

1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		
26		
27		
28		
29		
30		
31		
32		
33		
34		
35		
36		
37		
38		
39		
40		
41		
42		
43		
44		
45		
46		
47		
48		
49		

LEGISLATION

Section 1

RS 101 Racial Justice Act	402
RS 102 Juvenile Justice Act	403
RS 103 Beer Tax (UM Advocacy in PA)	404
RS 104 Peace in the Holy Land/Dialogue on Israel-Palestine	405

Section 2

RS 201 Conference Restructuring	405
RS 202 District Coordinator For Disability Concerns	409
RS 203 Transferring Responsibilities of Commission on Small Membership	409
RS 204 Camping & Retreat Ministries/Western PA Conference By-Laws	410
RS 205 Increasing Consent Calendar Petition Signatures	411
RS 206 Crisis Response Study Team	411
RS 207 Sexual Harassment Policy	412
RS 208 Episcopal Nomination Process	426

Section 3

RS 301 General Evangelist – Roy Gearhart	426
RS 302 General Evangelist – Ellen Bullock	427
RS 303 General Evangelist – Christine Rogan	427
RS 304 Base Compensation for Pastors	427
RS 305 Accountable Reimbursement Account	428
RS 306 Moving Expense for Retiring Pastors	428
RS 307 Clergy Housing Allowance	429
P 38 Celebrating the Nurturing Community/Sanctity of Marriage	430
P 39 Conference Emphasis on the Family & Board of Discipleship Response	430

Section 5

RS 501 Rental / Housing Allowance	432
RS 502 Clergy Retirement Security Program Pre-1982 Pension Funding Plan	433
RS 503 Clergy Retirement Security Program	435
RS 504 CRSP Benefit Reserve Fund	435
RS 505 Retired Clergy Day	436

Section 6

RS 601 Christian Education Sunday	436
RS 602 Golden Cross/Red Stocking Sunday	437
RS 603 Rural Life Sunday	437
RS 604 Disability Awareness Sunday	437
RS 605 Doors Ways to Hope at Home	438
RS 606 Camping Sunday	438
RS 607 Youth Service Fund Sunday	439
RS 608 Volunteers In Mission Recognition	439
RS 609 Bread for The World	440
RS 610 Cinco de Mayo Sunday	441
RS 611 Corporation Nominations	Daily Journal

Section 4

RS 403 Funding For Regional Ministries	442
RS 401 Connectional Apportionment 2013 Budget	443
Report on 2013 Budget Narrative	453
RS 402 Endowment & Other Income Disbursal Directives	454

1 BE IT FURTHER RESOLVED that the Western PA Conference encourages its members
2 to continue to participate in the Weekend of Faith in Action on the Death Penalty.
3 amnestyusa.org/faithinaction/about.html

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

7 Alice Moore, Roger Thomas (thomasnr@hotmail.com)
8 Jeff Conn, Chair, Western PA Conference Board of Church and Society
9

10

11

RS 102 JUVENILE JUSTICE

12

(Section 1)

13

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

19

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

23

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

29

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

31

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

36

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

42

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

44

WHEREAS In *Roper v. Simmons* (2005) the United States Supreme Court banned the
45 sentencing of juveniles to death as a cruel and unusual punishment. In *Sullivan v Florida*
46 (2010), it banned the imposition of Life Without Parole on juveniles except for homicide.

47

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

50

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

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

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

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

10 (1) The individual's age and level of maturity at the time of the offense.

11 (2) The individual's degree of participation in the offense.

12 (3) The nature of the offense.

13 (4) The severity of the offense.

14 (5) The individual's prior juvenile or criminal history.

15 (6) The likelihood of the individual to commit further offenses.

16 (7) Other information considered relevant by the sentencing court.

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

20 THEREFORE BE IT RESOLVED that this Conference of the Pennsylvania United
 21 Methodist Church encourages the Pennsylvania General Assembly to pass HB 1994 of
 22 2012, which will allow Pennsylvania Courts to consider evidence of the individual
 23 culpability of juveniles when reviewing long term sentences.

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

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

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

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

32

33

34

RS 103 BEER TAX

35

(Section 1)

36

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

39

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

45

WHEREAS the U.S. Substance Abuse and Mental Health Services Administration
 46 estimates that up to 5.6 million Pennsylvanians used alcohol in the past month, and up to
 47 2.7 million Pennsylvanians engaged in binge drinking in the past month (binge drinking
 48 is consuming five or more alcoholic drinks in the same sitting); and,

49

WHEREAS numerous studies and reports have been issued on the workplace costs of
 50 alcoholism and alcohol abuse, and they estimate costs that range from \$33 billion to \$68

