

LEGISLATION

RS 101 Racial Justice Act

(Adopted 06-15-2013)

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 Rep. Rob Matzie –and some 20 other Representatives- have introduced “The Racial Justice Act” which would require Pennsylvania Courts to consider any evidence of racial profiling in Death Sentences.

<http://www.legis.state.pa.us/cfdocs/billinfo/billinfo.cfm?year=2013&kind=0&body=H&type=B&BN=1004>

WHEREAS The Racial Justice Act provides that “No person shall be sentenced to death or shall be executed under any judgment sought or obtained on the basis of race.”

WHEREAS under the Act, the defendant must specifically show evidence to support a claim that race was a significant factor in a decision to seek or impose the death sentence in that specific case.

WHEREAS if the defendant does show that race was a significant factor in the prosecution or sentencing of that specific case, the defendant is moved from Death Row to general prison population to serve Life Without the Possibility of Parole.

WHEREAS housing inmates in general prison population costs state taxpayers approximately \$28,000 per year. Housing inmates on Death Row costs state taxpayers approximately \$50,000 per year. Evidence indicates that the trial and appellate costs associated with Death Row inmates is likely to exceed \$3million, which must be paid by the taxpayers of the county in which the trial took place.

THEREFORE BE IT RESOLVED that this Conference of the Pennsylvania United Methodist Church encourages the Pennsylvania General Assembly to pass the Racial Justice Act, which will require 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.

BE IT FURTHER RESOLVED that this Resolution shall be delivered to the Chair of the House Judiciary Committee in accordance with Conference Rule 2.3.8.1.3.

Roger Thomas (thomasnr@hotmail.com),
Dennis Zimmerman, Acting Chair Board of Church and Society,
Phil Wilson, Barry Lewis

RS 102 Juvenile Justice

(Adopted 06-15-2013)

WHEREAS 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 because of crimes that occurred while they were juveniles. 509 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. Some did not even know that the offense had taken place.

WHEREAS the brain areas involved in decision making, delayed gratification and reasoning are not fully matured until about 26 years of age.

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

WHEREAS Rep. Rob Matzie, and several other Representatives, have introduced the Juvenile Justice Act to address this issue.

<http://www.legis.state.pa.us/cfdocs/billinfo/billinfo.cfm?year=2013&sind=0&body=H&type=B&BN=1005>

The Bill provides:

(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 five years, or who was sentenced to life imprisonment without parole eligibility, may be re-sentenced by the sentencing court within ten 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 Juvenile Justice Act would change the practice of collective culpability 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 the Juvenile Justice Act, 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 promptly deliver it to the Chair of the House Judiciary Committee in accordance with Conference Rule 2.3.8.1.3.

Roger Thomas (thomasrnr@hotmail.com),
Dennis Zimmerman, Acting Chair, Board of Church and Society

RS 201-205 Conference Rules

(See Entire Report Chapter 10)

John R. Wilson, Chair, Conference Rules Committee

RS 301 General Evangelist Roy Gearhart

(Adopted 06-15-2013)

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

WHEREAS Roy Gearhart has been appointed to Galloway UMC as pastor and is seeking the designation of General Evangelist this year,

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 2012 *Discipline* ¶ 630.3.f & ¶1113.7 that for the conference year 2013-2014, Roy Gearhart be endorsed as General Evangelist amenable to the conference Evangelism Committee, without conference support for benefits.

Paul Morelli, Chair, Evangelism Committee

RS 302 General Evangelist Ellen Bullock

(Adopted 06-15-2013)

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

WHEREAS Ellen Bullock is seeking this designation again,

WHEREAS Ellen Bullock 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 2012 *Discipline* ¶630.3.f & ¶1113.7 that for the conference year 2013-2014, Ellen Bullock be appointed as part-time General Evangelist amenable to the conference Evangelism Committee without conference support for benefits.

Paul Morelli, Chair, Evangelism Committee

RS 303 General Evangelist Christine Rogan

(Adopted 06-15-2013)

WHEREAS Christine Rogan has been approved as a General Evangelist by the Western PA Conference in 2006 through 2009 and 2012,

WHEREAS Christine Rogan is seeking this designation again,

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 2012 *Discipline* ¶630.3.f & ¶1113.7 that for the conference year 2013-2014, Christine Rogan be appointed as Part-Time General Evangelist amenable to the conference Evangelism Committee without conference support for benefits.

Paul Morelli, Chair, Evangelism Committee

RS 304 General Evangelist: John Zimmerman

(Adopted 06-15-2013)

WHEREAS John Zimmerman has requested initial approval as a part-time General Evangelist by the Western PA Conference for the conference year 2013-2014,

WHEREAS John Zimmerman has fulfilled the requirements of the standard for initial approval for part-time General Evangelist,

WHEREAS John Zimmerman has received initial approval 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 2012 *Discipline* ¶630.3.f & ¶1113.7 that for the conference year 2013-2014, John Zimmerman be appointed as Part-Time General Evangelist amenable to the conference Evangelism Committee and per the request of his superintendent, he will receive conference compensation for CPP, Pension, and Death and Disability benefits but without Hospitalization/Health Insurance.

Paul Morelli, Chair, Evangelism Committee

RS 305 Conference Evangelist Luella Krieger

(Adopted 06-15-2013)

WHEREAS Luella Krieger is seeking approval as a Conference Evangelist by the Western PA Conference for the conference year 2013-2014,

WHEREAS Luella Krieger has fulfilled the requirements of the standard for initial approval for full-time Conference Evangelist,

WHEREAS Luella Krieger has been approved by the Conference Evangelism Committee to serve as a full-time Conference Evangelist,

THEREFORE BE IT RESOLVED that the Western PA Conference recommends, in keeping with the 2012 *Discipline* ¶630.1.i & ¶630.3.3 that for the conference year 2013-2014, Luella Krieger be appointed as a full-time Conference Evangelist amenable to the conference Evangelism Committee, with Conference support for Hospitalization/Health Insurance, Pension, and Death and Disability benefits.

Paul Morelli, Chair, Evangelism Committee

RS 401 Funding For Ministry For 2014
 Connectional Apportionment Budget
 (Adopted 06-15-2013)

WHEREAS ¶614 of *The Book Of 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 Book Of Discipline* states: “The mission of the Church is to make disciples of Jesus Christ for the transformation of the world by proclaiming the good news of God’s grace and by exemplifying Jesus’ command to love God and neighbor, thus seeking the fulfillment of God’s reign and realm in 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 Formula adopted 6/9/2000, the Base Percentage recommended by the Conference Council on Finance & Administration to reach the proposed Connectional Apportionment Budget for 2014 is 13.5%.

2) Changes in the 2014 Connectional Apportionment Budget would require the Conference Council on Finance & Administration to make an appropriate adjustment in the Base Percentage;

BE IT FURTHER RESOLVED that the 2014 District Superintendents salaries be the average of 140% of the conference average clergy (CAC) salary for 2013;

BE IT FURTHER RESOLVED, that the 2015 budget be reported in the following manner by column: Previous completed year actual expenses (by line item), current budget year (by line item), and proposed budget (by line item).

BE IT FURTHER RESOLVED that the 2014 Western PA Conference Connectional Apportionment Budget be as follows:

2014 Opportunities for Ministry Connectional BUDGET		2014		Substitutionary	
		Budget Requests	2014 Connectional Budget	2014 Connectional Budget	2013 Connectional Budget
		11,782,233	10,605,580	9,549,300	9,055,417
Conference Benevolences					
<i>Archives & History</i>					
		5,000	2,500	2,500	2,500
101	Administration	3,000	2,500	2,500	2,000
101A	On-Line Records				
101B	Anniversary Record Book				
101C	New Initiatives				
101D	Local Church Seminars	2,000			500
Camping & Retreat Ministries					
		694,855	321,000	321,000	340,000
110	Camping & Retreat Support	160,000	225,000	221,000	160,000
110A	Camping summer Staff Salaries	87,000	24,000	100,000	45,000

Connectional Leadership Table						
		10,000	48,000	48,000	48,000	0
120	Administrative	10,000	0	0	0	0
120A	Ministry Pool		0	0	0	0
120B	Administration Pool		500	500	500	
120C	Nurture Pool		10,000	10,000	10,000	
120C.1	Nurture: Young Adult Ministry		5,000	5,000	5,000	
120D	Witness Pool		16,500	16,500	16,500	
120E	Outreach Pool		16,000	16,000	16,000	
Christian Unity						
130	Regional Connections - supports Ecumenical bodies	6,500	5,500	5,500	5,500	6,500
130A	Grants to Christian Associations and PA Council of Churches	4,000				5,000
130B	Training and Development	300				500
130C	Cost of participation in PA Council of Churches	400				
130D	National Workshop on Christian Unity	1,000				

Church & Society						
			21,000	20,000	20,000	1,000
140	Training		1,000			1,000
140A	Funding UM Advocacy in PA		20,000	20,000	20,000	
Communications						
			178,000	130,000	130,000	119,000
150	Conference Publications - Pool		108,000	80,000	80,000	100,000
150A	Web-site		10,000	10,000	10,000	19,000
150B	Audio and Sound Equip.		60,000	40,000	40,000	
Conference Sessions						
			315,450	300,000	300,000	254,000
170	Conference Sessions - Funding for the annual meeting of Western Pennsylvania Conference		315,450	300,000	300,000	254,000

Disability Concerns						
180	Expansion of Disabilities Retreat	4,400	3,000	3,000	3,000	3,000
180A	Conference and District Resources					
180B	Pool		3,000	3,000		3,000
Discipleship						
190	Pool	17,000	5,000	5,000	5,000	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					

Ethnic Minority Local Church Concern Committee						
		85,000	40,000	40,000	40,000	70,000
200	Dismantling Racism Training Events					
200A	Crossroads Ministry Training	10,000				
200B	Study for new Racial Ethnic Church Plant	50,000				
200C	Administration					
200D	Missional Support/Racial Inclusion					
200E	Ethnic Church Development	25,000				
200F	Pool		40,000		40,000	70,000
Evangelism						
		26,000	26,000	26,000	26,000	23,000
210	General Evangelists	24,000	24,000	24,000	24,000	21,000
220	Evangelism Ministry	2,000	2,000	2,000	2,000	2,000
220A	District Training Events					

Board of Global Ministries					
		562,000	280,000	280,000	250,000
230	Pool	562,000	280,000	280,000	250,000
230A	Mission Connections - 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	WPA Missionaries Support				
230C	Mission Support - Mission Support Grants and Mission Churches				
230D	Disaster Response Team - Training and expense reimbursement for team members				
230E	Other Outreach Team Initiatives - Supports hunger issues and other emphases				
230F	Conference Relationships				
230G	VIM Director - Administration				

Board of Global Ministries (Continued)						
230F	Latin American Encounter					
Global Health						
		210,000	100,000	100,000	100,000	150,000
240	Conference to Conference, Coordinator, Immersion Program, and Laity School Partnership/ZIM director	210,000	100,000		100,000	150,000
240A						
Health As Wholeness Team						
		0	0	0	0	0
250	Wholistic Wellness Coordinator	0				
250A	Team Expenses	0				
Higher Education & Campus Ministry						
		0	500	500	500	1,000
260	Pool		500	500	500	1,000

Lay Ministry						
		20,500	7,500	7,500	8,500	
270	Laity Ministry Team	2,500	2,500	2,500	1,000	
270A	Laity Scholarships	8,000			5,000	
270B	Training and events	10,000	5,000	5,000	2,500	
Parish & Community Development						
		300,000	100,000	100,000	100,000	100,000
280	Congregational Redevelopment	125,000	40,000	40,000	47,000	
280A	New Communities of Faith	165,000	50,000	50,000	53,000	
280B	Mission Insite	10,000	10,000	10,000		
Poverty Team						
		25,750	15,000	15,000	15,000	15,000
290	Poverty Symposiums					
290A	Poverty Simulations					
290A	Dues: Bread for the World					
290C	Pool	25,750	15,000	15,000	15,000	
290D	Circles Program					

Religion & Race					
300	Consultants of Laity & Ethnic Pastors	1,000	500	500	500
300A	Monitor Cross Racial Appointments				
300B	Assist Minority pastors				
300C	Develop Racial Sensitivity Course For District Helpshops				
300D	Reconciliation Services/Joint Effort				
300E	Resources	500			
300F	Administration	500	500	500	500
Status and Role of Women					
		8,700	1,000	1,000	2,000
320	COSROW	8,700	1,000	1,000	2,000

Christian Spiritual Formation and Discipleship					
		45,000	30,000	30,000	45,000
330	Pool		30,000	30,000	
330G	Media Resource	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 and Spec. Events	20,000			20,000
Youth Ministry					
		62,000	30,000	30,000	20,000
340	Pool	2,000	30,000	30,000	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			

Youth Ministry (Continued)					
340F	Continuing Education		1,500		
340G	Intern: Assist for Conf Youth		11,000		
340H	NEJ Youth Participation		4,500		
340I	Bishop Sponsored Trip to Taize' France		18,000		
340J	Young Adult				
Ministerial Support					
District Superintendent/Cabinet Expenses					
			2,037,414	2,002,414	1,927,414
440	District Superintendents - Provides salaries, utilities, pension, medical insurance, travel, and office expenses for DS and Staff		1,772,414	1,772,414	1,692,414
410	District Program Funds		100,000	80,000	80,000
420	Moving Expense/Clergy in Transition		75,000	75,000	75,000
430	Cabinet at Large		90,000	75,000	75,000
					1,783,818

