zeigler-Jackson

Recommendations:

- District Boards of Laity – Support the District Lay Leaders and District Superintendents in forming District Boards of Laity and provide up to $5,000 in funds to support kickoff meetings. Some, but not all, Districts have already organized District Boards of Laity.
- Partners in Ministry Training – organize initial Partners in Ministry training with Roy Trueblood with funding of $15,000. Roy Trueblood
came to Western Pennsylvania to conduct the Partners in Ministry kickoff in March 2009 with District Superintendents and teams from across the Conference participating.

**Parish and Community Development**

Convener(s): Pat Nelson

Team members: Kevin Haley, Beth Nelson, Sharon Schwab, Chris Livermore, Emma Smith, Sang Choi, Thom Bonomo, John Phipps, Karen Phillips, Chris Whitehead, Jeff Bobin, Don Scandrol, Lisa Grant

Recommendations include:

- a fair and equitable application process for all churches and communities of faith to access money available through our committee, and only with the authorization of the P&CD team
- the development of a Conference “Viability Study” process (and funding) to assist the Cabinet with work done in para. #213
- a conference-wide training program, including development of lay leadership, for the instruction and experience of planting, developing, and reproducing present and potential communities of faith
- the development of an “apprenticeship” program to create on-going development of churches in the areas of assessment, “birthing” and leadership development
- the eventual employment of a director for the work being done by the committee
- a strategic timeline and financial chart for the funding and development of new church starts

**Poverty Team**

Convener(s): David Keller and Glenna Wilson

Team members: Judy Bailey, Tom Barnicott, Audrey Bell, Pat Cleary, Terry Collins, Cheryl Davis, Jan Emblidge, Terry Guiste, Melanie Hildebrandt, Gretchen Hulse, Dick Monheim, Paul Schrading, Glenna Wilson
Through our “poverty simulations,” mentoring “circles” workshops, and our poverty ministry directory, we intent to “equip and empower” our congregations to wholeheartedly be personally involved in poverty ministries. These ministries are all a consequence of the transformation of the heart by Christ within us. We hope that General Conference ministries and/or Annual Conference speakers (the choice of whom is made by the bishop), will contribute to that spiritual chemistry of warming and transforming hearts to be disciples of Jesus. Our focus is to make ever more clear the connection between the call of Jesus to us and the needs of the poor.

We have scheduled “Poverty simulations” March 28 (Connellsville), April 26 (Erie), and this summer at the School of Mission (one for the youth and one for the adults).

We intend to lift up the concept of “mentoring” through the example of a ministry called “Circles.”

We are continuing to put together our “Poverty Ministry Directory” with descriptions of Western PA and global poverty ministries that can serve as illuminating examples or as ministries in which local churches can directly participate.

Ethnic Minority Local Church (Formerly Racial Ethnic Inclusion Team)

Convener(s): William Meekins, Jr. and Robert A. Wilson

Team members: Annette Bolds, Sung Chik Chung, Sharon Gregory, Leanna Lake, Tracy Merrick, Troy Miller, Bruce Mould, Beth Nelson, Peggy Ward, Kellie Wild

Our intent is to increase awareness and offer training so leaders have the skills to create change which eliminates racism and requires inclusion.

Embracing persons of color is certainly a mandate as we take seriously our calling to love God and neighbor. Such loving challenges us to move beyond simply welcoming to full inclusion of others respecting and including the voice and leadership they bring.

Taking intention steps to dismantle racism at any level will create a visible, working, diverse, spirit-filled culture on the conference, district, and local church levels.
We have worked with a holistic approach to seek transformation of head and heart concerning prejudice and bias as well as transformation needed to eradicate systemic racism.

We have completed round one of cultural proficiency workshops with Rhymes Consulting services and four more intense workshops are scheduled for 2009.

The initial Workshops to be facilitated by Crossroads Ministry of Chicago are scheduled for January 24 and January 31. Bishop Bickerton has assured us of his participating in the one on January 24. It was intended that these would happen in 2008, but a variety of obstacles prohibited them from being scheduled.

The 2.5 Day Initial Training Workshop of our Dismantling Systemic Racism Team is scheduled for April 30-May 1 & 2.

**STRUCTURE STUDY TEAM**

**Task Team Convener(s):** ROBERTA PLOHR

**Team members:** John Emmett, Mary Grey Emmett, Tracy Merrick, Paul Taylor

An interim conference structure has been implemented that is responsive to the needs of local churches and supports and Annual Conference as it seeks to live into its Mission, Vision and Core value. Specifically, this interim structure will assist the Annual Conference in effectively providing its mission of leadership, connection and resources for the making of disciples of Jesus Christ for the transformation of the world.

The new structure allows the Conference Connectional Network (CCN) to directly communicate with the current entities in order to develop a common understanding of how we as an Annual Conference can live into the Mission, Vision and Core Value by providing leadership, connection and resources. This interim step will lead to a more defined network of teams.

**Systems Support Team**

**Task Team Convener(s):** Paul Ritchey

**Team members:**
Recommendations:

#1: We recommended to the Implementation Team that an inclusion be provided for a Conference Communications Director to coordinate communications from the Conference Center to the local church.

IN PROGRESS, there is a Job Description being worked on by the Conference Communications Team and the Conference Structures Team. Sample Job Description was submitted by Systems Support Team in October of 2008.

#2. We recommended to the Implementation team that they include a provision for a full-time paid Design and Content Manager to coordinate technology for Web Design and Operation, or to hire an outside consultant to maintain this position.

This recommendation is DELAYED; the issue has been referred to the Conference Communications Director for action.

#3. We recommended to the Implementation team that they include a provision for the Technology Team to become a permanent and standing committee of the Annual Conference in its planning.

This recommendation is IN PROGRESS; the Technology Team continues to meet at regular intervals and is in the process of becoming a permanent committee.

#4. We recommended to the Implementation team that they review the budget to insure inclusion of the Marketing and the Design for Web Page Development in the CMS Provider Line Item, and the Conference positions listed in the previous recommendations.

IN PROGRESS, referred to the Budget Committee for review.

#5. We recommended that the Interlink not move to an Electronic Only Copy.

IN PROGRESS, referred to the Budget Committee for review.

Website Task Force

Convener(s): Frank Bloise
Website Team: Larry Bridge, Thelma Castor, Ron Fleming, Lisa Grant, Ben Harsch, Tracy Merrick, Mark Rehn

The Website Team sees a new Annual Conference website as a key tool which will assist the Annual Conference “Ignite and sustain passionate spiritual connections with Christ among all people in Western PA” by helping people connect with local churches, by conveying information, by providing resources, by calling newcomers into the community, and through internal and external communications.

In support of the Annual Conference mission, the new website will function as a robust portal to provide resources, to support connections, to call to community, to encourage involvement and to communicate externally and internally.

The new website will also be a means of conveying the messages of our core value of love and our key values of integrity, accountability, and inclusiveness internally within the Annual Conference and externally to the world about us.

The website is being developed with all ministries in mind, whether in the local church or beyond. It will be easy to use and will serve as a key repository of resources / information for both United Methodists and non-United Methodists.

The Annual Conference has signed a contract with Brick River, a website vendor which supports thirty United Methodist Annual Conferences, with the expectation that the first features of the website will be implemented before Annual Conference 2009. It is the team’s understanding that most of the functions listed below can be supported by the features already included in the website which has been selected!