1 billion per year in the United States. (US Office of Personnel Management Guidelines on
 2 Worklife)
 3 WHEREAS alcohol consumption often results in violence, automobile accidents and
 4 death, suicide, depression, lost work, homelessness and broken families, which all
 5 directly and indirectly increase the cost of taxpayer-financed services and facilities; and,
 6 WHEREAS beer is the most popular alcoholic beverage in Pennsylvania, and over the
 7 past decade the Commonwealth is ranked among the top states in increased beer
 8 consumption; and,
 9 WHEREAS the Pennsylvania's tax on beer is the eighth lowest in the United States at
 10 eight cents a gallon, compared to a national average of 25 cents a gallon, a rate that has
 11 not been changed since 1947; and,
 12 WHEREAS an increase in Pennsylvania's beer tax will be an important factor in helping
 13 to reduce underage drinking in the Commonwealth; and
 14 THEREFORE BE IT RESOLVED that The Western PA Conference of The United
 15 Methodist Church urges legislators to take the steps needed to bring Pennsylvania's beer
 16 tax in line with other states around the United States; and
 17 BE IT FURTHER RESOLVED, that revenue from the increase in the state beer tax be
 18 designated for alcohol treatment and rehabilitation, and to provide funding for programs
 19 assisting Pennsylvania's most vulnerable citizens; and
 20 BE IT FURTHER RESOLVED, that United Methodist Advocacy in Pennsylvania
 21 provide this resolution to the Governor and members of the General Assembly.

22 Steve Drachler, United Methodist Advocacy in Pennsylvania
 23 Jeff Conn, Chair, Western PA Conference Board of Church and Society
 24
 25

26 RS 104 PEACE IN THE HOLY LAND

27 (Section 1)

28 WHEREAS Psalm 122:6 says, "*Pray for the peace of Jerusalem! May they prosper who*
 29 *love you.*"
 30 WHEREAS Matthew 5:9 says, "*Blessed are the peacemakers for they shall be called*
 31 *sons and daughters of God.*"
 32 WHEREAS Resolution 6073. Opposition to Israeli Settlements in Palestinian Land, *The*
 33 *Book of Resolutions of The United Methodist Church 2008*, says "We urge all United
 34 Methodists in the US to: 2. Encourage members of each congregation to study the Israeli-
 35 Palestinian conflict from all perspectives by inviting speakers to church events, reading
 36 books, using audiovisual resources in educational forums, and getting information from
 37 Web sites."
 38 THEREFORE BE IT RESOLVED, that the Western PA Conference encourage our
 39 members to study the Israeli-Palestinian conflict from all perspectives by inviting
 40 speakers to church events, reading books, using audiovisual resources in educational
 41 forums, and getting information from Web sites, and to pray for peace in Israel and
 42 Palestine.

43 Jeff Conn, Chair, Western PA Conference Board of Church and Society
 44
 45

46 RS 201 CONFERENCE STRUCTURE

47 (Section 2)

48 WHEREAS the Conference Connectional Network (CCN) was created when the 2007
 49 Annual Conference adopted RS 804 as a "first phase recommendation for greater
 50 inclusion, connection, accountability, communication, and shared ministry," with the
 51 expectation that "further phases related to conference structure, functionality of the

1 structure, and accountability within the structure will be brought to the Annual
2 Conference as the Ministry Plan continues to evolve.”

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

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

10 WHEREAS we believe that living into our Vision to “ignite and sustain a passionate
11 spiritual connection with Christ among all people in Western Pennsylvania” requires both
12 **vision-casting** (seeking a faithful future) and **governance** (ensuring effectiveness as we
13 live into our shared vision). Such “forms of leadership” were included by the Apostle
14 Paul among the spiritual gifts appointed by God within the Church (1 Corinthians 12:28),
15 and are modeled in the Hebrew Scriptures in the persons of Moses and Aaron, who
16 functioned best as a leadership team when vision and governance were linked by
17 intentional and frequent communication (Exodus 32:1-35 illustrates what happened when
18 visioning and governance operated independently of one another!)