Bishop's Leadership Initiatives					
		48,500	48,500	48,500	25,000
532	Bishop's Leadership Initiative: Ordinand Heritage Tour	28,500	28,500	28,500	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)	10,000	10,000	10,000	15,000
534	Bishop Initiative: Ad Hoc Poverty/Homelessness Task Force	10,000	10,000	10,000	10,000
Equitable Compensation					
		144,000	141,000	141,000	132,900
460	Equitable Compensation - 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.	140,000	140,000	140,000	130,000
460A	Quadrennial Training	3,000			1,600
460B	Administration	650	650	650	650
460C	Subscriptions/Dues	350	350	350	650

Board of Pensions					
		380,000	380,000	380,000	430,800
470	Medical Insurance - (projected) for 17 pastors on disability, 50% of the cost of medical insurance for approximately 10 student pastors.	300,000	300,000	300,000	203,900
475	Widows	70,000	70,000	70,000	65,600
480	Medical Insurance - Medical Insurance for 20 retired pastors under 65, and 46 widows and spouses.				153,300
490	Administrative	10,000	10,000	10,000	8,000
Board of Ordained Ministry					
		65,000	179,002	179,002	164,264
420	Board of Ordained Ministry - Scholarships for those pursuing the ministry		114,002	114,002	114,264
425	Board of Ordained Ministry - Administrative - Oversees the process and progress of United Methodist pastors in our conference.	65,000	65,000	65,000	50,000

Board of Ordained Ministry (Continued)					
426	Student Aid grants to seminary students				
427	Continuing. Education-Provisional and Full Members				
428	Course of Study				
429	Recruitment				
General & Administrative					
Conference Center					
		2,205,916	2,110,916	2,085,916	1,958,000
500	Conference Center - Operating Costs for Conference Center: postage, supplies, & database.	400,000	390,000	390,000	390,000
510	Conference Computer System Upgrading Conference Center & district offices computer systems	60,000	60,000	60,000	60,000
520	Conference Secretary & Statistician	59,500	59,500	59,500	65,000
530	Personnel Costs: Program Support Staff - Salaries, pension, medical insurance, & expense reimbursement clergy & lay Conference Center Staff.	734,000	734,000	734,000	657,500

Conference Center (Continued)						
540	Personnel Costs: Episcopal Office Staff - Salaries, pension, medical insurance, and expense reimbursement for Assistant to the Bishop & secretarial support.	255,416	255,416	255,416	255,416	209,500
560	Episcopacy Committee	17,000	7,000	7,000	7,000	7,000
550	Personnel Costs: Office of the Director of Finance and Administration - Salaries, pension, medical insurance, and expense reimbursement Treasurer's and Administrative Department Staff.	580,000	580,000	580,000	580,000	569,000
570	Program Development: Program & Finance Department	100,000	25,000			
Council on Finance & Administration						
600	Conference Reserve Fund	1,296,280	1,296,280	1,296,280	340,000	235,000
610	Legal & Audit Fees, Insurance, etc. - Provides conference-wide property & liability insurance, bonding of local church fiscal officers, audit fees, & legal fees	190,000	190,000	190,000	190,000	190,000
		1,081,280	1,081,280	1,081,280	125,000	25,000

Council on Finance & Administration					
620	Administrative Costs	15,000	15,000	15,000	10,000
621	2016 General/Jurisdictional Conf. Exp.	10,000	10,000	10,000	10,000
Board of Trustees					
700	Trustees Property taxes, maintenance, insurance and repairs for all conference owned properties and abandoned churches	501,900	476,900	476,900	390,000
700A	Trustees Capital Fund	20,000	20,000	20,000	20,000
700B	Episcopal Residence Capital Fund	50,000	30,000	30,000	10,000
700C	General Fund: All administrative, legal and mileage costs related to conference properties and abandoned churches.	78,200	78,200	78,200	60,000
700D	Episcopal Residence Operating Expenses and Maintenance	35,000	30,000	30,000	0

General & Jurisdictional		2,505,068	2,505,068	2,505,068	2,505,068	2,507,735
800	World Service Fund - Enhances world-wide ministries by supporting program agencies making direct contact with human need	1,328,251	1,328,251	1,328,251	1,328,251	1,347,738
810	Ministerial Education Fund - Supports 13 United Methodist theological schools and Clergy Continuing Education programs of our annual conference administered through the Board of Ordained Ministry	342,007	342,007	342,007	342,007	342,791
820	Black College Fund - Supports 11 historically black United States colleges, providing students opportunities to develop their God-given potential	181,889	181,889	181,889	181,889	182,306
830	Africa University Fund - Provides financial assistance for operation of the first United Methodist University in Africa	40,704	40,704	40,704	40,704	40,797
840	Episcopal Fund - Salaries, housing, office expense, and pension for our Bishops	387,847	387,847	387,847	387,847	375,789

General & Jurisdictional (Continued)					
850	General Administrative Fund - Supports the church beyond our conference; i.e., Judicial Council, Archives & History, General Council on Finance Administration, General Conference, interpretation, etc.	160,295	160,295	160,295	154,157
860	Interdenominational Cooperation Fund - Supports world-wide ecumenical ministries.	35,646	35,646	35,646	35,728
870	Jurisdictional Fund - Supports the collective ministries of the conferences in the northeastern United States, including Western Pennsylvania	28,429	28,429	28,429	28,429

2014 BUDGET NARRATIVE

At the 2012 session of the Western Pennsylvania Annual Conference, I made mention of a sermon illustration that a friend of mine, the Rev. David Stiles of the Curryville Church of the Brethren, once made in regards to the job of the church. The illustration used the example of the CEO of a drill bit manufacturing company, who asked his managers what the business of the company was. They all responded to make drill bits. His reply was “no, our business is to make holes.” I stated that our business in the church was not to make more churches, but to make disciples, and that the 2013 budget that we presented at Annual Conference 2012 provided for the financial opportunity to do that.

This year, the budget for 2014 is somewhat higher than it was for 2013, but the intent is still the same. It provides for those financial opportunities to make disciples. In his *Days On The District* meetings, Bishop Bickerton has been talking about how we might fill the gaps in our ministry by providing for education of Principled Christian Leaders, improved Discipleship, increasing a Deeper Spirituality, and helping the Local Church in the area of revitalization and new church plants. The budget is larger this year, because we are looking for ways to live in to our covenant as a Connectional church, and as The United Methodist Church.

For 2014 we are once again trying 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 as directed by Conference Rule 3.4.1.d, and Conference Rule 3.4.6. With this in mind, our actions during 2014 will be accomplished in a way that best serves the interests of the local churches of the Annual Conference, and at the same time, be good stewards of the finances entrusted to our care. In doing so, we must 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.

Every year, the budget process is a difficult one, as we looked for ways to help the committees and councils serving the churches of Western Pennsylvania to find ways of doing God’s will while still being financially responsible. With over \$11.6 million in requests for ministry funding, we looked for ways to honor these vitally important ministries, while still being faithful to the local church. It was during this same process in 2012 that we realized 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 have kept that same commitment for 2014, and you will notice some of those same types of increases.

We have also made some significant changes in the structure of the budget. In order to provide funding for Conference Rule 3.2.3, we have established several new line items (120B – 120E) to serve as ministry pools for the leadership of the new Conference Connectional Leadership Team. This was done in order that each of the work teams might be able to complete the work that this Annual Conference has requested of them. Witness, Administration, Nurture and Outreach all have budget pools from which to carry out their work.

The budget process is never an easy one. But with the help of those who represent the local church in the committees that serve this Annual Conference, once again this

process was well balanced and we believe as fair as possible. Our hope each 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 in 2012. We also want to especially thank those churches that went above and beyond in paying more than 100% of their Apportionments. However, 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, utilities, salaries, and other financial obligations. 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 and 2012 we paid our General Church Apportionments at the 100% level. It is our hope that we will be able to pay our General and Jurisdictional Apportionments at the 100% mark for 2013 and 2014. We cannot avoid this obligation any more than the local church can avoid its obligations.

With this budget, our hope is that the lives the ministry of this annual conference touches will come to know the love of Jesus Christ our Lord through the ministry of the local church as we live up to the Mission of The United Methodist Church as outlined in *The Book of Discipline*: “To make disciples of Jesus Christ for the transformation of the world.” By continuing our faithfulness to God’s work, the communities in which we live and serve will become changed places. Places where the love of God is seen in everyone’s life. Together, we can and will conquer the obstacles that stand in the way of the ministry of Christ’s church. We need to share the Gospel of Jesus Christ with the world, because as we do, the world will see in us the love of Jesus Christ our Lord.

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

RS 402 Funding For Ministry For 2014

Endowment & Other Income Disbursal Directives

(Adopted 06-15-2013)

WHEREAS ¶613.9 of the *Book of Discipline* 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 certain endowment incomes 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;

THEREFORE BE IT RESOLVED that the Western PA Conference direct the conference treasurer to disburse any endowment income from the Kaighan, Ethel Braun, El Paso, Worthington, Exxon, Maude Murray, Kilpatrick 265, and the Kilpatrick 040 endowments to shore up the conference reserve fund;

BE IT FURTHER RESOLVED that budget line item 435, Short Term Incapacity Fund, will be funded in the following manner. Each charge will be assessed a fee of \$25.⁰⁰ per pastor 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 paragraphs 424.1 and 424.3 of the *2012 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 Short Term Incapacity Fund for more than 18 months. Prior to any disbursements from the Short Term Incapacity Fund, all review provisions of paragraph 357 of the *2012 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;

BE IT FURTHER RESOLVED that the attached total budget for 2014 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.

	2014 Opportunities for Ministry Connection	2014 Connectional Apportionment Budget	2014 Endowment Income	2014 Other Income	2014 Total Budget
		9,549,300	12,919,422	15,619,498	38,088,220
Conference Benevolences					
<i>Archives & History</i>					
		2,500	33	40	2,573
101	Administration	2,500	33	40	2,573
Camping & Retreat Ministries					
		321,000	9,442		330,442
110	Camping & Retreat Support	221,000	9,442		230,442
110A	Camping summer Staff Salaries	100,000			100,000

Connectional Leadership Table						
120	CCLT Pool		48,000	0	577	48,577
120B	Administration				577	577
120C	Nurture Pool		500			500
120C.1	Nurture: Young Adult Ministry		10,000			10,000
120D	Witness Pool		5,000			5,000
120E	Outreach Pool		16,500			16,500
			16,000			16,000
Christian Unity						
130	Regional Connections - supports Ecumenical bodies		5,500	0	0	5,500
130A	Grants to Christian Associates and PA Council of Churches		5,500			5,500
130B	Training and Development					0
						0
Church & Society						
			20,000	0	10,981	30,981
140	Training					0
140A	Funding UM Advocacy in PA		20,000			20,000
	Offering Income				10,981	10,981

Communications						
150	Conference Publications - Publishing and mailing costs for the Interlink, Cross & Flame and other communication costs.	130,000	2,000	735	132,735	
150A	Website	10,000	2,000		12,000	
150B	Audio and Sound Equip.	40,000			40,000	
Conference Sessions						
		300,000	0	119,890	419,890	
170	Conference Sessions - Funding for the annual meeting of Western Pennsylvania Conference	300,000		119,890	419,890	
Disability Concerns						
		3,000	0	4,948	7,948	
180	Pool	3,000		1,465	4,465	
	Offering Income			3,483	3,483	
Discipleship						
		5,000	95		5,095	
190	Pool	5,000	95		5,095	
						0

Ethnic Minority Local Church Concern Committee						
200	Pool		40,000	0	0	40,000
			40,000			40,000
Evangelism						
			26,000	4,331	4,777	35,108
210	General Evangelists		24,000			24,000
220	Evangelism Ministry		2,000	4,331	4,777	11,108
Board of Global Ministries						
			280,000	5,260	750,051	1,035,311
230	Pool		280,000	5,260	736,452	1,021,712
	Latin American Encounter					0
	Native American Sunday Offering				13,599	13,599
Global Health						
			100,000	50,000		150,000
240	Conference to Conference, Coordinator, Immersion Program, and Laity School		100,000	50,000	2,749	152,749

Health As Wholeness Team						
			0	0	0	0
250	Team Expenses		0	0	0	0
Higher Education & Campus Ministry						
			500	21,045	0	21,545
260	Campus Ministry and Higher Education Scholarships		500	21,045		21,545
Lay Ministry						
			7,500	8,346	0	15,846
270	Laity Ministry Team		2,500			2,500
271	Laity Scholarships			8,346		8,346
272	Training and events		5,000			5,000
Parish & Community Development						
			100,000	0	69,755	169,755
280	Congregational Development		40,000			40,000
280A	New Communities of Faith		50,000		69,755	119,755
280B	Mission Insite		10,000			10,000

Poverty Team						
290	Pool		15,000	0	0	15,000
			15,000			15,000
Religion & Race						
300	Pool		500	0	0	500
			500			500
Status and Role of Women						
320	COSROW		1,000	0	849	1,849
			1,000		849	1,849
Christian Spiritual Formation and Discipleship						
330	Pool		30,000	0	18,424	48,424
			30,000		18,424	48,424
Youth Ministry						
340	Pool		30,000	1,606	128,836	160,442
340A	Annual Conference		30,000	1,606		31,606
340B	SPARK				3,000	3,000
	Uth 4 Missions				92,545	92,545
	Youth Service Fund				20,138	20,138
					13,153	13,153

Ministerial Support					
District Superintendent/Cabinet Expenses					
		1,927,414	0	95,922	1,957,812
400	District Superintendents - Provides salaries, pension, medical insurance, travel, and office expense for District Superintendents and staff.	1,697,414		9,348	1,706,762
410	District Ministries	80,000			80,000
420	Moving Expense/Clergy in Transition	75,000			75,000
430	Cabinet at Large	75,000		425	75,425
435	Short Term Incapacity Fund			20,625	20,625
	Abandon Church Fund			65,524	65,524
Equitable Compensation					
		141,000	0	0	141,000
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.	140,000			140,000
460A	Quadrennial Training				0
460B	Administration	650			650
460C	Subscriptions/Dues	350			350

