

## VII Legislation

### VII. Legislation

#### RS 101 RACIAL JUSTICE ACT

(Adopted 06-08-2012)

WHEREAS Ezekiel 33:11, says "*As I live, says the Lord, I have no pleasure in the death of the wicked, but that the wicked turn from his ways and live.*" This principle is illustrated in the judgment of Cain (Genesis 4:9-15), The Sermon on the Mount (Mathew 5:38-39), and the woman caught in adultery (John 8:3-11)

WHEREAS *The Book of Discipline of The United Methodist Church* 2008, ¶164 (g) specifies: "We believe the death penalty denies the power of Christ to redeem, restore and transform all human beings."

WHEREAS of Pennsylvania's homicides, Blacks committed 53%, Whites committed 45%, and others committed 2%. As of March 1, 2012 there were 205 inmates on Pennsylvania's Death Row. Of those 205 inmates, 137 were minorities. Of these 205 inmates, 116 (57%) were Black, 68(33%) were White, 19(9%) were Latinos and 2(.09%) were Asians. Only Texas has a higher Black/White ratio. If Pennsylvania's death sentences were race neutral, our Death Row would be 108(53%) Black, 92(45%) White, and 4(2%) Latinos and Asians. Blacks are presently 4% over-represented, Whites are 12% under-represented, and Latinos and Asians are 7% over-represented.

WHEREAS Reps. Ron Waters, Rob Matzie and over 20 other Representatives have introduced HB 2256, "The Racial Justice Act". This Bill would authorize the Pennsylvania Courts to consider statistical sentencing patterns in Death Sentences. The operative language of the Bill is: [www.legis.state.pa.us/cfdocs/billinfo/billinfo.cfm?year=2009&sind=0&body=H&type=B&BN=2256](http://www.legis.state.pa.us/cfdocs/billinfo/billinfo.cfm?year=2009&sind=0&body=H&type=B&BN=2256)

(i) No person shall be sentenced to death or shall be executed under any judgment sought or obtained on the basis of race.

(ii) Finding.--A finding that race was the basis of the decision to seek or impose a death sentence may be established if the court finds race was a significant factor in decisions to seek or impose the sentence of death in the county, the prosecutorial district or this Commonwealth at the time the death sentence was sought or imposed.

iii) Evidence.--Evidence relevant to establish a finding that race was a significant factor in the decision to seek or impose the sentence of death in this Commonwealth at the time the death sentence was sought or imposed may include statistical evidence or other evidence, including, but not limited to, sworn testimony of attorneys, prosecutors, law enforcement officers, jurors or other members of the criminal justice system or both.

THEREFORE BE IT RESOLVED that this Conference of the Pennsylvania United Methodist Church encourages the Pennsylvania General Assembly to pass HB 2256 of 2012, which will allow Pennsylvania Courts to consider evidence of racism when reviewing Death Sentences.

BE IT FURTHER RESOLVED that the clergy and laity of the Conference demonstrate their support for this resolution through letters and testimony, such as the letter that will be provided with this Resolution.

BE IT FURTHER RESOLVED that the author of this Resolution shall immediately deliver it to the Chair of the House Judiciary Committee in accordance with Conference Rule 2.3.8.1.3.

Alice Moore, Roger Thomas (thomasnr@hotmail.com)

Jeff Conn, Chair, Western PA Conference Board of Church and Society

## RS 102 JUVENILE JUSTICE

(Adopted 06-09-2012)

WHEREAS Psalm 17:2 provides, *“Let the sentence come from God’s presence, let God’s eyes behold the things that are equal.”* Proverbs 16:10 provides, *“A divine sentence is in lips of the king, his mouth must not transgress in judgment”* 1 Peter 2:23 provides, *“Christ did not seek vengeance, but trusted all things to the God who sees into men’s hearts and judges justly.”* Exodus 22:3 provides, *“You shall not show partiality against a poor man in his dispute.”*

WHEREAS In the United States, more than 2,500 individuals are serving life sentences without possibility of parole after being convicted of crimes committed while they were juveniles. 481 of these juveniles are in Pennsylvania, which is more than twice as many as the next highest state.

WHEREAS Senator Greenleaf’s 2008 hearing on this problem determined that over 59% of these juveniles had never held a weapon or confronted the victim. Many did not even know that the offense had taken place. He also determined that 87% of these juveniles were Black or Minorities. “Juveniles of color are more likely referred to juvenile court rather than to diversion programs, charged, waived to adult court, detained pre-trial and locked up at disposition.” This is called “Disproportionate Minority Contact” (DMC).

WHEREAS No other nation in the world sentences juveniles to life without possibility of parole.

WHEREAS The sentencing of juveniles to life without possibility of parole violates three international treaties, including the International Covenant on Civil and Political Rights, the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment and the International Convention on the Elimination of All Forms of Racial Discrimination.

WHEREAS 26% of individuals sentenced to life without possibility of parole as juveniles were convicted under the Felony Homicide Rule which provides that every person associated with the triggerman within 24 hours is implicated in the offense, and “if you convict one you convict them all.” These were not the perpetrators of murder, and in some instances are serving life sentences while those who actually were the murderers have served their sentences and have been released.

WHEREAS Pennsylvania is one of thirteen states that can apply a life sentence with no age minimum; and

WHEREAS In *Roper v. Simmons* (2005) the United States Supreme Court banned the sentencing of juveniles to death as a cruel and unusual punishment. In *Sullivan v Florida* (2010), it banned the imposition of Life Without Parole on juveniles except for homicide.

WHEREAS Current neurological research indicates that the brain areas involved in decision making, delayed gratification and reasoning are not fully matured until an individual reaches at least 20 years of age.

WHEREAS Juveniles serving life sentences are at much greater risk for being victims of suicide, assault and rape while in prison.

WHEREAS Reps. Rob Matzie, Joe Preston and over 26 other Representatives, have introduced HB 1994 of 2012, the Juvenile Justice Act to address this issue. The Bill provides:

## VII Legislation

(a) An individual who was less than eighteen years of age when he committed a crime for which he was sentenced to serve a minimum term of imprisonment of no less than ten years or who was sentenced to life imprisonment without parole eligibility may be re-sentenced by the sentencing court within three years after the date of sentencing.

(b) In determining whether to resentence an individual under this section, the sentencing court shall consider the following factors:

- (1) The individual's age and level of maturity at the time of the offense.
- (2) The individual's degree of participation in the offense.
- (3) The nature of the offense.
- (4) The severity of the offense.
- (5) The individual's prior juvenile or criminal history.
- (6) The likelihood of the individual to commit further offenses.
- (7) Other information considered relevant by the sentencing court.

WHEREAS the essence of the Juvenile Justice Act is to supersede the common law rule that "If you convict one you convict them all" in favor of a measure of individual culpability.

THEREFORE BE IT RESOLVED that this Conference of the Pennsylvania United Methodist Church encourages the Pennsylvania General Assembly to pass HB 1994 of 2012, which will allow Pennsylvania Courts to consider evidence of the individual culpability of juveniles when reviewing long term sentences.

BE IT FURTHER RESOLVED that the clergy and laity of the Conference demonstrate their support for this resolution through letters and testimony to the Pennsylvania General Assembly.

BE IT FURTHER RESOLVED that the author of this Resolution shall immediately deliver it to the Chair of the House Judiciary Committee in accordance with Conference Rule 2.3.8.1.3.

Alice Moore, Roger Thomas (thomasrnr@hotmail.com)

Jeff Conn, Chair, Western PA Conference Board of Church and Society

### RS 103 BEER TAX

(Adopted 06-09-2012)

A Resolution Urging the Governor and the General Assembly to Increase Pennsylvania's Beer Tax to Fund Alcohol Abuse Programs, and Assistance for Pennsylvania's Most Vulnerable Citizens

WHEREAS In response to the alcohol and other drug crisis, The United Methodist Church commits itself to a holistic approach, which emphasizes prevention, intervention, treatment, community organization, public advocacy, and abstinence. Out of love for God and our neighbors, the church must have a positive role by offering a renewed spiritual perspective on this crisis." (2008 *Book of Resolutions*, "Drug and Alcohol Concerns"; and,

WHEREAS the U.S. Substance Abuse and Mental Health Services Administration estimates that up to 5.6 million Pennsylvanians used alcohol in the past month, and up to 2.7 million Pennsylvanians engaged in binge drinking in the past month (binge drinking is consuming five or more alcoholic drinks in the same sitting); and,

WHEREAS numerous studies and reports have been issued on the workplace costs of alcoholism and alcohol abuse, and they estimate costs that range from \$33 billion to \$68 billion per year in the United States. (US Office of Personnel Management Guidelines on Worklife)

WHEREAS alcohol consumption often results in violence, automobile accidents and death, suicide, depression, lost work, homelessness and broken families, which all directly and indirectly increase the cost of taxpayer-financed services and facilities; and, WHEREAS beer is the most popular alcoholic beverage in Pennsylvania, and over the past decade the Commonwealth is ranked among the top states in increased beer consumption; and,

WHEREAS the Pennsylvania's tax on beer is the eighth lowest in the United States at eight cents a gallon, compared to a national average of 25 cents a gallon, a rate that has not been changed since 1947; and,

WHEREAS an increase in Pennsylvania's beer tax will be an important factor in helping to reduce underage drinking in the Commonwealth; and

THEREFORE BE IT RESOLVED that The Western PA Conference of The United Methodist Church urges legislators to take the steps needed to bring Pennsylvania's beer tax in line with other states around the United States; and

BE IT FURTHER RESOLVED, that revenue from the increase in the state beer tax be designated for alcohol treatment and rehabilitation, and to provide funding for programs assisting Pennsylvania's most vulnerable citizens; and

BE IT FURTHER RESOLVED, that United Methodist Advocacy in Pennsylvania provide this resolution to the Governor and members of the General Assembly.

Steve Drachler, United Methodist Advocacy in Pennsylvania  
Jeff Conn, Chair, Western PA Conference Board of Church and Society

#### RS 105 WESTERN PA CONFERENCE OPPOSES PAYDAY LOANS

(Adopted 06-09-2012)

WHEREAS the Bible has spoken clearly about loaning money at interest (Exodus 22:25-28; Leviticus 25:35-37; Deuteronomy 23:19; Psalm 15:5) and

WHEREAS the Christian faith has historically opposed and deemed usurious loans at exorbitant rates of interest, especially to those who are poor; and

WHEREAS certain lending products exist in many states through this country that impose usurious rates of interest, commonly known as payday loans; and

WHEREAS payday loans are not currently offered in Pennsylvania because the Commonwealth by law limits interest to a maximum of about 24 percent annually; and

WHEREAS these so-called Payday Loan products are predatory in nature, designed to entrap households in debt through a combination of high fees and short repayment periods resulting in annual interest rates of 300 percent or higher and causing borrowers to be indebted for more than 200 days in a year i; and

WHEREAS under the proposed legislation, a typical Pennsylvania payday borrower will pay \$42.50 in fees for a two-week loan of \$300, resulting in an 369% APR (annual percentage rate)ii; and

## VII Legislation

WHEREAS these lenders primarily serve people who are poor or in financial distress and, rather than offer an avenue out of financial distress or foundation for fiscal stewardship, simply perpetuate and increase their financial distress iii;

WHEREAS we recognize the sinful and fallen nature of human beings and the just role of government to protect people from predatory activity (Romans 13:3); and

WHEREAS seventeen states and the District of Columbia, including Pennsylvania, protect their borders from predatory lending by enforcing two-digit interest rate caps and federal law establishes a maximum rate of 36 percent APR for small loans to military personnel. iv

THEREFORE BE IT RESOLVED that the Western PA Conference of The United Methodist Church stands in opposition to this harmful legislation; and

BE IT FURTHER RESOLVED that the Annual Conference calls on legislators to reject House Bill 2191 or any similar legislation that would allow so-called Payday Lenders to operate within the Commonwealth of Pennsylvania. Such legislation does not further the public good. It is in the public's best interest to maintain the current system of low two-digit caps on interest rates and other consumer protections for short-term loans within the Commonwealth.

BE IT FURTHER RESOLVED A copy of this resolution shall be delivered to every member of the Pennsylvania General Assembly by United Methodist Advocacy in Pennsylvania.

Submitted by Steve Drachler, United Methodist Advocacy in Pennsylvania  
Jeff Conn, Chair, WPA Conference Board of Church and Society  
Dennis Zimmerman, Presenter

### Footnotes:

i A study by the Center for Responsible Lending examined the transactions of the 11,000 borrowers in Oklahoma who took out their first loans in either March, June, or September of 2006 for the following 24 months. This report finds that typical payday borrower remains in payday loan debt for much of the year, and many borrowers remain indebted in payday loans for extended periods of time. While the Federal Deposit Insurance Corporation (FDIC) has ruled that it is inappropriate for payday borrowers to remain indebted for more than 90 days in any 12 month period, it found that borrowers are indebted for more than double this limit on average. For example, in their first year of payday loan use, borrowers are indebted an average of 212 days. See Uriah King and Leslie Parrish, "Payday Loans: Short on Credit, Long on Debt," Center for Responsible Lending (Mar 31, 2011).

ii The cost of the loan is calculated as follows: For a \$300 loan, with \$12.50 per \$100 as allowed under Section 5113 A, plus the \$5 verification fee for the loan, the fees total \$42.50. For a loan due in full (\$300, plus the \$42.50 in fees) this would result in a required disclosure of a 369% APR, as required by the Truth in Lending Act and HB 2191.

iii A number of academic studies of payday lending have identified its negative effects on households. 2007 and 2008 studies found that households with greater access to payday loans had increased difficulty paying bills and were more likely to overdraw their bank account, in some cases bringing about closure of their bank account. Brian T. Melzer (PhD Candidate, Economics, U. of Chicago Business School), *The Real Costs of Credit Access: Evidence from the Payday Lending Market* (Nov. 15, 2007); Dennis Campbell,

Asis Martinez Jerez, and Peter Tufano (Harvard Business School), *Bouncing Out of the Banking System: An Empirical Analysis of Involuntary Bank Account Closures* (June 6, 2008).

A study comparing Texas borrowers with loan applicants who were denied payday loans helps determine whether payday borrowing increases or decreases the likelihood of bankruptcy. Researchers found that those approved for a payday loan were 88 percent more likely to file for Chapter 13 bankruptcy within two years than the rest of the Texas population. They were also 14 percent more likely to file for Chapter 13 bankruptcy than their peers who had applied—and then been denied—a payday loan. While these households' total debt when filing for bankruptcy is made up of more than just their payday loan obligations, about 11 percent of their total annual interest burden is for payday loan fees and therefore could have been a decisive factor in the decision to file for bankruptcy. *Do Payday Loans Cause Bankruptcy?*; Paige Marta Skiba (Vanderbilt) and Jeremy Tobacman (U. Pennsylvania) (October 10, 2008.)

iv Arizona, Arkansas, Connecticut, Georgia, Maine, Maryland, Massachusetts, Montana, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oregon, Pennsylvania, Vermont, and West Virginia, as well as the District of Columbia prohibit the issuance of triple-digit interest rate payday loans, accounting for one-third of the U.S. population. In 2006, President George W. Bush signed into law protections against the abuses caused by payday, car title, and refund anticipation loans to active soldiers and their families. Among these provisions, known as the Talent-Nelson Amendment to the Military Lending Act, were a 36% rate cap and prohibiting the use of a check or car as collateral for the loan.

Submitted by Steve Drachler, United Methodist Advocacy in Pennsylvania

#### RS 201 CONFERENCE STRUCTURE

(Adopted 06-09-2012)

WHEREAS the Conference Connectional Network (CCN) was created when the 2007 Annual Conference adopted RS 804 as a “first phase recommendation for greater inclusion, connection, accountability, communication, and shared ministry,” with the expectation that “further phases related to conference structure, functionality of the structure, and accountability within the structure will be brought to the Annual Conference as the Ministry Plan continues to evolve.”

WHEREAS the 2008 Annual Conference adopted RS 802 to further clarify the role of the CCN as an “interim reporting structure” intended to provide “a thoughtful, thorough evaluation of our ministries.”

WHEREAS the conference staff has been recently realigned around the areas of nurture, outreach and witness so that staff are better equipped to fulfill our Mission “to provide Leadership, Connection, and Resources to make disciples of Jesus Christ for the transformation of the world.”

WHEREAS we believe that living into our Vision to “ignite and sustain a passionate spiritual connection with Christ among all people in Western Pennsylvania” requires both **vision-casting** (seeking a faithful future) and **governance** (ensuring effectiveness as we live into our shared vision). Such “forms of leadership” were included by the Apostle Paul among the spiritual gifts appointed by God within the Church (1 Corinthians 12:28),

## VII Legislation

and are modeled in the Hebrew Scriptures in the persons of Moses and Aaron, who functioned best as a leadership team when vision and governance were linked by intentional and frequent communication (Exodus 32:1-35 illustrates what happened when visioning and governance operated independently of one another!)

WHEREAS the CCN believes that its current structure limits its ability to provide both vision-casting and governance in dynamic and effective ways, and seeks a streamlined process for decision-making and implementation of shared mission and ministry.

WHEREAS our Core Value of Love calls us to strengthen relationships and communication between ministry groups, so that together we might care for all persons with integrity and accountability.

THEREFORE BE IT RESOLVED that the CCN membership be organized into a Connectional Leadership Team (CLT) of 16 persons whose task is to provide visionary leadership for the Annual Conference, and four additional Ministries Teams tasked to provide managerial leadership in the specific areas of Nurture, Outreach, Witness and Administration.

BE IT FURTHER RESOLVED that the CLT membership would consist of a Chairperson, 4 clergy at-large members, 4 lay at-large members, 1 chairperson from each of the 4 Ministry Teams, the Conference Lay Leader, the Dean of the Cabinet, the Directional Oversight Team Chairperson. The Director of Connectional Ministries, Director of Administrative Services, and Bishop would serve as ex-officio members. This team shall meet no less than 4 times per year to provide direction, focus and vision for the Annual Conference.

BE IT FURTHER RESOLVED that the membership of the four Ministry Teams would include a Chairperson, 2 clergy at-large members, 2 lay at-large members, and chairpersons from related ministry areas (including all committees and teams required by the 2008 *Book of Discipline* and the Annual Conference Rules), for a total of 13 – 15 members per Ministry Team. Conference Staff whose areas of responsibility directly relate to ministries of Nurture, Outreach, Witness and Administration would serve as ex-officio members of the correspondent Ministry Teams. These teams shall meet regularly for collaboration, decision-making, and implementation of ministry-specific vision and mission.

BE IT FURTHER RESOLVED that the new structure be in place by January 1, 2013, and that the current CCN be given authority to elect a transitional slate of leaders for a six month period from January 1, 2013 to July 1, 2013, upon which the 2013 Annual Conference may establish leadership through its nomination and election process.

BE IT FURTHER RESOLVED that the membership of each Team be selected and elected pursuant to conference rules, giving particular attention to inclusion and diversity.

If the legislation is adopted, the conference rules would be updated to read as follows:

- 3.2 Conference Connectional Leadership Team
  - 3.2.1 Conference Connectional Leadership Team: The primary function of the Annual Conference, and the Conference Connectional Leadership Team and Ministry Teams, is equipping spiritual leaders to bring into reality the transformation of the world through Jesus Christ.
  - 3.2.2 Conference Connectional Leadership Team Relationships: The Conference Connectional Leadership Team will be amenable to the Annual Conference.

The four Ministry Teams will be amenable to the Connectional Leadership Team.