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

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

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

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

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

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

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

- 1 If the legislation is adopted, the conference rules would be updated to read as
 2 follows:
 3 3.2 Conference Connectional Leadership Team
 4 3.2.1 Conference Connectional Leadership Team: The primary function of the
 5 Annual Conference, and the Conference Connectional Leadership Team and
 6 Ministry Teams, is equipping spiritual leaders to bring into reality the
 7 transformation of the world through Jesus Christ.
 8 3.2.2 Conference Connectional Leadership Team Relationships: The Conference
 9 Connectional Leadership Team will be amenable to the Annual Conference.
 10 The four Ministry Teams will be amenable to the Connectional Leadership
 11 Team.
 12 REMOVE 3.2.3
 13 REPLACE with the following:
 14 3.2.3 Membership
 15 Conference Connectional Leadership Team (16 members + 3 ex-officio)
 16 Chairperson
 17 Four (4) Chairpersons of Ministry Teams, one (1) from each team
 18 Four (4) Clergy at-large
 19 Four (4) Laity at-large
 20 Conference Lay Leader
 21 Dean of the Cabinet
 22 Directional Oversight Team Chairperson
 23 Director of Connectional Ministries (ex-officio)
 24 Director of Administrative Services (ex-officio)
 25 Bishop (ex-officio)
 26 Connectional Nurture Ministries Team (14 members)
 27 Chairperson
 28 Two (2) Clergy at-large
 29 Two (2) Laity at-large
 30 Chairperson from:
 31 Board of Ordained Ministry
 32 Episcopacy
 33 Laity Board
 34 Leadership & Nominations
 35 United Methodist Men
 36 United Methodist Women
 37 Young Adult Ministry
 38 Youth Ministry
 39 Connectional Outreach Ministries Team (15)
 40 Chairperson
 41 Two (2) Clergy at-large
 42 Two (2) Laity at-large
 43 Chairperson from:
 44 Church & Society
 45 Disability Concerns
 46 Ethnic Local Church Concerns
 47 Global Health Initiatives
 48 Global Ministries
 49 Health as Wholeness
 50 Native American Ministry
 51 Poverty Team

- 1 Religion & Race
 2 Status & Role of Women
 3 Connectional Witness Ministries Team (13)
 4 Chairperson
 5 Two (2) Clergy at-large
 6 Two (2) Laity at-large
 7 Chairperson from:
 8 Camping & Retreat Ministries
 9 Christian Unity & Interreligious Concerns
 10 Communications
 11 Discipleship
 12 Evangelism
 13 Higher Education & Campus Ministry
 14 Parish & Community Development
 15 Small Membership Churches
 16 Stewardship Team
 17 Connectional Administrative Ministries Team (13)
 18 Chairperson
 19 Two (2) Clergy at-large
 20 Two (2) Laity at-large
 21 Chairperson from:
 22 Archives & History
 23 Conference Rules Committee
 24 Conference Sessions Team
 25 Equitable Compensation
 26 Finance & Administration
 27 Pensions
 28 Personnel Team
 29 Trustees
 30 3.2.4 Conference Connectional Leadership Team Responsibilities: Between Annual
 31 Conference sessions and not inconsistent with the *Discipline* and with the Annual
 32 Conference guidelines and directives, the Conference Connectional Leadership Team
 33 along with the Connectional Ministry Teams will direct and evaluate the work and
 34 ministries of the Annual Conference as follows:
 35 (a) As servants, coordinate the work and ministry of the Annual Conference.
 36 (b) As decision-makers, address the policy and fiscal questions regarding the work
 37 and ministry of the Annual Conference.
 38 (c) As representatives, listen and (to the extent of not being in conflict with the
 39 *Discipline*) respond to requests, ideas and questions for the conference laity, clergy,
 40 churches and agencies.
 41 (d) As communicators, provide information related to General boards and agencies
 42 (such as the Connectional Table) to and from district committees and local congregations.
 43 3.2.4.1 Executive Team: There may be an Executive Team consisting of the
 44 Chairperson of the Connectional Leadership Team, the Director of Connectional
 45 Ministries, the Director of Administrative Services, the Dean of the Cabinet, the
 46 Conference Lay Leader, and the Bishop (ex-officio). Consideration should be given to
 47 inclusiveness.
 48 Change the Conference Connectional Network Title to Conference Connectional
 49 Leadership Team in 3.2.5, 3.2.5.2, 3.2.5.3, 3.2.5.4, 3.2.6, 3.2.7.1, 3.2.7.2, 3.2.7.3, and
 50 CCN to CCLT in 3.2.5.
 51

1 Louise Patterson, Chair, Conference Connectional Network
2 Greg Cox, Director of Connectional Ministries
3
4

5 RS 202 DISTRICT COORDINATOR FOR DISABILITY CONCERNS
6 (Section 2)

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

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

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

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

27 Alyce Weaver Dunn, Cabinet Representative
28 Deborah Hills, Chair, Conference Committee on Disability Concerns
29
30

31 RS 203 COMMISSION ON SMALL MEMBERSHIP
32 (Section 2)

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

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

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

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

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

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

49 BE IT FURTHER RESOLVED that the current Commission on the Small Membership
50 Church be dissolved and that the duties listed in ¶ 645 shall be added to the duties of the
51 Committee on Parish and Community Development and that, in keeping with the

1 provisions of ¶645, at least one individual shall be designated as responsible for small
2 membership church concerns.