Bishop's Leadership Initiatives					
		48,500	36,000	0	84,500
532	Bishop's Leadership Initiative: Ordinand Heritage Tour	28,500	36,000		64,500
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)	10,000			10,000
534	Bishop's Initiative: Ad Hoc Leadership Development Task Force	10,000			10,000
Board of Pensions					
470	Medical Insurance - Medical Insurance for 15 pastors on disability, 50% of the cost of medical insurance for approx. 14 student pastors.	380,000	12,629,661	12,142,777	25,152,438
475	Widows	70,000			70,000
480	Medical Insurance - Medical Insurance for 6 retired pastors under 65, and 23 surviving spouses. 8 Pastors with 40 years of service.			409,372	409,372
486	CRSP Defined Benefit Obligation			2,235,275	2,235,275
490	Administrative	10,000			10,000

Board of Pensions (Continued)					
	Active clergy/laity hospitalization			6,672,693	6,672,693
	Pension Plan: CRSP, CRSP Reserve, CPP, Carnahan, Pre 82	9,731,661		1,835,737	11,567,398
	Health Care - Retirees	2,898,000		989,700	3,887,700
Board of Ordained Ministry					
			179,002	64,934	669,440
420	Board of Ordained Ministry - Scholarships for those pursuing the ministry		114,002	244,966	423,902
425	Board of Ordained Ministry - Administrative - Oversees the process and progress of United Methodist pastors in our conference.		65,000	180,538	245,538
General & Administrative					
Conference Center					
			2,085,916	0	2,253,058
500	Conference Center - 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	46,653	436,653

Conference Center (Continued)						
510	Conference Computer System - Upgrading of the conference computer system for the Conference Center and district offices. Maintenance of website.	60,000				60,000
520	Conference Secretary & Statistician	59,500				59,500
530	Personnel Costs: Program Support Staff - Salaries, pension, medical insurance, taxes, workers compensation, life and disability insurance.	734,000	20,000			754,000
540	Personnel Costs: Episcopal Office Staff - Salaries, pension, medical insurance, taxes, workers compensation, life and disability insurance for Assistant to the Bishop and support staff.	255,416	70,489			325,905
560	Episcopacy Committee	7,000				7,000
550	Personnel Costs: Office of the Director of Finance and Administration - Salaries, pension, medical insurance, taxes, workers compensation, life and disability insurance.	580,000	30,000			610,000
570	Program Development	0				0

Council on Finance & Administration					
600	Conference Reserve Fund	340,000	86,669	1,158,853	2,541,802
610	Legal & Audit Fees, Insurance, etc. - Provides for conference-wide property and liability insurance, bonding of local church fiscal officers, audit fees, and legal fees	125,000	8,470	124,053	257,523
620	Administrative Costs	15,000	78,199	334,991	428,190
621	2016 General/Jurisdictional Conf. Exp.	10,000			10,000
Board of Trustees					
700	Trustees - Administrative and legal expenses, property taxes, maintenance, and capital improvements for our District Superintendent's parsonages, Conference Center, and staff parsonages.	476,900	0	519,309	996,209
700A	Trustee Capital Fund	20,000		391,537	411,537
700B	Episcopal Residence Capital Fund	30,000			
700C	General Fund: All Administrative, legal and mileage costs related to conference properties and abandoned churches.	78,200		10,008	88,208
700D	Episcopal Residence Operating Expenses And Maintenance.	30,000			30,000

General & Jurisdictional					
		2,505,068	0	128	2,505,196
800	World Service Fund - Enhances world-wide ministries by supporting program agencies making direct contact with human need	1,328,251			1,328,251
810	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	342,007			342,007
820	Black College Fund - Financial support to 11 historically black colleges in the United States, providing opportunities to students to develop their God-given potential	181,889			181,889
830	Africa University Fund - Provides financial assistance for the ongoing operation of the first United Methodist University in Africa	40,704		128	40,832
840	Episcopal Fund - Salaries, housing, office expense, and pension for our Bishops	387,847			387,847
850	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.	160,295			160,295

General & Jurisdictional (Continued)				
860	Interdenominational Cooperation Fund - Supports a variety of ecumenical ministries across the world	35,646		35,646
870	Jurisdictional Fund - Supports the collective ministries of the conferences in the northeastern United States, including Western Pennsylvania	28,429		28,429

Council on Finance & Administration, Paul E. Richey, Chair
 Conference Connectional Leadership Team, Louise Patterson, Chair

RS 403 Episcopal Residence Funding

(Adopted 06-15-2013)

WHEREAS ¶613.1c of *The Book Of Discipline of The United Methodist Church 2012* states that, “based on the recommendations from the episcopal residence committee (¶637.4), the council (on finance and administration) shall recommend the amount to be raised as the annual conference share of the cost of the bishop’s housing”

WHEREAS ¶637.4e states, “it shall be the responsibility of the episcopal residence committee to give oversight in all matters related to upkeep, maintenance, improvements, and appropriate insurance coverage for the episcopal residence”

WHEREAS ¶2512.3d states, “The annual conference may include in any resolution authorizing proposed action regarding annual conference property a direction that any contract, deed, bill of sale, mortgage, or other necessary written instrument be executed by and on behalf of the annual conference board of trustees by any two of its officers, who thereupon shall be duly authorized to carry out the direction of the annual conference; and any written instrument so executed shall be binding and effective as the action of the annual conference”

WHEREAS ¶637.4a further states, “It shall be the responsibility of the episcopal residence committee to make recommendations to the annual conference(s) regarding the purchase, sale, or rental of an episcopal residence”

WHEREAS during the 2016 Jurisdictional Conference meeting the Western Pennsylvania Annual Conference will be receiving a new episcopal appointment with the need for the episcopal residence to meet Federal Americans with Disabilities Act (ADA) regulations, and since the current episcopal residence is **not** compliant with existing ADA regulations and cannot be made compliant because of the structural layout and current configuration,

WHEREAS the cost of bringing the current episcopal residence up to existing ADA regulations and the amount of repair work necessary to solve all the internal structural problems and deficient workmanship conditions of the episcopal residence structure would exceed projected monthly mortgage payments,

WHEREAS ¶2515 states, “No annual conference property shall be sold, transferred, or leased for a term that exceeds twenty years, or mortgaged or purchased without the consent of the annual conference or, ad interim, (a) the consent of the presiding bishop and of a majority of the district superintendents, and, in the case of discontinued or abandoned local church property or property to be purchased, the consent of a majority of the district board of church location and building (see ¶2548),”

WHEREAS it is necessary to purchase a new episcopal residence that will meet the minimum comparable standards as other annual conferences in the United States, and that the ministry of the annual conference is improved by including ministry function space in the episcopal residence,

WHEREAS the amount of financial responsibility of the conference board of trustees for upkeep and maintenance on the episcopal residence is increasing annually with a cost of \$18,713 in 2010, \$21,400 in 2011, and \$27,100 in 2012. It is anticipated that over the next five (5) years these costs could increase at a rate of 15% annually,

WHEREAS it is estimated that a 30 year mortgage would yield a comparable monthly payment to the estimated repair, maintenance and upkeep of the existing non-compliant episcopal residence,

WHEREAS it is the intent of the Conference Episcopal Residence Committee, the Conference Council on Finance & Administration, and the Conference Board of Trustees is to reduce wasteful spending and look for more economical methods of maintaining the episcopal residence and the essential ministries of the annual conference while fulfilling the Mission, Vision & Core Values of the Annual Conference during Budget Planning,

THEREFORE BE IT RESOLVED that the Conference Episcopal Residence Committee, the Conference Council on Finance and Administration, and the Conference Board of Trustees recommend to the Annual Conference of Western Pennsylvania to procure a new episcopal residence commensurate with current episcopal residence standards, with considerations being made to meet the existing conference Clergy minimum standards for Parsonages,

BE IT FURTHER RESOLVED that on behalf of the Annual Conference of Western Pennsylvania, that the Conference Board of Trustees be permitted to secure a mortgage to complete the aforementioned mortgage action, according to ¶2515 of *The Book of Discipline of The United Methodist Church*,

BE IT FURTHER RESOLVED that after prayer this action take place as soon as possible to insure that the new residence is ready for the new episcopal leader,

BE IT FURTHER RESOLVED that the connectional apportionment budget of the Western Pennsylvania Annual Conference include a line item for the episcopal residence fund in the amount of at least \$40,000 annually until the mortgage for the episcopal residence is paid in full.

BE IT FURTHER RESOLVED that the proceeds from the sale of the current episcopal residence go towards any balance left on the mortgage on the new episcopal residence.

Conference Episcopal Residence Committee, Joseph Reasinger, Chair

Conference Committee on Episcopacy, David Panther, Chair

Council on Finance & Administration, Paul Ritchey, Chair

Conference Board of Trustees, James Parkinson, Chair

RS 501 Rental/Housing Allowances for Retired, Disabled,

or Former Clergypersons of the Western Pennsylvania Annual Conference

(Adopted 06-15-2013)

The Western Pennsylvania Annual Conference of the United Methodist Church (the "Conference") adopts the following resolutions relating to rental/housing allowances for active, retired, terminated, or disabled clergypersons 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 their gross compensation;

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

WHEREAS the Internal Revenue Service has recognized the Conference (or its predecessors) as an appropriate organization to designate a rental/housing allowance for Clergypersons who are or were 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, severance, 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 Pension and Health Benefits ("GBOPHB"), during the period January 1, 2014 through December 31, 2014, by each active, retired, terminated, or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson;

BE IT FURTHER RESOLVED that the pension, severance, or disability payments to which this rental/housing allowance designation applies will be any pension, severance, 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, a terminated, or a disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, 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 an active, a retired, a terminated, or a disabled Clergyperson's pension, severance, or disability plan benefit 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 (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section 107(2), and regulations thereunder, to the least of: (a) 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; (b) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (c) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. Each clergyperson or former clergyperson is urged to consult with his or her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.

Terry E. Lyon, Chair, Board of Pensions

RS 502 Comprehensive Benefit Funding Plan 2014

(Adopted 06-15-2013)

WHEREAS ¶ 1506.6 of *The Book of Discipline of The United Methodist Church 2012* requires each annual conference to develop, adopt, and implement a formal comprehensive funding plan or plans for funding all of its benefit 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, 2011 (the actuarial valuation date for determining 2013 Contributions due), the WPAUMC's pre-1982 obligations have been fully funded:

Western Pennsylvania Annual Conference

2014 COMPREHENSIVE BENEFIT FUNDING PLAN

The Western Pennsylvania annual conference has the following benefit obligations:

1. Clergy Retirement Security Program (CRSP) Defined Benefit (DB) and Defined Contribution (DC)
 - a. The total liability for CRSP DB annuities as of 1/1/2012 is \$569 million, the total plan assets are \$618 million, and the current funded ratio for the plan is 109%.
The Western Pennsylvania Conference's portion of the total liability is 2.17%, and the conference has elected to include 50%+ for FTE eligibility for 2014. As a result, the required contribution due as of 12/31/14 is \$2,235,275.
It is anticipated that the amount will be funded from Redirection of Pre-82 surplus totaling \$2,235,275.
The total account and/or future incoming money covers the required contribution.
 - b. The contribution for 2012 CRSP DC is anticipated to be \$684,906 and will be funded by Collections from local churches.
It is anticipated that increases for future years will be 3.00% (anticipated increase %). This increase is anticipated because of expected average salary increases.
2. Ministerial Pension Plan (MPP)

The total liability for MPP annuities as of 1/1/2012 is \$2.538 billion, the total plan assets are \$2.639 billion, and the current funded ratio for the plan is 104%.
The conference's % of the total liability is 2.70%. There is no required contribution for 2014.
Future MPP annuitants have a total account balance of \$4.324 billion as of 1/1/2012. The conference's portion of this account balance at 1/1/12 is \$109.215 million or 2.53% of the total.
3. Supplement One to the Clergy Retirement Security Program (Pre-82)

For 2013, the PSR is \$552.00. For 2014, the conference is increasing its PSR to \$567.88. On average, the conference expects future increases to be approximately 3%. The rationale for our expectation is:
Anticipate a 3.0% per year increase in Conference Average Compensation, "CAC"
We have changed our estimate of future increases to the PSR for the following reason(s): N/A.

Key assumptions: 7.0% discount rate, using the RP2000 mortality table with a AA generational projection.

The conference does not intend to increase its contingent annuitant percentage from 75%.

Funding Plan Liability as of 1/1/2012 \$77,049,700

Plan Assets as of 1/1/2012 \$109,492,777

The current funded status is \$32,443,077 with a 142% funded ratio.

Redirecting Surplus Information

The conference redirected \$2,982,958 on 12/31/2012. The conference intends to redirect \$2,971,576 on 12/31/2013.

We plan to maintain 120% funded status. In addition redirection is planned to cover the CRSP-DB 2014 obligation and the 2013 PRM funding SWAP of \$3,000,000.

The conference recognizes that redirection of Pre-82 surplus may result in increases in future Pre-82 contributions.

The conference is fully funded in the Pre 1982 pension plan for this funding plan.

The Total Balance is positive; all liabilities have been accounted for.

4. Post-Retirement Medical Benefit Program

The Post Retiree Medical Plan currently offered and anticipated for 2014 can be described as: Insurance.

A more detailed description of this plan is: Fund \$126.00 per participant and eligible spouse toward insurance premium.

Strategic plan for funding obligation is as follows: Plan is to maintain current subsidy.

The conference intends to retain the plan on an ongoing basis. The following is based on the most recent actuarial valuation dated as of 01/01/2012, prepared by AON:

Total value of assets assigned to the PRM program is: \$22,228,433. The source of additional funds to pay for this program is: Investment growth in current fund assets and redirection of \$3,000,000 of Pre-82 assets in 2013.