The following phased implementation approach has been developed:

**Phase One – Target: June 2009**

- Directory of churches, clergy, and agencies
- Conference Calendar
- Conference Forms
- News and Stories
- Find-A-Church
- Media Resource Center
- On-line Event Registration – pilot functionality included in website
- Columns by Bishop, Director of Connectional Ministries, Treasurer, etc.
- Blog pilot – start with Bishop’s blog
- Data feed from Mission Base systems
Phase Two – Following Phase One (possible completion in September – October 2009)

- District Calendars
- District “Spaces”
- Missions / VIM “Space”
- Youth “Space”
- Safe Sanctuaries – depending upon functionality
- Resources – manuals, journals, etc
- Event Registration – complete implementation
- Financial – budget, mission share, agency income / expenses
- Statistical Tables
- Candidacy module
- Blogs – other Conference-wide

Future Phases – Following Phase Two (2009, 2010, and beyond)

- Media Resource Center – possible enhancements, if necessary
- Local Church calendars
- Conference Agency “spaces”
- Local Church “spaces”
- Camping Module
- Clergy tools – resources, blogs, etc.
- Educational Programs
- Data – Churches, cabinet, agencies
- On-line Meetings, forums
- On-line Donations

Recommendations:

#1 – Select, design, and implement a new website for the Annual Conference in 2009 which meets the expectations and includes features prioritized from the list in the attached Website working document. The Brick River package has been selected and $30,000 has been allocated in the Believe Again! Financial Plan to cover the purchase, implementation, and training costs.

#2 – Develop a recommendation for staff to support the website. The design for this staff will be dependent upon the product and the features selected. During the initial stages of implementation as each Conference agency establishes its own web space, the need for this support will be greater. Probable range of costs $15,000 - $35,000 for the first year.
Appendix B: Standards for Laity in Leadership

Standards for Laity in Leadership

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

Annual Conference Mission: To provide leadership, connection, and resources to make disciples of Jesus Christ for the transformation of the world.

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

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. (Ephesians 4:11-13, NRSV)

As disciples of Jesus Christ, lay and clergy leaders have been called to faithfully and joyfully serve God and to wisely utilize their spiritual gifts, time, and talents to enhance the life of the body of Christ. They have been called to partner together and complement each other’s gifts in leading the community of faith to focus on its vision, to fulfill its mission, and to live its core values.

This document is intended to provide standards for lay leadership within the Western Pennsylvania Annual Conference and its churches, to describe the characteristics of faithful, effective, and fruitful laity in leadership positions, and to encourage them to become more faithful, effective, and fruitful in their roles as they serve and lead the community of faith.

Sponsored by the Conference Board of Laity
Faithful Leaders:

Faithful leaders live in a covenant relationship with God through Jesus Christ and with all of God’s creation. A faithful leader:

- Lives the vows of baptism and membership, including the commitment to support The United Methodist Church through prayer, presence, gifts, service, and witness
- Practices spiritual disciplines, such as regular worship, prayer, Bible study, communion, fasting, Christian conferencing, participation in accountability groups, and other works of piety and mercy
- Is open to the transforming work of the Holy Spirit in his/her life
- Seeks to be a good steward of all of God’s gifts including time, talents and treasures
- Witnesses to God’s love in the world in daily life
- Understands and uses his/her spiritual gifts
- Attempts to live a holistically healthy life, spiritually, physically, intellectually, emotionally, and socially

Effective Leaders:

Effective leaders seek to live like Christ and strive to faithfully fulfill their responsibilities. An effective leader:

- Embraces and promotes the vision of a sustained passionate spiritual connection with Christ
- Focuses attention on the mission of The United Methodist Church, to make disciples of Jesus Christ for the transformation of the world, and the mission of the community of faith being served
- Understands how her/his leadership role contributes to the fulfillment of the mission of The United Methodist Church and the mission of the community of faith being served
- Demonstrates a servant-leader approach, an ability to lead by example, a sense of accountability, and integrity in all his/her relationships and work
- Lives out a commitment to fulfill the responsibilities associated with her/his leadership role
- Remains Christ-centered and practices spiritual discernment in all settings
- Ministers to the body he/she is serving
- Encourages others to understand and utilize their spiritual gifts
- Develops and implements plans to accomplish the results the body anticipates from his/her leadership role
Fruitful Leaders:

Fruitful leaders lead the community of faith to move toward its vision, to fulfill its mission, and to live its core value. A fruitful leader:

- Is actively involved in deepening sustained, spiritual connections with Jesus Christ in others
- Works to transform the community of faith being served into an organization which more effectively shares God’s love and participates in mission and ministry outside the organization
- Holds the body accountable to living its core values
- Produces the transformational results the community of faith from his/her leadership role
- Mentors potential leaders
- Embraces diversity and inclusiveness, works for social justice, combats racism in all its forms, and addresses issues of poverty

He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God? (Micah 6:8, NRSV)

Sponsored by the Conference Board of Laity
Appendix C:  *Believe Again* Plan for Ministry Financial Plan

**Receipts / Expense Summary:**

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**Receipts Summary:**

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Note: 2008 Actuals are not final
### Expense Summary:

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### Believe Again! Plan for Ministry Financial Plan

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### Appendix C:

Believe Again! Plan for Ministry Financial Plan
### Appendix C: Believe Again! Plan for Ministry Financial Plan

#### Goal 5: Connect

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2009 Western Pennsylvania Conference
## Expense Summary by Goal

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<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent Auditors' Report</td>
<td>2</td>
</tr>
<tr>
<td>Financial Statements:</td>
<td></td>
</tr>
<tr>
<td>Statement of Financial Position</td>
<td>3</td>
</tr>
<tr>
<td>Statement of Activities</td>
<td>4</td>
</tr>
<tr>
<td>Statement of Cash Flows</td>
<td>6</td>
</tr>
<tr>
<td>Notes to Financial Statements</td>
<td>7</td>
</tr>
</tbody>
</table>
INDEPENDENT AUDITORS’ REPORT

Council of Finance and Administration
Western Pennsylvania Annual Conference
of the United Methodist Church:

We have audited the accompanying statement of financial position of Western Pennsylvania Annual Conference of the United Methodist Church (the "Conference") as of December 31, 2008 and 2007, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the Conference’s management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Western Pennsylvania Annual Conference of the United Methodist Church as of December 31, 2008 and 2007 and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

McCall Scanlon & Tice, LLC

Pittsburgh, Pennsylvania
July 9, 2009
Western Pennsylvania Annual Conference of The
United Methodist Church

STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2006 AND 2007

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASSETS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CURRENT ASSETS:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$5,215,837</td>
<td>$7,111,723</td>
</tr>
<tr>
<td>Cash limited to use (Note 2)</td>
<td>44,381</td>
<td>56,172</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>440,419</td>
<td>133,806</td>
</tr>
<tr>
<td>Due from General Board of Pensions (Note 16)</td>
<td>-</td>
<td>2,667,480</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>841,770</td>
<td>771,006</td>
</tr>
<tr>
<td>Note receivable</td>
<td>10,336</td>
<td>10,336</td>
</tr>
<tr>
<td>Current portion of revolving loan fund (Note 3)</td>
<td>53,600</td>
<td>26,767</td>
</tr>
<tr>
<td>Total current assets</td>
<td>6,606,342</td>
<td>10,777,681</td>
</tr>
<tr>
<td>REVOLVING LOAN FUND (Note 3)</td>
<td>46,486</td>
<td>68,003</td>
</tr>
<tr>
<td>INVESTMENTS (Note 4)</td>
<td>13,209,636</td>
<td>18,125,153</td>
</tr>
<tr>
<td>NET POST-RETIREMENT HEALTHCARE BENEFITS OBLIGATION ASSET (Note 10)</td>
<td>-</td>
<td>6,221,160</td>
</tr>
<tr>
<td>CHARITABLE REMAINDER TRUST (Note 7)</td>
<td>335,437</td>
<td>447,901</td>
</tr>
<tr>
<td>PROPERTY AND EQUIPMENT, Net (Note 6)</td>
<td>2,710,245</td>
<td>2,514,914</td>
</tr>
<tr>
<td>PROPERTY HELD FOR SALE</td>
<td>250,000</td>
<td>441,615</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$23,156,160</td>
<td>$38,986,427</td>
</tr>
</tbody>
</table>