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

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

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

11

12

13 RS 204 CAMPING AND RETREAT MINISTRIES CORPORATIONS COMMITTEE

14 (Section 2)

15 WHEREAS the mission of The United Methodist Church is to “make disciples of Jesus
16 Christ for the transformation of the world,”17 WHEREAS the mission of the Western PA Conference is “to provide leadership,
18 connection, and resources” to make disciples,19 WHEREAS the Camping and Retreat ministries team has been facilitating that work as it
20 relates to the our camping ministries and our retreat centers throughout the annual
21 conference. The role and function of the team has been shifting toward greater autonomy
22 within each ministry.23 WHEREAS the annual conference established a Camping and Retreat Ministries
24 Corporations Committee in 2011, RS 708.25 WHEREAS camping and retreat ministries team has engaged in a consultation with
26 Kaleidoscope, Inc to better understand the role and function of the camping and retreat
27 ministries. Through that consultation the team has recommended a more comprehensive
28 plan to strengthen the future of our camps and retreat ministries. The plan includes a
29 realigned camping and retreat corporations committee that will better facilitate those
30 ministries and better protect the rights of the Annual Conference.31 THEREFORE BE IT RESOLVED that Article IV, section 4 of the By-laws of the
32 Western Pennsylvania Annual Conference of The United Methodist Church be amended
33 by deletion of the second paragraph.34 ~~The Conference Camp and Retreat Center Corporations Committee shall be~~
35 ~~composed of the members of the Camping and retreat ministry, the Resident~~
36 ~~Bishop, the Conference Treasurer, and the Conference Chancellor.~~37 BE IT FURTHER RESOLVED that Article 3 of the Conference Rules be amended by
38 addition to include a “Camping and Retreat Ministries Corporation Committee.” The
39 purpose of the team “shall be as outlined in the Article IV, Section 4 of the Conference
40 By-Laws.” Membership shall be listed as:

41 - Four (4) at large members. One (1) shall serve as chairperson.

42 - Chairpersons of each camping and retreat center corporation

43 - Director of Connectional Ministries

44 - Conference Treasurer

45 - Resident Bishop

46 - Conference Chancellor

47 - Camping and Retreat Site Directors, ex-officio without vote

48 - Camping and Retreat Ministries Coordinator, ex-officio without vote

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

1 Alan Brooks, CRM Chair, Camping and Retreat Ministries Team
2 Gregory Cox, Director of Connectional Ministries
3
4

5 RS 205 REQUIREMENT TO REMOVE FROM THE CONSENT CALENDAR
6 (Section 2)

7 WHEREAS Ephesians 5:21 encourages us in our life together to "Be subject to one
8 another out of reverence for Christ."
9 WHEREAS The annual conference uses a consent calendar to ensure that valuable time
10 in the conference plenary sessions is used wisely.
11 WHEREAS Often times our time in plenary at Annual Conference is taken up with issues
12 that have already been debated extensively in legislative sections, with the section
13 making its desire very clear, yet have been removed from the consent calendar by a very
14 small number of delegates.
15 WHEREAS The General Conference of The United Methodist Church requires at least
16 twenty (20) signatures to remove an item from the consent calendar.
17 THEREFORE BE IT RESOLVED that Conference Rule 2.3.7.4 be amended as follows,
18 "...Upon written request of any ~~ten (10)~~ twenty-five (25) members, a particular piece of
19 legislation shall be removed from the consent calendar and shall be presented to the
20 conference for debate and action."

21 David Jackson, Paul Morris, Jude Urso, Jay Sterling, Indiana District Conference
22
23

24 RS 206 CRISIS RESPONSE STUDY TEAM
25 (Section 2)

26 WHEREAS From time to time the churches and clergy members of the Western PA
27 Conference find themselves in a crisis.
28 WHEREAS The mission of the Western PA Conference is to provide leadership,
29 connection, and resources to make disciples of Jesus Christ for the transformation of the
30 world.
31 WHEREAS Galatians 6:2 commands us to "*Bear one another's burdens, and in this way*
32 *you will fulfill the law of Christ.*"
33 WHEREAS In some situations there are opportunities when leadership and resources
34 from the Annual Conference may be brought to bear to help our churches and clergy
35 listen, evaluate and act preemptively to avoid or lessen the impact of a crisis.
36 WHEREAS In the midst of a crisis the Annual Conference often has the opportunity and
37 disciplinary requirement to provide leadership and resources to resolve a crisis for one of
38 our churches and/or one of our clergy.
39 WHEREAS In the resolution and aftermath of a crisis the Annual Conference may
40 provide leadership and resources to be an instrument of healing to one of our churches or
41 one of our clergy.
42 THEREFORE BE IT RESOLVED that the Conference Connectional Network shall, after
43 consultation with the bishop, cabinet, and the Conference Commission on the Status and
44 Role of Women, name a team to study and develop a plan to engage conference
45 leadership and support to assist our churches and clergy: 1) to deal with crisis
46 preemptively with conflict management, 2) to deal with resolving crisis with intervention
47 teams/resources, 3) to provide healing in the midst of crisis and after the resolution of a
48 crisis,
49 BE IT FURTHER RESOLVED the Crisis Response Study Team shall be funded by the
50 Conference Connectional Network connectional apportionment budget/pool,

1 BE IT FURTHER RESOLVED that the Crisis Response Study Team share findings and
 2 information with the Conference Connectional Network no later than March 2013,
 3 BE IT FURTHER RESOLVED that the Conference Connectional Network bring a report
 4 from the Crisis Response Study Team to the 2013 Session of Annual Conference along
 5 with any implementing legislation necessary to support their findings.