The most recent PRM valuation showed the following liabilities:

Accumulated Post Retirement Obligation (APBO) (net conference cost) \$22,550,763

Expected Post Retirement Obligation (EPBO) (net conference cost) \$27,647,132

Service Cost (SC) (net conference cost) \$674,910

Key assumptions: 4.25% discount rate, 7.0% return on assets, 8.0% trend rate, ultimately going to 5.0% trend rate in the year 2018.

Source for paying for obligations: Investment growth in current fund assets and redirection of \$3,000,000 of Pre-82 assets in 2013.

Additional comments around PRM: Obligation is approximately fully funded as of 12/31/2011.

5. Active Health Benefit Program

The Western Pennsylvania conference offers the following active health program to its participants: Insurance.

During the calendar year 2012, the total cost for the active health program was \$6,400,000. The active health program was funded from Local church assessment plus use of designated reserves if required, but not anticipated. Future increases are expected in the range of 5.0%.

Rationale for anticipated increases to this obligation: Healthcare trend rates.

Additional comments concerning this obligation: Considering moving to fully self-insured plan. Current coverage with UPMC Health Plan covers clergy and selected lay employees,

6. Comprehensive Protection Plan

Currently (for 2012), the Western Pennsylvania Conference has an annual required contribution to the Comprehensive Protection Plan of \$641,477.

The anticipated increase in obligation for future years will be approximately 3.0% per year. This expected increase is due to: Increase based on assumed compensation increases,

It is anticipated the unfunded obligation will be funded as follows: Assessment to local churches,

7. Other Conference Benefit Obligations to Clergy and Staff

The Western Pennsylvania conference has the following other benefit obligations:

Section A. United Methodist Personal Investment Plan

Currently (for 2012), the Western Pennsylvania Conference has an annual estimated contribution to the United Methodist Personal Investment Plan of \$321,771.

The anticipated increase in obligation for future years will be approximately 3.0% per year. This expected increase is due to: Based on anticipated salary increases. This will be funded by: Contribution to plan by the local churches and by the conference for conference staff and also includes additional contributions by individuals.

Additional Comments concerning this obligation: Contribution amount is based on a % of compensation for clergy and certain lay employees.

Section B. Other Benefit Obligations

The Western Pennsylvania Conference has an benefit obligation that can be described as 2014 CRSP DC Plan 1% match.

For this obligation the annual estimated contribution is \$200,000. This obligation is funded: Local church funding and conference apportionments.

The anticipated increase in obligation for future years will be approximately 3.0% per year. This expected increase is due to: Based on salary increases.

Additional Comments concerning this obligation: CRSP DC legislation to match 1% of clergy contribution to UMPIP.

This funding plan incorporates, to the best of our understanding, the conference's obligations and funding of the following benefits provided to clergy and laity. Signatures included below are: Conference Benefit Officer (or equivalent), Conference Treasurer (if separate) and the Conference Board of Pension Chair, and others as appropriate.

X	CRSP DB	X	Active Health
X	CRSP DC	X	CPP
X	MPP Annuities	X	Other Obligations Section A
X	MPP Future Annuities	X	Other Obligations Section B
X	Pre 1982		Other Obligations Section C
X	Post-Retirement Medical		Other Obligations Section D
			Other Obligations Section E

/s Patricia Morris, Treasurer, 5/11/2013

Signature, conference title, date

/s Terry Lyon, Chair Conference Board of Pensions, 5/10/2013
Signature, conference title, date

Opinion on Western Pennsylvania Comprehensive Benefit Funding Plan

This Funding Plan meets the standards for a Pre-82 funding plan established by the General Board, and the requirements for a favorable opinion of a Funding Plan.

Note: The statement above and any written opinion provided by the General Board do not imply representations as to the ability or probability of the applicable Conference to fulfill the obligations included in the Funding Plan.

/s General Board of Pensions and Health benefits
Glenview, Illinois May 17, 2013

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 comprehensive funding plan requirements of ¶ 1506.6 of *The Book of Discipline of The United Methodist Church 2012*;

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 ¶1506.6 of *The Book of Discipline of the United Methodist Church 2012*; THEREFORE BE IT RESOLVED that the Western Pennsylvania Annual Conference approve this comprehensive funding plan for 2014.

Terry E. Lyon, Chair, Board of Pensions

RS 503 Clergy Retirement Security Program & Comprehensive Protection Plan

(Adopted 06-15-2013)

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 2012 General Conference charged each Annual Conference with determining annually, if desired, CRSP participation eligibility for clergy with less than full time appointments, but at least half time appointments effective January 1, 2014;

WHEREAS the 2012 General Conference eliminated CRSP participation eligibility for clergy appointed less than half time effective January 1, 2014;

WHEREAS the 2012 General Conference established within the CRSP-DC segment a matching contribution for a participant’s 1% personal contribution into UMPIP effective January 1, 2014;

WHEREAS the Conference Board of Pensions recommends that the current over-funded status of the Pre-82 plan supports the continued participation in the CRSP plan by clergy appointed at least half time;

WHEREAS the Conference Board of Pensions recommends that UMPIP shall be the plan used for clergy appointed less than half time that have not chosen to waive pension participation;

WHEREAS the GBOPHB has notified the WPAUMC that the CRSP-DB will require a contribution from the Western Pennsylvania Annual Conference in respect of plan year 2014 in the amount of \$2,235,275;

WHEREAS the GBOPHB has confirmed that, as of the most recent actuarial valuation date, and has estimated that, as of January 1, 2013, the Western Pennsylvania Annual Conference's Pre-1982 Past Service Funding Account plan assets exceed the Pre-82 plan liabilities by more than 20%, our Board of Pensions current early warning target level;

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 2014;

WHEREAS plans are that funds will be redirected to WPAUMC's CRSP-DB or WPAUMC'S benefit reserves only when the Pre-1982 overfunding is greater than 120% of projected plan liabilities.

THEREFORE BE IT RESOLVED that Western Pennsylvania Annual Conference United Methodist Church (WPAUMC) extend participation eligibility, effective January 1, 2014, in the Clergy Retirement Security Program (CRSP) to qualified clergy persons appointed less than full time and at least half time;

BE IT FURTHER RESOLVED that the CRSP-DC program (the 3% CRSP-DC church contribution) and the Comprehensive Protection Plan (3% CPP church contribution) be funded during the calendar year 2014 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 appropriate account or on behalf of the participant;

BE IT FURTHER RESOLVED that the annuity rate (PSR) for 2014 for service rendered prior to 1982 (Pre-1982) shall be \$567.88, representing 1.00% of the WPAUMC's Conference Average Compensation ("CAC");

BE IT FURTHER RESOLVED that the WPAUMC's CRSP-DB 2014 obligation be funded from the Pre-82 Past Service Funding Account held with the General Board of Pensions;

BE IT FURTHER RESOLVED that active (not retired) clergy persons appointed less than half time and making a personal contribution (minimum 1% of cash compensation plus 25% housing) to the UMPIP program will receive a 1% matching contribution, and in any event a 10% non-matching contribution made to the participant's account. The 3% percent church contribution and the 1% individual contribution shall be billed to local churches similar to CRSP-DC and the balance shall be contributed by the WPAUMC from the Benefit Reserve Fund;

BE IT FURTHER RESOLVED that during the calendar year 2014 all UMPIP contributions will be billed by the General Board of Pensions and paid through the salary paying unit of each participant or by the WPAUMC, plan sponsor, for participants who are appointed less than half time;

BE IT FURTHER RESOLVED that in the event that Western Pennsylvania Annual Conference's Pre-1982 Past Service Funding Account plan assets not exceed the Pre-82 plan liabilities by more than 20%, our Board of Pensions current early warning target level, the participation in the CRSP program by less than full time appointments and the WPAUMC non-matching contribution for less than half time clergy will be reconsidered.

Terry E Lyon, Chair, Board of Pensions

RS 504 CRSP Future Liabilities & Benefit Reserve Fund

(Adopted 06-15-2013)

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 Pennsylvania Annual Conference (“WPAUMC”) Board of Pensions has agreed that the 2014 WPAUMC CRSP defined benefit contribution due of \$2,235,275 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 2014;

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 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 2014 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 Health Insurance Program

(Adopted 06-15-2013)

WHEREAS pursuant to ¶639 of *The Book of Discipline of the United Methodist Church*, the Western Pennsylvania Annual Conference (the “Conference”) has authorized a health insurance program (the “Conference program,” the “health insurance program,” or the “program”) and has charged the Conference Board of Pensions with the responsibility and authority to administer the program with due regard for financial considerations;

WHEREAS the total costs of the Conference program are determined annually by the Conference Board of Pensions and are billed to the churches (“Pastoral Charges”) and other salary paying units of the Conference, with certain additional payments coming from the Conference Apportionment Budget or insured individuals. In accordance with Conference policy related to the appointment process, the employer monthly premium is uniform at the “family” rate among appointments to Pastoral Charges. The Conference Board of Pensions may establish other employer monthly premium rates for single persons and heads of households to be applied in circumstances other than Pastoral Charge appointments;

WHEREAS health insurance programs generally have increasingly become the subject of federal and state laws and regulations, compliance with which may require periodic program adjustment beyond the ability of the Annual Conference to respond to in once-

annual legislative sessions. In particular, the Patient Protection and Affordable Care Act of 2010 (Public Law 111-148) and Health Care & Education Affordability Reconciliation Act of 2010 (Public Law 111-152), together the “Affordable Care Act”, have imposed and will impose new requirements on health insurance programs such as the Conference program;

WHEREAS the Conference contracts with one or more insurance carriers to underwrite and administer certain aspects of the program. Said contracts and related documents ultimately define the terms of the program, and such carriers in the good faith exercise of their contractual responsibilities make insurability determinations beyond the control of the Conference. Therefore the Conference Board of Pensions must have the requisite authority and discretion to negotiate contracts with carriers and to modify, within the broad design considerations of United Methodist polity, the eligibility, benefits, cost sharing, and other terms in the circumstances;

WHEREAS competitive developments among insurers and health care providers within the geography of the Annual Conference have emphasized the need for the Conference Board of Pensions actively to anticipate and make changes to program terms to align the program with the marketplace for such services;

THEREFORE BE IT RESOLVED that the Conference Board of Pensions is directed to administer the health insurance program and to institute, adopt or modify the following to adapt the program to changing circumstances and to control its cost:

1. Revenue for premiums and bases for distributing the cost of the program as premiums to participating persons, Pastoral Charges, Conference responsibilities, and extension ministries;
2. Benefits, alternative benefits delivery systems and benefit plan designs, and wellness initiatives among persons in the insured group;
3. Participation eligibility, including for new or special circumstances not comprehended in this legislation; and
4. Cost sharing between insured persons and salary paying units, including but not limited to deductibles, participant co-payment for health care services or participant monthly premiums, and co-insurance percentages.

In fulfilling its responsibilities to administer the health insurance program, the Conference Board of Pensions is authorized, in cases of program changes made pursuant to this authority, law, regulation or contract or legislated by Annual Conference, to grant transitional terms or exceptions as a matter of equity to insured persons or to Approved Employers for up to three years. Financial hardship should be addressed by affected persons or employers by seeking assistance outside the health insurance program;

BE IT FURTHER RESOLVED that the Conference Board of Pensions is authorized and directed to make changes to the program necessary in its reasonable judgment to achieve timely compliance with the Affordable Care Act, with regulations pursuant and legislative amendments thereto, and with other laws and regulations as may from time to time apply to the program, or to maintain “grandfathered” status under the Affordable Care Act or as a “church plan” as the same may be judged desirable or prudent, with appropriate notice to insured persons and salary paying units;

BE IT FURTHER RESOLVED that the Conference Board of Pensions is directed to use its best efforts to establish and negotiate contracts with insurance carriers for said health insurance program which reflect the intent of this legislation (although there can be no

assurance that the terms to which insurance carriers will ultimately agree or that law allows will be as fully inclusive as the Conference may intend with regard to eligibility and coverage generally). The Conference Board of Pensions is further directed to coordinate and reconcile the insurance carrier contract language and requirements with the legislative intent of the Conference, including adapting or modifying, within the broad design considerations of United Methodist polity, the terms of the program and this legislation where regulatory and other constraints so require. Said contract language and health insurance program terms control benefits under the plan; clerical errors, misinformation on eligibility or benefit coverage or entitlements, mistakes or conflicting oral statements made in the administration of the program do not amend the program or create a right to benefits under it.

BE IT FURTHER RESOLVED that the Conference Board of Pensions is directed to maintain, for the health insurance program, appropriate standards of eligibility for persons and Employing Entities and apportionment of the costs of such program among salary paying units and insured persons as generally described in the Appendices to this legislation. As used herein, “insured person” or “insured” generally refers to the clergy person, surviving spouse, or lay employee. Eligibility of dependents of the insured person is defined in the plan documents. Insured persons together with eligible dependents are collectively referred to as “participants”, and, where program participation is permitted, such participation includes eligible dependents. Terms used in *The Book of Discipline of the United Methodist Church* (“*Discipline*”) have the meaning prescribed therein. Where appointed service is referred to, in all cases this means an appointment by the Resident Bishop of the Conference of a clergy member of the Conference (“clergy member”) or of a clergy person pursuant to ¶346 *Discipline* (“loaned clergy”), each for service within the geography of the Conference (a “Western Pennsylvania Episcopal appointment”). The health insurance program’s responsibility for clergy eligibility and cost is based solely on such appointed service. Full-time employment refers to positions whose duties comprehend working 30 hours or more per week, or, if applicable, as otherwise may be defined by the Affordable Care Act or other applicable federal or state law or regulation. Eligibility for participation in Western Pennsylvania Annual Conference United Methodist Church’s (WPAUMC) Health Insurance Program shall be modified by the Conference Board of Pensions to maintain compliance with applicable laws and regulations, to conform to changes in clergy categories or status as *The Discipline* may from time to time adopt or impose, or as a matter of equity among participating employers, employees and dependents;

BE IT FURTHER RESOLVED that Appendix A and Appendix B below shall be adopted as the initial guidelines for the Conference Benefits Officer and administrative staff for use in the day to day administration of the Health Insurance Program. Amendments required to comply with applicable law, vendor contractual requirements, or unusual situations not contemplated at the time of this legislation shall be reviewed and approved by the Conference Board of Pensions and posted on the conference web site.