LIABILITIES AND NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT LIABILITIES:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current portion of long-term debt (Note 8)</td>
<td>$65,210</td>
<td>$77,269</td>
</tr>
<tr>
<td>Accounts payable</td>
<td>1,283,223</td>
<td>944,318</td>
</tr>
<tr>
<td>Due to insurance company</td>
<td>-</td>
<td>1,073,640</td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>13,673</td>
<td>17,836</td>
</tr>
<tr>
<td>Funds held in escrow for a local congregation (Note 2)</td>
<td>41,501</td>
<td>54,677</td>
</tr>
<tr>
<td>Total current liabilities</td>
<td>1,403,707</td>
<td>2,167,734</td>
</tr>
<tr>
<td>LONG-TERM DEBT:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mortgages payable (Note 8)</td>
<td>247,555</td>
<td>564,946</td>
</tr>
<tr>
<td>Note payable</td>
<td>32,086</td>
<td>43,906</td>
</tr>
<tr>
<td>Obligation under capital lease (Note 9)</td>
<td>-</td>
<td>11,886</td>
</tr>
<tr>
<td>Total long-term debt</td>
<td>279,641</td>
<td>620,832</td>
</tr>
<tr>
<td>NET POST-RETIREMENT HEALTHCARE BENEFITS OBLIGATION LIABILITY (Note 10)</td>
<td>1,768,049</td>
<td>-</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>3,441,366</td>
<td>2,789,568</td>
</tr>
</tbody>
</table>

NET ASSETS:

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>6,078,880</td>
<td>17,484,816</td>
</tr>
<tr>
<td>Temporarily restricted (Note 11)</td>
<td>8,765,351</td>
<td>13,450,482</td>
</tr>
<tr>
<td>Permanently restricted (Note 12)</td>
<td>4,872,673</td>
<td>4,872,573</td>
</tr>
<tr>
<td>Total net assets</td>
<td>19,716,866</td>
<td>35,807,971</td>
</tr>
</tbody>
</table>

TOTAL | $23,156,160 | $38,986,427 |

See Notes to Financial Statements
### Western Pennsylvania Annual Conference of The United Methodist Church

#### STATEMENT OF ACTIVITIES

FOR THE YEAR ENDED DECEMBER 31, 2009

<table>
<thead>
<tr>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE, GAINS, AND OTHER SUPPORT:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mission share from churches to support operations of denomination and Annual Conference</td>
<td>$8,036,724</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Advance special and other designated donations</td>
<td>2,832,411</td>
<td>155,320</td>
<td>-</td>
</tr>
<tr>
<td>Contributions from churches and medical insurance premiums</td>
<td>7,127,688</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Direct fees, program revenues and other</td>
<td>2,290,897</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Net assets released from restrictions and transfers</strong></td>
<td>2,348,867</td>
<td>(2,248,867)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total revenues, gains, and other support</strong></td>
<td>$22,034,857</td>
<td>(2,181,847)</td>
<td>-</td>
</tr>
</tbody>
</table>

#### EXPENSES AND OTHER LOSSES

<table>
<thead>
<tr>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EXPENSES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel</td>
<td>3,963,111</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Taxes</td>
<td>265,152</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Services</td>
<td>295,511</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Insurance (excluding medical)</td>
<td>615,346</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Medical insurance</td>
<td>6,526,747</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Supplies and materials</td>
<td>577,197</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Equipment repair and maintenance</td>
<td>233,175</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Depreciation</td>
<td>122,691</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Utilities</td>
<td>266,228</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Maintenance, rent, and repairs</td>
<td>209,823</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Operation and program</td>
<td>388,160</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Travel, lodging, registration, and meals</td>
<td>1,033,023</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Interest expense, bank charges</td>
<td>46,458</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Grants and contributions</td>
<td>3,857,150</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Apportionments</td>
<td>2,040,545</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Post Retirement Healthcare Benefits Obligation</td>
<td>7,879,209</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other</td>
<td>196,866</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>20,819,229</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OTHER LOSSES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Investment loss</td>
<td>3,095,367</td>
<td>2,491,004</td>
<td>-</td>
</tr>
<tr>
<td>Loss on disposals of property and equipment</td>
<td>185,978</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total other losses</strong></td>
<td>3,281,345</td>
<td>2,491,004</td>
<td>-</td>
</tr>
</tbody>
</table>

#### INCREASE (DECREASE) IN NET ASSETS

<table>
<thead>
<tr>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>(11,405,936)</td>
<td>(4,985,151)</td>
<td>-</td>
<td>(16,391,087)</td>
</tr>
</tbody>
</table>

#### NET ASSETS, BEGINNING OF YEAR

<table>
<thead>
<tr>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>17,454,816</td>
<td>13,450,482</td>
<td>4,672,573</td>
<td>35,577,871</td>
</tr>
</tbody>
</table>

#### NET ASSETS, END OF YEAR

<table>
<thead>
<tr>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>$6,078,880</td>
<td>$8,765,321</td>
<td>$4,672,573</td>
<td>$19,116,774</td>
</tr>
</tbody>
</table>

See Notes To Financial Statements
XII Reports

Western Pennsylvania Annual Conference of The
United Methodist Church

STATEMENT OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2008 AND 2007

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>CASH FLOWS FROM OPERATING ACTIVITIES:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase (decrease) in net assets</td>
<td>$(16,091,087)</td>
<td>$(6,424)</td>
</tr>
<tr>
<td>Adjustments to reconcile increase (decrease) in net assets to net cash provided by (used in) operating activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>152,591</td>
<td>279,898</td>
</tr>
<tr>
<td>Gain (loss) on sales of property and equipment</td>
<td>185,978</td>
<td>(666,148)</td>
</tr>
<tr>
<td>Realized and unrealized (gains)/losses on investments</td>
<td>4,912,292</td>
<td>(1,562,584)</td>
</tr>
<tr>
<td>(Increase) decrease in:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>(306,813)</td>
<td>836,227</td>
</tr>
<tr>
<td>Due from insurance company</td>
<td>-</td>
<td>1,149,543</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>(70,762)</td>
<td>(800,536)</td>
</tr>
<tr>
<td>Due from General Board of Pensions</td>
<td>2,667,480</td>
<td>(2,667,480)</td>
</tr>
<tr>
<td>Post-retirement healthcare benefits obligation</td>
<td>7,979,209</td>
<td>1,672,035</td>
</tr>
<tr>
<td>Other assets</td>
<td>-</td>
<td>110,000</td>
</tr>
<tr>
<td>Increase (decrease) in:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>338,905</td>
<td>560,276</td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>(4,163)</td>
<td>(77,822)</td>
</tr>
<tr>
<td>Funds held in escrow</td>
<td>(679)</td>
<td>(2,101)</td>
</tr>
<tr>
<td>Due to insurance company</td>
<td>(1,073,849)</td>
<td>1,073,840</td>
</tr>
<tr>
<td>Net cash provided by (used in) operating activities</td>
<td>(1,310,689)</td>
<td>98,524</td>
</tr>
</tbody>
</table>