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

10
 11
 12 RS 207 SEXUAL HARASSMENT POLICY

13 (Section 2)

14 WHEREAS An ad hoc group of clergy consisting of Kathy Barnhart, Keith Dunn,
 15 Gretchen Hulse, Cindy Schneider, Paul Taylor and Bob Zilhaver met in October 2011 to
 16 discuss the perceived need of the Western PA Conference to review and develop a more
 17 in depth Sexual Harassment Policy and implementation strategy in accordance with
 18 ¶605.8 of The 2008 *Book of Discipline*.

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

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

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

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

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

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

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

42
 43
 44 **Sexual Harassment Policy for Professing Members and Clergy**
 45 **of the**

46 **Western Pennsylvania Annual Conference of The United Methodist Church**

47
 48 **Statement of Policy**

49 A clergyperson or professing member of the Western Pennsylvania Annual
 50 Conference of The United Methodist Church shall not engage in harassment, including

1 but not limited to sexual and/or gender harassment of another professing member or
2 clergy member of The United Methodist Church (§§ 605.8, 2703.1 and 2703.3).

3 **Theological Foundation**

4 All persons are created in the image of God (Genesis 1:26). God intends all
5 persons to have worth and dignity in their relationships (1 John 2:10-11). The Church is
6 one connected body, and when one part of the body is injured physically, emotionally or
7 spiritually, the entire body suffers and is rendered less than what God intended (1
8 Corinthians 12:26).

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

13 **Definitions**

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

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

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

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

36 **Reporting:**

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

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

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

1 Complaints against the bishop should be handled in accordance with ¶412 of the
2 2008 *Book of Discipline*.

3 **Media Response:**

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

6 **Resolution:**

7 The process for resolving any possible violations of this policy shall be the processes
8 outlined in ¶¶ 221, 228, 361, 2702 of the 2008 *Book of Discipline*.

9 **List of Appendixes**

10 A. Suggested Process for When Ministerial Professionals Encounter Boundary
11 Violations/Sexual Harassment By Congregants.

12 B. Procedures for Reporting, Investigating, and Resolving Violations of this Policy by a
13 Lay Member.

14 C. Checklist for Processing Complaints Against Lay Persons

15 D. Procedures for Reporting, Investigating, and Resolving Violations of this Policy by a
16 Clergy Member.

17 E. Checklist for Processing Complaints Against Clergy Persons

18
19 **Appendix A:** Suggested Process for When Ministerial Professionals Encounter Boundary
20 Violations/Sexual Harassment by Congregants, Prepared by Kim Coffing, Assistant
21 General Secretary, The General Commission on the Status and Role of Women.

22
23 Pastor perceives an advance has been made.

24 Pastor needs to establish professional pastoral boundaries:

25 • Identify your role as the pastor:

26 o "I am your pastor..." "As your pastor..." "The United Methodist church takes this
27 kind of conduct very seriously and considers this behavior as sexual harassment..."

28 • Identify that they are part of a community, not just "you and me" framing. "We are in
29 relationship to a congregation, denomination, calling(s), roles, responsibilities..." Expand
30 the awareness of your context by bringing in others you are both responsible for and in
31 relationship.

32 • "I cannot be your pastor if..."

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

36 If inappropriate behavior continues:

37 • Re-establish Boundaries

38 o I will not meet with you privately

39 o Explain that someone will be in the church if/when you meet and that confidence
40 will be maintained.

41 o Reiterate your identity/role to congregant.

42 DOCUMENT--written to SPRC and DS.

43 • If flirtation has happened (mutual attraction/enticement):

44 o Name and confess your participation in the confusion of boundaries and your role as
45 pastor. Name the mixed messages/signals to bring them to light.

46 o Repent- Identify your role as pastor and being responsible for maintaining clear,
47 healthy, professional relationships with all in the congregation and apologize by naming
48 the confusion and harm your behavior has brought to your relationship with the
49 congregant.

50 o Reconcile--Identify what boundaries must be made and kept as well as what
51 damaging or misleading behaviors must be stopped.