Appendix A: Eligibility of Persons and Employing Entities
To Participate in the Health Insurance Program

Employing entities eligible to participate include the corporate entity known as the Western Pennsylvania Annual Conference of the United Methodist Church (the

“Annual Conference Corporation”), the Pastoral Charges in its geographical jurisdiction, The United Methodist Foundation of Western Pennsylvania, and certain other entities and extension ministries whose close relationship to the Annual Conference through governance, legal, and tax aspects is sufficient, in the reasonable judgment of the Conference Board of Pensions, to support the status of the health insurance program as a “church plan” as defined in section 414(e) of the Internal Revenue Code of 1986 (the “Code”) (together, “Approved Employers”).

Eligible persons include full-time elders in full connection, full-time deacons in full connection, full-time provisional and associate members, and full-time local pastors, each under Western Pennsylvania Episcopal appointment and in the employ of an Approved Employer or serving an extension ministry under a Western Pennsylvania Episcopal appointment beyond the local church (“ABLC”). Pursuant to the Conference’s authority under ¶639.7 *Discipline* and Judicial Council Decisions 674, 866 and 923 to require Pastoral Charges to participate with respect to appointed clergy, any of the foregoing who is serving in a Pastoral Charge or Annual Conference Corporation staff position subject to itinerancy shall be enrolled in the program. Eligibility shall extend to a clergy member of the Conference described above who receives disability benefits under the terms of the denominational Comprehensive Protection Plan (“CPP-qualified disability”); however, such coverage shall end on the earlier of qualification for Medicare or two years following qualification for CPP disability benefits. Eligibility shall continue until an insured clergy member of the Conference is no longer employed by an Approved Employer or no longer serves an extension ministry under a Western Pennsylvania Episcopal appointment beyond the local church, including until the point at which an insured clergy member retires (see below) or enters the Voluntary Transition Program. Eligibility of a loaned clergy person serving a Western Pennsylvania Episcopal appointment ends upon any change of status under *The Discipline* to other than an active full-time employment Western Pennsylvania Episcopal appointment, at which time benefits responsibility for that clergy person reverts to the annual conference of which he or she is a member.

Clergy members who retire, prior to becoming eligible for Medicare Part A and/or Part B (“Medicare Eligible”) from an active full-time Western Pennsylvania Episcopal appointment and from the employ of an Approved Employer, under ¶¶ 358.1 and 358.2 of the 2012 *Discipline* or from CPP-qualified disability who in each case have had coverage in the Conference program continuously for the eight years immediately preceding retirement (and counting time spent in the program on CPP-qualified disability), and their spouses or surviving spouses if married to them at retirement and not yet Medicare Eligible, continue to be eligible for the Conference program until Medicare Eligible, although a spouse if not yet Medicare Eligible, together with eligible dependents, may continue in the program until the spouse becomes Medicare Eligible. Neither the health insurance program for persons who are not yet Medicare Eligible nor the Medicare supplemental program is available to retirees who were not covered under the program continuously for the eight years immediately preceding retirement.

If a clergy member of the WPAUMC has been appointed to an approved extension ministry in the years immediately prior to retirement, a minimum of 12 years participation in the healthcare benefit plan is required to receive the retirement subsidy.

Eligibility extends to clergy members described above except to the extent that they are serving less than full-time, to part-time local pastors (including students appointed to serve as same), and to other provisional members, each if under a Western Pennsylvania Episcopal appointment and in the employ of an Approved Employer, and to any otherwise eligible clergy members described above who are on approved sabbatical (§352 *Discipline*), voluntary (§354 *Discipline*), or medical (§357 *Discipline*) leave.

The Annual Conference Corporation itself shall, and the Conference's Pastoral Charges, the United Methodist Foundation of Western Pennsylvania, and other Approved Employers may elect to extend eligibility to their full-time lay employees, together with eligible dependents. When such lay employee retires or is otherwise no longer so employed, eligibility for this program ceases. Coverage may be extended to surviving spouses of lay employees for not more than 18 months following the insured lay person's death only if the Approved Employer, under its own employee benefits policies, extends such coverage and continues to pay the cost thereof.

Eligibility for the program extends to surviving spouses, together with eligible dependents, of clergy members who were enrolled and active in the program at the time of their death. It is the intent of the Conference that the employer monthly premium cost of coverage for surviving spouses of such clergy members as were full-time be borne substantially by the Annual Conference Apportionment Budget until the surviving spouse becomes eligible to participate in another health insurance program (for example, through employment, through a new spouse or by becoming Medicare Eligible), regardless of whether the surviving spouse is enrolled or participates in such other health insurance coverage.

An insured person's child shall cease to be eligible to participate in the program when such child no longer satisfies the requirements of dependent under the terms of the plan documents or upon the insured person's or surviving spouse-parent's ineligibility for program coverage. Coverage for surviving spouses and dependents ceases if the surviving spouse becomes eligible for employer-provided health coverage under any other plan or program regardless of whether the surviving spouse is enrolled or participates in such other health insurance coverage.

Insured persons who leave the health insurance program in accordance with any of the foregoing provisions or voluntarily after employment ends may not re-enter the program unless re-employed in a position of eligibility.

Appendix B: Cost Responsibility for Health Insurance Program Participation
Responsibility for paying the employer monthly premium of clergy and lay participation in the health insurance program generally falls to the salary paying unit (typically the Approved Employer, subject to certain exceptions), except where otherwise noted in this legislation.

For clergy member retirees, surviving spouses, and clergy members on CPP-qualified disability, the salary paying unit is the Annual Conference Apportionment Budget. The cost in excess of the rate for single persons for lay staff employed by the Annual Conference Corporation who elect family or head of household coverage shall be paid by the insured person until January 1, 2014; thereafter, the Conference Apportionment Budget shall pay the same employer monthly premium as it pays for

its clergy employees. One-half of the employer monthly premium of participation by students appointed as part-time local pastors shall be borne by the Conference Apportionment Budget; the other half shall be borne by the served Pastoral Charge. The employer monthly premium of an otherwise eligible clergy member on approved sabbatical (§352 *Discipline*), voluntary (§354 *Discipline*), or medical (§357 *Discipline*) leave shall be paid by the insured person, unless the salary paying unit is required by *The Discipline* or otherwise elects to pay it. In each of these instances except for persons whose employer monthly premium is the responsibility of the Conference Apportionment Budget and for appointees to Pastoral Charges (together whose cost responsibilities shall be determined by the Conference program), the salary paying unit independently may require employee contributions for program participation but is itself responsible for ascertaining a person's eligibility and for remitting the full employer monthly premium. In the circumstance of requiring employee contribution, the salary paying unit is encouraged to seek advance determination from and annually must certify to the Conference Benefits Officer that such employee contributions meet the requirements of the Affordable Care Act (including for maintenance of "grandfathered" status unless the Conference Board of Pensions has concluded not to retain such status for the Conference program).

When an insured clergy member of the Western Pennsylvania Annual Conference serving an extension ministry under a Western Pennsylvania Episcopal appointment beyond the local church is no longer so employed (for example, upon death, disability or retirement) but remains eligible under the provisions in Appendix A, cost responsibility shall be the Annual Conference's in the case of clergy members serving appointments described in §344.1a(1) of the *Discipline* or of their surviving spouses; benefits policies, benefits and cost thereof for clergy serving extension ministry appointments described elsewhere in §344 or of their surviving spouses are the responsibility of the Approved Employer.

The sharing of the employer monthly premium between retirees and retiree spouses and the Conference Apportionment Budget generally reflects the age at which retirement occurs if prior to Medicare eligibility or the years of full-time service (including CPP-qualified disability) rendered prior to retirement as follows:

Retirees under age 62 at retirement or with less than 10 years of full-time appointed service and their spouses may continue in the program until Medicare Eligible, with the employer monthly premium payable in full by the insured person.

Clergy members that retire at age 62 or older, are not yet Medicare Eligible and have at least 10 but less than 40 years of full-time appointed service and their spouses may continue in the program until Medicare Eligible with the insured person paying the greater of (a) 2% of the prevailing employer monthly premium multiplied by the number of months by which his or her age at retirement is less than the then current Medicare Eligibility age or (b) 2.5% of the prevailing employer monthly premium times the number of years such appointed service is less than 40, such calculated percentage to remain constant until the retiree becomes Medicare Eligible.

For clergy members who have less than 40 years of full-time appointed service and are Medicare Eligible at retirement, coverage for the spouse and/or other eligible dependents may continue, with the Conference Apportionment Budget paying two-

and-one-half percent (2.5%) of the prevailing employer monthly premium per year of full-time appointed service in the Conference until the spouse becomes Medicare Eligible.

The Conference Apportionment Budget will pay 100% of the prevailing employer monthly premium for clergy members who retire at or after age 62, are not yet Medicare Eligible and have at least 40 years of full-time appointed service. When the retired clergy becomes Medicare Eligible, coverage for the spouse, if not yet Medicare Eligible, and/or other eligible dependents may continue, and the Conference Apportionment Budget will pay 100% of the prevailing employer monthly premium until the spouse becomes Medicare Eligible.

Coverage of surviving spouses of clergy members who have died after retirement may continue until the surviving spouse is Medicare Eligible under the same cost-sharing terms as existed prior to the death of the clergy member.

The program for retirees, retiree spouses, and surviving spouses who are Medicare eligible is a retiree supplemental program that coordinates with Medicare. Partial funding for such coverage is currently provided by retiree medical reserve funds administered by the Conference Board of Pensions. The Conference Board of Pensions in its sole and absolute discretion will determine the amount of this partial funding, if any, that is available. Eligibility for coverage of Medicare Eligible surviving spouses of retirees and dependent children ceases if the spouse is eligible for health insurance coverage under any other plan or program regardless of whether the surviving spouse is enrolled or participates in such other health insurance coverage. An insured person's child shall cease to be eligible to participate in the program when such child no longer satisfies the requirements of dependent under the terms of the plan documents or upon the surviving spouse parent's ineligibility for program coverage. Clergy members who retire under age 62 or with less than 10 years of full-time appointed service in the Conference, and their spouses, if they have been participants in the Conference health insurance program continuously for the eight years immediately preceding retirement, may be covered under the Conference Medicare supplemental program, at their own expense (i.e., they will not receive partial funding from the Conference).

Terry E Lyon, Chair, Board of Pensions

RS 506 Health Care Participant Cost and Church Cost Sharing
(Referred 06-15-2013)

RS 601 Christian Education Sunday
(Adopted 06-15-2013)

WHEREAS the 2012 *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 14, 2014, 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 Leadership Team

RS 602 Golden Cross/Red Stocking Sundays

(Adopted 06-15-2013)

WHEREAS the 2012 *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,

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 18, 2014, or another date chosen by the local church for Golden Cross Sunday and that any Sunday in Advent 2014 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 Leadership Team

RS 603 Rural Life Sunday

(Adopted 06-15-2013)

WHEREAS the 2012 *Book of Discipline* (§ 265.3) requires the annual conference to set the date for the observance of Rural Life Sunday each year,

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 10, 2014, 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 Leadership Team

RS 604 Disability Awareness Sunday

(Adopted 06-15-2013)

WHEREAS the 2012 *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 2012 *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 16, 2014 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 Leadership Team

RS 605 Doorways To Hope At Home

(Adopted 06-15-2013)

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

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

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 2014, or another date selected by the local church, be designated as the date to receive a special offering for support of these six 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 Leadership Team

RS 606 Camping Sunday

(Adopted 06-15-2013)

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 12, 2014 or other dates selected by the local church.

Jessica Gamache, Camping Coordinator

Stephanie Gottschalk, Chair, Board of Global Ministries

Louise Patterson, Chair, Conference Connectional Leadership Team

RS 607 Youth Service Fund Sunday

(Adopted 06-15-2013)

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 2, 2014 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 Leadership Team

RS 608 Volunteers In Mission Recognition And Awareness Day

(Adopted 06-15-2013)

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" (2012 *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;

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;

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;

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);

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;

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.

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 2014 be set aside and declared Volunteers In Mission Awareness Day;
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;
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 Leadership Team

RS 701 Creating Conference Site Task Team

(Adopted 06-15-2013)

WHEREAS the annual conference is designated to make disciples of Jesus Christ for the transformation of the world,

WHEREAS the merger of the former central jurisdictional (African American) conference, the Methodist Episcopal Church and former EUB denominations, took place in 1968,

WHEREAS a merger session was held in 1972 at the Cambria County War Memorial in Johnstown PA to merge the E.U.B. and Methodist conferences forming the new Western PA Conference of The United Methodist Church, and the newly merged conferences needed a place large enough to host the conference and would be centralized, Grove City College was selected in part because it had been successfully utilized by the WPA Methodists and has been the site of the conference since 1962 (according to the WPA Committee on Archives & History).

WHEREAS the conference has met at Grove City College for fifty years taking actions on legislation, approving budgets, reporting on ministry, ordaining and commissioning persons for ministry, setting goals and conducting spiritual worship,

WHEREAS the annual conference must continue to evaluate and meet the needs of all people providing space and accommodations for both laity, clergy and persons with special needs,

WHEREAS the conference shall be a place where the fiduciary needs of the conference can be met with responsibility, stewardship and accountability,

WHEREAS the conference or a committee shall select a place for holding the annual conference (2012 *Book of Discipline* ¶603.3).