REMOVE 3.2.3

REPLACE with the following:

3.2.3 Membership

Conference Connectional Leadership Team (16 members + 3 ex-officio)

Chairperson

Four (4) Chairpersons of Ministry Teams, one (1) from each team

Four (4) Clergy at-large

Four (4) Laity at-large

Conference Lay Leader

Dean of the Cabinet

Directional Oversight Team Chairperson

Director of Connectional Ministries (ex-officio)

Director of Administrative Services (ex-officio)

Bishop (ex-officio)

Connectional Nurture Ministries Team (14 members)

Chairperson

Two (2) Clergy at-large

Two (2) Laity at-large

Chairperson from:

Board of Ordained Ministry

Episcopacy

Laity Board

Leadership & Nominations

United Methodist Men

United Methodist Women

Young Adult Ministry

Youth Ministry

Connectional Outreach Ministries Team (15)

Chairperson

Two (2) Clergy at-large

Two (2) Laity at-large

Chairperson from:

Church & Society

Disability Concerns

Ethnic Local Church Concerns

Global Health Initiatives

Global Ministries

Health as Wholeness

Native American Ministry

Poverty Team

Religion & Race

Status & Role of Women

Connectional Witness Ministries Team (13)

Chairperson



## VII Legislation

Two (2) Clergy at-large

Two (2) Laity at-large

Chairperson from:

- Camping & Retreat Ministries
- Christian Unity & Interreligious Concerns
- Communications
- Discipleship
- Evangelism
- Higher Education & Campus Ministry
- Parish & Community Development
- Small Membership Churches
- Stewardship Team

Connectional Administrative Ministries Team (13)

Chairperson

Two (2) Clergy at-large

Two (2) Laity at-large

Chairperson from:

- Archives & History
- Conference Rules Committee
- Conference Sessions Team
- Equitable Compensation
- Finance & Administration
- Pensions
- Personnel Team
- Trustees

3.2.4 Conference Connectional Leadership Team Responsibilities: Between Annual Conference sessions and not inconsistent with the *Discipline* and with the Annual Conference guidelines and directives, the Conference Connectional Leadership Team along with the Connectional Ministry Teams will direct and evaluate the work and ministries of the Annual Conference as follows:

- (a) As servants, coordinate the work and ministry of the Annual Conference.
- (b) As decision-makers, address the policy and fiscal questions regarding the work and ministry of the Annual Conference.
- (c) As representatives, listen and (to the extent of not being in conflict with the *Discipline*) respond to requests, ideas and questions for the conference laity, clergy, churches and agencies.
- (d) As communicators, provide information related to General boards and agencies (such as the Connectional Table) to and from district committees and local congregations.

3.2.4.1 Executive Team: There may be an Executive Team consisting of the Chairperson of the Connectional Leadership Team, the Director of Connectional Ministries, the Director of Administrative Services, the Dean of the Cabinet, the Conference Lay Leader, and the Bishop (ex-officio).

Change the Conference Connectional Network Title to Conference Connectional Leadership Team in 3.2.5, 3.2.5.2, 3.2.5.3, 3.2.5.4, 3.2.6, 3.2.7.1, 3.2.7.2, 3.2.7.3, and CCN to CCLT in 3.2.5.

Conference Structure Task Team

Louise Patterson, Chair, Conference Connectional Network  
Greg Cox, Director of Connectional Ministries

#### RS 202 DISTRICT COORDINATOR FOR DISABILITY CONCERNS

(Adopted 06-09-2012)

WHEREAS ¶653 of the *Book of Discipline* (2008) states that each annual Conference shall have a Committee on Disability Concerns which among a variety of responsibilities shall "...be aware of, and advocate for, the role of persons with disabilities in ministry, including ordained and diaconal ministries and local church and annual conference leadership positions;" and "... advocate for and help develop programs within the annual conference that meet the needs of persons with disabilities;" and "...promote the full inclusion of persons with disabilities in the life of the local church and the annual conference,"

WHEREAS the WPA Conference Committee on Disability Concerns is committed to creating and resourcing ministries that strive to be fully inclusive and affirming of persons with disabilities at all levels of The United Methodist Church,

THEREFORE BE IT RESOLVED that each district in the Western PA Conference shall elect a District Coordinator for disability concerns. This person shall serve as a member of the Conference Committee on Disability Concerns and will help to coordinate within each district ministries that encourage the full inclusion of persons with disabilities in the local church, district and annual conference,

BE IT FURTHER RESOLVED that the Western PA Conference Committee on Nominations will continue to nominate and elect members at large to serve on the Conference Committee on Disability Concerns in addition to the District Coordinators for disability concerns.

Alyce Weaver Dunn, Cabinet Representative  
Deborah Hills, Chair, Conference Committee on Disability Concerns

#### RS 203 COMMISSION ON SMALL MEMBERSHIP

(Adopted 06-09-2012)

WHEREAS the *Book of Discipline* in ¶645 provides for the duties of an annual conference Commission on the Small Membership Church and that these duties may be assigned instead to a new or existing multifunctional agency;

WHEREAS there has been, and continues to be, a need to coordinate the work of the Commission on the Small Membership Church with other agencies of the Western PA Conference;

WHEREAS ¶633.5 indicates that the Committee on Parish and Community Development should include representatives of small membership churches in rural, town, and urban settings;

WHEREAS there is actual or potential overlap in the work of the Commission on the Small Membership Church and the Committee on Parish and Community Development;

WHEREAS there is a need to strive for greater efficiency and effectiveness throughout the leadership structures of the Western PA Conference (Ephesians 4:11-13):

## VII Legislation

THEREFORE BE IT RESOLVED that the Rules of the Western PA Conference be amended as follows: In Rule 3.2.3 remove the words “1 representative from the Commission on the Small Membership Church.”

BE IT FURTHER RESOLVED that the current Commission on the Small Membership Church be dissolved and that the duties listed in ¶ 645 shall be added to the duties of the Committee on Parish and Community Development and that, in keeping with the provisions of ¶645, at least one individual shall be designated as responsible for small membership church concerns.

BE IT FURTHER RESOLVED that promotion of Rural Life Sunday and the use of Rural Life Sunday offerings shall be the responsibility of the Committee on Parish and Community Development.

BE IT FURTHER RESOLVED that diligent care be taken in the nomination and election process to include representatives from small membership congregations in all the boards, committees and agencies of the Western PA Conference.

Michael Long, Chair, Commission on the Small Membership Church  
Rita Platt, Chair, Parish and Community Development

### RS 204 CAMPING AND RETREAT MINISTRIES CORPORATIONS COMMITTEE

(Adopted 06-09-2012)

WHEREAS the mission of The United Methodist Church is to “make disciples of Jesus Christ for the transformation of the world,”

WHEREAS the mission of the Western PA Conference is “to provide leadership, connection, and resources” to make disciples,

WHEREAS the Camping and Retreat ministries team has been facilitating that work as it relates to the our camping ministries and our retreat centers throughout the annual conference. The role and function of the team has been shifting toward greater autonomy within each ministry.

WHEREAS the annual conference established a Camping and Retreat Ministries Corporations Committee in 2011, RS 708.

WHEREAS camping and retreat ministries team has engaged in a consultation with Kaleidoscope, Inc to better understand the role and function of the camping and retreat ministries. Through that consultation the team has recommended a more comprehensive plan to strengthen the future of our camps and retreat ministries. The plan includes a realigned camping and retreat corporations committee that will better facilitate those ministries and better protect the rights of the Annual Conference.

THEREFORE BE IT RESOLVED that Article IV, section 4 of the By-laws of the Western Pennsylvania Annual Conference of The United Methodist Church be amended by deletion of the second paragraph.

~~The Conference Camp and Retreat Center Corporations Committee shall be composed of the members of the Camping and retreat ministry, the Resident Bishop, the Conference Treasurer, and the Conference Chancellor.~~

BE IT FURTHER RESOLVED that Article 3 of the Conference Rules be amended by addition to include a “Camping and Retreat Ministries Corporation Committee.” The purpose of the team “shall be as outlined in the Article IV, Section 4 of the Conference By-Laws.” Membership shall be listed as:

- Four (4) at large members. One (1) shall serve as chairperson.
- Chairpersons of each camping and retreat center corporation
- Director of Connectional Ministries
- Conference Treasurer
- Resident Bishop
- Conference Chancellor
- Camping and Retreat Site Directors, ex-officio without vote
- Camping and Retreat Ministries Coordinator, ex-officio without vote

BE IT FURTHER RESOLVED that the newly created Camping and Retreat Ministries Corporations Committee be substituted for the former Camping and Retreat Ministries Team in conference structure as listed in Conference Rules

BE IT FURTHER RESOLVED that Article IV, Section 4 of the By-Laws of the Western Pennsylvania Annual Conference of the United Methodist Church be amended by deletion of the following sentence (“2011 Official Journal,” p.409):

~~In addition, with respect to all other matters other than the election of directors, amendments of By Laws, or dissolution of a Conference Camp and Retreat Center, the Conference Camp and Retreat Center Corporation Committee shall exercise all rights and powers which the members of the Annual Conference may have as members or shareholders of each Conference Camp and Retreat Center and, shall annually submit written reports of their actions to the members of the Annual Conference, and shall safeguard and protect the interests and rights of the Annual Conference.~~

BE IT FURTHER RESOLVED that Article IV, Section 4 of the By-Laws of the Western Pennsylvania Annual Conference of the United Methodist Church be amended by addition:

“In addition, with respect to all matters other than election of directors, amendments of By-Laws, or dissolution of a Conference Camp or Retreat Center, the Conference Camp and Retreat Center Corporation Committee shall annually submit written reports, and recommendations as needed, to the members of the Annual Conference, or the respective Corporations, and shall safeguard and protect the interests and rights of the Annual Conference.”

Alan Brooks, CRM Chair, Camping and Retreat Ministries Team  
Gregory Cox, Director of Connectional Ministries

#### RS 205 REQUIREMENT TO REMOVE FROM THE CONSENT CALENDAR

(Adopted 06-09-2012)

WHEREAS Ephesians 5:21 encourages us in our life together to “Be subject to one another out of reverence for Christ.”

WHEREAS The annual conference uses a consent calendar to ensure that valuable time in the conference plenary sessions is used wisely.

WHEREAS Often times our time in plenary at Annual Conference is taken up with issues that have already been debated extensively in legislative sections, with the section making its desire very clear, yet have been removed from the consent calendar by a very small number of delegates.

## VII Legislation

WHEREAS The General Conference of The United Methodist Church requires at least twenty (20) signatures to remove an item from the consent calendar.

THEREFORE BE IT RESOLVED that Conference Rule 2.3.7.4 be amended as follows, "...Upon written request of any ~~ten (10)~~ twenty-five (25) members, a particular piece of legislation shall be removed from the consent calendar and shall be presented to the conference for debate and action."

David Jackson, Paul Morris, Jude Urso, Jay Sterling, Indiana District Conference

### RS 206 CRISIS RESPONSE STUDY TEAM

(Adopted 06-09-2012)

WHEREAS From time to time the churches and clergy members of the Western PA Conference find themselves in a crisis.

WHEREAS The mission of the Western PA Conference is to provide leadership, connection, and resources to make disciples of Jesus Christ for the transformation of the world.

WHEREAS Galatians 6:2 commands us to "*Bear one another's burdens, and in this way you will fulfill the law of Christ.*"

WHEREAS In some situations there are opportunities when leadership and resources from the Annual Conference may be brought to bear to help our churches and clergy listen, evaluate and act preemptively to avoid or lessen the impact of a crisis.

WHEREAS In the midst of a crisis the Annual Conference often has the opportunity and disciplinary requirement to provide leadership and resources to resolve a crisis for one of our churches and/or one of our clergy.

WHEREAS In the resolution and aftermath of a crisis the Annual Conference may provide leadership and resources to be an instrument of healing to one of our churches or one of our clergy.

THEREFORE BE IT RESOLVED that the Conference Connectional Network shall, after consultation with the bishop, cabinet, and the Conference Commission on the Status and Role of Women, the Conference Commission on Religion and Race and the Disability Concerns Committee, name a team to study and develop a plan to engage conference leadership and support to assist our churches and clergy: 1) to deal with crisis preemptively with conflict management, 2) to deal with resolving crisis with intervention teams/resources, 3) to provide healing in the midst of crisis and after the resolution of a crisis,

BE IT FURTHER RESOLVED the Crisis Response Study Team shall be funded by the Conference Connectional Network connectional apportionment budget/pool,

BE IT FURTHER RESOLVED that the Crisis Response Study Team share findings and information with the Conference Connectional Network no later than March 2013,

BE IT FURTHER RESOLVED that the Conference Connectional Network bring a report from the Crisis Response Study Team to the 2013 Session of Annual Conference along with any implementing legislation necessary to support their findings.

Dave Morse, Chair, Conference Board of Ordained Ministry

Peggy Ward, Chair, Conference Commission on the Status and Role of Women

Kathleen Barnhart, Keith Dunn, Gretchen Hulse,

Cynthia Schneider, Paul Taylor, Robert Zilhaver

## RS 207 SEXUAL HARASSMENT POLICY

(Adopted 06-09-2012)

WHEREAS An ad hoc group of clergy consisting of Kathy Barnhart, Keith Dunn, Gretchen Hulse, Cindy Schneider, Paul Taylor and Bob Zilhaver met in October 2011 to discuss the perceived need of the Western PA Conference to review and develop a more in depth Sexual Harassment Policy and implementation strategy in accordance with ¶605.8 of The 2008 *Book of Discipline*.

WHEREAS This ad hoc group wrote a "Sexual Harassment Policy for Professing Members and Clergy of the Western Pennsylvania Annual Conference of The United Methodist Church" and had this policy positively reviewed by the Assistant General Secretary, Advocacy and Sexual Ethics of The General Commission on the Status and Role of Women in November 2011.

WHEREAS In November 2011 the policy was presented to the Conference Commission on the Status and Role of Women. The Conference Commission on the Status and Role of Women supported the policy and held a series of open meetings about the policy in January and February 2012 in Grove City where the document was perfected based upon the experience of women in the Western PA Conference.

WHEREAS In February 2012 this policy was reviewed by the Western PA Conference Chancellor and with recommended changes made to policy.

WHEREAS In March 2012 this policy was reviewed and supported by the Conference Board of Ordained Ministry.

WHEREAS In April 2012 this policy was reviewed by the Western PA Conference Cabinet.

THEREFORE BE IT RESOLVED that the Western PA Conference adopt the "Sexual Harassment Policy for Professing Members and Clergy of the Western Pennsylvania Annual Conference of The United Methodist Church."

Dave Morse, Chair, Conference Board of Ordained Ministry  
Peggy Ward, Chair, Conference Commission on the Status and Role of Women  
Kathleen Barnhart, Keith Dunn, Gretchen Hulse,  
Cynthia Schneider, Paul Taylor, Robert Zilhaver

**Sexual Harassment Policy for Professing Members and Clergy  
of the  
Western Pennsylvania Annual Conference of The United Methodist Church**

**Statement of Policy**

A clergyperson or professing member of the Western Pennsylvania Annual Conference of The United Methodist Church shall not engage in harassment, including but not limited to sexual and/or gender harassment of another professing member or clergy member of The United Methodist Church (¶¶ 605.8, 2703.1 and 2703.3).

**Theological Foundation**

All persons are created in the image of God (Genesis 1:26). God intends all persons to have worth and dignity in their relationships (1 John 2:10-11). The Church is

## VII Legislation

one connected body, and when one part of the body is injured physically, emotionally or spiritually, the entire body suffers and is rendered less than what God intended (1 Corinthians 12:26).

Misconduct of a sexual nature of any kind violates a person's wholeness and is an unjust use of status and power and a sinful behavior against God and one another. The Scripture witnesses to a God who brings about justice, mercy and grace. The Church is called to express God's love in concrete actions of compassion and healing of all people.

### Definitions

1. Sexual Harassment: Sexual harassment is a form of sexual misconduct and is defined in the Social Principles as "any unwanted sexual advance or demand, verbal or physical that is reasonably perceived by the recipient as demeaning, intimidating or coercive. Sexual harassment must be understood as an exploitation of a power relationship rather than as an exclusively sexual issue." (2008 *Book of Discipline*, ¶161.I). Behaviors considered sexual harassment can include "unwanted sexual jokes, repeated advances, touching, displays or comments that insult, degrade, or sexually exploit women, men, elders, children or youth" (2008 *Book of Resolutions*, page 135). Sexual harassing behaviors may be in person or by phone, e-mail, texting, and social networking sites.

2. Power: Clergy are generally considered to be in positions of power due to their professional role as spiritual leaders within a church. There are, however, situations in which professing members of a church have the power to create a hostile or abusive environment which undermines the ministry of the clergy person serving within the appointment to the local church. Factors include gender, race, age, wealth, education, and status within the community.

3. Sexual Abuse: Sexual abuse means unwanted physical contact of a sexual nature, sexual contact or sexualized behavior that may include, by example, displaying sexually suggestive visual materials, touch, fondling, or other physical contact and sexual relations.

4. Sexual Misconduct: Sexual misconduct is defined in *The Book of Resolutions* 2008, pp. 134-5. The 2008 *Book of Discipline* identifies sexual misconduct as a chargeable offence for clergy (¶2702.1) and for lay members (¶2702.3).

### Reporting:

Clergy and other persons who have knowledge of a possible violation of this policy by a professing member should report the same to the chairperson of Staff/Pastor Parish Relations Committee and the District Superintendent. Upon receipt of any reported possible violation, the Staff/Parish Relations Committee with the guidance of the District Superintendent will investigate, consider any response, and take action to seek a just resolution. If the chairperson of the Staff/Pastor Parish Relations has been possibly involved in the violation of this policy the Vice-Chair or Secretary shall assume the chairperson's responsibilities. If the District Superintendent has been possibly involved in the violation of this policy the Bishop or another district superintendent appointed by the Bishop shall assume the District Superintendent's responsibilities.

If the clergy person in violation of this policy is the District Superintendent the allegations are to be reported to the Bishop.

Complaints against clergy should be reported to the Bishop, in accordance with ¶36 of the 2008 *Book of Discipline*.

Complaints against the bishop should be handled in accordance with ¶412 of the 2008 *Book of Discipline*.

**Media Response:**

Media response should be handled under the Conference Media Policy, with any questions directed to the District Superintendent.

**Resolution:**

The process for resolving any possible violations of this policy shall be the processes outlined in ¶¶ 221, 228, 361, 2702 of the 2008 *Book of Discipline*. This policy may be amended by a majority vote of the annual conference. Amendments may also be made to the appendixes to account for changes in best practices and the Discipline by a majority vote of the Conference Board of Ordained Ministry, the Conference Board of Laity, and the Conference Commission on the Status and Role of Women. All amendments shall be reported to the annual conference and published in the Conference Journal.

**List of Appendixes**

- A. Suggested Process for When Ministerial Professionals Encounter Boundary Violations/Sexual Harassment By Congregants.
- B. Procedures for Reporting, Investigating, and Resolving Violations of this Policy by a Lay Member.
- C. Checklist for Processing Complaints Against Lay Persons
- D. Procedures for Reporting, Investigating, and Resolving Violations of this Policy by a Clergy Member.
- E. Checklist for Processing Complaints Against Clergy Persons

**Appendix A:** Suggested Process for When Ministerial Professionals Encounter Boundary Violations/Sexual Harassment by Congregants, Prepared by Kim Coffing, Assistant General Secretary, The General Commission on the Status and Role of Women.

Pastor perceives an advance has been made.

Pastor needs to establish professional pastoral boundaries:

- Identify your role as the pastor:
  - o "I am your pastor..." "As your pastor..." "The United Methodist church takes this kind of conduct very seriously and considers this behavior as sexual harassment..."
- Identify that they are part of a community, not just "you and me" framing. "We are in relationship to a congregation, denomination, calling(s), roles, responsibilities..." Expand the awareness of your context by bringing in others you are both responsible for and in relationship.
- "I cannot be your pastor if..."

DOCUMENT--Written and verbal (SPRC Chair). Inform the DS. What? Where? When (include date, time)? Who? "Advance" behavior or verbiage? Witnesses? What happened after clarifying boundaries?

If inappropriate behavior continues:

- Re-establish Boundaries
  - o "I will not meet with you privately."
  - o Explain that someone will be in the church if/when you meet and that confidence will be maintained.
  - o Reiterate your identity/role to congregant.



## VII Legislation

DOCUMENT--written to SPRC and DS.

- If flirtation has happened (mutual attraction/enticement):
  - o Name and confess your participation in the confusion of boundaries and your role as pastor. Name the mixed messages/signals to bring them to light.
  - o Repent- Identify your role as pastor and being responsible for maintaining clear, healthy, professional relationships with all in the congregation and apologize by naming the confusion and harm your behavior has brought to your relationship with the congregant.
  - o Reconcile--Identify what boundaries must be made and kept as well as what damaging or misleading behaviors must be stopped.
  - Pastors--talk with a grounded confidant and make a behavior covenant with clear accountability structures built in. Example: regular and frequent meetings with confidant reflecting on issues related to wandering over healthy, professional boundaries.