CASH FLOWS FROM INVESTING ACTIVITIES:

| Purchases of property and equipment | (347,926)      | (71,917)       |
| Proceeds from sales of property and equipment | -              | 692,755        |
| Purchases of investments           | (747,987)      | -              |
| Proceeds from sales of investments | 863,856        | 336,196        |
| (issuance of) proceeds from note receivable | -              | (7,341)        |
| Borrowings on revolving loan fund  | (24,450)       | (39,000)       |
| Principal payments on revolving loan fund | 19,124         | 29,110         |
| Disposal of property held for sale | 5,837          | -              |
| Purchase of property held for sale | -              | (441,615)      |
| Net cash provided by (used in) investing activities | (231,926)      | 498,788        |

CASH FLOWS FROM FINANCING ACTIVITIES:

| Payments on long-term debt       | (353,271)      | (280,634)      |
| Proceeds from mortgages payable  | -              | 153,000        |
| Net cash provided by (used in) financing activities | (353,271)      | (107,634)      |

NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS

|                                | (1,865,886)    | 489,178        |

CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR

|                                | 7,111,723      | 6,622,545      |

CASH AND CASH EQUIVALENTS, END OF YEAR

|                                | 5,215,837      | 7,111,723      |

SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION, Interest paid

|                                | 20,524         | 49,969         |

See Notes to Financial Statements
**Western Pennsylvania Annual Conference of The**

**United Methodist Church**

**STATEMENT OF CASH FLOWS**

**FOR THE YEARS ENDED DECEMBER 31, 2008 AND 2007**

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>CASH FLOWS FROM OPERATING ACTIVITIES:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase (decrease) in net assets</td>
<td>$(16,091,087)</td>
<td>$(6,424)</td>
</tr>
<tr>
<td>Additions to reconcile increase (decrease) in net assets to net cash provided by (used in) operating activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>152,591</td>
<td>279,898</td>
</tr>
<tr>
<td>Gain (loss) on sales of property and equipment</td>
<td>186,978</td>
<td>(666,148)</td>
</tr>
<tr>
<td>Realized and unrealized (gains)/losses on investments</td>
<td>4,912,292</td>
<td>(1,562,584)</td>
</tr>
<tr>
<td>(Increase) decrease in:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>306,613</td>
<td>836,227</td>
</tr>
<tr>
<td>Due from insurance company</td>
<td>-</td>
<td>1,149,543</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>70,762</td>
<td>(600,536)</td>
</tr>
<tr>
<td>Due from General Board of Pensions</td>
<td>2,667,480</td>
<td>(2,667,480)</td>
</tr>
<tr>
<td>Post-retirement healthcare benefits obligation</td>
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<td>1,672,035</td>
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<td>-</td>
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</tr>
<tr>
<td>Increase (decrease) in:</td>
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<td></td>
</tr>
<tr>
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<td>(1,073,640)</td>
<td>1,073,640</td>
</tr>
<tr>
<td>Net cash provided by (used in) operating activities</td>
<td>(1,310,689)</td>
<td>98,524</td>
</tr>
</tbody>
</table>

| CASH FLOWS FROM INVESTING ACTIVITIES:                                     |               |               |
| Purchases of property and equipment                                       | (347,926)     | (71,817)      |
| Proceeds from sales of property and equipment                             | -             | 692,755       |
| Purchases of investments                                                  | (747,667)     | -             |
| Proceeds from sales of investments                                       | -             | 336,196       |
| (Issuance of) proceeds from note receivable                               | -             | (7,341)       |
| Borrowings on revolving loan fund                                         | (24,450)      | (39,000)      |
| Principal payments on revolving loan fund                                 | 19,124        | 29,110        |
| Disposal of property held for sale                                        | 5,637         | -             |
| Purchase of property held for sale                                        | -             | (441,615)     |
| Net cash provided by (used in) investing activities                      | (231,626)     | 498,188       |

| CASH FLOWS FROM FINANCING ACTIVITIES:                                     |               |               |
| Payments on long-term debt                                                | (353,271)     | (260,534)     |
| Proceeds from mortgages payable                                          | -             | 153,000       |
| Net cash provided by (used in) financing activities                      | (353,271)     | (107,534)     |

**NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS**

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1,896,686)</td>
<td>489,178</td>
<td></td>
</tr>
</tbody>
</table>

**CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR**

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>7,111,723</td>
<td>6,622,545</td>
<td></td>
</tr>
</tbody>
</table>

**CASH AND CASH EQUIVALENTS, END OF YEAR**

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5,215,837</td>
<td>$7,111,723</td>
<td></td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION,**

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest paid</td>
<td>$20,524</td>
<td>$45,969</td>
</tr>
</tbody>
</table>

See Notes to Financial Statements

- 6 -
1. NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

OPERATIONS

Western Pennsylvania Annual Conference of the United Methodist Church (the "Conference" or "WPAUMC") is a not-for-profit corporation organized under the provisions of the Non-Profit Corporation Law of the Commonwealth of Pennsylvania. The Conference is the primary level judiciary above the local church within the United Methodist denomination. The Conference is the enabling and administrative body to approximately 900 churches located within the geographic boundaries (Western Pennsylvania) of the Conference. It is subdivided into ten geographical districts headed by clergy district superintendents (who together with the resident Bishop constitute the "Cabinet") who link the Conference to the individual churches in each respective district. The "primary function" of the Conference is equipping spiritual leaders to lead congregations as they seek to serve "for the sake of transforming the work through Jesus Christ." The Conference, through the Cabinet, appoints pastors to lead congregations (churches) within the Conference, meets annually to review and pass legislation to further the mission and ministry of the church, and maintains administrative and financial records relative to its clergy members, member churches, and related organizations. The Conference implements its mission and ministry through its established councils, ministry teams, boards, and agencies.

The Conference organizes its activities according to its mission, namely, "to be connected by the passion of Jesus, committed by God’s call to ministry, commissioned by the Spirit to go; to be communities of faith sharing the love of God, going boldly into the world making disciples of Jesus Christ." Five ministry teams carry out the components of this mission:

- Spiritual Leadership Team oversees and supports the ministers, including district superintendency, educational and compensation assistance, transitional support, plus specific pension and medical coverage.
- Nurture Ministry Team works to make disciples of all peoples.
- Outreach Ministry Team strives to reach beyond us to those in need.
- Witness Ministry Team works for inclusion, unity, and righteousness for all people of God’s creation.
- Supportive Ministries Team includes the Conference’s administrative functions – the Conference Center, its staff, Trustees, Annual Conference session, Archives and History, and disaster response.
Basis of Presentation

The Conference follows Statement of Financial Accounting Standards SFAS No. 117, Financial Statements of Not-for-Profit Organizations ("SFAS No. 117").

Under SFAS No. 117, the Conference is required to report information regarding its financial position according to three classes of net assets: unrestricted, temporarily restricted, and permanently restricted.

Net assets of the Conference are reported in the following categories:

- Unrestricted net assets consist of resources available for the various programs and administration of the Conference, which have not been restricted by a donor or grantor.