THEREFORE BE IT RESOLVED that the Leadership Recruitment and Nominations Team be empowered to form and select an annual conference task team created for the purpose of finding an optimum site for holding the annual conference in the future.

BE IT FURTHER RESOLVED that the Site Selection Task Team will be made up of five laity and five clergy; at least one half with experience in arranging large convocations, conventions or conferences. In addition, two members from conference sessions and two members from the council on finance and administration each shall serve with vote. Conference sessions members and council on finance and administration members shall be named by their respective committees.

BE IT FURTHER RESOLVED that the site selection team be amenable to the Conference Connectional Leadership Team and shall bring a recommendation to the 2014 annual conference for a meeting site that will meet the overall needs of the Western Pennsylvania Conference.

J-Lavon Kincaid, Sr., Chair, Leadership Recruitment and Nominations Team

P 703 Creating District Task Teams on New Congregations

(Adopted 06-15-2013)

WHEREAS the churches of the Western Pennsylvania Conference of The United Methodist Church have seen slow but nearly constant attrition for the last forty years.

WHEREAS the spirit and leadership of the Conference has persistently desired to reverse that trend.

WHEREAS Bishop Bickerton continues to exert the spirit to have new growth and new life in our churches.

WHEREAS the Conference, in good faith, entered into an energetic prayer covenant known as the “Turn Around Prayer Movement” thereby increasing greatly the spiritual expectancy and platform for growth and has established a Parish and Community Development Team.

WHEREAS several communities within the Conference are already experiencing new mission efforts under Director of Congregational Development, Jim Walker’s guidance and some of these are having commendable success.

WHEREAS that mentioned Development Team, nor anyone of us has any desire to curtail the work of the Holy Spirit, and since Christ tells us “*Open your eyes and look at the fields! They are ripe for harvest.*” (John 4:35b NIV), and the words of our Lord Jesus insist that: “*Neither do men pour new wine into old wineskins. If they do, the skins will burst, the wine will run out and the wineskins will be ruined. No they pour new wine into new wineskins, and both are preserved.*” (Matthew 9:17 NIV)

THEREFORE BE IT RESOLVED that this conference seek, ardently, to find some “new wineskins” in the following manner.

- 1) That the Bishop be requested to give overall support and monitoring guidance to an additional effort to establish new congregations.
- 2) That each District Superintendent be asked to call together a small Task Team (six to ten) selected by the DS because of the individual’s insights and leadership in contemporary and cross-cultural church growth.
- 3) That this Task Team will search together for a community within their district which appears to be the most fertile ground to reach untouched persons with the gospel and determine to establish a new work in that locale, giving development guidance as required. The target timeline is six months to find a location and six months to establish a plan to start a mission project, having a definite date for the new mission project to start.
- 4) That upon determining the community/area to be served, the Bishop shall, following the *Discipline*, Wesleyan traditions and Cabinet guidelines, select the most appropriate missionary pastor to begin and bless that area with a new mission project in each district aimed at creating “new wineskin” endeavors.
- 5) That beyond initial travel expenses covered by the District office and an additional amount up to \$500 for each district from the Parish and Community Development budget, the churches of involved district be challenged by this Task Team to unite in raising funds and the lifting of ardent prayers to support the the new missionary fellowship in the selected community.

Reed J. Hurst, RE

RS 801 Camp Allegheny By-Laws

(Adopted 06-15-2013)

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, no more than four (4) persons shall be elected to the Board of Directors for a four (4) year term. Each Director may serve, at the discretion of the personnel committee, a maximum of two (2) terms or a total of eight (8) years even if filling an 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 Camping and Retreat Corporations Committee 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 no more than six (6) at large members, three-fourths (3/4) of whom 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, Finance Director & Program Director shall be members without vote. The Conference Camping Coordinator 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 four (4) 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 Officers of the Corporation and the Chairperson the Board of Directors shall be charged with the responsibility for all of the business affairs of the Corporation and in the event that the Officers deem any business of sufficient importance, by majority vote of the Officers, 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 9 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 fill such vacancy by the election of a replacement Director, to serve until the next meeting of the WPAUMC Conference Corporations Section.

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.

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. The President/CEO shall have the authority to hire and terminate resident personnel to be employed by the Corporation.

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, STRATEGIC PLANNING, FOUNDATION, 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 –The Chairperson of the Board of Directors shall appoint the chairpersons for each committee. The chair of each committee shall be chosen from 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 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 review the current program/ministry of Camp Allegheny. This committee shall likewise review 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 the President/CEO of the Corporation. This committee shall also review periodically job descriptions for all employees and personnel policies of the Corporation. This committee shall regularly review and recommend the salary for the President/CEO. This Committee shall likewise make such reports to the Board of Directors from time to time as shall be requested by the Chairperson of the Board of Directors. This Committee shall also review the future staffing needs of the Camp based on the recommendations provided by the Program Committee and/or President/CEO. The Committee shall assist as needed in the recruitment and retention of staff members that will be needed to implement the Camp’s program.

Section 3 - It shall also be the responsibility of this Committee to identify, screen, nominate, and orient new Board or Committee members; to develop, review, and monitor the Board of Directors Profile; to evaluate Board Members and Board Officers prior to their election/re-election; and to enforce the Conflict of Interest Policy as it relates to Board Members.

Article XIII

Strategic Planning Committee

Section 1 – The Strategic Planning Committee shall consist of the Chairperson, the Chairperson of the Board of Directors, the Chairpersons of the Standing Committees, President/CEO, Conference Camping Coordinator, 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 President/CEO of Camp Allegheny, 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 events such as the annual booster dinner, dinner theater and other 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 approved by a majority action of the members present at the next annual meeting of the 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 February 2013

Dennis D. Tawney, President

RS 802-804 Corporation Nominations

(See Entire Report Chapter 2)

RS 901 Bread for the World Sunday Offering of Letters

(Adopted 06-15-2013)

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* 2012 ¶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 effort to protect creation’s integrity.”

WHEREAS among figures from the U.S. Census Bureau and Department of Agriculture and the non-profit Bread for the World (BFTW) Institute show the need for changing public policy to eliminate hunger in the U.S. and overseas are these:

1. More than one in seven Americans, including nearly one in four children, live below the poverty line. (\$22,811 for a family of four)
2. The number of people at risk of hunger increased from 36.2 million in 2006 to 50.1 million in 2011.
3. Since 2006, food banks have seen a nearly 50% increase in clients seeking emergency food assistance.
4. Worldwide, 1.29 billion people still live in extreme poverty, on less than \$1.25/ day.
5. Roughly 1 billion men, women and children are food insecure.
6. Poverty and hunger in sub-Sahara Africa and southeast Asia are very high.
7. Analysts forecast a period of volatile food prices over the next decade.
8. More than 46 million people received emergency food provided under the P.L. 480 Food for Peace Program, and 5 million children and families in 28 countries received critical food aid through the McGovern-Dole International Food for Education and child nutrition programs.

WHEREAS through Bread for the World Sunday and Offering of Letters, the non-profit BFTW continues to educate and enable church members to work for public policies and enable church members to work for changes in public policies to alleviate hunger through contacting federal legislators by letter, telephone, e-mail and visits.

WHEREAS BFTW information and resources can found on the BFTW website in order for local churches to be prepared to have a BFTW Offering of Letters Sunday. www.bread.org.

THEREFORE BE IT RESOLVED that each local church in the WPA Conference consider planning for a BFTW Sunday Offering of Letters with the 2013 theme, A Place at the Table.

BE IT FURTHER RESOLVED that the district superintendents encourage his/her local churches to use the BFTW website to obtain the necessary materials to be prepared to have a BFTW Offering of Letters.

BE IT FURTHER RESOLVED that each local church inform its district superintendent that a BFTW Offering of Letters Sunday had occurred.

Liz Wolfskill, FUMC Shadyside, Pittsburgh
Dennis Zimmerman, Acting Chair, Church & Society
Barbara Hess, President, WPA Conference UMW

RS 902 Anti-Racism Week

(Adopted 06-15-2013)

WHEREAS Racism is that sin in our midst which most persons would rather not address, think about or even mention,

WHEREAS “Dismantling Racism” is one of the five areas of ministry focus for the WPA Annual Conference,

WHEREAS II Corinthians 5: 18 (NRSV) calls us to the wisdom that *“All this is from God, who reconciled us to God through Christ, and has given us the ministry of reconciliation,”*

THEREFORE BE IT RESOLVED that a week of activities be scheduled by the local church or cluster of churches and be encouraged to focus on racism for one week during 2014, including an Anti-Racism workshop coordinated through the Anti-Racism Team. The culmination of this week of activities shall be a worship service including a liturgy of confession, repentance and resolve to address the racism evident in our United Methodist Church. Local churches are urged to use this week of activities as steps along the journey of celebrating the diversity of the human creation.

Debra Rogosky and Peggy Ward, co-Chairs, Anti-Racism Team

RS 903 Living out our Fifth focus: Dismantling Racism in the WPA Conference

(Adopted 06-15-2013)

WHEREAS *“There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.”* Galatians 3:28 and 2 Corinthians 5:18 states, *“All this is from God, who reconciled us to God through Christ, and has given us the ministry of reconciliation.”*

WHEREAS the *Discipline*, ¶162 states, “We affirm all persons as equally valuable in the sight of God.” And ¶162A states, “Racism plagues and cripples our growth in Christ, inasmuch as it is antithetical to the gospel itself...Therefore, we recognize racism as sin and affirm the ultimate and temporal worth of all persons.”

WHEREAS WPA conference has recognized the sin of racism and desires to eliminate it by making a fifth focus on dismantling racism.

WHEREAS Racism is a part of the fiber of our society, it was an integral part of the formation of the nation and continues without our conscience or willing participation. The nature of racism goes beyond racial prejudice and is systemic in our institutions, including The United Methodist Church and the WPA conference.

WHEREAS the existence of systemic (institutional) racism is not judged by the intent of the system but by the results of the system. The WPA conference is a geographic area with a population that is 10.8% People of Color, yet our church conference is only 1.1% People of Color. Pastors of Color make up 2.9% of clergy.

WHEREAS Racism exists and continues through the interplay of privilege and oppression without our conscious approval or agreement. This interplay must be

disrupted in order to dismantle racism. Dismantling racism is an active pursuit which requires knowledgeable, informed, self-aware, people actively working against (anti)Racism in our institutions and against (anti) superiority and oppression in ourselves. Dismantling Racism in the boundaries of the Western PA Conference is not the responsibility and work of one person, one committee or one group of people, but rather Dismantling Racism is the responsibility and work of each person, each committee and each group of people.

THEREFORE BE IT RESOLVED that the Western PA Conference encourage our members to study Racism including what it is (and is not), its historical roots in the United States and The United Methodist Church, how it functions and is maintained in institutions and manifests in individuals, and what is necessary to rid our conference of this sin. Study might include workshops, reading books, audiovisual resources and discussion and caucus groups. The WPA Anti-Racism Team is able to resource individuals, congregations and groups in this study.

BE IT FURTHER RESOLVED that the WPA conference encourage our members to engage in planning and taking actions to dismantle Racism within the WPA conference.

Peggy Ward and Debra Rogosky, co-Chairs Anti-Racism Team

P 904 Ashes to Life Funding Plan

(Adopted 06-15-2013)

Release of Funds for Ministry in Beaver Falls

WHEREAS Psalm 34:18 states: “The Lord is near to the brokenhearted and saves the crushed in spirit.”

WHEREAS the former Otterbein United Methodist congregation of Beaver Falls received a full insurance settlement of \$1.3M following a church fire in 2008;

WHEREAS ¶2543.3 of *The Book of Discipline* restricts such funds from being “used for the current budget or operating expense of a local church” unless used to “provide for congregational redevelopment efforts including program and staff”;

WHEREAS the recent purchase and future renovation of a well-kept former Roman Catholic parish property at 834 4th Avenue is not expected to exceed \$500,000;

WHEREAS ¶2543.3 also requires approval of the annual conference for the use of such excess funds for redevelopment and ministry;

WHEREAS the Otterbein members participated in a ¶213 study to consider options for a more vital ministry within their context and eventually embarked upon a radical new vision built around ministry to those in recovery from addictions;

WHEREAS the congregation reconstituted itself in its primary purpose, worship style and congregational life under the name Ashes to Life Ministries;

WHEREAS they have submitted to the bishop and the cabinet the required three year redevelopment plan projecting progress toward a self-supporting ministry;

WHEREAS the Bishop and the Cabinet have reviewed this request and are in agreement.

WHEREAS since the restructuring of the congregation in late 2011, Sunday morning attendance has already doubled, over 25 people have made commitments to Christ and two active discipleship groups have been formed;

WHEREAS the congregation is now home to two AA groups and one Cocaine Anonymous group, has maintained a consistent outreach to the local halfway house and has instituted its own 27 week recovery program;

WHEREAS operating costs for the newly constituted congregation exceed their income from offerings alone;

WHEREAS the congregational vision and ministry plan make it likely that they will require additional years to grow to a self-supporting level;

WHEREAS numerous stories of conversion, sobriety, spiritual renewal and reconciliation can be told revealing the Spirit of God at work to redeem human lives;

THEREFORE BE IT RESOLVED that the Western PA Conference of The United Methodist Church grant exception to the restrictions and allow the use of remaining insurance settlement money toward the costs of a multi-year strategic ministry plan now unfolding and may be supported by unused insurance settlement money.

Mark Ongley, Pastor, Ashes to Life

RS 1001 Base Cash Compensation For Pastors

(Adopted 06-15-2013)

WHEREAS The *Book of Discipline of The United Methodist Church* 2012 (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 2014 be raised by 3%. This shall be as follows:

Full Conference Member (FE).....	\$39,160
Associate Conference Member (AM).....	\$37,960
Provisional Member (PE)	\$35,699
Full Time Local Pastor (FL)	\$33,896
Deacons under appointment of the Bishop (See <i>Discipline</i> ¶331.14)	

BE IT FURTHER RESOLVED that the local charge/church considers extending 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, 2013.