If violations of boundaries persists:

- Call a Meeting for the purpose of clarifying communally the role and responsibility of the pastor and appropriate behavior of congregants.
  - o DS--certainly informing them of your purpose; who will be attending; follow-up communication plan; meeting location; etc. Ask DS if it is appropriate (or wise) to have a conversation with the annual conference Chancellor for any recommendations, suggestions; simply being put "on notice."
  - o Violator--Ask them to bring a friend or family member--someone they trust--for a conversation with others about issues related to serving as pastor. They are to bring someone who can be reflective with them. NOT a lawyer!!!
  - o SPRC Chair
  - o Seek resolution with CLEAR boundaries about how to behave appropriately and why the boundaries have to be maintained. Consider preparing a "Behavioral Covenant" identifying what you need as pastor and be prepared to name what behaviors need to stop by the violator. Write out the agreed "ways of being" and have everyone sign as witnesses and prayer partners.
  - o If you sense it will help, plan a follow-up meeting for a "check-in" and if further clarification/information is needed--supportive accountability.
  - o Follow-up with a letter to everyone involved as to the purpose of the meeting; those attending; if resolution was reached, note the specifics; thank everyone and seek continued prayer for everyone. (Copy DS).

If they refuse to sign a Behavior Covenant:

- Be clear that the violator is making a choice about their relationship to the church and is choosing not to be in contact, communication, on church property or attend any church programming until they agree and sign the behavior covenant.
- Have everyone in attendance note and sign that they witnessed a refusal to sign by the violator.
  - o Follow-up by sending a certified letter to the violator, specifying a procedure they can initiate for future participation in any church sponsored activities. (Who to contact, etc)
  - Send copies of all documentation via certified mail to the DS (and possibly the Bishop's office). DO NOT ELECTRONICALLY SEND ANY DOCUMENTATION. DS

along with the pastor should certainly review the status of the situation with the Chancellor at this time.

- Consider meeting with those in leadership, stressing the need for confidentiality.
- o SPRC Chair and Committee
- o Trustees
- o Lay Leader
- o Staff
- o Custodian(s)

Make it clear that professional, appropriate boundaries are taken very seriously in the UMC as well as the need for our congregants to be responsible for maintaining safe, healthy, respectful and honoring behavior to one another and those in professional leadership.

Have a "reporting/communication" plan in place IF the violator appears on church property, during church programs/services, or makes contact with church leaders.

**The District Superintendent is responsible for-**

- advocating for the well-being of everyone.
- advocating for a fair process.
- being careful not to fall into an adversarial approach which heightens defensiveness; raises suspicion and suspends trustworthiness regarding who and what will be honored in an inquiry process; and is perceived as suggesting those in power are "protecting" themselves rather than seeking to protect the well-being of all.

**Appendix B: Procedures for Reporting, Investigating, and Resolving Violations of This Policy by a Lay Person**

The clergy person or professing member who feels harassed by a lay person is encouraged to use the following procedures. If the offending behavior and complaint is sexual abuse or sexual misconduct then the immediate procedure is a formal complaint as outlined in the *Book of Discipline* ¶ 2703.4. Identifying sexual or gender harassment depends on a determination of what a reasonable person would perceive as unacceptable. It is important to resolve allegations and complaints confidentially and, if possible, informally.

**Initial Resolution Process**

1. Clergy are responsible for establishing and maintaining clear boundaries of professional conduct.
2. Therefore, a clergy person should respond immediately and clearly to the harasser that such behavior is unwelcome and uncomfortable.
3. If the behavior continues;
  - a. Avoid being alone with the harasser
  - b. Keep accurate records of the harassing behavior
  - c. Contact the Chair of the Staff Parish Relations Committee (if the Chair of SPRC is the harasser then contact the District Superintendent directly).
  - d. Notify the District Superintendent to begin the informal process for the resolution of a possible violation of this policy.

## VII Legislation

4. The District Superintendent will contact the Western Pennsylvania Conference Director of Connectional Ministries to bring to bear conference assets that are available for healing all parties and developing an intervention team.

### Informal Resolution Process

1. The chair of the SPRC (or a person designated) and the intervention team will meet separately with the clergy person and with the accused. The purpose of the meeting is to:

- a. Determine if the allegation is valid.
  - b. Ask the accused to make an appropriate written statement to the clergy persons. The written response may include explanation of the behavior resulting in a misperception of intent, an apology, and a promise not to repeat the behavior.
2. If the clergy person finds the response satisfactory then the allegation will be considered resolved and the District Superintendent will be notified of the result.
3. If the response of the accused is not satisfactory or the accused refuses to respond, then the allegation will move to the formal complaint process and the District Superintendent and Staff Parish Relations Committee will be notified that a formal process of complaint has been initiated. At any point during the informal process, the clergy person, the professing lay member, the accused or the SPRC committee may request in writing to the District Superintendent a formal resolution process.

### Formal Resolution Process

1. If the District Superintendent determines that the process outlined above has been followed and the allegation is not resolved, then the District Superintendent follow the complaint procedures of ¶¶ 221, 228.
2. The final resolution of the process will be communicated in writing to the clergy person, the accused and the Staff Parish Committee.

### Appendix C: Checklist for Processing Complaints Against Lay Persons

\*\*\*This checklist is a helpful tool for keeping track of complaints against lay persons as they are processed. It should be attached to the complaint and kept with copies of all pertinent documents in the appropriate file.

Layperson named in Complaint: \_\_\_\_\_

Home Mailing Address: \_\_\_\_\_

Telephone Numbers: \_\_\_\_\_

Local Church Holding Membership: \_\_\_\_\_

Pastor of Local Church Charge: \_\_\_\_\_

Pastor's Mailing Address: \_\_\_\_\_

Pastor's Telephone Numbers: \_\_\_\_\_

District Superintendeint: \_\_\_\_\_

Layperson's Representative: \_\_\_\_\_

Address of Layperson's Representative: \_\_\_\_\_

Telephone Numbers for Representative: \_\_\_\_\_

**1. Complaint:** The initial complaint is a written statement signed by the district superintendent of the professing member, the pastor of the professing member or other party claiming misconduct. (¶228.b.5)

Date initial complaint received: \_\_\_\_\_

**2. Notice of Complaint:** The district superintendent shall notify in writing the professing member named in the complaint, pastor of the professing member and the person filing the complaint of the process and purpose the supervisory response to this complaint. (¶228.b.6)

Date professing member named in complaint informed or process and purpose: \_\_\_\_\_

Date pastor of the professing member informed: \_\_\_\_\_

Date person filing initial complaint informed: \_\_\_\_\_

**3. Supervisory Response:** The district superintendent shall initiate a supervisory response to the initial complaint, whose purpose is a just resolution and/or reconciliation among all parties. (¶228.b.6)

Think about whether there are any statute of limitations issues before setting up any meetings with the complainant or respondent \_\_\_\_\_

Date of meeting with complainant \_\_\_\_\_

Date of first supervisory meeting with lay person who is respondent to complaint \_\_\_\_\_

Date(s) of any subsequent meetings and parties involved \_\_\_\_\_

Supervisory follow-up plan with local church congregation under \_\_\_\_\_

Did Supervisory meetings create just resolution (if yes date and attach copy of resolution plan) \_\_\_\_\_

**4. Referral of Matter or Mediation or Other Just Resolution Process (may occur at any time)**

Referred to neutral party (date and to whom) \_\_\_\_\_

Date written notification sent to parties \_\_\_\_\_

Date(s) of mediation or just resolution process \_\_\_\_\_

Did Mediation or just resolution process reach terms of resolution (if yes date and attach copy of Accountability agreement or other documentation of terms of resolution) \_\_\_\_\_

**5. Notification of Right to Procedure Binding Resolution Process:** The District Superintendent shall notify the accused professing member that he or she might chose the process of binding resolution as outlined in ¶228.b.7 rather than the formal judicial process outlined in ¶2701.

Written notification of Binding Resolution Process sent to accused professing member \_\_\_\_\_

Written response accepting/rejecting non-binding resolution process \_\_\_\_\_

**6. Binding Resolution Process:** If selected by the respondent a binding resolution process shall be initiated by the District Superintendent (¶228.b.8)

Date written notification sent to parties \_\_\_\_\_

Date(s) of binding resolution meetings and those present \_\_\_\_\_

**VII Legislation**

Date of completion of binding resolution (attach binding resolution)

**7. Referral of a Complaint:** If the procedures of ¶361.1.b do not result in a resolution of the matter and if the conduct alleged in the offense found in ¶2702.3, then the procedures of ¶2701 and following paragraphs are to be followed (¶228.b.7)

Names of Committee on Investigation formed with consultation of District Superintendent and District Lay Leader (¶2704.3.a)

Name of the Council for the Church appointed by the District Superintendent and District Lay Leader (¶2704.3.a)

Date Judicial Complaint mailed to respondent \_\_\_\_\_

Date Judicial Complaint mailed to complainant \_\_\_\_\_

Judicial Complaint attached \_\_\_\_\_

**8. Committee on Investigation--Judicial Complaints:** The investigation procedure conducted by the committee on investigation is the first step in the judicial process. The committee on investigation is responsible for sending a copy of the judicial complaint to the respondent (if counsel for the Church has not already sent it), and the respondent has thirty days in which to file a response. The committee on investigation conducts and investigation and determines whether there is a reasonable ground for charges, and, on a vote of five members, signs and certifies charges as proper for trial. The charges are to list the chargeable offenses and as much detail as possible about the allegation (date, place, specifics of the alleged events). (¶2703.4)

Date judicial complaint mailed to respondent \_\_\_\_\_

Name, address(mail and email) and phone number of counsel for respondent (if any):

(Make sure provisions of ¶2708.7 are followed so that no counsel has "considered the case.")

Note: It can be helpful for the committee to have their own legal representation to give advice and counsel.

Name, address (mail and email) and phone number of legal counsel retained to assist the committee on investigation

Date respondent's answer to judicial complaint received

Date of any preliminary meeting/teleconference with chair of committee on investigation, respondent and counsels (recommended to discuss procedure etc.)

Date witness notice to appear form(s) sent

Date committee convened

Date five committee members recommended suspension from any church office:

Name of court reporter/person creating transcript. \_\_\_\_\_

Date of interviews of witnesses (if any) (Note: all parties are entitled to be present and have 3 days notice of such interviews)

Date notice of hearing sent \_\_\_\_\_

Date of hearing \_\_\_\_\_

Decision of Committee (attach Bill of Charges)

Date Bill of Charges and Specification or referral or dismissal mailed to all parties (Note: Must be within 5 days of date charges and specifications are adopted) (to respondent, complainant, counsel for the Church, presiding officer, charge conference secretary, district superintendent)

Supervisory follow-up with local church congregation (§2701.4.c) \_\_\_\_\_

**9. Trial-Judicial:** The district superintendent of the person charged shall proceed to convene the court under the provisions of §2709. The district superintendent may be the presiding officer or may designate another clergy person in full connection to preside. The Counsel for the Church may continue. The respondent may select counsel, who would typically be the same person who served as respondent's counsel on the committee of investigation. If the respondent fails to select counsel, the presiding officer must appoint counsel for him/her in accordance with §2708.7 (§2714)

Name of the presiding officer \_\_\_\_\_

Date notice of presiding officer name and address sent to respondent \_\_\_\_\_

Name of counsel for respondent \_\_\_\_\_

Date of any preliminary meeting/teleconference between presiding officer, respondent and all counsel \_\_\_\_\_

Date notice of trial sent to respondent by convener (the respondent's district superintendent) \_\_\_\_\_

Date and place of trial \_\_\_\_\_

Date district superintendent made appointment of trial court pool (§2714.3) \_\_\_\_\_

Names and local churches of trial court pool members

Date of out-of-court testimony or depositions, if any (authorized by presiding officer; all parties are entitled to have three days notice of such testimony) (§2708.10)

Date of receipt by presiding officer of witness list from counsel \_\_\_\_\_

Notices sent to witness by presiding officer (§2708.8) \_\_\_\_\_

Date of any procedural or substantive matter appeals to presiding officer "(must be done before convening of trial court and should be maintained as part of the trial record) (§2708.3)

## VII Legislation

Date and dispositions of charges by trial court

---

Date trial court sends records to the secretary of the charge conference (§2714.7)

---

Date notice of appeal, if any, set by respondent to pastor and district superintendent (must be within thirty days of trial court disposition and penalty)

---

Disposition of appeal, if any \_\_\_\_\_  
 Supervisory follow-up with local church congregation, attach any healing plan of action (§2701.4.c) \_\_\_\_\_

**10. Withdrawal Under Complaints or Charges:** When a professing member of the Church is charged with an offense and desires to withdraw from the Church, the charge conference may permit such member to withdraw his or her name from the roll of professing members, in which case the record shall be "Withdrawn under complaints." If formal charges have been presented, such member may be permitted to withdraw, in which case the record shall be "Withdrawn under charges." (§2719.3)

Date withdrawal request received \_\_\_\_\_

Date withdrawal request reported to the charge conference \_\_\_\_\_

Date of charge conference approval of withdrawal \_\_\_\_\_

Date notated in Membership Rolls \_\_\_\_\_

**Appendix D:** Procedures for Reporting, Investigating, and Resolving Violations of this Policy by a Clergy Member.

The clergy person or professing member who feels harassed by a clergy person is encouraged to use the following procedures. If the offending behavior and complaint is sexual abuse or sexual misconduct then the immediate procedure is a formal complaint as outlined in the *Book of Discipline* ¶361. Identifying sexual or gender harassment depends on a determination of what a reasonable person would perceive as unacceptable. It is important to resolve allegations and complaints confidentially and, if possible, informally.

### Initial Resolution Process

1. Clergy are responsible for establishing and maintaining clear boundaries of professional conduct.
2. Therefore, a clergy person should respond immediately and clearly to the harasser that such behavior is unwelcome and uncomfortable.
3. If the behavior continues;
  - a. Avoid being alone with the harasser
  - b. Keep accurate records of the harassing behavior
  - c. Contact the Chair of the Staff Parish Relations Committee and District Superintendent.
  - d. Notify the District Superintendent to begin the informal process for the resolution of a possible violation of this policy.
  - e. Notify the Bishop of an informal process for the resolution of a possible violation of this policy has begun.

4. The District Superintendent will contact the Western Pennsylvania Conference Director of Connectional Ministries to bring to bear conference assets that are available for healing all parties and developing an intervention team.

**Informal Resolution Process**

1. The chair of the SPRC (or a person designated) and the intervention team will meet separately with the clergy or lay person who believes there is a violation of the policy and person and with the accused. The purpose of the meeting is to:

- a. Determine if the allegation is valid.
- b. Ask the accused to make an appropriate written statement to the clergy persons. The written response may include explanation of the behavior resulting in a misperception of intent, an apology, and a promise not to repeat the behavior.

2. If the all parties find the response satisfactory then the allegation will be considered as resolved and the District Superintendent/Bishop will be notified of the result.

3. If the response of the accused is not satisfactory or the accused refuses to respond, then the allegation will move to the formal complaint process and the Bishop/District Superintendent and Staff Parish Relations Committee will be notified that a formal process of complaint has been initiated. At any point during the informal process, the clergy person, the professing lay member, the accused or the SPRC committee may request in writing to the Bishop a formal resolution process.

**Formal Resolution Process**

1. If the Bishop determines that the process outlined above has been followed and the allegation is not resolved, then the Bishop shall follow the complaint procedures of ¶361.

2. The final resolution of the process will be communicated in writing to the clergy person or lay person who is the complainant, the accused and the Staff Parish Committee.

**Appendix E: Checklist for Processing Complaints Against Clergy Persons**

\*\*\*This checklist is a helpful tool for keeping track of complaints against clergy persons as they are processed. It should be attached to the complaint and kept with copies of all pertinent documents in the appropriate file.

Clergy Person named in Complaint: \_\_\_\_\_

Home Mailing Address: \_\_\_\_\_

Telephone Numbers: \_\_\_\_\_

Present Appointment: \_\_\_\_\_

District Superintendent: \_\_\_\_\_

Clergy Person's Representative: \_\_\_\_\_

Address of Clergy Person's Representative: \_\_\_\_\_

Telephone Numbers for Representative: \_\_\_\_\_

**1. Complaint:** The initial complaint is a written statement signed by the bishop, district superintendent or other party claiming misconduct or unsatisfactory performance of ministerial duties by a clergyperson (¶361.1a)

Date initial complaint received : \_\_\_\_\_

**2. Notice of Complaint:** The person filing the complaint and the clergy person against whom the complaint is filed shall be informed in writing by the district superintendent or bishop of the process for filing the complaint and its purpose, and of the process to be



VII Legislation

followed. (The *Discipline* does not specify a time period for providing these notices. It is recommended that they be provided as soon as possible.)

Date notices sent: \_\_\_\_\_

**3. Complaint Disposition:** Upon receiving a written and signed complaint, the Bishop shall, within 45 days (extendable by 30 days with written consent of complainant and respondent), either dismiss the complaint after consultation with the cabinet or initiate the Supervisory Response Process (§361.1d). The complaint may be dismissed if the bishop, after consultation with the cabinet, concludes that it has no basis in law or in fact.

\_\_\_\_\_ Complaint Dismissed. \_\_\_\_\_ Supervisory Response initiated.

Date of dismissal or initiation of Supervisory Response Process: \_\_\_\_\_

**4. Supervisory Response:** Bishop or district superintendent shall initiate a supervisory response to the initial complaint, whose purpose is a just resolution and/or reconciliation among all parties (§361.1.b) (Think about whether there are any statute of limitations issues before setting up any meetings with the complainant or respondent.)

Date of Meeting with complainant: \_\_\_\_\_

Date of first supervisory meeting with respondent: \_\_\_\_\_

Date(s) of any subsequent meetings (and parties involved):

\_\_\_\_\_  
\_\_\_\_\_

Proposed supervisory response by bishop or district superintendent:

\_\_\_\_\_  
\_\_\_\_\_

Suspension of respondent, if any, under §361.1.c:

Date of suspension: from \_\_\_\_\_ to \_\_\_\_\_

Supervisory follow-up with local church congregation under §361.1.e

\_\_\_\_\_  
\_\_\_\_\_

Supervisory follow-up with respondent's family:

\_\_\_\_\_  
\_\_\_\_\_

Supervisory follow-up with complainant and family:

\_\_\_\_\_  
\_\_\_\_\_

**5. Supervisory Process & Extensions:** The Supervisory Response Process shall be completed within 120 days from the date of initiation. This time limitation may be extended for 30 days upon the consent of the complainant and the respondent. (§361.1.d)

Date of initiation: \_\_\_\_\_ +120 days= completion deadline of: \_\_\_\_\_

Deadline extension #1 to (date): \_\_\_\_\_

Deadline extension #2 to (date): \_\_\_\_\_

At all supervisory meetings no verbatim record will be made; no legal counsel will be present; the clergyperson may choose another person to accompany him or her with the

right to voice; and the person making the complaint will also have the right to choose a person to accompany him or her with right to voice (§361.1.b)

The bishop may notify the chair of the board of ordained ministry that a complaint has been filed (not mandatory). (§361.1.b)

Date chair of BOOM notified of initiation, if notified: \_\_\_\_\_

**6. Outcome of Supervisory Response:** The supervisory response must be concluded in one of the designated outcomes of §361.1.d.

\_\_\_\_\_ Written just resolution, including any terms and conditions, reached and signed by all parties. (§361.1.b)

\_\_\_\_\_ Referred the matter to a third part mediator, if not previously attempted (§361.1.d.1)

\_\_\_\_\_ Referred the matter as a Judicial Complaint (§2704)

\_\_\_\_\_ Dismissed the complaint with consent of the cabinet giving reasons in writing.

Date completed: \_\_\_\_\_

Notes: \_\_\_\_\_

**7. Referral of Matter or Mediation or Other Just Resolution Process** (may occur at any time)

Referred to neutral party (date) \_\_\_\_\_

Name, address, email, and phone number of neutral party: \_\_\_\_\_

Date written notification sent to parties \_\_\_\_\_

Date(s) of mediation or just resolution process \_\_\_\_\_

Did Mediation or just resolution process reach terms of resolution (if yes date and attach copy of Accountability agreement or other documentation of terms of resolution) \_\_\_\_\_

**8. Referral of a Judicial Complaint:** If the bishop determines that the initial complaint is based on a chargeable offense (§2702), the bishop selects and then refers the complaint to counsel for the Church (a clergyperson in full connection). Counsel for the Church makes sure the judicial complaint is written properly, redrafts and/or makes any necessary revisions/additions (date, place, specifics of alleged events), signs the complaint as a judicial complaint and then forwards it to the committee on investigation, along with any relevant material that supports the judicial complaint (§2704.2.a).