  The designated funds are established by the Conference and represent unrestricted funds which are used for future retiree healthcare benefits, campus ministry, educational assistance, and various other programs.

- Temporarily restricted net assets consist of donor-restricted contributions. Amounts restricted by the donor or grantor for a particular purpose are reported as temporarily restricted net assets in the statement of financial position. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets. The Conference does not imply a time restriction on gifts of long-lived assets. The donor restriction expires when the assets are placed in service.

- Permanently restricted net assets represent endowments which require that the principal be invested in perpetuity and only the income be used as designated by the donor.

Use Of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.
INCOME TAXES

The Conference is a tax-exempt not-for-profit organization under Section 501(c)(3) of the Internal Revenue Code under a denominational group exemption granted to the United Methodist Church. This exemption may extend to affiliates who meet applicable Internal Revenue Code requirements as Supporting Organizations. Accordingly, no provision for federal and state income taxes is recorded.

CASH AND CASH EQUIVALENTS

The Conference considers all highly liquid investments with an original maturity date of three months or less that are readily convertible to cash to be cash equivalents.

ACCOUNTS RECEIVABLE

Accounts receivable are reported at net realizable value. Amounts are written off when they are determined to be uncollectible based upon management's assessment of individual accounts. The allowance for doubtful accounts is estimated based upon periodic review of individual accounts. There was no allowance for doubtful accounts at December 31, 2008 and 2007.

INVESTMENTS

Investments in marketable securities with readily determinable fair values and all investments in debt securities are recorded at fair value in the statement of financial position.

Although the Conference's investments are invested in a variety of financial instruments managed by investment advisors, the fair values, reported in the statement of financial position, are subject to various market risks including changes in the equity markets, the interest rate environment, and economic conditions. Due to the level of risk associated with investment securities and the level of uncertainty related to changes in the fair value of investment securities, it is reasonably possible that the fair value of investments reported in the accompanying statement of financial position could change materially in the near term.

PROPERTY AND EQUIPMENT

Property and equipment are reported at cost, net of accumulated depreciation. When determination of cost between land and building was unknown, ten percent of the cost or appraisal value was allocated to land value. Depreciation is provided over the estimated useful lives of the respective assets on a straight-line basis.
that SFAS No. 157 establishes for measuring fair value includes a hierarchy used to classify the inputs used in measuring fair value. The hierarchy prioritizes the inputs used in determining valuations into three levels. The level in the fair value hierarchy within which the fair value measurement falls is determined based on the lowest level input that is significant to the fair value measurement. The levels of the fair value hierarchy are as follows:

Level 1 – Fair value is based on unadjusted quoted prices in active markets that are accessible to WPAUMC for identical assets. These generally provide the most reliable evidence and are used to measure fair value whenever available.

Level 2 – Fair value is based on significant inputs, other than Level 1 inputs, that are observable either directly or indirectly for substantially the full term of the asset through corroboration with observable market data. Level 2 inputs include quoted market prices in active markets for similar assets, quoted market prices in markets that are not active for identical or similar assets, and other observable inputs.

Level 3 – Fair value would be based on significant unobservable inputs. Examples of valuation methodologies that would result in Level 3 classification include option pricing models, discounted cash flows, and other similar techniques.

FAS 117-1

In August 2008, The Financial Accounting Standards Board issued Staff Position No. FAS 117-1, Endowments of Not-for-Profit Organizations: Net Asset Classification of Funds Subject to an Enacted Version of the Uniform Prudent Management of Institutional Funds Act, and Enhanced Disclosures for All Endowment Funds ("FAS 117-1"). FAS 117-1 provides guidance on the net asset classification of donor-restricted endowment funds for a not-for-profit organization that is subject to an enacted version of the Uniform Prudent Management of Institutional Funds Act of 2006 ("UPMIFA"). FAS 117-1 also improves disclosures about an organization’s endowment funds (both donor restricted endowment funds and board designated endowment funds) whether or not the organization is subject to UPMIFA.

The Commonwealth of Pennsylvania has not adopted UPMIFA. WPAUMC has adopted FAS 117-1 for the year ending December 31, 2008. The Conference is governed by the Book of Discipline of the United Methodist Church. The Conference has determined that the majority of its contributions are subject to the provisions of the Book of Discipline. Certain contributions are subject to other gift instruments, or are subject to specific agreements with the Conference.

Under terms of the Book of Discipline and in conjunction with the United Methodist Foundation ("Foundation"), the Conference has the ability to distribute a percentage of the corpus of any trust, separate gift, bequest, or fund as it shall determine. As a
that SFAS No. 157 establishes for measuring fair value includes a hierarchy used to classify the inputs used in measuring fair value. The hierarchy prioritizes the inputs used in determining valuations into three levels. The level in the fair value hierarchy within which the fair value measurement falls is determined based on the lowest level input that is significant to the fair value measurement. The levels of the fair value hierarchy are as follows:

Level 1 – Fair value is based on unadjusted quoted prices in active markets that are accessible to WPAUMC for identical assets. These generally provide the most reliable evidence and are used to measure fair value whenever available.

Level 2 – Fair value is based on significant inputs, other than Level 1 inputs, that are observable either directly or indirectly for substantially the full term of the asset through corroboration with observable market data. Level 2 inputs include quoted market prices in active markets for similar assets, quoted market prices in markets that are not active for identical or similar assets, and other observable inputs.

Level 3 – Fair value would be based on significant unobservable inputs. Examples of valuation methodologies that would result in Level 3 classification include option pricing models, discounted cash flows, and other similar techniques.

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The Commonwealth of Pennsylvania has not adopted UPMIFA. WPAUMC has adopted FAS 117-1 for the year ending December 31, 2008. The Conference is governed by the Book of Discipline of the United Methodist Church. The Conference has determined that the majority of its contributions are subject to the provisions of the Book of Discipline. Certain contributions are subject to other gift instruments, or are subject to specific agreements with the Conference.

Under terms of the Book of Discipline and in conjunction with the United Methodist Foundation ("Foundation"), the Conference has the ability to distribute a percentage of the corpus of any trust, separate gift, bequest, or fund as it shall determine. As a
result of the ability to distribute corpus, all contributions not classified as temporarily restricted or permanently restricted are classified as unrestricted net assets for financial statement purposes.

Temporarily restricted net assets consist of restricted contributions receivable and the remaining portion of donor-restricted endowment funds that are not classified as permanently restricted net assets. When donor restrictions expire, that is, when a time restriction ends or a purpose restriction is fulfilled, temporarily restricted assets are reclassified to unrestricted net assets and reported in the statements of activities as net assets released from restrictions.

Permanently restricted net assets represent the fair value of the original gift as of the gift date and the original value of subsequent gifts to donor-restricted endowment funds.

The Conference in conjunction with the Foundation have adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowments while seeking to maintain purchasing power of the endowment assets. The Conference’s spending and investment policies work to achieve this objective. The investment policy establishes an achievable return objective through diversification of asset classes. The current long term objective is a return of 7%, net of investment fees. Actual returns in any given year may vary from this amount.

The current spending policy utilizes a “total return” approach, as contemplated by Pennsylvania Act 141, to determine the amount of its quarterly distributions. This methodology bases income distributions upon the combination of interest, dividends, other earnings and capital appreciation/depreciation. Annual distributions can be between 2%-7% of the average unit value of the trailing twelve quarters. The actual distribution is determined by the Board of Directors of the United Methodist Foundation (which serves as the trustee for the Conference’s endowment accounts) at the end of each calendar year. The rate of return for 2007 and 2008 was 4.85% and 3.85% for 2009. This is consistent with the primary objective of the endowment policy to provide for current income as well as long-term growth consistent with the conservation of principal.