Corben M. Russell, Chair, Commission on Equitable Compensation

RS 1002 Accountable Reimbursement Account

(Adopted 06-15-2013)

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,

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 2014. 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.gcf.org.

Corben M. Russell, Chair, Commission on Equitable Compensation

RS 1003 Clergy Housing Allowance Resolution

for District Superintendents and Conference Staff

(Adopted 06-15-2013)

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 2014, 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 2014.

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.

Corben M. Russell, Chair, Commission on Equitable Compensation

RS 1101 Advance Special Additions

(See Entire Report Chapter 12)

Dale Shunk, Chair, WPA Advance Specials

RS 1102 Funding for Regional Ministries

(Adopted 06-15-2013)

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 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 provide financial support from funding for ministry dollars through Global Ministries for these six ministries, Erie United Methodist Alliance, Connellsville Area Ministries, United Methodist Human Services Johnstown, Prison Outreach Ministry, Greater Pittsburgh Ministries/Pittsburgh Parish and Eastbrook Mission Barn.

Stephanie Gottschalk, Chair, Global Ministries

RS 1103 Coordinator of Ministerial Services

(Adopted 06-15-2013)

WHEREAS the Board of Ordained Ministry of the Western PA Conference is the primary agency of the Annual Conference engaged in recruiting, preparing, and credentialing clergy leadership for our churches [¶635.2a, *Discipline*];

WHEREAS with each new quadrennium, the Board must properly act upon and implement new legislation from General Conference aimed at enhancing our success at providing quality, faithful, effective, and fruitful clergy leaders;

WHEREAS our Board has enacted a plan on January 4, 2013 to improve our ministry candidacy program through: using a “Discernment Retreat” model for inquiring candidates; implementing regional group mentoring for candidates to aid them in meeting the educational requirements, psychological testing, and various clearances mandated by the General Board of Higher Education and Ministry; and administering and evaluating newly required ministry projects focused on making disciples of Jesus Christ for the transformation of the world;

WHEREAS the record-keeping, form-filing, coordination, training, and logistics of the work of the Board of Ordained Ministry have grown beyond the ability of a voluntary Registrar;

WHEREAS The Board of Ordained Ministry of the Western PA Conference, by majority vote at a meeting on January 4, 2013, is requesting that a new conference staff position be created to coordinate the work of the Board and assume all duties currently discharged by our Registrar;

WHEREAS the Connectional Leadership Table voted unanimously on April 29, 2013 to support a Coordinator of Ministerial Services position with residual Connectional Table funds for the remainder of 2013 and 2014;

WHEREAS the Board of Ordained Ministry “...shall be directly amenable to the annual conference... The annual conference Council on Finance and Administration shall recommend adequate administrative costs for the board and its staff in light of its workload.” [¶ 635.1b, *Discipline*];

THEREFORE BE IT RESOLVED that the Annual Conference authorize creating a half-time staff position entitled “Coordinator of Ministerial Services” under the Office of the Bishop, and supervised directly by the Board of Ordained Ministry and its Chairperson. The starting salary will be \$25,000 per year along with any required costs, for a total annual expenditure of approximately \$30,000. The position of Coordinator of Ministerial

Services will combine the role of the current Board of Ordained Ministry Registrar with the new disciplinary role of “Vocational Discernment Coordinator.”

BE IT FURTHER RESOLVED that this position be funded for the remainder of 2013 and for 2014 by residual funds from the “Believe Again” plan for ministry as administered by the Connectional Leadership Table, and that the position will be funded in the 2015 and succeeding years through Annual Conference budgets, pending review by the Council on Finance and Administration.

BE IT FURTHER RESOLVED that the Chair of the Board of Ordained Ministry along with the Chair of the Council on Finance and Administration determine the validity of using Ministerial Education Funds for the purpose of offsetting costs associated with this recruitment and leadership position, and other Board of Ordained Ministry Functions. [¶816.1, *Discipline*]

BE IT FURTHER RESOLVED that the Board of Ordained Ministry work with the Conference Committee on Personnel to insure that the position be filled with commitment to The United Methodist Church and Conference policies.

Jeff Sterling, Chair, Board of Ordained Ministry
Greg Cox, Director of Connectional Ministries

Decision No. 1238

In Re: Request from the Western Pennsylvania Annual Conference for a Ruling on the Legality of Certain Financial Actions and the Complaint Process Regarding the East Africa Annual Conference in Light of ¶¶ 258.4f, 413, and 613.13 SUBJECT TO FINAL EDITING

DIGEST OF CASE

In response to the three questions posed by the Western Pennsylvania Annual Conference, the Judicial Council finds the following:

First, the responsibility for managing the mission including the expenditure of funds was designed to be a direct partnership between the Western Pennsylvania Annual Conference and the East Africa Annual Conference. There is no legal justification in the record for inferring donor intent from the evidence presented or for requiring restoration of funds to the donor conference.

Second, the funds in the amount of \$3,000 intended for compensation to Isaac Sebit should be paid to him by the East Africa Annual Conference by January 1, 2014, or be returned to the Western Pennsylvania Annual Conference.

Third, the inquiry about the complaint filed against the Bishop is hypothetical at this point and cannot be addressed by the Judicial Council.

STATEMENT OF FACTS

During the 2012 session of the Western Pennsylvania Annual Conference, a motion was approved to ask that the Judicial Council determine the legality of three actions linked to the mission program of the conference. They were stated as follows:

Were the funds given by the Pittsburgh East District of the Western Pennsylvania Conference to the East Africa Annual Conference used in accordance with ¶ 258.4f?

Were the funds given by the members of the Western Pennsylvania Annual Conference in the payment of Isaac Sebit in compliance with ¶ 258.4f and ¶ 613.13?

Was the complaint filed by one member of the Western Pennsylvania Annual Conference (Nancy Denardo) properly dealt with in accordance with ¶ 413 of the 2008 *Book of Discipline*?

The questions arose in the context of a long history in the relationship between the Western Pennsylvania Annual Conference and the East Africa Annual Conference, more specifically involving the mission of the church linking the Pittsburgh East District and the people of Uganda. In 2003, the superintendent of the Pittsburgh East District initiated a “Uganda Challenge” to raise \$30,000 for constructing a church building, digging a water well, and providing a mobile maize mill for the churches and the people of Eastern Uganda. The Bishop of the East Africa Central Conference approved the proposal and assigned the Project Coordinator for Uganda, The Rev. Daniel Wandabula, to manage the process. By June 2004, the Pittsburgh East District had raised \$85,000 for this mission (later increasing to more than \$90,000), and by August 2004 they had sent a total of \$87,000 for the Pittsburgh East District Project. Additionally, the General Board of Global Ministries had committed \$20,000 for the purchase of property on which the church building in Namboole was to be constructed.

In January 2005, Nancy Denardo and other persons from Western Pennsylvania visited Uganda to see the outcomes of the mission. At the site where the church was to have been constructed, they discovered only a foundation, and they were told by Rev. Wandabula that the funds had been exhausted. On four subsequent occasions (2007, 2009, 2010, and 2011), Mrs. Denardo visited the site to determine whether additional construction had occurred, but she found no evidence of it. She did find that the water well was bored, albeit at a location different from the one initially proposed, but that the mobile maize mill—which had been built—was inadequate for the purposes intended, hence it was unusable.

In a separate mission endeavor, the Western Pennsylvania Conference raised funds to provide salary support for Isaac Sebit, a pastor in South Sudan. Approximately \$3,000 was raised and—beginning in March 2009—the funds were sent for this purpose. In 2010, the Western Pennsylvania Conference heard from Isaac Sebit that he received none of these funds.

In May 2006, Rev. Daniel Wandabula was elected as Bishop for the East Africa Episcopal Area. Continuing the relationship with him that had been established when he was the Uganda Project Coordinator, the Western Pennsylvania Annual Conference had repeated and direct contacts with him about the three original projects and about Isaac Sebit. Bishop Wandabula has asserted that the enthusiasm of the people in the Western Pennsylvania Annual Conference for these endeavors was not matched by a recognition of the actual costs of property acquisition and construction in Uganda, especially in the

urban area of the capital, Kampala. Bishop Wandabula has further asserted that the funds allegedly intended for Pastor Isaac Sebit have never been sent to the East Africa Annual Conference. And, Bishop Wandabula contends that there is no evidence that the funds sent for the three mission projects were in any way misused.

In July 2011, Nancy Denardo filed a complaint against Bishop Wandabula. In March 2012, she filed a further complaint against Bishop Wandabula and was joined in that complaint by a clergy member of the East Africa Annual Conference. The Bishop has asserted that he has been notified that the complaint was dismissed. The complainant has said that she participated in no agreement about any resolution and has received no notification of any resolution.

The Western Pennsylvania Conference seeks the following: an affirmation of the principle that funds raised for specific purposes must be spent solely for those purposes; a determination that the funds they provided were not expended in accordance with that principle; that funds not used in accordance with this principle be restored; that any funds for projects which cannot be completed by January 1, 2015, will be restored to the annual conference where they were raised; that funds raised for Isaac Sebit be paid to him no later than January 1, 2014, or that the funds be restored to the Western Pennsylvania Annual Conference; and that the Judicial Council find the disposition of the complaints filed by Nancy Denardo has not been compliant with the requirements of the *Discipline*.

Oral Hearings were conducted in October 2012 in Elk Grove, Illinois, and in April 2013 in Seattle, Washington. The Rev. Robert Zilhaver and Bishop Daniel Wandabula participated in both Oral Hearings. Mrs. Nancy Denardo participated in the April 2013 Oral Hearing.

JURISDICTION

The Judicial Council has jurisdiction under ¶ 2610 of the 2008 *Discipline*.

ANALYSIS AND RATIONALE

The first question posed by the Western Pennsylvania Annual Conference asks whether the funds given by the Pittsburgh East District were used in accordance with the *Discipline* in ¶ 258.4f.

All of the mission endeavors identified in this matter were undertaken as a direct partnership between the Western Pennsylvania Annual Conference— more specifically, by a district within that conference—and the East Africa Episcopal Area. While some general church funds contributed to the total budget for this effort, the projects were not managed through the connectional systems in the General Board of Global Ministries or authorized as an “Advance” of the denomination. Members of the Western Pennsylvania Annual Conference raised the funds, transmitted the funds to the East Africa Annual Conference, visited the locations in Uganda, and negotiated the terms of the mission with church leaders in East Africa.

The Western Pennsylvania Annual Conference bases its argument, in significant part, on the application of ¶ 258.4f of the 2008 *Discipline*. This is one of several places where the *Discipline* specifies the importance of donor intent in the expenditure of funds (See Judicial Council Decision 976). However, this specific paragraph involves the work of the finance committee in a local church. Beyond the general principle of honoring the donor's intent, it is difficult to discern how far the limits of this citation in the *Discipline* may apply in this case. For example, it is unknowable from the record whether individual donors from the Pittsburgh East District or the Western Pennsylvania Annual Conference understood that the established connectional procedures for monitoring mission projects would be employed or whether the donors intended that Western Pennsylvania would manage the effort through its own resources. Nor is it clear from the record whether any specific officers within the Western Pennsylvania Annual Conference had the authority to adjust expenditure plans in cases where acquisition of the property became too expensive or too cumbersome, where construction (such as the mobile maize mill) proved to be too inferior for effective use, or where the water well was to be bored. To imagine a way that the narrow reference of ¶ 258.4f could be stretched legally to cover all aspects of donor intent concerning the complexities of this mission endeavor is more than the Judicial Council can achieve.

The record indicates that the Western Pennsylvania Annual Conference now seeks supervisory action by the General Board of Global Ministries to help remedy the errors that the annual conference finds in the management of this mission. But it is not clear that the Judicial Council can legally reach such a determination *ex post facto*.

In its second question, the Western Pennsylvania Annual Conference asks about the funds intended for Isaac Sebit, again seeking to use ¶ 258.4f as one basis for the query and invoking also ¶ 613.13 for the matter. The latter paragraph contains legislation that applies to the work of an annual conference council on finance and administration. This specific portion of ¶ 613 authorizes the annual conference council to “establish uniform and equitable policies and practices” with regard to such matters as employment and compensation as well as to provide “pension benefits.” There is no legal bridge for the Judicial Council to cross that ties ¶ 613.13 to the funds raised and sent for Isaac Sebit.

Regarding the matter of donor intent, however, the record is clearer. According to the evidence presented, all of the funds for Isaac Sebit came from one individual, namely a retired missionary who designated a portion of his own pension for Pastor Sebit. Until his death in January 2011, the donor contributed \$3,000 for this purpose and the funds were transmitted to the office of Bishop Wandabula. While the Bishop has asserted that these funds “have never been sent to the East Africa Annual Conference,” and while one exhibit in the record says that the only funds received for Isaac Sebit were \$2,500 for the purchase of a motorcycle, it is clear from other parts of the record that the funds were sent and that the intent of the donor was well established. A separate and unrelated item in the record, namely a letter from Bamutya Charles (the Treasurer of the East Africa Annual Conference) to Barbara Jacobsen at the General Board of Global Ministries on September 28, 2012, acknowledges that financial records—which had previously been administered manually—were now in the process of being computerized. In that same

letter, the Treasurer acknowledges a discovery that documents concerning construction expenditures for a school had been improperly filed.

It should be possible to locate the funds in the office of the Bishop and either direct them to Pastor Isaac Sebit or restore them to the Western Pennsylvania Annual Conference by January 1, 2014, as the petition from the conference requests.