Name of the counsel for the Church (make sure provisions of §2708.7 are followed so that no counsel has "considered the case"): \_\_\_\_\_

Date judicial complaint mailed to the committee on investigation: \_\_\_\_\_

Date judicial mailed to respondent: \_\_\_\_\_

Date judicial complaint mailed to complainant: \_\_\_\_\_

Judicial Complaint attached \_\_\_\_\_

**9. Committee on Investigation--Judicial Complaints:** The investigation procedure conducted by the committee on investigation is the first step in the judicial process. The committee on investigation is responsible for sending a copy of the judicial complaint to the respondent (if counsel for the Church has not already sent it), and the respondent has thirty days in which to file a response. The committee on investigation conducts and

**VII Legislation**

investigation and determines whether there is a reasonable ground for charges, and, on a vote of five members, signs and certifies charges as proper for trial. The charges are to list the chargeable offenses and as much detail as possible about the allegation (date, place, specifics of the alleged events). (§2703)

Date judicial complaint mailed to respondent \_\_\_\_\_

Name, address (mail and email) and phone number of counsel for respondent (if any):

\_\_\_\_\_  
 (Make sure provisions of §2708.7 are followed so that no counsel has "considered the case.") \_\_\_\_\_

Note: It can be helpful for the committee to have their own legal representation to give advice and counsel.

Name, address (mail and email) and phone number of legal counsel retained to assist the committee on investigation

\_\_\_\_\_  
 Date respondent's answer to judicial complaint received \_\_\_\_\_

Date of any preliminary meeting/teleconference with chair of committee on investigation, respondent and counsels (recommended to discuss procedure etc.) \_\_\_\_\_

Date witness notice to appear form(s) sent \_\_\_\_\_

Date committee convened (60 days to convene after receipt of judicial complaint by chair (§2704) \_\_\_\_\_

Date five committee members recommended suspension if any:

\_\_\_\_\_  
 Name of court reporter/person creating transcript. \_\_\_\_\_

Date of interviews of witnesses (if any) (Note: all parties are entitled to be present and have 3 days notice of such interviews)

\_\_\_\_\_  
 Date notice of hearing sent \_\_\_\_\_

Date of hearing \_\_\_\_\_

Decision of Committee (attach Bill of Charges)

\_\_\_\_\_  
 Date Bill of Charges and Specification or referral or dismissal mailed to all parties (Note: Must be within 5 days of date charges and specifications are adopted) (to respondent, complainant, counsel for the Church, presiding bishop, and secretary of the annual conference)

Supervisory follow-up with local church congregation (§2701.4.c) \_\_\_\_\_

**10. Trial-Judicial:** The bishop of the respondent names another bishop to be the presiding officer when the committee on investigation adopts charges. Counsel for the Church may continue. The respondent may select counsel, who would typically be the same person who served as respondent's counsel before the committee on investigation. If the respondent fails to select counsel, the presiding officer must appoint counsel for him/her. (§2708.7).

Name of the presiding officer \_\_\_\_\_

Date notice of presiding officer name and address sent to respondent \_\_\_\_\_

Name, address, email, phone number of counsel for respondent \_\_\_\_\_

Date of any preliminary meeting/teleconference between presiding officer, respondent and all counsel \_\_\_\_\_

Date notice of trial sent to respondent by resident bishop( ¶2708.2).

Date and place of trial \_\_\_\_\_

Date resident bishop's request to district superintendents to make appointment of clergypersons to trial court pool (¶2713.3) \_\_\_\_\_

Names and appointments of trial court pool members

Date of out-of-court testimony or depositions, if any (authorized by presiding officer; all parties are entitled to have three days notice of such testimony) (¶2708.10)

Date of receipt by presiding officer of witness list from counsel \_\_\_\_\_

Notices sent to witness by presiding officer (¶2708.8) \_\_\_\_\_

Date of any procedural or substantive matter appeals to presiding officer "(must be done before convening of trial court and should be maintained as part of the trial record) (¶2708.3)

Date and dispositions of charges by trial court

Date trial court sends records to the secretary of the annual conference (¶2713.5)

Date notice of appeal, if any, set by respondent to presiding bishop and bishop of the conference from which the appeal is taken (must be within thirty days of trial court disposition and penalty)

Disposition of appeal, if any \_\_\_\_\_

Supervisory follow-up with local church congregation, attach any healing plan of action (¶2701.4.c) \_\_\_\_\_

**11. Withdrawal Under Complaints or Charges (¶¶ 360.3, 2719):**

Date withdrawal request received \_\_\_\_\_

Date withdrawal request reported to the board of ordained ministry \_\_\_\_\_

Date of annual conference approval of withdrawal \_\_\_\_\_

Date credentials surrendered to bishop or district superintendent \_\_\_\_\_

Date(s) request/letter sent if credentials not surrendered: \_\_\_\_\_

(Note: If credentials are never surrendered, these letters should be put in the file; alternately a signed and dated statement or affidavit of "lost credentials" may be prepared by the respondent and put in the file.)

RS 301 GENERAL EVANGELIST: ROY GEARHART

(Adopted 06-09-2012)

WHEREAS Roy Gearhart has been approved as a General Evangelist by the Western PA Conference every year since 1996, and

WHEREAS Roy Gearhart is seeking the designation again this year, and

WHEREAS Roy Gearhart has been approved by the Conference Evangelism Committee to serve as a General Evangelist,

THEREFORE BE IT RESOLVED, that the Western PA Conference recommends, in keeping with the 2008 *Discipline* ¶ 630.3.f & ¶1113.7 that for the conference year 2012-2013, Roy Gearhart be appointed as a fulltime General Evangelist amenable to the conference Evangelism Committee, with Conference support for Hospitalization/Health Insurance, Pension, and Death and Disability benefits.

Ken Duffee, Chair, Evangelism Committee

RS 302 PART-TIME GENERAL EVANGELIST: ELLEN BULLOCK

(Adopted 06-09-2012)

WHEREAS Ellen Bullock has been approved as a part-time General Evangelist by the Western PA Conference every year since 2006, and

WHEREAS Ellen Bullock is seeking this designation again, and

WHEREAS Ellen Bullock has been approved by the conference Evangelism Committee to serve as a General Evangelist,

THEREFORE BE IT RESOLVED, that the Western PA Conference recommends, in keeping with the 2008 *Discipline* ¶630.3.f & ¶1113.7 that for the conference year 2012-2013, Ellen Bullock be appointed as part-time General Evangelist amenable to the conference Evangelism Committee without conference support for benefits.

Ken Duffee, Chair, Evangelism Committee

RS 303 PART- TIME GENERAL EVANGELIST: CHRISTINE ROGAN

(Adopted 06-09-2012)

WHEREAS Christine Rogan has been approved as a General Evangelist by the Western PA Conference in 2006 through 2009, and

WHEREAS Christine Rogan is seeking this designation again, and

WHEREAS Christine Rogan has been approved by the conference Evangelism Committee to serve as a part-time General Evangelist,

THEREFORE BE IT RESOLVED, that the Western PA Conference recommends, in keeping with the 2008 *Discipline* ¶630.3.f & ¶1113.7 that for the conference year 2012-2013, Christine Rogan be appointed as part-time General Evangelist amenable to the conference Evangelism Committee without conference support for benefits.

Ken Duffee, Chair, Evangelism Committee

## RS 304 - BASE CASH COMPENSATION FOR PASTORS

(Adopted 06-09-2012)

WHEREAS *The Book of Discipline of The United Methodist Church* - 2008 (hereafter called *Discipline*) assigns the responsibility to the Staff/Pastor Parish Relations Committee to consult with the pastors and staff on matters pertaining to compensation proposals and benefits, and to make annual recommendations regarding such matters,

WHEREAS the ultimate decision of the Pastor's compensation is voted upon separately by the charge conference (See *Discipline* ¶ 247.13 and ¶ 252.4d),

WHEREAS the *Discipline* requires each annual conference to set a schedule of minimum base cash compensation for the full-time pastors appointed (See *Discipline* ¶ 625.3),

WHEREAS many churches within the Western PA Conference are suffering financially as is the general economy;

THEREFORE BE IT RESOLVED that the minimum Base Cash Compensation for Pastors serving full time in the Western PA Conference for the year 2013 shall be as follows:

Full Conference Member (FE).....	\$38,020
Associate Conference Member (AM) .....	\$36,855
Provisional Member (PE) .....	\$34,660
Full Time Local Pastor (FL) .....	\$32,909
Deacons under appointment of the Bishop (See <i>Discipline</i> ¶ 331.14)	

BE IT FURTHER RESOLVED that the local charge/church whose pastor is above Minimum Salary shall consider extending a 3% increase to their pastor for the year 2013 and/or a MERIT INCREASE to their pastor based upon the pastor's faithful, effective and fruitful ministry,

BE IT FURTHER RESOLVED that pastors serving multi-point charges, or multiple appointments, will receive a "Multiple Charge/Appointment Adjustment" of \$400 for each additional church, beyond the initial church. Pastors will have the option to have the amounts added to their Accountable Reimbursement Account,

BE IT FURTHER RESOLVED that although there is no minimum compensation for part-time Local Pastors, charges served by them should observe the stated principle of the Western PA Conference in setting the compensation and benefit package at a level proportionate to his/her workload, using the base compensation and benefit package of a full-time pastor as a guideline.

BE IT FURTHER RESOLVED that the Commission on Equitable Compensation will advise local churches by mail of the most current cost of living (CPI) figure and current minimum Base Cash Compensation by July 30, 2012.

Edward C. Patterson, Chair, Commission on Equitable Compensation

## RS 305 - ACCOUNTABLE REIMBURSEMENT ACCOUNT

(Adopted 06-09-2012)

WHEREAS the Commission on Equitable Compensation has been given the task of recommending to the annual conference standards of pastoral support and the pastoral support package,

WHEREAS the pastoral support packages includes an amount for Accountable Reimbursement expenses,

**VII Legislation**

WHEREAS the Staff/Pastor Parish Relations Committee in each local church is responsible for submitting to their respective charge conference a pastoral support package,

THEREFORE BE IT RESOLVED that each charge shall continue to maintain an Accountable Reimbursement Account for its Pastor (s) from which will be reimbursed Expenses such as travel, continuing education, books, etc. Reimbursement will occur upon presentation of vouchers or receipts for legally reimbursable expenses, as the Internal Revenue Service defines them.

BE IT FURTHER RESOLVED that Accountable Reimbursement Account shall be established at no less than \$5,000 per full time pastor for the year 2013. The Accountable Reimbursement Account shall be treated as a separate line item distinct from cash salary. Charges may set the amount for the account at a higher level if circumstances of the charge warrant such an increase. Mileage shall be reimbursed at the rate established by the Internal Revenue Service.

(Note: Please refer to the annual document published by the General Council on Finance and Administration, titled "Tax Information." This will give you the complete guidelines for establishing and maintaining an accountable reimbursement account. This document can be down loaded at [www.gcfa.org](http://www.gcfa.org).)

Edward C. Patterson, Chair, Commission on Equitable Compensation

**RS 306 – MOVING EXPENSE FOR RETIRING PASTORS**

(Adopted 06-09-2012)

WHEREAS The Western PA Conference has paid the set amount of \$2,000 for Moving Expenses for those full time pastors who are retiring at the end of this Annual Conference year,

WHEREAS this amount has not been changed for many years,

WHEREAS the cost of moving has increased significantly during the past number of years,

THEREFORE BE IT RESOLVED that the Western PA Conference increase the amount set for Moving Expenses for those full time pastors who are retiring at the end of the ensuing conference years at \$2,500.

BE IT FURTHER RESOLVED that the Cabinet of Western PA Conference will determine who the retiring pastors will be and will handle the details of the moving expense.

Edward C. Patterson, Chair, Commission on Equitable Compensation

**RS 307: CLERGY HOUSING ALLOWANCE RESOLUTION**

for District Superintendents and Conference Staff

(Adopted 06-09-2012)

WHEREAS The Western Pennsylvania Annual Conference of The United Methodist Church (the "Conference") adopts the following resolutions relating to rental/housing allowances for district superintendents, clergy executive officers of the Conference, or clergy staff of the Conference;

WHEREAS the religious denomination known as The United Methodist Church (the “Church”) of which this Conference is a part, has in the past functioned and continues to function through ministers of the gospel (within the meaning of Internal Revenue Code, Section 107) who were or are duly ordained, commissioned or licensed ministers of the Church (“Clergypersons”);

WHEREAS the practice of the Church and of this Conference was and is to provide active Clergypersons with a parsonage or a rental/housing allowance as part of gross compensation;

WHEREAS the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a housing/rental allowance for Clergypersons who are members of this Conference;

THEREFORE BE IT RESOLVED that for the year 2013, of the annual compensation paid to each district superintendent, clergy executive officer of the Conference, or clergy staff of the Conference, living in a Church-provided parsonage, the amount of \$10,000 be designated as a housing allowance, excluded from gross income pursuant to Section 107, 1986 Internal Revenue Code;

BE IT FURTHER RESOLVED that an amount equal to 100% of the annual compensation paid to each clergy executive officer of the Conference, or clergy staff of the Conference, living in his/her own home or rental home, be designated as a rental/housing allowance for income tax purposes for the year 2013.

Note: The housing/rental allowance that may be excluded from a Clergyperson’s gross income for federal income tax purposes is limited under the Internal Revenue Code, Section 107 (2), and regulations there under to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson’s employer or other appropriate body of the Church for such year, (2) the amount actually expended by the Clergyperson to rent or provide a home in such a year, or (3) the fair market rental value of the home, including furnishing and appurtenances (such as a garage), plus the cost of utilities in such year.

Louise Patterson, Chair, Conference Connectional Network  
Edward C. Patterson, Chair, Commission on Equitable Compensation,

#### P 38 CELEBRATING THE NURTURING COMMUNITY

(Adopted 06-09-2012)

WHEREAS Genesis 2:24 states, “*For this reason a man will leave his father and mother and be united to his wife, and they will become one flesh.*”

WHEREAS The United Methodist *Book of Discipline*, ¶161.1B states:

“We affirm the sanctity of the marriage covenant that is expressed in love, mutual support, personal commitment, and shared fidelity between a man and a woman. We believe that God’s blessing rests upon such marriage, whether or not there are children of the union. We reject social norms that assume different standards for women than for men in marriage. We support laws in civil society that define marriage as the union of one man and one woman.”

WHEREAS The United Methodist *Book of Discipline*, ¶161.1D states: “We affirm the integrity of single persons, and we reject all social practices that discriminate or social



## VII Legislation

attitudes that are prejudicial against persons because they are single. This also includes single parents, and we recognize the extra responsibilities involved.”

WHEREAS we celebrate God’s fidelity of covenant love with all God’s people, and we thus gratefully celebrate and encourage fidelity in all loving relationships.

THEREFORE BE IT RESOLVED that the Western PA Conference encourage our clergy, laity, and churches to:

1. Explore ways to strengthen marriages in their ministry in the Body of Christ.
2. Take advantage of marriage building opportunities offered by our United Methodist camps and retreat centers.
3. Give prayer and spiritual support for stronger marriages.
4. Celebrate an emphasis on the marriage covenant during May 2013.
5. Have a marriage Retreat to participate in an Encounter Weekend.
6. Encourage and support those called to singleness as part of the covenant community called by God.

David F. Keller and E. Phillip Wilson

### P 39 CONFERENCE WIDE EMPHASIS ON THE FAMILY

(Adopted 06-09-2012)

WHEREAS Scripture (I Timothy 5:8) supports a Christian Emphasis on the Family,

WHEREAS mass media and electronic devices have drawn young people away from meaningful associations with their families;

WHEREAS pressures of an impacted, depressed economy have created employment uncertainties causing parents to be absent from their families while taking additional jobs and jobs away from home;

WHEREAS due to parental absenteeism, youth have had to be more self-sufficient, and alone frequently, or associating with delinquent peers;

WHEREAS drug and alcohol abuse have impacted young lives negatively, and led them into crime and other anti-social behavior;

WHEREAS schools and other social organizations, especially peer groups, are no substitute for wholesome family and church-related activities;

THEREFORE BE IT RESOLVED, that the Western PA Conference of The United Methodist Church establish a Conference-wide emphasis on the quality of family life that helps strengthen and reinforce parental responsibility for their children and spiritual growth for emotionally healthier, happier families and that this conference wide emphasis on the family be referred to the Board of Discipleship for implementation.

Don Anderson

### RS 501 RENTAL/HOUSING ALLOWANCE FOR RETIRED CLERGY AND/OR DISABLED CLERGY

(Adopted 06-09-2012)

The Western Pennsylvania Annual Conference of the United Methodist Church (the “Conference”) adopts the following resolutions relating to rental/housing allowances for active, retired, or disabled clergy persons of the Conference:

WHEREAS the religious denomination known as The United Methodist Church (the "Church") of which this Conference is a part, has in the past functioned and continues to function through ministers of the gospel (within the meaning of Internal Revenue Code section 107) who were or are duly ordained, commissioned or licensed ministers of the Church ("Clergypersons");

WHEREAS the practice of the Church and of this Conference was and is to provide active Clergypersons with a parsonage or a rental/housing allowance as part of gross compensation;

WHEREAS pensions or other amounts paid to retired and disabled Clergypersons are considered to be deferred compensation and are paid to active, retired and disabled Clergypersons in consideration of previous, active service; and

WHEREAS the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a housing/rental allowance for Clergypersons who are members of this Conference and are eligible to receive such deferred compensation;

THEREFORE BE IT RESOLVED, that an amount equal to 100% of the pension or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the "*Discipline*"), which includes all such payments from the General Board of Pensions and Health Benefits ("GBOPHB") during the year of 2013, by each active, retired, or disabled Clergyperson who is or was a member of the Conference or its predecessor, be and hereby is designated as a rental/housing allowance for each such Clergyperson;

BE IT FURTHER RESOLVED, that the pension or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergyperson rendered to this Conference or that an active, a retired or a disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, or other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergyperson to perform services related to the ministry of the Church or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such active, retired or disabled Clergyperson's pension or disability as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a Clergyperson's gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations there under to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year, (2) the amount actually expended by the Clergyperson to rent or provide a home in such year, or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

Terry E. Lyon, Chair, Board of Pensions

## VII Legislation

RS 502 CLERGY RETIREMENT SECURITY PROGRAM  
PRE-1982 PENSION FUNDING PLAN  
(Adopted 06-09-2012)

WHEREAS ¶ 1506.8 of *The Book of Discipline of The United Methodist Church 2008* requires each annual conference to develop, adopt, and implement a formal funding plan for retiring its pre-82 pension obligations;

WHEREAS this funding plan must result in the retirement of the respective annual conference's pre-82 pension obligations on or before December 31, 2021;

WHEREAS this funding plan shall identify funds designated by the Annual Conference and protected for the exclusive purpose of retiring its pre-82 pension obligations;

WHEREAS the Western Pennsylvania Annual Conference ("WPAUMC") Board of Pensions has submitted the following funding plan, which shows that, as of January 1, 2010 (the actuarial valuation date for determining 2012 contributions due), the WPAUMC's pre-1982 obligations have been fully funded:

Western Pennsylvania Annual Conference Funding Plan for 2012  
For Supplement One Liability (Pre-1982 Pension Obligations)

The annuity rate for service rendered in the WPAUMC prior to January 1, 1982 (the "Past Service Rate" or "PSR") is reviewed annually for adjustment by the WPAUMC. The 2012 PSR is \$540, representing 1.00% of the WPAUMC Average Compensation (CAC). *The Book of Discipline of the United Methodist Church 2008* requires (in ¶1506.7) that the PSR be not less the .8% of CAC and recommends that it be not less than 1% of CAC. The WPAUMC has, for the past twenty years, maintained the PSR at or above 1.0% of the CAC and expects to continue to do so. The General Board of Pensions and Health Benefits assumes, for plan minimum contribution purposes, that the PSR will increase 2% per year. The WPAUMC's PSR can be expected to change in the future as changes may occur in the WPAUMC CAC, which over the last ten years has increased approximately 3.4% per year, and the WPAUMC therefore has assumed a 3.5% annual increase in the PSR for funding purposes.

As of January 1, 2010, assuming 2.0% annual PSR increases, the General Board of Pensions and Health Benefits' actuarial valuation of the plan for the WPAUMC shows \$42,599,857 more assets than benefit obligations. After adjusting this valuation to reflect assumed higher PSR increases for the WPAUMC in the range of 3.5% per year, assets in the plan continue to exceed benefit obligations at that date as shown in the table below. Based on this assumption of 3.5% PSR increases, an assumed 7% annual investment return, an assumed 7% discount rate, and the RP 2000 Mortality Table applied by the General Board, among other actuarial assumptions, the 2012 funding plan for the Supplement One (Pre-1982 Plan) Liability is summarized below.