- 1 Pastors--talk with a grounded confidant and make a behavior covenant with clear
2 accountability structures built in. Example: regular and frequent meetings with confidant
3 reflecting on issues related to wandering over healthy, professional boundaries.
4 If violations of boundaries persists:
- 5 • Call a Meeting for the purpose of clarifying communally the role and responsibility
6 of the pastor and appropriate behavior of congregants.
 - 7 o DS--certainly informing them of your purpose; who will be attending; follow-up
8 communication plan; meeting location; etc. Ask DS if it is appropriate (or wise) to have a
9 conversation with the annual conference Chancellor for any recommendations,
10 suggestions; simply being put "on notice."
 - 11 o Violator--Ask them to bring a friend or family member--someone they trust--for a
12 conversation with others about issues related to serving as pastor. They are to bring
13 someone who can be reflective with them. NOT a lawyer!!!
 - 14 o SPRC Chair
 - 15 o Seek resolution with CLEAR boundaries about how to behave appropriately and why
16 the boundaries have to be maintained. Consider preparing a "Behavioral Covenant"
17 identifying what you need as pastor and be prepared to name what behaviors need to stop
18 by the violator. Write out the agreed "ways of being" and have everyone sign as
19 witnesses and prayer partners.
 - 20 o If you sense it will help, plan a follow-up meeting for a "check-in" and if further
21 clarification/information is needed--supportive accountability.
 - 22 o Follow-up with a letter to everyone involved as to the purpose of the meeting; those
23 attending; if resolution was reached, note the specifics; thank everyone and seek
24 continued prayer for everyone. (Copy DS).
- 25 If they refuse to sign a Behavior Covenant:
- 26 • Be clear that the violator is making a choice about their relationship to the church
27 and is choosing not to be in contact, communication, on church property or attend any
28 church programming until they agree and sign the behavior covenant.
 - 29 • Have everyone in attendance note and sign that they witnessed a refusal to sign by
30 the violator.
 - 31 o Follow-up by sending a certified letter to the violator, specifying a procedure they
32 can initiate for future participation in any church sponsored activities. (Who to contact,
33 etc)
 - 34 • Send copies of all documentation via certified mail to the DS (and possibly the
35 Bishop's office). DO NOT ELECTRONICALLY SEND ANY DOCUMENTATION. DS
36 along with the pastor should certainly review the status of things with the Chancellor at
37 this time.
 - 38 • Consider meeting with those in leadership, stressing the need for confidentiality.
- 39 o SPRC Chair and Committee
 - 40 o Trustees
 - 41 o Lay Leader
 - 42 o Staff
 - 43 o Custodian(s)
- 44 Make it clear that professional, appropriate boundaries are taken very seriously in the
45 UMC as well as the need for our congregants to be responsible for maintaining safe,
46 healthy, respectful and honoring behavior to one another and those in professional
47 leadership.
- 48 Have a "reporting/communication" plan in place IF the violator appears on church
49 property, during church programs/services, or makes contact with church leaders.
- 50 **The District Superintendent is responsible for-**
- 51 • advocating for the well-being of everyone.

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

6
7 **Appendix B: Procedures for Reporting, Investigating, and Resolving Violations of This**
8 **Policy by a Lay Person**
9

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

17 **Initial Resolution Process**

- 18 1. Clergy are responsible for establishing and maintaining clear boundaries of
19 professional conduct.
- 20 2. Therefore, a clergy person should respond immediately and clearly to the harasser
21 that such behavior is unwelcome and uncomfortable.
- 22 3. If the behavior continues;
- 23 a. Avoid being alone with the harasser
- 24 b. Keep accurate records of the harassing behavior
- 25 c. Contact the Chair of the Staff Parish Relations Committee (if the Chair of SPRC is
26 the harasser then contact the District Superintendent directly).
- 27 d. Notify the District Superintendent to begin the informal process for the resolution of
28 a possible violation of this policy.
- 29 4. The District Superintendent will contact the Western Pennsylvania Conference
30 Director of Connectional Ministries to bring to bear conference assets that are available
31 for healing all parties and developing an intervention team.

32 **Informal Resolution Process**

- 33 1. The chair of the SPRC (or a person designated) and the intervention team and will
34 meet separately with the clergy person and with the accused. The purpose of the meeting
35 is to:
- 36 a. Determine if the allegation is valid.
- 37 b. Ask the accused to make an appropriate written statement to the clergy persons. The
38 written response may include explanation of the behavior resulting in a misperception of
39 intent, an apology, and a promise not to repeat the behavior.
- 40 2. If the clergy person finds the response satisfactory then the allegation will be
41 considered resolved and the District Superintendent will be notified of the result.
- 42 3. If the response of the accused is not satisfactory or the accused refuses to respond,
43 then the allegation will move to the formal complaint process and the District
44 Superintendent and Staff Parish Relations Committee will be notified that a formal
45 process of complaint has been initiated. At any point during the informal process, the
46 clergy person, the professing lay member, the accused or the SPRC committee may
47 request in writing to the District Superintendent a formal resolution process.