2. CASH LIMITED TO USE

Included in cash limited to use at December 31, 2008 and 2007 is $44,381 and $56,772 respectively, in restricted funds deposited by a local congregation. The funds are held in escrow by the Conference, which will release them at the request of the congregation.
XII Reports

WESTERN PENNSYLVANIA ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH
NOTES TO FINANCIAL STATEMENTS

3. REVOLVING LOAN FUND

The Conference lends funds to various Methodist churches located within the Conference jurisdiction for church improvements. The loans have maturity dates of three to ten years and interest rates of 6%.

4. INVESTMENTS

Investments consist of the following:

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Money market funds</td>
<td>$704,421</td>
<td>$1,278,179</td>
</tr>
<tr>
<td>Domestic equities</td>
<td>5,964,868</td>
<td>9,318,077</td>
</tr>
<tr>
<td>International equities</td>
<td>1,479,478</td>
<td>2,491,634</td>
</tr>
<tr>
<td>Fixed income</td>
<td>5,060,869</td>
<td>5,485,163</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$13,209,636</strong></td>
<td><strong>$18,125,153</strong></td>
</tr>
</tbody>
</table>

Investment return is comprised of the following for the year ended December 31, 2008 and 2007:

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dividends and interest income</td>
<td>$616,599</td>
<td>$830,243</td>
</tr>
<tr>
<td>Net unrealized gain (loss) on investments</td>
<td>$(4,915,645)</td>
<td>1,376,052</td>
</tr>
<tr>
<td>Net realized gains on investments</td>
<td>3,353</td>
<td>186,532</td>
</tr>
<tr>
<td><strong>Total investment return (loss)</strong></td>
<td><strong>$(5,628,891)</strong></td>
<td><strong>$2,392,827</strong></td>
</tr>
</tbody>
</table>

5. FAIR VALUE MEASUREMENTS

The Conference measures its investments on a recurring basis in accordance with SFAS No. 157. The securities were measured with the following inputs at December 31, 2008:

<table>
<thead>
<tr>
<th></th>
<th>QUOTED PRICES</th>
<th>OTHER</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>INACTIVE MARKETS</td>
<td>OBSERVABLE INPUTS</td>
</tr>
<tr>
<td></td>
<td>(LEVEL 1)</td>
<td>(LEVEL 2)</td>
</tr>
<tr>
<td>Money market funds</td>
<td>$39,885</td>
<td>$664,536</td>
</tr>
<tr>
<td>Domestic Equities</td>
<td>2,038,054</td>
<td>3,926,803</td>
</tr>
<tr>
<td>International Equities</td>
<td>351,781</td>
<td>1,127,697</td>
</tr>
<tr>
<td>Fixed Income</td>
<td>711,179</td>
<td>4,349,699</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$3,140,899</strong></td>
<td><strong>$10,088,737</strong></td>
</tr>
</tbody>
</table>
The Conference does not have any investments measured using level 3 inputs.

6. **PROPERTY AND EQUIPMENT**

Property and equipment consist of the following:

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Land</td>
<td>$332,295</td>
<td>$ 362,295</td>
</tr>
<tr>
<td>Buildings and improvements (useful lives 10 to 40 years)</td>
<td>3,844,550</td>
<td>3,370,711</td>
</tr>
<tr>
<td>Equipment (useful lives 5 to 15 years)</td>
<td>388,588</td>
<td>473,242</td>
</tr>
<tr>
<td>Equipment under capital lease (useful life 5 years)</td>
<td>52,991</td>
<td>52,991</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4,618,434</td>
<td>4,259,159</td>
</tr>
<tr>
<td>Less accumulated depreciation</td>
<td>1,908,185</td>
<td>1,744,245</td>
</tr>
<tr>
<td><strong>Property and equipment, net</strong></td>
<td><strong>$2,710,249</strong></td>
<td><strong>$2,514,814</strong></td>
</tr>
</tbody>
</table>

7. **CHARITABLE REMAINDER TRUST**

The Conference receives income from a charitable trust held by a third party. Under the terms of the trust, the Conference has the irrevocable right to receive income earned on the trust assets over the trust's terms. Upon termination of the trust, the Conference receives all remaining trust assets. The assets of $335,437 in 2008 and $447,901 in 2007 are recorded at fair value, which management believes approximates the net present value of the estimated future payments to be distributed over the donor’s expected lives.

8. **MORTGAGES PAYABLE**

Mortgages payable consist of the following:

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conference Staff Parsonage, Cranberry Township, Pennsylvania, interest at 5.25%, maturing October 31, 2009, with monthly principal and interest payments of $846; collateralized by the parsonage</td>
<td>$ 7,026</td>
<td>$ 16,043</td>
</tr>
<tr>
<td>Episcopal Residence, Cranberry Township, Pennsylvania interest at 4.75%, maturing August 1, 2011 with monthly principal and interest payments of $1,608;</td>
<td>36,395</td>
<td>53,514</td>
</tr>
<tr>
<td>Description</td>
<td>2008</td>
<td>2007</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------</td>
<td>-------</td>
<td>-------</td>
</tr>
<tr>
<td>Butler District Parsonage, Harmony, Pennsylvania</td>
<td>56,316</td>
<td>64,936</td>
</tr>
<tr>
<td>interest at 4.75%, maturing June 1, 2014, with monthly principal and interest payments of $1,079; collateralized by the parsonage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Indiana District Parsonage, Punxsutawney, Pennsylvania,</td>
<td></td>
<td>3,345</td>
</tr>
<tr>
<td>interest at 6.5%, maturing August 2020, with monthly principal and interest payments of $1,831; collateralized by the parsonage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pittsburgh District Parsonage, Mars, Pennsylvania,</td>
<td></td>
<td>243,036</td>
</tr>
<tr>
<td>interest at 6.5%, maturing June 1, 2021 with monthly principal and interest payments of $2,257; collateralized by the parsonage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Greensburg District Parsonage, Monroeville, Pennsylvania,</td>
<td>56,037</td>
<td>98,410</td>
</tr>
<tr>
<td>interest at 6.50%, maturing July 1, 2021 with monthly principal and interest payments of $2,428; collateralized by the parsonage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allison Park Parsonage, Township of Indiana, Pennsylvania,</td>
<td>145,112</td>
<td>151,962</td>
</tr>
<tr>
<td>interest at 6.65%, maturity October 1, 2022 with monthly principal and interest payments of $1,345; collateralized by the parsonage</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>300,886</td>
<td>631,246</td>
</tr>
<tr>
<td><strong>Less current portion</strong></td>
<td>53,331</td>
<td>66,300</td>
</tr>
<tr>
<td><strong>Mortgages payable</strong></td>
<td>$247,555</td>
<td>$564,946</td>
</tr>
</tbody>
</table>
Scheduled principal repayments on mortgages payable are as follows:

YEARS ENDING DECEMBER 31

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>$53,331</td>
</tr>
<tr>
<td>2010</td>
<td>49,188</td>
</tr>
<tr>
<td>2011</td>
<td>32,651</td>
</tr>
<tr>
<td>2012</td>
<td>32,002</td>
</tr>
<tr>
<td>2013</td>
<td>19,598</td>
</tr>
<tr>
<td>Thereafter</td>
<td>114,115</td>
</tr>
</tbody>
</table>

Total $300,886

Interest expense on the mortgages payable was $18,160 in 2008 and $46,622 in 2007.