WPAUMC Plan Liability Assuming 3.5% PSR increases.....	\$ 77,188,508
WPAUMC Current Actuarial Plan Funding (Assets) .....	\$ 118,311,514
WPAUMC Funding Surplus (53%) .....	\$ 41,123,006

The Conference Board of Pensions periodically examines the funded status of the Pre-1982 Pension Obligations, considers expected future investment results and changes in these obligations, and evaluates the future availability of any funding surplus. For example, it considers variable or lower investment returns alternatively to the 7% assumed in the plan's actuarial valuation, and it considers the likely increase in plan liabilities which would result from the assumed increases in the PSR. It then makes decisions about use of any funding surplus to cover other WPAUMC benefit obligations with due regard to protecting the sufficiency of Pre-1982 Plan assets to fund Pre-1982 Plan liabilities. The Conference Board in recent years has regularly recommended to Annual Conference that a portion of the Pre-1982 Plan funding surplus be used to relieve the WPAUMC and its local churches of funding annual CRSP defined benefit obligations, which are estimated to approximate \$3 million, or 13% of pastor compensation (see RS 503). In addition, in 2011, the Conference Board approved the redirection of approximately \$4.5 million of such surplus to another annual conference in return for cash which the Conference Board has set aside to partially fund WPAUMC's obligations to pay for certain health insurance for its retired clergy. Although any surplus redirection increases the risk that future contributions to the Pre-1982 Plan could be required, the Conference Board estimates that the funding surplus of the Pre-1982 plan in excess of 120% of plan liabilities (a margin selected to provide some protection of the Pre-1982 plan from investment market volatility) will permit WPAUMC to fund its annual CRSP defined benefit contributions in this way for several years. However, this estimate is highly dependent on favorable investment returns and on current pastoral demographics, and churches should expect that annual contributions by them to CRSP will commence in the not-too-distant future, absent legislated changes in the denominational pension plans.

WHEREAS in the opinion of the General Board of Pensions and Health Benefits of The United Methodist Church, the funding plan described above meets the funding requirements of ¶ 1506.8 of *The Book of Discipline of The United Methodist Church 2008*; and

WHEREAS The WPAUMC Board of Pensions is in receipt of a written opinion from the General Board of Pensions and Health Benefits that this funding plan meets the funding requirements of ¶1506.8 of *The Book of Discipline of the United Methodist Church 2008*;

THEREFORE BE IT RESOLVED, that the Western PA Conference approve this funding plan for 2012.

Terry E. Lyon, Chair, Board of Pensions

**OPINION OF THE GENERAL BOARD OF PENSIONS AND HEALTH BENEFITS**

"In the opinion of The General Board of Pensions and Health Benefits of The United Methodist Church, the [foregoing] funding plan meets the funding requirements of ¶ 1506.8 of *The Book of Discipline of the United Methodist Church 2008*. This opinion applies only to the [foregoing] funding plan."

By Jeanne Featherstone, Actuarial Services Department, April 20, 2012

## VII Legislation

Note: In accordance with plan provisions, contributions due in any plan year are based on an actuarial valuation made as of the January 1 two years prior to such plan year. A preliminary General Board assessment of plan assets and liabilities updated to January 1, 2012 indicates that the WPAUMC's pre-1982 component of the plan continues to have a funding surplus. The funding surplus at January 1, 2012 is approximately 39%, having decreased from a year earlier as a result of the redirection transactions described above, weak investment performance in 2011, and (on a pro form basis) the early introduction of more conservative mortality assumptions which the General Board is expected to adopt in the future.

### RS 503 CLERGY RETIREMENT SECURITY PROGRAM

(Adopted 06-09-2012)

WHEREAS the denominational pension program known as the Clergy Retirement Security Program ("CRSP") is comprised of the component parts: The Pre-1982 Plan ("Pre-1982"), Ministerial Pensions Plan ("MPP"), Clergy Retirement Security Program Defined Benefit ("CRSP-DB"), and Clergy Retirement Security Program Defined Contribution ("CRSP-DC");

WHEREAS the death and disability benefit program is known as the Comprehensive Protection Plan ("CPP");

WHEREAS the plan for personal contributions is known as the United Methodist Personal Investment Plan ("UMPIP");

WHEREAS the GBOPHB has notified the WPAUMC that the CRSP-DB will require a contribution from the Western PA Conference in respect of plan year 2013 in the amount of \$2,971,576;

WHEREAS the GBOPHB has confirmed that, as of the most recent actuarial valuation date, and has estimated that, as of January 1, 2012, the Western PA Conference's Pre-1982 Past Service Funding Account plan assets exceed the Pre-82 plan liabilities by more than 20% (see RS 502);

WHEREAS the GBOPHB has advised the WPAUMC that such Pre-1982 overfunding is available to use to fund the CRSP-DB contribution due in respect of plan year 2013.

THEREFORE BE IT RESOLVED, that the CRSP-DC program be funded during the calendar year 2013 as each salary-paying unit shall remit monthly contributions on behalf of the participant directly to the WPAUMC Board of Pensions, or its agent, for credit to the account or on behalf of the participant;

BE IT FURTHER RESOLVED that the annuity rate (PSR) for 2013 for service rendered prior to 1982 (Pre-1982) shall be \$552, representing 1.00% of the WPAUMC's Conference Average Compensation ("CAC");

BE IT FURTHER RESOLVED that the WPAUMC's CRSP-DB 2013 obligation be funded from the Pre-82 Past Service Funding Account held with the General Board of Pensions;

BE IT FURTHER RESOLVED that during the calendar year 2013 all UMPIP contributions will be billed by the General Board of Pensions and paid through the salary paying unit of each participant.

Terry E Lyon, Chair, Board of Pensions

## RS 504 CRSP FUTURE LIABILITIES &amp; BENEFIT RESERVE FUND

(Adopted 06-09-2012)

WHEREAS the General Conference of 2004 has mandated for The United Methodist Church a pension program known as the Clergy Retirement Security Program (CRSP), effective January 1, 2007;

WHEREAS the Western PA Conference (“WPAUMC”) Board of Pensions has agreed that the 2013 WPAUMC CRSP defined benefit contribution due of \$2,971,576 shall be paid from the funding excess in the Pre-1982 Pension Plan, thus relieving the WPAUMC and its local churches, agencies and other salary-paying units of this expense for 2013;

WHEREAS the WPAUMC Board of Pensions has previously approved the establishment of a Benefit Reserve Fund, presently held at and invested by the General Board of Pensions & Health Benefits (“GBOPHB”), Evanston, IL, for the purpose of building a reserve for future CRSP defined benefit unfunded liabilities or other retiree benefit needs and has begun making contributions to build such Fund;

WHEREAS recent investment results in the various pension plans maintained through the GBOPHB along with GBOPHB sensitivity analyses of the effect of possible investment market volatility on WPAUMC pension contributions due have demonstrated the need for prudent accumulation of reserve funds to support, among other needs, increased plan contributions that may become required; and

WHEREAS the GBOPHB has called to our attention the future difficulty in funding pension liabilities due to the denomination’s aging clergy population and declining United States membership and encourages each annual conference to maximize funding now;

THEREFORE BE IT RESOLVED, that the 2013 contribution to the Benefit Reserve Fund shall be calculated at an amount equal to 2.0% of each active participant’s compensation package, charged to each such participant’s church, agency, WPAUMC responsibility or other applicable salary-paying unit, billed and collected by the WPAUMC Board of Pensions or its agent, and transferred in a timely manner to the Benefit Reserve Fund.

Terry E. Lyon, Chair, Board of Pensions

## RS 505 RETIRED CLERGY DAY

(Adopted 06-09-2012)

WHEREAS the Conference Board of Pensions may select a Sunday in each year to be observed in the churches as Retired Clergy Day, in honor of the retired clergy, their spouses, and the surviving spouses of clergy and in recognition of the church's responsibility for their support;

WHEREAS these retired clergy, their spouses, and the surviving spouses of clergy continue to support the church in various and significant ways;

WHEREAS recognition of the ministry of these persons can also provide inspiration to those considering ministry;

THEREFORE BE IT RESOLVED that the third Sunday of September 2013 be designated as Retired Clergy Day in the Western PA Conference and that each local church and charge of the Conference be encouraged to recognize and honor on that

## VII Legislation

day, or on another Sunday chosen for that purpose, the retired clergy, their spouses and any surviving spouses of clergy who may be related to such local church or charge.

Terry E. Lyon, Chair, Board of Pensions

### RS 601 CHRISTIAN EDUCATION SUNDAY

(Adopted 06-09-2012)

WHEREAS the 2008 *Book of Discipline* (§265.1) requires the Annual Conference to set the date for the observance of Christian Education Sunday each year;

WHEREAS the funds received from the special offerings support the vital Christian Education Ministries of our Conference:

THEREFORE BE IT RESOLVED that the Western PA Conference establish Sunday, September 15 2013, or another date of the local church's choosing for Christian Education Sunday and that a special offering be received in the local churches for the purpose of supporting the educational ministries of the Conference which include Training and Resources and Laity Scholarships. Local churches are urged to use this day as a time to celebrate their Christian Education ministries with events of appreciation and recognition of growth and learning as disciples of Jesus Christ.

Stephanie Gottschalk, Chair, Board of Global Ministries

Louise Patterson, Chair, Conference Connectional Network

### RS 602 GOLDEN CROSS/RED STOCKING SUNDAYS

(Adopted 06-09-2012)

WHEREAS the 2008 *Book of Discipline* (§265.2) requires the Annual Conference to set the date for the observance of Golden Cross Sunday and other special Sundays receiving offerings, and

WHEREAS the offerings from Golden Cross and Red Stocking Sundays support the conference homes and agencies, formerly referred to as health and welfare ministries,

THEREFORE BE IT RESOLVED that the Western PA Conference establish Sunday, May 12, 2013, or another date chosen by the local church for Golden Cross Sunday and that any Sunday in Advent 2012 be established as the time for a Red Stocking Sunday and that a special offering be received in the local churches on these Sundays for the purpose of providing continued support to these ministries in the Annual Conference. Local churches are urged to use these Sundays as opportunities to share information concerning the extensive and vital ministries of these homes and agencies.

Stephanie Gottschalk, Chair, Board of Global Ministries

Louise Patterson, Chair, Conference Connectional Network

### RS 603 RURAL LIFE SUNDAY

(Adopted 06-09-2012)

WHEREAS the 2008 *Book of Discipline* (§ 265.3) requires the annual conference to set the date for the observance of Rural Life Sunday each year, and

WHEREAS the annual conference may choose to receive a Rural Life Sunday offering:

THEREFORE BE IT RESOLVED that the Western PA Conference establish Sunday, August 11, 2013, or another date chosen by the local church, for Rural Life Sunday and that a special offering be received in the local churches for the purpose of strengthening nurture, witness and outreach in town and rural areas. Local churches are urged to use this day to celebrate the rural heritage of The United Methodist Church, to recognize the needs of rural areas and to affirm the interdependence of rural and urban communities.

Stephanie Gottschalk, Chair, Board of Global Ministries  
 Michael Long, Chair, Commission on Small Membership Church  
 Louise Patterson, Chair, Conference Connectional Network

#### 604 DISABILITY AWARENESS SUNDAY

(Adopted 06-09-2012)

WHEREAS the 2008 *Book of Discipline* (§265.4) requires the Annual Conference to set the date for the observance of Disability Awareness Sunday;

WHEREAS Disability Awareness Sunday, as defined by the 2008 *Book of Discipline*: “calls the Church to celebrate the gifts and graces of persons with disabilities and calls the Church and society to full inclusion of persons with disabilities in the community”;

WHEREAS there may be an offering received on this Sunday to be used in this Annual Conference for ministries as defined by the *Discipline*: “to promote the work of creating architectural and attitudinal accessibility in local churches”:

THEREFORE BE IT RESOLVED that the Western PA Conference establish Sunday, February 17, 2013 or another Sunday chosen by the local church, to be designated as Disability Awareness Sunday and that a special offering may be received in local churches for promotion of awareness issues as well as ministries that provide opportunities for fuller inclusion of people with disabilities. Information concerning the observance of this Sunday will be provided to local churches upon request by the People With Disabilities Inclusion Ministry Team.

Debbie Hills, Chair, Disability Concerns Team  
 Stephanie Gottschalk, Chair, Board of Global Ministries  
 Louise Patterson, Chair, Conference Connectional Network

#### RS 605 DOORWAYS TO HOPE AT HOME

(Adopted 06-09-2012)

WHEREAS the Western PA Conference of The United Methodist Church has selected these five regional mission agencies,(Erie Alliance, Johnstown Human Services, WPA Prison Outreach Ministries, Connellsville Area Community Ministries, and Greater Pittsburgh Ministries) who extend the love of Christ to those who need shelter, food, clothing, and loving care within our conference boundaries, and

WHEREAS those in mission in the name of The United Methodist Church are doing ministry in partnership with we who are the church, and

WHEREAS the funds to support these ministries, do not meet the growing demands placed upon these groups as they faithfully serve those entrusted to their care,

THEREFORE BE IT RESOLVED that any Sunday during Advent 2013, or another date selected by the local church, be designated as the date to receive a special offering for



## VII Legislation

support of these five regional mission agencies, within the Conference boundaries, with additional funds to continue and expand their work. These additional gifts will help keep doors open, enabling us, as United Methodists in Western Pennsylvania to remain faithful in serving even the least of these, our brothers and sisters, “as Jesus teaches in Matthew 25:40”.

Stephanie Gottschalk, Chair, Global Ministries  
Louise Patterson, Chair, Conference Connectional Network

### RS 606 CAMPING SUNDAY

(Adopted 06-09-2012)

WHEREAS income from the Annual Conference Mission Share to CRM (Camping and Retreat Ministries) covers a large part, but not even all of the Summer Program Staff summer salary expenses;

WHEREAS other camping ministry expenses which are covered through camper registration fees include:

- Funding the summer camp brochure and other joint camping promotions
- Training of deans and volunteer counselors
- Training of summer program staff

WHEREAS separate fund raising will still have to be done if we are to continue the Bibles for campers program and Mountain Praise, the camp worship series.

WHEREAS the camps must continue their own appeals for their own capital needs and for other special gifts:

THEREFORE BE IT RESOLVED that the Annual Conference authorize Camping and Retreat Ministries to urge the local church to receive a Camping Sunday Offering on Sunday, October 13, 2013 or other dates selected by the local church.

Jessica Gamache, Camping Coordinator  
Stephanie Gottschalk, Chair, Board of Global Ministries  
Louise Patterson, Chair, Conference Connectional Network

### RS 607 YOUTH SERVICE FUND SUNDAY

(Adopted 06-09-2012)

WHEREAS 1 Timothy 4:11-12 states, “These things command and teach. Let no one despise your youth, but be an example to the believers in word, in conduct, in charity, in spirit, in faith, in purity.”

WHEREAS historically the Youth Service Fund of the Western PA Conference has financially assisted many youth programs in our Conference, our Nation, and our World.

WHEREAS there is a continued need for this mission work and there is a general lack of knowledge and support for YSF among the Western PA Conference and less than 15% of our churches donated to this fund.

THEREFORE BE IT RESOLVED, that the Western PA Conference set the first Sunday in November, specifically November 3, 2013 or another date chosen by the local church, as Youth Service Fund Sunday and that a special offering be received in the local churches, for the purpose of supporting youth missions in our annual conference. Local churches will have informative bulletin inserts provided by the Conference Council on

Youth Ministry. Local churches are urged to use this day to celebrate their youth and encourage youth involvement in missions through their church, district, and conference.

Renaye Hoffman, Coordinator of Youth & Young Adult Ministries

Stephanie Gottschalk, Chair, Board of Global Ministries

Louise Patterson, Chair, Conference Connectional Network

#### RS 608 VOLUNTEERS IN MISSION RECOGNITION AND AWARENESS DAY

(Adopted 06-09-2012)

WHEREAS (Background) The 1980 General Conference of The United Methodist Church (UMC) officially sanctioned the United Methodist Volunteers In Mission (UMVIM) and directed the General Board of Global Ministries to "affirm VIM as an authentic form of personal missionary involvement and devise appropriate structure to interpret and implement opportunities for volunteers in the global community" (2008 *Discipline* ¶1302.14; 1980 *Discipline* ¶1502.13). The 1988 General Conference suggested that "each annual conference name a VIM coordinator to work cooperatively with GBGM and the Jurisdictional UMVIM offices." The 1996 General Conference created the Mission Volunteers office within GBGM to assist in the guidance and placement of volunteers; in short term mission assignments. (1996 *Discipline* ¶1312.5). The 2000 GC recognized UMVIM as a "one of the most dynamic mission outreach programs of the denomination today" (*The Book of Resolutions of the United Methodist Church*; 2000, page 165). The 2004 General Conference authorized the establishment of a Volunteer in Mission Awareness Sunday in the annual conferences. These actions clearly recognize the UMVIM program as a growing force in promoting the church in general, Christianity in particular, and personal Christian service; and

WHEREAS the UMVIM program is truly a grassroots movement in allowing all persons of faith, laity and clergy alike, the opportunity to have a "hands on" experience and involvement in mission endeavors; and

WHEREAS it is generally accepted that all persons cannot do everything but, that everyone can do something, the UMVIM program allows persons to offer physical support, prayer support, and/or financial support to the wide variety of programs that are designed to promote the many opportunities to utilize their many varied talents in direct service to the Kingdom of God; and

WHEREAS Scripture requires us all to be active participants in the faith, to wit, "... and you shall be my witnesses in Jerusalem and in all Judea and Samaria and to the end of the earth" (Acts I: 8b, RSV) and "What does it profit, my brethren, if a man says he has faith but has not works.....So faith by itself, if it has no works, is dead" (James 2:14, 17 RSV); and

WHEREAS there are opportunities to serve locally, nationally, or even internationally, and the "hands on" opportunity truly changes a missionary's perspective towards persons or cultures with different economic, ethnic, or political backgrounds; and

WHEREAS the UMVIM program is one essential tool in helping to promote tolerance and understanding throughout all of God's Kingdom, a tool that helps to bring a measure of relief to those in unfortunate circumstances wherever they are, and a tool that can help Christians to fulfill the mandate of Jesus as expressed in Matthew 25:34-46.

## VII Legislation

THEREFORE BE IT RESOLVED that the Annual Conference Coordinator and the Northeast Jurisdiction Coordinator of Volunteers in Mission of the United Methodist Church request that the Western PA Conference recommend to all local churches in the Conference:

1. That a Sunday of March be set aside and declared Volunteers In Mission Awareness Day; and
2. That each local church with assistance of the conference UMVIM leadership, provide for UMVIM displays, information, resources, solicit individual or group testimonies and/or develop other ways to celebrate the UMVIM movement in whatever fashion that best suits the local congregation; and
3. That local churches draw upon the available resources of the Conference UMVIM Coordinator to help make the day memorable, one of faith in action.
4. That an offering be taken on the designated UMVIM Awareness Sunday to support the Conference and Jurisdictional UMVIM offices and programs, with 90% of funds collected going to the Conference VIMship Advance Special, and a tithe of 10% to the Jurisdictional UMVIM programming efforts.

Stephanie Gottaschalk, Chair, Board of Global Ministries  
Diane Miller, VIM/Missions Coordinator  
Louise Patterson, Chair, Conference Connectional Network

### RS 609 BREAD FOR THE WORLD SUNDAY OFFERING OF LETTERS

(Adopted 06-09-2012)

WHEREAS in Proverbs 31:8-9, it states, “*Speak out for those who cannot speak, for the rights of all the destitute, Speak out, judge righteously, defend the rights of the poor and needy.*”

WHEREAS The United Methodist *Book of Discipline* 2008, ¶163.E states:

As a church, we are called to support the poor and challenge the rich. To begin to alleviate poverty, we support such policies as adequate income maintenance, quality education, decent housing, job training, meaningful employment opportunities, adequate medical and hospital care, humanization and radical revisions of welfare programs, work for peace in conflict areas and efforts to protect creation’s integrity. ...

WHEREAS in the 2008 *Book of Resolutions* Res. 4055 states:

“Therefore let it be resolved, that the United Methodist Church significantly enhance its efforts to End Hunger by increasing participation in the Bread for the World (BTW) Covenant Church Program. We further urge that the United Methodist Church achieve a minimum five percent increase in the number of churches in the BFW Covenant Church Program each year.”