48 **Formal Resolution Process**

- 49 1. If the District Superintendent determines that the process outlined above has been
50 followed and the allegation is not resolved, then the District Superintendent follow the
51 complaint procedures of ¶¶ 221, 228.

1 2. The final resolution of the process will be communicated in writing to the clergy
2 person, the accused and the Staff Parish Committee.

3
4 **Appendix C: Checklist for Processing Complaints Against Lay Persons**

5
6 ***This checklist is a helpful tool for keeping track of complaints against lay persons as
7 they are processed. It should be attached to the complaint and kept with copies of all
8 pertinent documents in the appropriate file.

9 Layperson named in Complaint: _____
10 Home Mailing Address: _____
11 Telephone Numbers: _____
12 Local Church Holding Membership: _____
13 Pastor of Local Church Charge: _____
14 Pastor's Mailing Address: _____
15 Pastor's Telephone Numbers: _____
16 District Superintendeint: _____
17 Layperson's Representative: _____
18 Address of Layperson's Representative: _____
19 Telephone Numbers for Representative: _____

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

23 Date initial complaint received: _____

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

28 Date professing member named in complaint informed or process and
29 purpose: _____

30 Date pastor of the professing member informed: _____

31 Date person filing initial complaint informed: _____

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

35 Think about whether there are any statute of limitations issues before setting up any
36 meetings with the complainant or respondent _____

37 Date of meeting with complainant _____

38 Date of first supervisory meeting with lay person who is respondent to
39 complaint _____

40 Date(s) of any subsequent meetings and parties involved
41 _____

42 _____
43 Supervisory follow-up plan with local church congregation under _____

44 _____
45 Did Supervisory meetings create just resolution (if yes date and attach copy of resolution
46 plan) _____

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

49 Referred to neutral party (date and to whom) _____

50 Date written notification sent to parties _____

51 Date(s) of mediation or just resolution process _____

1 Did Mediation or just resolution process reach terms of resolution (if yes date and attach
2 copy of Accountability agreement or other documentation of terms of
3 resolution)_____

4 _____

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

9 Written notification of Binding Resolution Process sent to accused professing member

10 _____

11 Written response accepting/rejecting non-binding resolution process _____

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

14 Date written notification sent to parties _____

15 Date(s) of binding resolution meetings and those present

16 _____

17 _____

18 Date of completion of binding resolution (attach binding resolution)

19 _____

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

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

25 _____

26 _____

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

29 _____

30 Date Judicial Complaint mailed to respondent _____

31 Date Judicial Complaint mailed to complainant _____

32 Judicial Complaint attached _____

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

42 Date judicial complaint mailed to respondent _____

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

44 _____

45 _____

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

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

- 1 Name, address (mail and email) and phone number of legal counsel retained to assist the
- 2 committee on investigation _____
- 3 _____
- 4 _____
- 5 Date respondent's answer to judicial complaint received _____
- 6 _____
- 7 Date of any preliminary meeting/teleconference with chair of committee on investigation,
- 8 respondent and counsels (recommended to discuss procedure etc.) _____
- 9 _____
- 10 Date witness notice to appear form(s) sent _____
- 11 _____
- 12 Date committee convened _____
- 13 _____
- 14 Date five committee members recommended suspension from any church office:
- 15 _____
- 16 Name of court reporter/person creating transcript. _____
- 17 Date of interviews of witnesses (if any) (Note: all parties are entitled to be present and
- 18 have 3 days notice of such interviews) _____
- 19 _____
- 20 _____
- 21 Date notice of hearing sent _____
- 22 Date of hearing _____
- 23 Decision of Committee (attach Bill of Charges) _____
- 24 _____
- 25 Date Bill of Charges and Specification or referral or dismissal mailed to all parties (Note:
- 26 Must be within 5 days of date charges and specifications are adopted) (to respondent,
- 27 complainant, counsel for the Church, presiding officer, charge conference secretary,
- 28 district superintendent)
- 29 Supervisory follow-up with local church congregation (§2701.4.c) _____
- 30 **9. Trial-Judicial:** The district superintendent of the person charged shall proceed to
- 31 convene the court under the provisions of §2709. The district superintendent may be the
- 32 presiding officer or may designate another clergy person in full connection to preside.
- 33 The Counsel for the Church may continue. The respondent may select counsel, who
- 34 would typically be the same person who served as respondent's counsel on the committee
- 35 of investigation. If the respondent fails to select counsel, the presiding officer must
- 36 appoint counsel for him/her in accordance with §2708.7 (§2714)
- 37 Name of the presiding officer _____
- 38 Date notice of presiding officer name and address sent to respondent _____
- 39 Name of counsel for respondent _____
- 40 Date of any preliminary meeting/teleconference between presiding officer, respondent
- 41 and all counsel _____
- 42 Date notice of trial sent to respondent by convener (the respondent's district
- 43 superintendent) _____
- 44 Date and place of trial _____
- 45 Date district superintendent made appointment of trial court pool (§2714.3) _____
- 46 Names and local churches of trial court pool members _____
- 47 _____
- 48 _____
- 49 _____