In its third question, the Western Pennsylvania Annual Conference asks whether the complaint filed against Bishop Wandabula was handled properly in accordance with the *Discipline* in ¶ 413. The question is, at this point, hypothetical because there is no conclusive evidence in the record that the complaint process has concluded. During the Oral Hearing in October 2012, Bishop Wandabula stated that the complaint had been dismissed, and he promised to provide documentation to support this assertion after the close of the hearing. However, the Judicial Council has received no such documentation from him or from any other source, and none was provided during the Oral Hearing in April 2013. Hence, the only indication that exists in the record about the outcome of the complaint process is the Bishop's unsubstantiated claim. The Judicial Council, therefore, understands that the complaint process is continuing. The Council cannot intervene in the midst of an ongoing administrative or judicial process but can only do so in response to an appeal that is properly filed after any such processes are concluded. The complainant is certainly entitled to be included in active consultation with regard to the handling of the complaint, and the accused is certainly entitled to fair process. The Africa Central Conference College of Bishops and the Council of Bishops have responsibility for the proper handling of the complaint to its conclusion. Beyond that, the Judicial Council has no legal authority to intrude into the case.

DECISION

In response to the three questions posed by the Western Pennsylvania Annual Conference, the Judicial Council finds the following:

First, the responsibility for managing the mission including the expenditure of funds was designed to be a direct partnership between the Western Pennsylvania Annual Conference and the East Africa Annual Conference. There is no legal justification in the record for inferring donor intent from the evidence presented or for requiring restoration of funds to the donor conference.

Second, the funds in the amount of \$3,000 intended for compensation to Isaac Sebit should be paid to him by the East Africa Annual Conference by January 1, 2014, or be returned to the Western Pennsylvania Annual Conference.

Third, the inquiry about the complaint filed against the Bishop is hypothetical at this point and cannot be addressed by the Judicial Council.

Beth Capen and Ruben Reyes were absent. Sandra Lutz, first lay alternate, and Warren Plowden, fifth lay alternate, participated in this decision.

Saturday, April 20, 2013.

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P 1201 Response to the General Council on Finance and Administration

(Adopted 06-15-2013)

Response of The Western Pennsylvania Annual Conference Regarding Judicial Decision 1238 to the General Council on Finance and Administration

WHEREAS Missions is an incarnational ministry of the church where we are the hands and feet of Jesus Christ to make disciples for the transformation of the world. John 1:14 expresses incarnational ministry as a ministry full of grace and truth, *"And the Word became flesh and lived among us, and we have seen his glory, the glory as of the Father's only son, full of grace and truth."* Also as stewards of God's resources in missions we must be faithful and true, 1 Corinthians 4:2 *"Moreover, it is required of stewards that they be found trustworthy."*

WHEREAS The People and the Churches of the Former Pittsburgh East District raised nearly \$100,000 for the Uganda Challenge for constructing the Naboole Church building, digging a water well, and providing a mobile maize mill for the churches and the people of the Busia District of Eastern Uganda.

WHEREAS In January 2005, Nancy Denardo and other persons from Western Pennsylvania visited Uganda to see the outcomes of the mission. At the site where the church was to have been constructed, they discovered only an unfinished foundation, and they were told by Rev. Wandabula that the funds had been exhausted.

WHEREAS On four subsequent occasions (2007, 2009, 2010, 2011), Nancy Denardo visited the site to determine whether additional construction had occurred, but she found only a few unfinished walls had been added.

WHEREAS Judicial Decision 1238 states "the responsibility for managing the mission including the expenditure of funds was designed to be a direct partnership between the Western Pennsylvania Annual Conference and the East Africa Annual Conference."

WHEREAS The General Council on Finance and Administration wrote an amicus curiae brief for the Judicial Council in the arguments that resulted in Judicial Decision 1238. In that brief they expressed the difficulties of financial accountability they experienced with the East Africa Annual Conference in regard to use of mission funds through "The Advance," and because of those difficulties have cut off funding to the East Africa Annual Conference and suspended portions of Bishop Wandabula's salary. They also expressed in their brief that the difficulties that Western Pennsylvania had experienced regarding financial accountability with the East Africa Annual Conference were similar to their own.

WHEREAS The Western Pennsylvania Annual Conference also maintains active direct partnerships with East Germany, Latin America Encounter, Nicaragua, Russia, South Korea, and Zimbabwe.

WHEREAS The establishment of a trustworthy system of mission protocol and financial accountability is necessary to continue the excellent mission work of the Western Pennsylvania Annual Conference as well as excellent mission work of other annual conferences through direct partnerships.

THEREFORE BE IT RESOLVED that the Western Pennsylvania Conference officially thank the General Council on Finance and Administration for their assistance in the case work that became Judicial Decision 1238 and for the work that the General Council on

Finance and Administration is doing around the world and especially in difficult places such as East Africa.

BE IT FURTHER RESOLVED that the Western Pennsylvania Annual Conference requests that the General Council on Finance and Administration would provide guidelines and insight to our Conference Board of Global Ministries to establish healthy direct partnerships, including financial accountability between annual conferences on behalf of the Western Pennsylvania and other annual conferences in The United Methodist Church.

BE IT FURTHER RESOLVED that our Conference Board of Global Ministries encourage and organize prayer around the work of the General Council on Finance and Administration particularly regarding the difficulties in the East Africa Annual Conference.

BE IT FURTHER RESOLVED that the Conference Secretary of Global Ministries shall send a copy of this resolution to The General Council on Finance and Administration.

Nancy Denardo Member Port Vue UMC

Robert Zilhaver, FE Lakeside UMC

P 1204 Response to the General Board of Global Ministries

(Adopted 06-15-2013)

Response of The Western Pennsylvania Annual Conference Regarding Judicial Decision 1238 to the General Board of Global Ministries

WHEREAS Missions is an incarnational ministry of the church where we are the hands and feet of Jesus Christ to make disciples for the transformation of the world. John 1:14 expresses incarnational ministry as a ministry full of grace and truth, "*And the Word became flesh and lived among us, and we have seen his glory, the glory as of the Father's only son, full of grace and truth.*" Also as stewards of God's resources in missions we must be faithful and true, 1 Corinthians 4:2 "*Moreover, it is required of stewards that they be found trustworthy.*"

WHEREAS The People and the Churches of the Former Pittsburgh East District raised nearly \$100,000 for the Uganda Challenge for constructing the Naboolle Church building, digging a water well, and providing a mobile maize mill for the churches and the people of the Busia District of Eastern Uganda.

WHEREAS In January 2005, Nancy Denardo and other persons from Western Pennsylvania visited Uganda to see the outcomes of the mission. At the site where the church was to have been constructed, they discovered only an unfinished foundation, and they were told by Rev. Wandabula that the funds had been exhausted.

WHEREAS On four subsequent occasions (2007, 2009, 2010, 2011), Nancy Denardo visited the site to determine whether additional construction had occurred, but she found only a few unfinished walls had been added.

WHEREAS Judicial Decision 1238 states "the responsibility for managing the mission including the expenditure of funds was designed to be a direct partnership between the Western Pennsylvania Annual Conference and the East Africa Annual Conference."

WHEREAS The General Board of Global Ministries wrote an amicus curiae brief for the Judicial Council in the arguments that resulted in Judicial Decision 1238. In that brief they expressed the difficulties of financial accountability they experienced with the East

Africa Annual Conference in regard to use of mission funds through "The Advance," and because of those difficulties have cut off funding to the East Africa Annual Conference. They also expressed in their brief that the difficulties that Western Pennsylvania had experienced regarding financial accountability with the East Africa Annual Conference were similar to their own.

WHEREAS The Western Pennsylvania Annual Conference also maintains active direct partnerships with East Germany, Latin America Encounter, Nicaragua, Russia, South Korea, and Zimbabwe.

WHEREAS The establishment of a trustworthy system of mission protocol and financial accountability is necessary to continue the excellent mission work of the Western Pennsylvania Annual Conference as well as excellent mission work of other annual conferences through direct partnerships.

THEREFORE BE IT RESOLVED that the Western Pennsylvania Conference officially thank the General Board of Global Ministries for their assistance in the case work that became Judicial Decision 1238 and for the work that the General Board of Global Ministries is doing around the world and especially in difficult places such as East Africa.

BE IT FURTHER RESOLVED that the Western Pennsylvania Annual Conference requests that the General Board of Global Ministries would provide guidelines and insight to our Conference Board of Global Ministries to establish healthy direct partnerships, including financial accountability between annual conferences on behalf of the Western Pennsylvania Annual Conference and other annual conferences in The United Methodist Church.

BE IT FURTHER RESOLVED that our Conference Board of Global Ministries encourage and organize prayer around the work of the General Board of Global Ministries particularly regarding the difficulties in the East Africa Annual Conference.

BE IT FURTHER RESOLVED that the Conference Secretary Global Ministries shall send a copy of this resolution to The General Board of Global Ministries.

Nancy Denardo Member Port Vue UMC

Robert Zilhaver, FE Lakeside UMC

P 1205 Response to the Conference Board of Global Ministries

(Adopted 06-15-2013)

Response of The Western Pennsylvania Annual Conference Regarding Judicial Decision 1238 to the Conference Board of Global Ministries

WHEREAS: Missions is an incarnational ministry of the church where we are the hands and feet of Jesus Christ to make disciples for the transformation of the world. John 1:14 expresses incarnational ministry as a ministry full of grace and truth, "*And the Word became flesh and lived among us, and we have seen his glory, the glory as of the Father's only son, full of grace and truth.*" Also as stewards of God's resources in missions we must be faithful and true, 1 Corinthians 4:2 "*Moreover, it is required of stewards that they be found trustworthy.*"

WHEREAS The People and the Churches of the Former Pittsburgh East District raised nearly \$100,000 for the Uganda Challenge for constructing the Naboole Church building, digging a water well, and providing a mobile maize mill for the churches and the people of the Busia District of Eastern Uganda.

WHEREAS In January 2005, Nancy Denardo and other persons from Western Pennsylvania visited Uganda to see the outcomes of the mission. At the site where the church was to have been constructed, they discovered only an unfinished foundation, and they were told by Rev. Wandabula that the funds had been exhausted.

WHEREAS On four subsequent occasions (2007, 2009, 2010, 2011), Nancy Denardo visited the site to determine whether additional construction had occurred, but she found only a few unfinished walls had been added.

WHEREAS Judicial Decision 1238 states "the responsibility for managing the mission including the expenditure of funds was designed to be a direct partnership between the Western Pennsylvania Annual Conference and the East Africa Annual Conference."

WHEREAS The Western Pennsylvania Annual Conference also maintains active direct partnerships with East Germany, Latin America Encounter, Nicaragua, Russia, South Korea, and Zimbabwe.

WHEREAS The establishment of a trustworthy system of mission protocol and financial accountability is necessary to continue the excellent mission work of the Western Pennsylvania Annual Conference.

THEREFORE BE IT RESOLVED that the Western Pennsylvania Annual Conference designate the Conference Board of Global Ministries in consultation with the Conference Council on Finance and Administration, the Connectional Leadership Table, the General Board of Global Ministries and the General Council on Finance and Administration and the Conferences, Episcopal Areas, and other religious unions with which we are currently engaged or may be engaged in the future to develop guidelines and accountability policies for finances and mission work regarding the active partnerships of the Western Pennsylvania Annual Conference.

BE IT FURTHER RESOLVED that this work be reported to the 2014 session of the Western Pennsylvania Annual Conference.

Nancy Denardo Member Port Vue UMC
Robert Zilhaver, FE Lakeside UMC

P 1206 Response to the Former Pittsburgh East District and Uganda
(Referred 06-15-2013)

*A Covenant Partnership Between
The Western Pennsylvania Annual Conference And
The Zimbabwe Episcopal Area Of The United Methodist Church*

In the spirit of "Chabadza" (a Shona word meaning partnership in which a passerby stops to help one already at work) we will work together to:

Develop Principled Leaders by:

- Conducting, in Zimbabwe, a bi-annual Lay Leadership School with a leadership team composed of resource people from both The United Methodist Church-Western Pennsylvania and The United Methodist Church-Zimbabwe.
- Developing a Zimbabwe Immersion Program for people from The United Methodist Church-Western Pennsylvania to spend significant time in Zimbabwe to learn church growth, discipleship, and leadership dynamics, and to further guide the Western Pennsylvania-Zimbabwe Covenant Partnership.

Create New Places for New People and Renew Existing Congregations by:

- Assisting in the strategic funding and/or construction of churches, parsonages, clinics, and other facilities to make the good news of God's love real in Zimbabwe.
- Ensuring support of the office of the Zimbabwe Episcopal Area (West) Communications and Projects Coordinator.

Engage in Ministry With the Poor by:

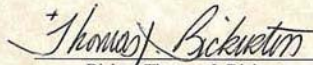
- Increasing the utilization of fallow, arable land according to the Zimbabwe Farm and Agriculture Development Program starting at the Nyadire Mission Centre farm.

Stamp Out Killer Diseases of Poverty by Improving Health Globally by:

- Providing better, continuous, safe, and sustainable water and electrical supply starting at the Nyadire Mission Centre Hospital.
- Providing insecticide-treated mosquito bed nets for distribution to fulfill the goals of the Imagine No Malaria – Nothing But Nets programs.
- Working with The United Methodist Church-Zimbabwe Health Board to achieve their goals and objectives for a healthier Zimbabwe.

We will seek to respond to future calls of support as the Bishops of Zimbabwe and Western Pennsylvania might liaise and determine. We will channel communications between our two conferences through the agreed structures of The United Methodist Church. This covenant partnership is open to review, evaluation, and adjustment as seen fit through mutual agreement.

"Come over...and help us" Acts 16:9


Bishop Thomas J. Bickerton
Pittsburgh Episcopal Area


Bishop Eben Nhwatiwa
Zimbabwe Episcopal Area

11 June, 2010
Date