WHEREAS the following hunger and poverty facts for the United States emphasize the need for a change in public policy to eliminate hunger in the United States:

\*Thirteen percent of people in the U.S. live in poverty.

\*More than fourteen percent are hungry or at risk of hunger.

\*Nearly one in four children (twenty-five percent) live in households that struggle to put food on the table.

\*More than fourteen million children (age eighteen and younger) live in poverty.

\*More than half of all Americans (fifty-one percent) will live in poverty at some point before the age of sixty-five.

\*In 2008, the poverty threshold for family of four (two adults, two children) was twenty-one thousand, eight hundred thirty-four dollars.

WHEREAS the following information emphasizes the need for a change in public policy to eliminate hunger in developing countries:

\*Poverty and hunger in sub-Sahara Africa is very high.

\*Poverty and hunger in Southeast Asia is very high.

\*Seven hundred million people in the world, more than the entire population of the Western Hemisphere, do not get enough food for an active and healthy life.

\*Each year fifteen million children under the age of five die – one-fourth of all the world's deaths.

WHEREAS Bread for the World is an ecumenical Christian, non-partisan, grassroots organization that advocates alleviation of hunger in the U.S. and worldwide by having church members contact legislators by letter, telephone and e-mail. Bread for the World has experienced many successes in alleviating hunger as a result of churches having a Bread for the World Sunday/Offering of Letters are available from the Bread for the World website, [www.bread.org](http://www.bread.org).

THEREFORE BE IT RESOLVED that every local church in the WPA Conference be encouraged to have a Bread for the World Sunday/Offering of Letters. The Offering of Letters will focus on the current Bread for the World Campaign to alleviate hunger nationally and internationally.

BE IT FURTHER RESOLVED that each district superintendent ask pastors in his/her district to schedule a Bread for the World/Offering of Letters Sunday in their churches; to publicize these events through timely district-wide notification and then to report back to his/her office the results.

Donna Burkhart, General Board of Church and Society, FUMC Erie  
Elizabeth Wolfskill, WPA Conference Board of Church and Society, FUMC Pittsburgh  
Jeff Conn, Chair, WPA Conference Board of Church and Society

#### RS 610 ENCOUNTER WITH CHRIST SUNDAY

(Adopted 06-09-2012)

WHEREAS the 2000 session of the Western PA Conference adopted legislation in support of the United Methodist program, Encounter with Christ in Latin America and the Caribbean, and

WHEREAS the legislation adopted set a goal of \$100,000 to be raised from the Western PA Conference in support of the Encounter Permanent Fund, #025100, and

WHEREAS the greater part of the funds for the \$100,000 goal has been raised in the intervening time by a combination of voluntary gifts and the support of a portion of the Conference Mission Share, such that it is realistic to hope that one concerted effort on the part of the churches of our Conference could attain the \$100,000 goal (specifically, at the end of 2011, about \$20,000 remains to be raised), and

WHEREAS the uses of the funds distributed by the Encounter Permanent Fund, which include pastoral training and evangelism, programs of health promotion, and ministries to

## VII Legislation

women, children, and youth, are entirely in keeping with the fundamental teachings of Scripture and the Social Principles of the United Methodist Church, and

WHEREAS, the Methodist Churches of Latin America have been demonstrating that they have used Encounter Funds for precisely those ministries described above, and

WHEREAS the consistent statistics from Latin America and the Caribbean suggest that these are among the world's fastest-growing Methodist churches, even though they often function in a context of poverty, disease, violence, and political instability, and

WHEREAS it would be a spiritual and morale benefit to the member churches of the Western PA Conference to accomplish this mission goal,

THEREFORE BE IT RESOLVED that the Western PA Conference strongly encourage all of its member churches to participate in a one-time offering on Sunday, May 5, 2013 with a stated goal to raise at least \$25 per church, to be duly submitted to the Conference Treasurer's office. Offerings in excess of the \$25 goal are, of course, very welcome.

BE IT FURTHER RESOLVED that when this offering shall be deemed to have completed the \$100,000 Conference support goal for the Encounter program, the line item for Encounter with Christ shall be dropped from the Conference Budget. Because Encounter with Christ Permanent Fund #025100 is an initiative of the entire United Methodist Church, gifts, offerings, and bequests may continue to be made through our normal systems of finance and administration.

BE IT FURTHER RESOLVED that, in anticipation of a successful completion of our Conference goal, a representative leader of the Encounter with Christ in Latin America and the Caribbean program be invited to the 2013 session of Annual Conference to celebrate the moment with us.

David Stains, Liaison, The Conference Encounter with Christ Committee  
Stephanie Gottaschalk, Chair, Board of Global Ministries

### RS 612 CAMP ALLEGHENY BY-LAWS

(Adopted 06-09-2012)

#### Article I

##### Name

Section 1 – The Corporation, as provided in its Articles of Incorporation and Charter approved by the Court of Common Pleas of Somerset County, Pennsylvania, shall be named, known and doing business as: Camp Allegheny.

#### Article II

##### Membership

Section 1 – Membership in the Corporation shall be limited to and consist of all members of the Western Pennsylvania Annual Conference of the United Methodist Church, hereafter known as the Conference or Annual Conference, both clergy and laity, within whose boundaries the facilities of the Corporation shall be located.

**Article III****Purposes**

Section 1 – The purpose or purposes of the corporation shall be: To establish, operate, maintain and supervise year round Christian Education camping and retreat facilities for children, youth and adults. The corporation has the power to do anything that a corporation can do pursuant to the Pennsylvania Non-profit Corporation Law of 1988, as amended, subject to the restrictions of Section 501(c) (3) of the Internal Revenue Code and the pertinent regulations.

**Article IV****Registered Office**

Section 1 – The registered office of the corporation shall be at 100 Camp Allegheny Drive, Stoystown, and Somerset County, Pennsylvania, 15563.

**Article V****Meetings of Members**

Section 1 – An annual meeting of the members shall be held at each annual session of the Annual Conference on such day as determined by the proper authorities of the Annual Conference.

Section 2 – Notice of the time and place of the annual meeting of the members shall be given in the Pre-Conference Journal issued in advance of the Conference session.

Section 3 – Special meetings of the members may be called at any time by majority action of the Board of Directors, Corporation Chairperson, Resident Bishop of the Pittsburgh Area Episcopacy, or any other representative authorized by the members of the Corporation upon giving notice of the call, the time, and the place and purpose for which it is called by five (5) days' written notice sent to the home address of each member.

Section 4 – Annually, three (3) persons shall be elected to the Board of Directors for a six (6) year term. Each Director shall serve a maximum of two (2) terms or twelve (12) years total or 13 years if filling the unexpired term of a Director who resigns or is removed from office.

Section 5 – Nominations for Directors shall be made by the Board of Directors to the Annual Conference Leadership recruitment and Nominations Team in such a way as to carry out the provisions of Section 4 of this article.

**Article VI****Board of Directors**

Section 1 – The Board of Directors shall consist of the Chairperson of the Board of Directors, the Vice Chair, the chairpersons of the standing committees plus six (6) at large members. The Chairperson of the Board of Directors and all officers shall be United Methodist. Upon the selection of a new Chairperson of the Board of Directors, the former Chairperson shall assume one of the at large positions. The President/CEO,

## VII Legislation

Finance Director, Program Director, and the Chairperson of the Conference Camping and Retreat Ministries Team shall be members without vote. The Conference Director of Camping and the Cabinet Representative shall be a member with voice and vote.

Section 2 – The Board shall meet for the purpose of organization at such time as fixed for the organization of the various boards and agencies of the Annual Conference, or in any event upon call within two weeks of the close of the Annual Session. At this meeting there shall be elected a Chairperson, a Vice Chairperson, and a Secretary, each to serve for a term of one year or until their successors have been duly elected and qualified. Only the Chairperson and Vice Chairperson need be members of the Board of Directors. The Finance Director of Camp Allegheny shall be the treasurer of the Corporation.

Section 3 – Regular meetings of the Board shall be held at least quarterly at such time and place, as the Board of Directors shall establish yearly in advance.

Section 4 – Special meetings of the Board of Directors may be called at any time at the direction of the Chairperson, or shall be called by the Secretary upon the written request of five (5) directors.

Section 5 – The members present and voting shall constitute a quorum for the transaction of business at any meeting of the Board.

Section 6 – At least five (5) days' notice by e-mail or US Postal Service shall be given to all Directors of all regular and special meetings. In the case of special meetings, the notice shall likewise state the business to come before the meeting.

Section 7 - In the interim between regular meetings of the Board of Directors, the Board of Directors shall be charged with the responsibility for all of the business affairs of the Corporation and in the event that it deems any business of sufficient importance, by majority vote of the directors, a special meeting shall be called as herein otherwise provided. In the interim between regular meetings, the work of the Board of Directors may be accomplished by means of conference calls, e-mail notes, teleconferencing, and other electronic means in addition to the actual meeting of the Board of Directors.

Section 8 – At the first meeting of each calendar year the Board shall review the attendance record of each Director. If a Director fails to attend one half of the stated meetings in one year, the Board may declare the office of that Director vacant, and the office filled by the procedure outlined in Section 8 of this article.

Section 9 – In the event the office of a member of the Board of Directors shall become vacant, the remaining members of the Board of Directors shall immediately fill such vacancy by the election of a replacement Director, to serve until the next meeting of the Corporation.

Section 10 – The Board of Directors shall prepare or cause to be prepared an annual report covering all phases of the Corporation and shall furnish copies thereof to the members of the Corporation at the annual meeting.

Section 11 – The Board of Directors shall manage the property and business of the Corporation. The Board of Directors may mortgage the property only with the approval of the Corporation.

Section 12 – Other Corporations: The Board of Directors may create other corporations only with the approval of the membership or with the approval of a committee to whom the membership shall have delegated their powers as members. All corporations created by the Board of Directors of Camp Allegheny or owned by Camp Allegheny (“Subsidiaries”) shall be subject to the following limitations:

- (a) The Board of Directors of a Subsidiary shall have no power to obligate the members of Camp Allegheny individually or in any other capacity, The Western Pennsylvania Annual Conference of The United Methodist Church or any parts thereof on any contract, agreement, purchase order or any other financial commitment of any character created, undertaken or assumed by the Subsidiary.
- (b) Only a majority vote by the membership of Camp Allegheny present at a regular or special meeting or a majority vote by the membership of any committee to which the membership of Camp Allegheny shall have delegated such authority can obligate the Subsidiary to pay a mortgage, bond, promissory note or other instrument obligating the Subsidiary to a debt payable to a third party for a term in excess of one year. This restriction shall not apply to leases or agreements for professional services.
- (c) Whenever practicable, and in all cases in an amount of fifty thousand dollars (\$50,000) or more, contracts and purchase orders shall be in writing and shall include the following statement:

The Subsidiary “has no power to obligate The Western Pennsylvania Annual Conference of the United Methodist Church, The United Methodist Church or any agency thereof on any contract, agreement, purchase order or any other financial commitment.”

- (d) The Board of Directors of Camp Allegheny shall approve all contracts for construction subject to paragraph (c) before they are executed. The President/CEO of Camp Allegheny shall submit each construction contract to legal counsel of Camp Allegheny in sufficient time before the meeting at which the contract is to be considered in order to permit legal counsel to analyze the contract and to submit written comments on it to the appropriate directors at least one day before the meeting.



## VII Legislation

### Article VII

#### Duties and Responsibilities of the Officers

Section 1 – The Chairperson shall be the chairperson of the Board of Directors. He or she shall preside at all meetings of the Board of Directors and serve as ex-officio member of all standing committees. The Chairperson shall appoint members of the Board to standing committees and subject to the control of the Board, shall have general and active management of the business of the Corporation and shall see that all orders and Resolutions of the Board are carried into effect. He or she shall execute contracts and instruments which the Board has authorized, except where required or permitted by law to be otherwise signed and executed and except where the signing and execution thereof shall be expressly delegated by the Board of Directors to some other Agent of the Corporation. He or she shall prepare the Annual Report and conduct the Annual Meeting.

Section 2- The Vice Chairperson shall, in the absence, disability, inability or refusal to act of the Chairperson, perform the duties and exercise the powers of the Chairperson, and shall perform such duties as shall from time to time be imposed by the Board of Directors.

Section 3 – The President and Chief Executive Officer of the Corporation shall manage the day to day operations of Camp Allegheny and has full responsibility for the supervision, administration, leadership training and coordination of all office, technical, general operation, maintenance and business matters of the entire program of the camp and retreat ministry. The President/CEO shall define, interpret and carry out policies set by the Board of Directors and shall prepare a report for each regular meeting of the board on the current status of the camp.

Section 4 – The Secretary of the Corporation shall: (a) be responsible for notifying all of the Board members of upcoming meetings; (b) keep the minutes of the Board meetings in one or more books provided for that purposes; (c) be custodian of the corporate records and of the seal of the Corporation, and see that the seal of the Corporation is affixed to all documents the execution of which on behalf of the Corporation under its seal is duly authorized; (d) in the absence of the Chairperson and Vice Chairperson, call the meetings to order and cause the election of a chairperson pro-tem.

Section 5 – The Treasurer shall have the custody of the corporate funds and securities and shall keep full and accurate accounts of receipts and disbursements in books belonging to the Corporation, and shall deposit all monies and other valuable effects in the name and credit of the Corporation in such depositories as shall be designated by the Board of Directors. The Treasurer shall provide monthly and year to date financial reports to the Board members for annual financial reviews. The Treasurer shall coordinate the financial services for the Corporation.

**Article VIII**  
**Standing Committees**

Section 1 – The Chairperson shall each year at its first meeting appoint the members of the following standing committees: FINANCE, FACILITIES, PROGRAM, PERSONNEL, LONG RANGE PLANNING, FOUNDATION and COMMUNITY/MARKETING and such other committees as the Board may from time to time deem necessary. Additional members may be added to any committee with the approval of the Board. The members of standing committees so approved shall hold office until the next annual meeting.

Section 2 – Each committee shall choose a chairperson and vice-chairperson. The chairperson shall be a member of the Board of Directors.

Section 3 – The members present shall constitute a quorum for the transaction of any business.

Section 4 – Those matters brought before a committee shall be deemed to have been passed or adopted, upon a majority vote of its members present; but a minority of any committee may, if it desires, submit a minority report to the Board of Directors.

**Article IX**  
**Finance Committee**

Section 1 – The Finance Committee shall consist of at least four (4) members in addition to the committee Chairperson, the Finance Director and other members as approved by the Board of Directors.

Section 2 – It shall be the responsibility of the committee annually to prepare a complete budget for the Camp and submit it to the Board of Directors for review and adoption; and to develop plans, methods and programs for obtaining gifts, donations and other funds to be used in the operation of the Corporation. The committee shall cause a full and complete report of the financial status of the Corporation to be submitted to the Board of Directors at each of its regular meetings. This committee shall likewise make such reports to the Board of Directors from time to time as shall be requested by the Chairperson. This committee shall also be responsible for the creation of targeted fundraising campaigns for particular projects such as infrastructure improvements or other large scale projects.

**Article X**  
**Facilities Committee**

Section 1 – The Facilities Committee shall consist of at least four (4) members in addition to the committee Chairperson, the Maintenance Director and other members as approved by the Board of Directors.

Section 2 – It shall be the responsibility of this committee to supervise the camp property operated by the Corporation, to recommend the type, character and cost of improvements and other facilities to be constructed or erected upon the camp property, and to report

## **VII Legislation**

upon the same to the Board of Directors at each of its regular meetings. This committee shall likewise make such reports to the Board of Directors from time to time as shall be requested by that committee through its Chairperson.

### **Article XI Program Committee**

Section 1 – The Program Committee shall consist of at least four (4) members in addition to the committee Chairperson and other members as approved by the Board of Directors.

Section 2 – It shall be the responsibility of this committee to develop the summer camping program/ministry including, but not limited to, determining the type and number of camps that will occur, the activities that will be made available to the campers and the schedule to be followed by the campers. It shall also be the responsibility of this committee to develop new activities to be made available to the campers and integrate them into the camp schedule. This committee shall likewise recommend the type, character and cost of the services to be offered by the Corporation. This committee shall likewise make such reports to the Board of Directors from time to time as shall be requested by that committee through its Chairperson. This committee shall also make recommendations to the Board of Directors regarding the types and qualifications of individuals that should be recruited to implement the Camp's program.

### **Article XII Personnel Committee**

Section 1 – The Personnel Committee shall consist of at least four (4) members in addition to the committee Chairperson, the Executive Director and other members as approved by the Board of Directors.

Section 2 – It shall be the responsibility of this committee to screen and recommend for employment all executive and resident personnel to be employed by the Corporation. This committee shall also prepare, evaluate and update periodically job descriptions for all employees and personnel policies of the Corporation. This committee shall regularly review and recommend the salary scale for all employed personnel. This Committee shall likewise make such reports to the Board of Directors from time to time as shall be requested by that committee through the Chairperson. This Committee shall also review the future staffing needs of the Camp based on the recommendations provided by the Program Committee and take an active role in the recruitment and retention of staff members that will be needed to implement the Camp's program.

### **Article XIII Long Range Planning Committee**

Section 1 – The Long Range Planning Committee shall consist of the a Chairperson, the Chairperson of the Board of Directors, the Chairpersons of the Standing Committees, President/CEO, Conference Director of Camping and Retreat Ministries, the Chairperson of Camping and Retreat Ministries, and other members as approved by the Board of Directors.

Section 2 – It shall be the responsibility of this committee to develop, review and/ or revise the Master Plan of Camp Allegheny at least annually. It shall also be the responsibility of this committee to review the organizational structure of the Camp and the Board of Directors and make recommendations to the Board of Directors regarding any changes that need to be made to adapt to changes in the Camp’s mission or needs.

**Article XIV**  
**Foundation Committee**

Section 1 – The Foundation Committee shall consist of the Chairperson of the Board of Directors and those individuals who constitute the Board of Directors of any Subsidiary corporation formed by the Board of Directors of Camp Allegheny for the purpose of establishing and operating a Foundation with the mission of providing financial support to Camp Allegheny.

Section 2 – It shall be the responsibility of this committee to develop plans and programs with the goal of providing sustainable financial support to Camp Allegheny including, but not limited to, creating an endowment fund the income from which will be delivered to Camp Allegheny on an annual basis.

**Article XV**  
**Community/Marketing Committee**

Section 1 - The Community/Marketing Committee shall consist of at least four (4) members in addition to the committee Chairperson and other members as approved by the Board of Directors.

Section 2 – It shall be the responsibility of this committee to develop a “Friends of Camp Allegheny” organization for the purpose of increasing the number of people participating in the mission of Camp Allegheny. It shall also be responsible for developing ways for individuals to become more involved with Camp Allegheny through activities and programs and developing contacts in the community which might be beneficial to Camp Allegheny. It shall also be the responsibility of this committee to utilize social media resources to promote Camp Allegheny and its programs. It shall further be the responsibility of the committee to develop and implement marketing strategies to promote Camp Allegheny and inform the public of its facilities, programs and mission. This committee shall also be responsible for organizing and planning the annual booster dinner, dinner theater and other such events held at or on behalf of Camp Allegheny.

**Article XVI**  
**Amendments**

Section 1 – Proposed amendments to the By-Laws may be presented by a two-thirds vote of the Directors present at any regular meeting of the Board of Directors; provided that the proposed amendments to the By-Laws shall have been presented in writing to each of the members of the Board of Directors at least one month previous to the meeting at which they will be considered; and provided further that any amendment or amendments to the By-Laws duly adopted by the Board of Directors shall not become effective until

## VII Legislation

approved by a majority action of the members present at the next annual meeting of the Corporation.

Section 2 – No subsidiary, sibling, or parent corporation, shall be formed by the Corporation without the approval of the members of this Corporation.

### Article XVII Dissolution

Section 1 – If for any reason the Corporation shall be abandoned, discontinued, or cease to exist as a legal entity, all property, both real and personal shall be vested and be the property of the Western Pennsylvania Annual Conference of the United Methodist Church, pursuant to The Book of Discipline, or to a related organization qualified under § 501(c)(3) of the Internal Revenue Code.

Section 2 – Upon the dissolution of the Corporation, the Board of Directors shall, after paying or making provisions for the payment of all liabilities of the Corporation, dispose of all the assets of the Corporation exclusively for the purposes of the Corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational, religious, or scientific purposes as shall at the time qualify as an exempt organization or organizations under section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the Board of Directors may determine. First preference shall be given to the Western Pennsylvania Annual Conference of the United Methodist Church. Any such assets not so disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the Corporation is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for such purposes.