9. OBLIGATION UNDER CAPITAL LEASE

The Conference entered into a capital lease agreement to purchase office equipment, bearing interest at 12%. The lease is payable on a quarterly basis with a lease term of 60 months. The lease agreement is collateralized by the related equipment. Amortization of leased equipment is included in depreciation expense. Interest expense was $2,364 in 2008 and $3,347 in 2007.

The net book value of the equipment under capital lease was $10,562 at December 31, 2008 and $21,164 at December 31, 2007.

Scheduled lease payments on this agreement are as follows:

YEARS ENDING DECEMBER 31

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>$14,316</td>
</tr>
<tr>
<td>2010</td>
<td>-</td>
</tr>
</tbody>
</table>

Total 14,316

Less amount representing interest (2,437)

Present value of net minimum lease payments 11,879

Less current portion 11,879

Long-term debt $ -
10. POST-RETIREMENT HEALTHCARE BENEFITS

The Conference maintains a defined benefit post-retirement healthcare plan for all clergy and spouses. The eligibility for receiving benefits depends upon the age (before 65; at 65; over 65) of the retiree and length of service (ranging from 10 to 40 years) with the Conference. The plan provides for various percentages of cost sharing by the retiree and spouses. Contributions by the Conference after the retiree obtains age 65 are based upon a Medicare supplemental program.

Annual costs are recognized when billed by the respective insurance companies (pay-as-you-go). Plan amounts as of January 1, 2009 and 2008, respectively, were as follows for December 31:

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Projected benefit obligation:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Active participants</td>
<td>$11,556,560</td>
<td>$11,082,966</td>
</tr>
<tr>
<td>Retirees and beneficiaries</td>
<td>$9,790,433</td>
<td>$6,094,885</td>
</tr>
<tr>
<td>Projected benefit obligation</td>
<td>$21,346,993</td>
<td>$17,177,851</td>
</tr>
<tr>
<td>Accumulated benefit obligation:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Active participants</td>
<td>$7,729,603</td>
<td>$7,599,925</td>
</tr>
<tr>
<td>Retirees and beneficiaries</td>
<td>$9,790,433</td>
<td>$6,094,885</td>
</tr>
<tr>
<td>Accumulated benefit obligation</td>
<td>$17,520,036</td>
<td>$13,694,810</td>
</tr>
<tr>
<td>Plan assets at fair value</td>
<td>$15,761,987</td>
<td>$19,915,970</td>
</tr>
<tr>
<td>Funded Status over (under)</td>
<td>$(1,758,049)</td>
<td>$6,221,160</td>
</tr>
</tbody>
</table>

The accumulated benefit obligation ("ABO") and the changes in the ABO do not reflect any amounts associated with the Medicare Prescription Drug, Improvement and Modernization Act of 2003 (the "Act") because the plan is not directly entitled to the Act's subsidy. The Conference is not able to determine whether benefits provided by its plan are actuarially equivalent to Medicare Part D.

Net periodic benefit cost was $465,036 in 2008 and $424,470 in 2007.

Benefits paid were $1,219,146 in 2008 and $894,019 in 2007.
WEIGHTED AVERAGE DISCOUNT RATE ASSUMPTIONS:

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accumulated benefit obligation</td>
<td>6.00%</td>
<td>6.50%</td>
</tr>
<tr>
<td>Net periodic benefit cost</td>
<td>6.00%</td>
<td>6.50%</td>
</tr>
<tr>
<td>Expected long term rate of return on plan assets</td>
<td>7.00%</td>
<td>7.00%</td>
</tr>
</tbody>
</table>

CONTRIBUTIONS

The Conference does not expect to make any contributions to the Plan in 2009.

ESTIMATED FUTURE BENEFIT PAYMENTS

The following benefit payments, which reflect expected future service, as appropriate, are expected to be paid.

- 2009: $1,219,146
- 2010: 1,331,317
- 2011: 1,318,825
- 2012: 1,354,214
- 2013: 1,401,187
- 2014 to 2018: 7,621,756

ASSUMED HEALTHCARE COST TREND RATES

- Medical
- And Drug
- Combined

Healthcare cost trend rate assumed for next year: 10.25%
Rate to which the cost trend rate is assumed to decline (the ultimate trend rate): 5.5%
Year that the rate reaches the ultimate trend rate: 2016
PLAN ASSETS

The following table sets forth the actual asset allocation and target asset allocation for plan assets at December 31:

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity Securities</td>
<td>50.3%</td>
<td>48.7%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Fixed Income</td>
<td>49.7%</td>
<td>50.8%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Other</td>
<td>0%</td>
<td>5%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

Investment objectives for the Conference’s plan assets are to:

- protect the integrity of the plan and to assist the Conference in meeting its obligations to the plan participants;
- prudent investment of assets in a high quality, diversified manner;
- achieve the optimal return possible within the specified risk parameters;
- at a minimum, preserve the inflation-adjusted value of the Plan;
- attempt to produce investment results which achieve the Plan’s actuarial assumed rate of return;
- adhere to the established guidelines.

Asset allocation targets promote optimal expected return and volatility characteristics given the long-term horizon for fulfilling the obligations of post-retirement healthcare benefits plan. Selection of the targeted asset allocations for plan assets was based upon a review of the expected return and risk characteristics of each asset class, as well as the correlation of returns among asset classes.

Investment guidelines are established with the investment manager. These guidelines provide the parameters within which the investment manager agrees to operate including appropriate securities, diversification requirements and credit quality.

Adjustments are made to the expected long term rate of return assumption when deemed necessary based upon revised expectations of future investment performance of the overall capital markets.
11. Temporarily Restricted Net Assets

Temporarily restricted net assets have been restricted by donors for the following purposes at December 31:

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pension support</td>
<td>$4,320,286</td>
<td>$6,698,556</td>
</tr>
<tr>
<td>Education assistance</td>
<td>2,116,133</td>
<td>2,932,964</td>
</tr>
<tr>
<td>Charitable remainder trust (time restriction)</td>
<td>335,437</td>
<td>447,901</td>
</tr>
<tr>
<td>Various programs</td>
<td>1,883,475</td>
<td>3,371,061</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$8,765,331</strong></td>
<td><strong>$13,450,482</strong></td>
</tr>
</tbody>
</table>

12. Permanently Restricted Net Assets

Permanently restricted net assets consist of various trusts on which the income has been designated for the following purposes at December 31:

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pension support</td>
<td>$3,417,056</td>
<td>$3,417,056</td>
</tr>
<tr>
<td>Education assistance</td>
<td>741,344</td>
<td>741,344</td>
</tr>
<tr>
<td>Various programs</td>
<td>714,173</td>
<td>714,173</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$4,872,573</strong></td>
<td><strong>$4,872,573</strong></td>
</tr>
</tbody>
</table>
13. ENDOWMENT NET ASSETS

Changes in Endowment net assets for the year ended December 31, 2008 are as follows:

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endowment net assets, begin</td>
<td>$</td>
<td>$13,450,482</td>
<td>$4,872,573</td>
<td>$18,323,055</td>
</tr>
<tr>
<td>Investment income</td>
<td></td>
<td>757,090</td>
<td></td>
<td>757,090</td>
</tr>
<tr>
<td>Net appreciation (depreciation)</td>
<td></td>
<td>(3,250,594)</td>
<td>(3,250,594)</td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td></td>
<td>155,220</td>
<td></td>
<td>155,220</td>
</tr>
<tr>
<td>Amounts expended</td>
<td></td>
<td>2,346,867</td>
<td></td>
<td>2,346,867</td>
</tr>
<tr>
<td>Change in Endowment assets</td>
<td>(4,885,151)</td>
<td></td>
<td></td>
<td>(4,885,151)</td>
</tr>
<tr>
<td>Endowment net assets, ending</td>
<td>$</td>
<td>$8,765,331</td>
<td>$4,872,573</td>
<td>$13,637,904</td>
</tr>
</tbody>
</table>

Endowment net asset composition by type of fund as of December 31, 2008 is as follows:

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donor Designated Funds</td>
<td>$</td>
<td>$</td>
<td>$4,872,573</td>
<td>$4,872,573</td>
</tr>
<tr>
<td>Other Designated Funds</td>
<td></td>
<td>8,765,331</td>
<td></td>
<td>8,765,331</td>
</tr>
<tr>
<td>Total Endowment Funds</td>
<td>$</td>
<td>$8,765,331</td>
<td>$4,872,573</td>
<td>$13,637,904</td>
</tr>
</tbody>
</table>

14. SERVICES TO AFFILIATES

The Conference treasurer's office performs bookkeeping and accounting services as to the collecting, disbursing, and recording of funds for various affiliated corporations. The Conference performs these services at no charge (which are not material) to the affiliates because these programs are considered to support the Conference's mission and ministry.
15. **Functional Expenses**

The Conference incurred expenses in the following functional areas during the years ended December 31, 2008 and 2007:

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program</td>
<td>$13,763,881</td>
<td>$9,800,605</td>
</tr>
<tr>
<td>General and administrative (a significant portion which can be attributable to program services)</td>
<td>17,055,377</td>
<td>12,144,324</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$30,819,258</strong></td>
<td><strong>$21,944,929</strong></td>
</tr>
</tbody>
</table>

16. **Pension and Other Benefit Plans**

The Conference participates in several multi-employer defined contribution and defined benefit pension plans for ministers and lay employees administered by the General Board of Pension and Health Benefits of the United Methodist Church (the "General Board"). The plans qualify as "church plans" under Sections 414(e) and 403(b) of the Internal Revenue Code.

**Clergy Retirement Security Program ("CRSP")**

The Clergy Retirement Security Program ("CRSP") includes both a defined benefit and defined contribution plan. The defined benefit component is based on either denominational average compensation, as defined or actual compensation, as defined.

The defined contribution component provides for a contribution of at least 3% of actual compensation. Effective January 1, 2007 CRSP now covers all US United Methodist clergy appointed within annual conferences. Contributions to CRSP from WPAUMC were $874,833 in 2008 and $849,858 in 2007. The defined benefit contributions due were $2,597,966 for 2008 and $2,667,480 for 2007. In accordance with plan provisions and an election made by the Conference, this contribution was funded by allocating to the CRSP an equivalent amount of overfunding from the "Pre-82 Plan" as shown on the following table.

A transfer of plan assets of $2,667,480 intended to be made from the Pre-82 Plan described below was inadvertently transferred to CRSP from the Postretirement Healthcare Benefits Plan Assets on December 31, 2007. This transfer was returned to the Postretirement Healthcare Plan Assets in March 2008. Accordingly, an asset entitled Due From General Board of Pensions was recorded on the statement of financial position as of December 31, 2007. Also in March 2008, the transfer was correctly made from the Pre-82 Plan to CRSP.
SUPPLEMENT ONE TO THE CLERGY RETIREMENT SECURITY PROGRAM ("PRE-82 PLAN")

The Pre-82 Plan covers substantially all United Methodist clergy for service prior to 1982. The General Board determines contributions to the Plan. As a multi-employer plan, all assets of the Plan are available to pay all benefits of the Plan, regardless of the annual conference from which contributions came or under which benefits were accrued. Each conference controls certain benefit provisions of the Plan and may elect to fund faster than required. Consequently, funding requirements are determined separately for each conference. Within the Pre-82 Plan, the following summarizes the funding status of WPAUMC as of January 1, 2008 and 2007:

<table>
<thead>
<tr>
<th></th>
<th>January 1, 2008</th>
<th>January 1, 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assets</td>
<td>$149,116,319</td>
<td>$145,651,779</td>
</tr>
<tr>
<td>Liabilities</td>
<td>83,742,296</td>
<td>84,189,284</td>
</tr>
<tr>
<td>Funded Status</td>
<td>$67,073,267</td>
<td>$63,353,122</td>
</tr>
</tbody>
</table>

The above funded status is based on asset valuations as of January 1, 2008. As these assets are invested in similar asset classes as the Conference's Investment portfolio as described in Note 4, management expects a similar reduction in the asset values due to market performance as of December 31, 2008, resulting in a decrease to the funded status.

There were no contributions to the Pre-82 plan by WPAUMC for 2008 and 2007.

SUPPLEMENT THREE TO THE CLERGY RETIREMENT SECURITY PROGRAM – MINISTERIAL PENSION PLAN ("MPP")

The Ministerial Pension Plan (MPP) provided benefits for US Clergy from 1982 through 2006. It is primarily a defined contribution retirement plan, with the requirement that clergy must convert at least 75% of their total account balance to an annuity. The annuity is a defined benefit feature. The plan was terminated in 2006 as to further contributions for service and was replaced by the CRSP. The Conference remains responsible for any deficiencies in assets to pay the converted annuities that are or become payable under MPP.

There were no contributions to the MPP by WPAUMC for 2008 and 2007.
UNITED METHODIST PERSONAL INVESTMENT PLAN ("UMPIP")
WPAUMC participates in The United Methodist Personal Investment Plan ("UMPIP") administered by the General Board. UMPIP is a participant directed defined contribution plan. Participants may contribute a percentage of their compensation on either a before-tax or after-tax basis. WPAUMC may also make contributions on behalf of each participant.

WPAUMC contributions to UMPIP were $243,741 in 2008 and $231,425 in 2007.

COMPREHENSIVE PROTECTION PLAN ("CPP")
WPAUMC participates in Clergy Protection Plan ("CPP") administered by the General Board. The CPP provides both a disability and death benefit for active clergy and a death benefit for retired clergy.

WPAUMC contributions to CPP were $642,296 for 2008 and $627,519 for 2007.

The above plans are separate multi-employer plans and accordingly the respective plan assets and corresponding benefit obligations are not recorded on WPAUMC's financial statements.

WPAUMC has the following amount of investments designated as temporarily restricted net assets to provide pension benefits for its clergy as of December 31:

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Temporarily Restricted for Pension Support</td>
<td>$4,320,286</td>
<td>$6,698,556</td>
</tr>
</tbody>
</table>

WPAUMC has the following amount of Investments designated as permanently restricted net assets the investment income of which is to be used to provide pension benefits for its clergy as of December 31:

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanently Restricted for Pension Support</td>
<td>$3,417,056</td>
<td>$3,417,056</td>
</tr>
</tbody>
</table>

17. CONCENTRATION OF CREDIT RISK
The Conference maintains cash accounts, which, at times, may exceed federally insured limits. The Conference has not experienced losses from maintaining cash accounts in excess of federally insured limits. Management believes it is not subject to any significant credit risk on its cash accounts.