Revised June 2012

Dennis Tawney, Executive Director

### RS 403 FUNDING FOR REGIONAL MINISTRIES

(Adopted 06-09-2012)

WHEREAS the scriptures say: *“Come, you that are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world, for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.”* Matthew 25:34-36 NRSV

WHEREAS the United Methodist Church is involved in battling the enemies of hunger and poverty, and the killer diseases of poverty around the globe, striving to improve the lives and health of the global community.

WHEREAS many of the needs and conditions faced by our General Church in the “Global Community” exist across the Western PA Conference, thus demanding that we cannot engage in a global attack to fulfill the goals of our General Church while ignoring the cries for mercy at our own doorsteps.

WHEREAS there are many ministries and agencies across the Western PA Conference vying for scarce resources to meet the immense needs.

WHEREAS since 2009 our Annual Conference has sought to promote and encourage five (5) regional ministries, who serve large representative populations across our annual conference, in their endeavors to feed, clothe, visit, heal, and teach those caught in the midst of these conditions.

THEREFORE BE IT RESOLVED that the Western PA Conference affirm and celebrate these five ministries, Erie United Methodist Alliance, Connellsville Area Ministries, United Methodist Human Services Johnstown, Prison Outreach Ministry, and Greater Pittsburgh Ministries, by providing financial support through Global Ministries Committee.

Stephanie Gottaschalk, Chair, Board of Global Ministries

#### RS 401 FUNDING FOR MINISTRY FOR 2013

Connectional Apportionment Budget

(Adopted 06-09-2012)

WHEREAS, ¶ 614 of *The Discipline* mandates that the Conference Council on Finance & Administration recommend to the annual conference for its action and determination budgets of anticipated income and proposed expenditures for all funds to be apportioned to churches.

WHEREAS, The Mission of The United Methodist Church stated in ¶ 121 of *The Discipline* states: “The mission of the Church is to make disciples of Jesus Christ for the transformation of the world. Local churches provide the most significant arena through which disciple-making occurs.”

THEREFORE BE IT RESOLVED, that the Western PA Conference Apportionment based on the Formula  $CA=E \times (P \pm i)$ , as adopted at Annual Conference 2011 in RS 401 Funding for Ministry.

Where CA represents a local church’s Connectional Apportionment

E represents the local church’s “Operations Costs,”

P represents the “Base Percentage,”

and i represents the local church’s “Percentage Adjustments.

1) In accordance with RS 402-Mission Share (Connectional Apportionment as of 2011) Formula adopted 6/9/2000, the Base Percentage recommended by the Conference Council on Finance & Administration to reach the proposed Connectional Apportionment Budget for 2013 is 13.5%.

2) Changes in the 2013 Connectional Apportionment Budget would require the Conference Council on Finance & Administration to make an appropriate adjustment in the Base Percentage.

3) That legislation in 2011 District Superintendents salaries reinstated the average of 140% of the average clergy salary for 2012 and that the salaries of District superintendents for 2012 were only increased by 3%.

BE IT FURTHER RESOLVED, that the 2013 District Superintendents salaries be the average of 140% of the average clergy salary for 2012;

BE IT FURTHER RESOLVED, that the 2013 Western PA Conference Connectional Apportionment Budget be as follows:

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
<b>Conference Benevolences</b>			
<i>Archives &amp; History</i>			
		10,000	2,500
101	Administration		2,000
101A	On-Line Records		
101B	Anniversary Record Book	8,000	
101C	New Initiatives		
101D	Local Church Seminars	2,000	500
<i>Camping &amp; Retreat Ministries</i>			
		579,400	340,000
110	Camping - Coordination & promotion.	160,000	160,000
110A	Allegheny - financial support	87,000	45,000
110B	Jumonville- financial support	100,000	45,000
110C	Wesley Woods- financial support	147,400	45,000
110D	Olmsted Manor- financial support	85,000	45,000
<i>CCN</i>			
CCN		5,000	0
120	Administrative	5,000	0
120A	Ministry Pool		0
<i>Christian Unity</i>			
		7,900	6,500
130	Regional Connections - supports Ecumenical bodies such as Witness in Pennsylvania	1,000	1,000
130A	Grants to Christian Associations and PA Council of Churches	5,000	5,000
130B	Training and Development	500	500
130C	Establish liaison - Evangelical Lutheran Church of America and Black Meth. Churches	150	
130D	National Workshop on Christian Unity	1,250	

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		<b>10,037,721</b>	<b>9,055,417</b>
<b>Conference Benevolences</b>			
<i>Church &amp; Society</i>			
		<b>19,500</b>	<b>1,000</b>
140	Training	1,000	1,000
140A	Funding UM Advocacy in PA	18,500	
<i>Communications</i>			
		<b>151,000</b>	<b>119,000</b>
150	Conference Publications - Publishing and mailing costs for the Interlink, Cross & Flame and other communication costs. Hiring a Web Site Manager	130,000	100,000
150A	Web-site	21,000	19,000
<i>Conference Sessions</i>			
		<b>254,000</b>	<b>254,000</b>
170	Conference Sessions - Funding for the annual meeting of Western Pennsylvania Conference	254,000	254,000
<i>Disability Concerns</i>			
		<b>4,500</b>	<b>3,000</b>
180	Expansion of Disabilities Retreat	4,500	
180A	Conference and District Resources		
180B	Pool		3,000
<i>Discipleship</i>			
		<b>20,000</b>	<b>15,000</b>
190	Pool	20,000	15,000
190A	Training: National/regional		
190B	Provide local/regional training		
190C	Worship Development Events		
190D	Cross-Cultural Discipleship Practices		
190E	Age Level Ministries in Annual Conf.		
190F	Conference Regional Christian Ed Training		
190G	Resources for spiritual formation		
190H	Resourcing local church leaders		



2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
<b>Conference Benevolences</b>			
<i>Ethnic Minority Local Church Concern Committee</i>			
		<b>88,000</b>	<b>70,000</b>
200	Dismantling Racism Training Events	10,000	
200A	Crossroads Ministry Training	10,000	
200B	Study for new Racial Ethnic Church Plant		
200C	Administration	10,000	
200D	Missional Support/Racial Inclusion	25,000	
200E	Ethnic Church Development	30,000	
200F	Pool	3,000	70,000
<b>Evangelism</b>			
		<b>23,000</b>	<b>23,000</b>
210	General Evangelists	21,000	21,000
220	Evangelism Ministry	2,000	2,000
220A	District Training Events		
<b>Board of Global Ministries</b>			
		<b>509,250</b>	<b>250,000</b>
230	Pool	509,250	250,000
230A	<b>Mission Connections</b> - Appalachian Ministries Network, Conference Committee on Mission Personnel, Conference Secretary to General Board of Global Ministries, Advance Special Promotion, Cooperative School of Christian Missions, Operating expense for sub-group meetings		
230B	<b>WPA Missionaries Support</b>		
230C	<b>Mission Support</b> - Mission Support Grants and Mission Churches		
230D	<b>Disaster Response Team</b> - Training and expense reimbursement for team members		
230E	<b>Other Outreach Team Initiatives</b> - Supports hunger issues and other emphases		
230F	<b>Conference Relationships</b>		
230G	<b>VIM Director - Administration</b>		
230F	<b>Latin American Encounter</b>		

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
<b>Conference Benevolences</b>			
<i>Global Health</i>			
		210,000	150,000
240	Conference to Conference, Coordinator, Immersion Program, and Laity School	210,000	150,000
240A	Partnership/ZIM director		
<i>Health As Wholeness Team</i>			
		0	0
250	Wholistic Wellness Coordinator	NOT REQUESTING	
250A	Team Expenses	FUNDS FOR 2013	
<i>Higher Education &amp; Campus Ministry</i>			
		5,000	1,000
260	Campus Ministry and Higher Education Scholarships	5,000	1,000
<i>Lay Ministry</i>			
		13,500	8,500
270	Laity Ministry Team	1,000	1,000
270A	Laity Scholarships	10,000	5,000
270B	Training and events	2,500	2,500
<i>Parish &amp; Community Development</i>			
		288,000	100,000
280	Congregational Redevelopment	138,000	47,000
280A	New Communities of Faith	150,000	53,000
<i>Poverty Team</i>			
		20,000	15,000
290	Poverty Symposiums		
290A	Poverty Simulations		
290A	Dues: Bread for the World		
290C	Pool	20,000	15,000
290D	Circles Program		

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
<b>Conference Benevolences</b>			
<i>Religion &amp; Race</i>			
		0	500
<b>300</b>	Consultants of Laity and Ethnic Pastors		
<b>300A</b>	Monitor Cross Racial Appointments		
<b>300B</b>	Assist Minority pastors		
<b>300C</b>	Develop Racial Sensitivity Course For District Helpshops		
<b>300D</b>	Reconciliation Services/Joint Effort		
<b>300E</b>	Resources		
<b>300F</b>	Administration		500
<i>Small Membership Church</i>			
		1,900	1,900
<b>310</b>	Pool	1,900	1,900
<i>Status and Role of Women</i>			
		8,500	2,000
<b>320</b>	COSROW	8,500	2,000
<i>Christian Spiritual Formation and Discipleship</i>			
		45,000	45,000
<b>330</b>	Pool		
<b>330G</b>	Media Resource	5,000	5,000
<b>330H</b>	Christian Spiritual Formation Academy	5,000	5,000
<b>330I</b>	Local Church Training	5,000	5,000
<b>330J</b>	Safe Sanctuary Ministry Team	5,000	5,000
<b>330K</b>	Weekend Christian Spiritual Renewal	5,000	5,000
<b>330L</b>	Emerging New Ministry and Spec. Events	20,000	20,000
<b>2013</b>		<b>2013</b>	<b>2013</b>

Opportunities for Ministry Connectional BUDGET		Budget Requests	Connectional Budget
		<b>10,037,721</b>	<b>9,055,417</b>
<b>Conference Benevolences</b>			
<i>Youth Ministry</i>			
		<b>42,000</b>	<b>20,000</b>
340	Pool	2,000	20,000
340A	Annual Conference	2,500	
340B	Leadapalooza	2,000	
340C	SPARK	12,000	
340D	Uth 4 Missions	7,000	
340E	Youth Worker Retreat	1,500	
340F	Continuing Education	1,500	
340G	Intern: Assist for Conf Youth	11,000	
340H	NEJ Youth Participation	2,500	
340I	Administration		
340J	Young Adult		
<i>Media Resource Center</i>			
350	Resources	N/A	N/A
<b>Ministerial Support</b>			
<i>District Superintendent/Cabinet Expenses</i>			
		<b>1,788,818</b>	<b>1,783,818</b>
440	District Superintendents - Provides salaries, utilities, pension, medical insurance, travel, and office expenses for DS and Staff	1,583,818	1,583,818
410	District Program Funds	100,000	100,000
440	Moving Expense/Clergy in Transition	45,000	40,000
430	Cabinet at Large	60,000	60,000
420	Mission Church Support		
<i>Bishop's Leadership Initiatives</i>			
		<b>65,000</b>	<b>25,000</b>
532	Bishop's Leadership Initiative: Ordinand Heritage Tour	25,000	0
533	Bishop's Initiative: Leadership Development Office: Leadership Development and mentoring among Young Pastors (35 years of age or younger and/or "new" in ministry (second careers)	20,000	15,000
534	Bishop Initiative: Ad Hoc Leadership Development Task Force	20,000	10,000

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
<b>Conference Benevolences</b>			
<i>Equitable Compensation</i>			
		152,900	132,900
460	<b>Equitable Compensation</b> - Grants - Fulfills our mandate from the Book of <i>Discipline</i> to support full-time clergy serving as pastors in the charges of the conference.	150,000	130,000
460A	<b>Quadrennial Training</b>	1,600	1,600
460B	<b>Administration</b>	650	650
460C	<b>Subscriptions/Dues</b>	650	650
<b>Board of Pensions</b>			
		432,800	430,800
470	<b>Medical Insurance</b> - (projected) for 17 pastors on disability, 50% of the cost of medical insurance for approximately 10 student pastors.	203,900	203,900
475	<b>Widows</b>	65,600	65,600
480	<b>Medical Insurance</b> - Medical Insurance for 20 retired pastors under 65, and 46 widows and spouses.	153,300	153,300
490	<b>Administrative</b>	10,000	8,000
<b>Board of Ordained Ministry</b>			
		50,000	164,264
420	<b>Board of Ordained Ministry</b> - Scholarships for those pursuing the ministry		114,264
425	<b>Board of Ordained Ministry</b> - <b>Administrative</b> - Oversees the process and progress of United Methodist pastors in our conference.	50,000	50,000
426	Student Aid grants to seminary students		
427	Continuing Education-Provisional and Full Members		
428	Course of Study		
429	Recruitment		

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
<b>Conference Benevolences General &amp; Administrative</b>			
<i>Conference Center</i>			
		2,110,018	1,958,000
500	<b>Conference Center</b> - Costs for operating the Conference Center: postage, supplies, and database development.	390,000	390,000
510	<b>Conference Computer System</b> - Upgrading of the conference computer system for the Conference Center and district offices	60,000	60,000
520	<b>Conference Secretary &amp; Statistician</b>	128,000	65,000
530	<b>Personnel Costs: Program Support Staff</b> - Salaries, pension, medical insurance, and expense reimbursement for clergy and lay Conference Center Staff.	657,500	657,500
540	<b>Personnel Costs: Episcopal Office Staff</b> - Salaries, pension, medical insurance, and expense reimbursement for Assistant to the Bishop & secretarial support.	245,518	209,500
560	<b>Episcopacy Committee</b>	10,000	7,000
550	<b>Personnel Costs: Office of the Director of Finance and Administration</b> -Salaries, pension, medical insurance, and expense reimbursement for clergy and lay Treasurer's and Administrative Department Staff.	569,000	569,000
570	<b>Program Development</b>	50,000	

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
<b>Conference Benevolences General &amp; Administrative</b>			
<b><i>Council on Finance &amp; Administration</i></b>			
		<b>235,000</b>	<b>235,000</b>
<b>600</b>	<b>Conference Reserve Fund</b>	25,000	25,000
<b>610</b>	<b>Legal &amp; Audit Fees, Insurance, etc.</b> - Provides for conference-wide property and liability insurance, bonding of local church fiscal officers, audit fees, and legal fees	190,000	190,000
<b>620</b>	<b>Administrative Costs</b>	10,000	10,000
<b>621</b>	<b>2016 General/Jurisdictional Conf. Exp.</b>	10,000	10,000
<b><i>Board of Trustees</i></b>			
		<b>390,000</b>	<b>390,000</b>
<b>700</b>	<b>Trustees</b> Property taxes, maintenance, insurance and repairs for all conference owned properties and abandoned churches	300,000	300,000
<b>700A</b>	<b>Trustees Capital Fund</b>	20,000	20,000
<b>700B</b>	<b>Episcopal Residence Capital Fund</b>	10,000	10,000
<b>700C</b>	<b>General Fund:</b> All administrative, legal and mileage costs related to conference properties and abandoned churches.	60,000	60,000

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
<b>Conference Benevolences</b>			
<i>General &amp; Jurisdictional</i>			
		2,507,735	2,507,735
800	<b>World Service Fund</b> - Enhances world-wide ministries by supporting program agencies making direct contact with human need	1,347,738	1,347,738
810	<b>Ministerial Education Fund</b> - Helps support 13 United Methodist theological schools and the Clergy Continuing Education program of our annual conference administered through the Board of Ordained Ministry	342,791	342,791
820	<b>Black College Fund</b> - Financial support to 11 historically black colleges in the United States, providing opportunities to students to develop their God-given potential	182,306	182,306
830	<b>Africa University Fund</b> - Provides financial assistance for the ongoing operation of the first United Methodist University in Africa	40,797	40,797
840	<b>Episcopal Fund</b> - Salaries, housing, office expense, and pension for our Bishops	375,789	375,789
850	<b>General Administrative Fund</b> - Supports the church beyond our conference; i.e., Judicial Council, Archives and History, General Council on Finance Administration, General Conference, and interpretation, etc.	154,157	154,157
860	<b>Interdenominational Cooperation Fund</b> - Supports a variety of ecumenical ministries across the world	35,728	35,728
870	<b>Jurisdictional Fund</b> - Supports the collective ministries of the conferences in the northeastern United States, including Western Pennsylvania	28,429	28,429



**2013 BUDGET NARRATIVE**

At the 2011 session of the Western PA Conference, we had a rare day on the Conference Floor. With the history of the budget debates in years past, and the chance to develop one apportionment budget instead of two, there was practically no discussion, and the budget was passed in an extremely short amount of time. I have not seen that happen in all the years I have been attending Annual Conference in Western Pennsylvania.

This year, we are once again looking to be aggressive in our opportunities to provide one budget that encompasses all of our proposed expenditures, and still includes the necessary coverage for potential shortfalls. The minimal debate last year serves as a testament to the hard work of the Budget Team and the Conference Connectional Network to approve and support a budget process that is easier to understand and interpret.

Last year, we worked hard at reducing the overall cost of ministry in the Annual Conference, but from the start made it known that the success of the combined ministry of the churches representing the Annual Conference would mean a budget increase for 2013. This year our hope is to be able to make it possible for the churches of Western Pennsylvania to afford to do ministry in local outreach, as well as ministry across the connection.

Once again, the budget process was a difficult one, as we looked for ways to help the committees and councils serving the churches of Western Pennsylvania to find a way of doing God's will while still being good stewards and being financially responsible. With over \$10 million in requests for ministry funding, we looked for ways to honor many of these vitally important ministries, while still being faithful to the local church.

It was during this process last year that we made the realization that we cannot continue to undercut vital ministry in the budget process, and that the budget for 2013 was going to require some increases in a few strategic areas. We think we've been able to do that this year, with an addition of approximately \$200,000 over last year's budget. We did not feel that it would be good stewardship to increase the budget more than what the local church can support. So with more than \$10.5 Million in budget requests, we felt confident that keeping the budget as close to \$9 million as possible was best for the Annual Conference.

This of course still means that many vital ministries will have little to work with for the next year. However, we have continued to ask the difficult question to each of those committee representatives to inquire how this work contributes to making disciples for the transformation of the world.

The budget process is never an easy one. But with the help of those who represent the local church in those committees that serve this Annual Conference, this process was well balanced and we believe as fair as possible. When you ask someone to dream big, and then have to put limits on those dreams, it is not an easy task to have to live with.

Our hope this year is that every church will be faithful in their contributions to the Connectional Apportionment so that ministry in the Annual Conference will be fully funded. We want to thank all those churches that paid 100% of their Apportionments. We also want to especially thank those churches that went above and beyond in paying more

than 100% of their Apportionments. There were still quite a few churches that did not meet the 100% mark, and a few others that did not pay any Apportionments at all. To those churches that almost made it, keep up the diligence, because there are a lot of people praying for your success and good work.

We do encourage the churches that have not paid anything towards the Apportionments to look at them not as something that can be ignored or that does not require our attention. It is as important to pay this obligation of Connectionalism as it is to pay the local church bills. Without everyone doing their part, the vital ministry provided by this budget and the lives it touches cannot happen. So to those churches that do not see the necessity of the ministry of the budget, please know that we are praying for your ministry, and for you to be able to contribute towards the ministry of the Annual Conference of which you are a great part.

In 2011 we paid our General Church Apportionments at the 100% mark. This was the first time we have been able to do this in 16 years. It is also our hope that we will be able to pay our General and Jurisdictional Apportionments at the 100% mark for 2012 and 2013. We cannot avoid this obligation that we have as an Annual conference, any more than the local church can avoid its obligations.

With this budget, our hope is that the lives its ministry touches will come to know the love of Jesus Christ our Lord through the ministry of the local church. By continuing our faithfulness to God's work, the communities in which we live will become transformed places, where the love of God is clearly seen in everyone's life. Together, we will conquer the obstacles that stand in the way of our combined ministry. We will share the Gospel of Jesus Christ with the world. And most importantly, more disciples of Jesus Christ will be made.

Council on Finance & Administration, Paul Ritchey, Chair  
Conference Connectional Network, Louise Patterson, Chair

RS 402 FUNDING FOR MINISTRY FOR 2013  
Endowment & Other Income Disbursal Directives  
(Adopted 06-09-2012)

WHEREAS ¶613.9 requires the Conference Council on Finance & Administration to review at least quarterly and to account to the annual conference for the disbursement of funds in accordance with budgets approved by the conference.

WHEREAS There are endowment incomes that may be designated by the annual conference to various budget lines within the directives of the donors.

WHEREAS Income from investments and endowments greatly enable our conference to move forward in its mission and ministry of making disciples of Jesus Christ for the transformation of the world.

WHEREAS RS402 for the Annual Conference Total Budget for 2012 stated that: "Budget line item 435, Short Term Incapacity Fund, will be funded in the following manner. Each local church will be assessed a fee of \$25.00 as part of their Worker's Compensation billing. Disbursements from this fund shall be in accordance with the plan of ministry developed by the local church or charge and District Superintendent in accordance with ¶421.1 and ¶421.3 of the 2008 Book of Discipline. The plan of ministry shall be reviewed by the cabinet and if necessary modified. The plan of ministry must

## VII Legislation

include continued payment of salary, pension, hospitalization, retirement, and housing for the clergy person placed on short term disability by the local charge. No plan of ministry shall include payments from the Short Term Incapacity Fund for more than 18 months. Prior to any disbursements from the Short Term Incapacity Fund, all review provisions of ¶357 of the 2008 Book of Discipline must be completed and placed in the supervisory and personnel files. The Conference Treasurer shall make disbursements from this account to the local church or charge Treasurer as designated in the plan of ministry. The Conference Treasurer may not disburse funds from the Short Term Incapacity Fund if the balance of the fund is depleted.”

THEREFORE BE IT RESOLVED that the Western PA Conference direct the conference treasurer to disburse the following endowment income to the directed budget line item.

Budget Line	Area	Fund	Projected Income	Note	Disbursal
101	Archives and History	Kaighan	\$ 760	1	\$ 60
271	Laity Scholarships	Maude Murray	\$ 10,737	6	\$ 459
271	Laity Scholarships	Kaighan	\$ 760	1	\$ 654
140A	Funding UM Advocacy	Kaighan	\$ 760	1	\$ 46
140A	Funding UM Advocacy	Ethel Braun	\$ 14,954	2	\$ 14,954
230	Board of Global Ministries	Exxon	\$ 1,000	5	\$ 1,000
230	Board of Global Ministries	El Paso	\$ 2,400	3	\$ 2,300
341	Young Adults	El Paso	\$ 2,400	3	\$ 100
340	Youth Ministries	Maude Murray	\$ 10,737	6	\$ 9,300
110	Camping Ministries	Maude Murray	\$ 10,737	6	\$ 978
110	Camping Ministries	Worthington	\$ 8,835	4	\$ 8,835
532	Bishop Leadership	Kilpatrick 265	\$ 30,903	7	\$ 30,903
532	Bishop Leadership	Kilpatrick 040	\$ 12,011	8	\$ 5,097
400	District Superintendents	Kilpatrick 040	\$ 12,011	8	\$ 6,900

### Notes

1. Kaighan Fund may be designated to any line in the annual conference budget. CFA recommends that it be used for Archives and History Administrative costs in the amount of \$60 and for Laity Scholarships in the amount of \$654 and Funding UM Advocacy in PA in the amount of \$46.
2. Ethel Braun Fund may be designated to any line in the annual conference budget. CFA recommends that it be used for funding UM Advocacy in PA in the amount of \$14,954.
3. El Paso Royalty Account may be designated for any line item in the annual conference budget. CFA recommends that it be used for funding Board of Global Ministries in the amount of \$2,300 and for funding Young Adult Ministry in the amount of \$100.

4. Worthington Trust may be designated to any line item in the annual conference budget. CFA recommends that it be used for Camping Ministries in the amount of \$8,835.
5. Exxon Royalty Account may be designated for any line item in the annual conference budget for mission purposes. CFA recommends that it be used for funding Board of Global Ministries in the amount of \$1,000.
6. Maude Murray Fund may be designated to any line item in the annual conference budget. CFA recommends that it be used for funding Youth Ministries in the amount of \$9,300 and for funding Lay Scholarships in the amount of \$459 and for funding Camping Ministries in the amount of \$978.
7. Kilpatrick 265 may be designated to any line item in the annual conference budget. CFA recommends that it be used for funding the Bishop's Leadership Initiative in the amount of \$30,903.
8. Kilpatrick 040 may be designated to any line item in the annual conference budget. CFA recommends that it be used for funding the Bishop's Leadership Initiative in the amount of \$5,097 and for funding the District Superintendents in the amount of \$6,900.

BE IT FURTHER RESOLVED, that in accordance with the Cabinet change provision of the Clergy Short Term Incapacity Fund, that for 2013 the Pastoral Care Fund be established to assist the Cabinet and Board of Ordained Ministry in clergy transition from active full time appointments.

BE IT FURTHER RESOLVED, that the Pastoral Care Fund in accordance with ¶626 of the 2008 Book of Discipline and the Short Term Incapacity Fund be funded in the following manner. Each local church will be assessed a fee of \$25.00 as part of their Worker's Compensation billing. 10% of which will be placed in the Short Term Incapacity Fund, 20% of which will be directed to the Cabinet Discretionary fund for the establishment of the Pastoral Care Fund, and 70% of which will be directed to the Board of Ordained Ministry Discretionary Fund for the establishment of the Pastoral Care Fund. Disbursements from these funds shall be in accordance with the plan of ministry developed by the local church or charge and District Superintendent in accordance with ¶421.1 and ¶421.3 of the 2008 Book of Discipline. The plan of ministry shall be reviewed by the cabinet and if necessary modified. The plan of ministry must include continued payment of salary, pension, hospitalization, retirement, and housing for the clergy person placed on short term disability by the local charge. No plan of ministry shall include payments from the Pastoral Care Fund for more than 18 months. Prior to any disbursements from the Pastoral Care Fund, all review provisions of ¶357 of the 2008 Book of Discipline must be completed and placed in the supervisory and personnel files. The Conference Treasurer shall make disbursements from this account to the local church or charge Treasurer as designated in the plan of ministry. The Conference Treasurer may not disburse funds from the Short Term Incapacity Fund or the Pastoral Care Fund if the balance of these funds are depleted.

BE IT FURTHER RESOLVED, that the attached total budget for 2013 for the Western Pennsylvania Annual Conference is subject to change based on the actions taken by the Conference with regards to the Connectional Apportionment budget, endowment, and other income.

Opportunities for Ministry		Connectional	Endowment	Other	Total
Total Budget		Apportionment	Income	Income	Budget
2013		Budget			
		9,055,417	897,947	32,491,071	42,444,435
<b>Conference Benevolences</b>					
<i>Archives &amp; History</i>					
		2,500	60	40	2,600
101	Administration	2,500	60	40	2,600
<b>Camping &amp; Retreat Ministries</b>					
		340,000	9,813	915,810	1,265,623
110	Camping - Coordination & promotion.	160,000	9,813	915,810	1,085,623
110A	Allegheny - financial support	45,000			45,000
110B	Jumonville- financial support	45,000			45,000
110C	Wesley Woods- financial support	45,000			45,000
110D	Olmsted Manor- financial support	45,000			45,000
<b>CCN</b>					
		0	0	757	757
120	CCN Pool			757	757
120A	Administration				0
<b>Christian Unity</b>					
		6,500	0	0	6,500
130	Regional Connections - supports Ecumenical bodies such as United Methodist Advocacy in PA	1,000			1,000
130A	Grants to Christian Associates and PA Council of Churches	5,000			5,000
130B	Training and Development	500			500

Opportunities for Ministry		Total Budget 2013	Connectional Apportionment Budget	Endowment Income	Other Income	Total Budget
<b>Conference Benevolences</b>						
<i>Church &amp; Society</i>						
		9,055,417	897,947	32,491,071	42,444,435	
140	Training	1,000	15,000	8,300	24,300	
140A	Funding UM Advocacy in PA	1,000			1,000	
	Offering Income		15,000		15,000	
			8,300		8,300	
<b>Communications</b>						
		119,000	2,000	1,000	122,000	
150	Conference Publications - Publishing and mailing costs for the Interlink, Cross & Flame and other communication costs.	100,000		1,000	101,000	
150A	Website	19,000	2,000		21,000	
<b>Conference Sessions</b>						
		254,000	0	122,650	376,650	
170	Conference Sessions - Funding for the annual meeting of Western Pennsylvania Conference	254,000		122,650	376,650	
<b>Disability Concerns</b>						
		3,000	0	2,090	5,090	
180	Pool	3,000		1,750	4,750	
	Disability Awareness Sunday Offering			340	340	

Opportunities for Ministry		Total Budget 2013	Connectional Apportionment Budget	Endowment Income	Other Income	Total Budget
<b>Conference Benevolences</b>						
<i>Discipleship</i>						
		9,055,417	897,947	32,491,071	42,444,435	
190	Pool	15,000	0	340	15,340	
		15,000	340		15,340	
<i>Ethnic Minority Local Church Concern Committee</i>						
200	Pool	70,000	0	0	70,000	
		70,000			70,000	
<i>Evangelism</i>						
210	General Evangelists	23,000	2,800	14,000	39,800	
		21,000			21,000	
220	Evangelism Ministry	2,000	2,800	14,000	18,800	
<i>Board of Global Ministries</i>						
		250,000	3,300	87,574	340,874	
230	Pool	250,000	3,300	87,574	340,874	
	Latin American Encounter				0	
<i>Global Health</i>						
		150,000	50,000		200,000	
240	Conference to Conference, Coordinator, Immersion Program, and Laity School	150,000	50,000		200,000	

Opportunities for Ministry Total Budget 2013		Connectional Apportionment Budget	Endowment Income	Other Income	Total Budget
		9,055,417	897,947	32,491,071	42,444,435
<b>Conference Benevolences</b>					
<i>Health As Wholeness Team</i>					
250	Team Expenses	0	0	0	0
<b>Higher Education &amp; Campus Ministry</b>					
260	Campus Ministry and Higher Education Scholarships	1,000	21,021	0	22,021
<b>Lay Ministry</b>					
270	Laity Ministry Team	8,500	2,900	100	11,500
271	Laity Scholarships	1,000			1,000
272	Training and events	5,000	2,900		7,900
		2,500		100	2,600
<b>Parish &amp; Community Development</b>					
280	Congregational Development	100,000	0	0	100,000
280A	New Communities of Faith	47,000			47,000
		53,000			53,000
<b>Poverty Team</b>					
290	Pool	15,000	0	1,287	16,287
		15,000		1,287	16,287



Opportunities for Ministry		Connectional	Endowment	Other	Total
Total Budget		Appportionment	Income	Income	Budget
2013		Budget			
		9,055,417	897,947	32,491,071	42,444,435
<b>Conferences Benevolences</b>					
<i>Religion &amp; Race</i>					
		500	0	0	500
300	Pool	500			500
<i>Small Membership Church</i>					
		1,900	0	1,850	3,750
310	Pool	1,900		100	2,000
	Rural Life Offering			1,750	1,750
<i>Status and Role of Women</i>					
		2,000	0	1,200	3,200
320	COSROW	2,000		1,200	3,200
<i>Training &amp; Resource</i>					
		45,000	0	177,522	222,522
330	Pool			177,522	177,522
330A	Training & Resources - Media	5,000			5,000
330H	Christian Spiritual Formation Academy	5,000			5,000
330I	Local Church Training	5,000			5,000
330J	Safe Sanctuary Ministry Team	5,000			5,000
330K	Weekend Christian Spiritual Renewal	5,000			5,000
330L	Emerging New Ministry & Spe, Events	20,000			20,000

Opportunities for Ministry		Connectional	Endowment	Other	Total
Total Budget		Appportionment	Income	Income	Budget
2013		Budget			
		9,055,417	897,947	32,491,071	42,444,435
<b>Conference Benevolences</b>					
<i>Youth Ministry</i>					
		20,000	9,300	92,300	121,600
340	Pool	20,000	9,300		29,300
340A	Annual Conference			3,000	3,000
340B	SPARK			69,000	69,000
	Uth 4 Missions			8,700	8,700
	Youth Service Fund			11,600	11,600
<i>Young Adult Ministry</i>					
		0	100	0	100
341	Young Adult Ministry		100		100
<i>Media Resource Center</i>					
		0	0	1,900	1,900
350	Resources			1,900	1,900

Opportunities for Ministry		Connectional	Endowment	Other	Total
Total Budget		Apportionment	Income	Income	Budget
2013		Budget			
		9,055,417	897,947	32,491,071	42,444,435
<b>Ministerial Support</b>					
<b>District Superintendent/Cabinet Expenses</b>					
		1,783,818	6,900	11,348	1,802,066
400	District Superintendents - Provides salaries, pension, medical insurance, travel, and office expense for District Superintendents and staff.	1,583,818	6,900	9,348	1,600,066
410	District Ministries	100,000			100,000
440	Moving Expense/Clergy in Transition	40,000			40,000
430	Cabinet at Large	60,000		2,000	62,000
435	Clergy Short Term Incapacity Fund				
<b>Equitable Compensation</b>					
		132,900	0	0	132,900
460	Equitable Compensation - Grants - Fulfills our mandate from the Book of Discipline to support full-time clergy serving as pastors in the charges of the conference.	130,000			130,000
460A	Quadrennial Training	1,600			1,600
460B	Administration	650			650
460C	Subscriptions/Dues	650			650

Opportunities for Ministry		Connectional	Endowment	Other	Total
Total Budget		Appportionment	Income	Income	Budget
2013		Budget			
		9,055,417	897,947	32,491,071	42,444,435
<b>Ministerial Support</b>					
<b>Bishop's Leadership Initiatives</b>					
		25,000	36,000	0	61,000
532	Bishop's Leadership Initiative: Ordinand Heritage Tour		36,000		36,000
533	Bishop's Initiative: Leadership Development Office: Leadership Development and mentoring among Young Pastors (35 years of age or younger and/or "new" in Ministry (second careers)	15,000			15,000
534	Bishop's Initiative: Ad Hoc Leadership Development Task Force	10,000			10,000
<b>Board of Pensions</b>					
		430,800	602,857	29,596,967	30,630,624
470	Medical Insurance - Medical Insurance for 15 pastors on disability, 50% of the cost of medical insurance for approx. 14 student pastors.	203,900	600,122	17,651,753	18,455,775
475	Widows of Clergy deceased while actively appointed - (8)	65,600			65,600
480	Medical Insurance - Medical Insurance for 6 retired pastors under 65, and 23 surviving spouses. 8 Pastors with 40 years of service.	153,300		153,300	306,600

Opportunities for Ministry Total Budget 2013		Connectional Apportionment Budget	Endowment Income	Other Income	Total Budget
		9,055,417	897,947	32,491,071	42,444,435
<b>Ministerial Support</b>					
<i>Board of Pensions (Continued)</i>					
486	CRSP Defined Benefit Obligation			2,971,576	2,971,576
490	Administrative	8,000	2,735		10,735
	Active clergy/laity hospitalization			6,707,996	6,707,996
	Pension Plan: CRSP			2,112,342	2,112,342
<b>Board of Ordained Ministry</b>					
		164,264	57,603	394,847	616,714
420	<b>Board of Ordained Ministry -</b> Scholarships for those pursuing the ministry	114,264	57,603	244,966	416,833
425	<b>Board of Ordained Ministry -</b> Administrative - Oversees the process and progress of United Methodist pastors in our conference.	50,000		149,881	199,881

Opportunities for Ministry		Connectional	Endowment	Other	Total
Total Budget		Apportionment	Income	Income	Budget
2013		Budget			
		9,055,417	897,947	32,491,071	42,444,435
<b>General &amp; Administrative</b>					
<i>Conference Center</i>					
		1,958,000	0	161,840	2,119,840
<b>500</b>	<b>Conference Center</b> - Costs for operating the Conference Center: postage, supplies, utilities, telephone, equipment & computer maintenance, and database. Expense reimbursement for staff in budget lines 530, 540 and 550.	390,000		85,900	475,900
<b>510</b>	<b>Conference Computer System</b> - Upgrading of the conference computer system for the Conference Center and district offices. Maintenance of website.	60,000			60,000
<b>520</b>	<b>Conference Secretary &amp; Statistician</b>	65,000		240	65,240
<b>530</b>	<b>Personnel Costs: Program Support Staff</b> - Salaries, pension, medical insurance, taxes, workers compensation, life and disability insurance.	657,500		20,000	677,500
<b>540</b>	<b>Personnel Costs: Episcopal Office Staff</b> - Salaries, pension, medical insurance, taxes, workers compensation, life and disability insurance for Assistant to the Bishop and support staff.	209,500		55,700	265,200
<b>560</b>	<b>Episcopacy Committee</b>	7,000			7,000

Opportunities for Ministry		Connectional	Endowment	Other	Total
Total Budget		Apportionment	Income	Income	Budget
2013		Budget			
		9,055,417	897,947	32,491,071	42,444,435
<b>Ministerial Support</b>					
<i>Conference Center (Continued)</i>					
<b>550</b>	<b>Personnel Costs: Office of the Director of Finance and Administration</b> -Salaries, pension, medical insurance, taxes, workers compensation, life and disability insurance.	569,000			569,000
<b>570</b>	<b>Program Development</b>				0
<b>Council on Finance &amp; Administration</b>					
<b>600</b>	<b>Conference Reserve Fund</b>	235,000	78,293	844,429	1,157,722
		25,000	94	18,338	43,432
<b>610</b>	<b>Legal &amp; Audit Fees, Insurance, etc. -</b> Provides for conference-wide property and liability insurance, bonding of local church fiscal officers, audit fees, and legal fees	190,000		491,100	681,100
<b>620</b>	<b>Administrative Costs</b>	10,000	78,199	334,991	423,190
<b>621</b>	<b>2016 General/Jurisdictional Conf. Exp.</b>	10,000			10,000

Opportunities for Ministry						
	Total Budget 2013	Connectional Appportionment Budget	Endowment Income	Other Income	Total Budget	
	9,055,417	897,947	32,491,071	42,444,435		
<b>Ministerial Support</b>						
<i>Board of Trustees</i>						
	390,000	0	52,920	442,920		
<b>700</b>	Trustees - Administrative and legal expenses, property taxes, maintenance, and capital improvements for our District Superintendent's parsonages, Conference Center, and staff parsonages .	300,000	41,905	341,905		
<b>700A</b>	<b>Trustee Capital Fund</b>	20,000	1,007	21,007		
<b>700C</b>	<b>General Fund:</b> All Administrative, legal and mileage costs related to conference properties and abandoned churches.	60,000	10,008	70,008		
<b>700D</b>	<b>Episcopal Residence Capital Fund</b>	10,000		10,000		
<b>General &amp; Jurisdictional</b>						
	2,507,735	0	0	2,507,735		
<b>800</b>	<b>World Service Fund</b> - Enhances world-wide ministries by supporting program agencies making direct contact with human need	1,347,738		1,347,738		



Opportunities for Ministry						
	Total Budget	Connectional Apportionment Budget	Endowment Income	Other Income	Total Budget	
	2013					
	9,055,417	897,947	32,491,071	42,444,435		
<b>Ministerial Support</b>						
<i>General &amp; Jurisdictional (Continued)</i>						
<b>810</b>	Ministerial Education Fund - Helps support 13 United Methodist theological schools and the Clergy Continuing Education program of our annual conference administered through the Board of Ordained Ministry	342,791			342,791	
<b>820</b>	Black College Fund - Financial support to 11 historically black colleges in the United States, providing opportunities to students to develop their God-given potential	182,306			182,306	
<b>830</b>	Africa University Fund - Provides financial assistance for the ongoing operation of the first United Methodist University in Africa	40,797			40,797	
<b>840</b>	Episcopal Fund - Salaries, housing, office expense, and pension for our Bishops	375,789			375,789	
<b>850</b>	General Administrative Fund - Supports the church beyond our conference; i.e., Judicial Council, Archives and History, General Council on Finance Administration, General Conference, and interpretation, etc.	154,157			154,157	

Opportunities for Ministry Total Budget 2013		Connectional Apportionment Budget	Endowment Income	Other Income	Total Budget
		9,055,417	897,947	32,491,071	42,444,435
<b>Ministerial Support</b>					
<i>General &amp; Jurisdictional (Continued)</i>					
<b>860</b>	<b>Interdenominational Cooperation Fund</b> - Supports a variety of ecumenical ministries across the world	35,728			35,728
<b>870</b>	<b>Jurisdictional Fund</b> - Supports the collective ministries of the conferences in the northeastern United States, including Western Pennsylvania	28,429			28,429