- 1 Date of out-of-court testimony or depositions, if any (authorized by presiding officer; all
- 2 parties are entitled to have three days notice of such testimony) (§2708.10)
- 3 _____
- 4 Date of receipt by presiding officer of witness list from counsel _____
- 5 Notices sent to witness by presiding officer (§2708.8) _____
- 6 Date of any procedural or substantive matter appeals to presiding officer "(must be done
- 7 before convening of trial court and should be maintained as part of the trial record)
- 8 (§2708.3)
- 9 _____
- 10 _____
- 11 Date and dispositions of charges by trial court
- 12 _____
- 13 _____
- 14 Date trial court sends records to the secretary of the charge conference (§2714.7)
- 15 _____
- 16 _____
- 17 Date notice of appeal, if any, set by respondent to pastor and district superintendent (must
- 18 be within thirty days of trial court disposition and penalty)
- 19 _____
- 20 Disposition of appeal, if any _____
- 21 Supervisory follow-up with local church congregation, attach any healing plan of action
- 22 (§2701.4.c) _____
- 23 **10. Withdrawal Under Complaints or Charges:** When a professing member of the
- 24 Church is charge with an offense and desires to withdraw from the Church, the charge
- 25 conference may permit such member to withdraw his or her name from the roll of
- 26 professing members, in which case the record shall be "Withdrawn under complaints." If
- 27 formal charges have been presented, such member may be permitted to withdraw, in
- 28 which case the record shall be "Withdrawn under charges." (§2719.3)
- 29 Date withdrawal request received _____
- 30 Date withdrawal request reported to the charge conference _____
- 31 Date of charge conference approval of withdrawal _____
- 32 Date notated in Membership Rolls _____

33

34 **Appendix D:** Procedures for Reporting, Investigating, and Resolving Violations of this

35 Policy by a Clergy Member.

36 The clergy person or professing member who feels harassed by a clergy person is

37 encouraged to use the following procedures. If the offending behavior and complaint is

38 sexual abuse or sexual misconduct then the immediate procedure is a formal complaint as

39 outlined in the *Book of Discipline* ¶361. Identifying sexual or gender harassment depends

40 on a determination of what a reasonable person would perceive as unacceptable. It is

41 important to resolve allegations and complaints confidentially and, if possible,

42 informally.

43 **Initial Resolution Process**

- 44 1. Clergy are responsible for establishing and maintaining clear boundaries of
- 45 professional conduct.
- 46 2. Therefore, a clergy person should respond immediately and clearly to the harasser
- 47 that such behavior is unwelcome and uncomfortable.
- 48 3. If the behavior continues;
- 49 a. Avoid being alone with the harasser
- 50 b. Keep accurate records of the harassing behavior

- 1 c. Contact the Chair of the Staff Parish Relations Committee and District
- 2 Superintendent.
- 3 d. Notify the District Superintendent to begin the informal process for the resolution of
- 4 a possible violation of this policy.
- 5 e. Notify the Bishop of an informal process for the resolution of a possible violation of
- 6 this policy has begun.
- 7 4. The District Superintendent will contact the Western Pennsylvania Conference
- 8 Director of Connectional Ministries to bring to bear conference assets that are available
- 9 for healing all parties and developing an intervention team.

10 **Informal Resolution Process**

- 11 1. The chair of the SPRC (or a person designated) and the intervention team and will
- 12 meet separately with the clergy or lay person who believes there is a violation of the
- 13 policy and person and with the accused. The purpose of the meeting is to:
- 14 a. Determine if the allegation is valid.
- 15 b. Ask the accused to make an appropriate written statement to the clergy persons. The
- 16 written response may include explanation of the behavior resulting in a misperception of
- 17 intent, an apology, and a promise not to repeat the behavior.
- 18 2. If the all parties find the response satisfactory then the allegation will be considered
- 19 as resolved and the District Superintendent/Bishop will be notified of the result.
- 20 3. If the response of the accused is not satisfactory or the accused refuses to respond,
- 21 then the allegation will move to the formal complaint process and the Bishop/District
- 22 Superintendent and Staff Parish Relations Committee will be notified that a formal
- 23 process of complaint has been initiated. At any point during the informal process, the
- 24 clergy person, the professing lay member, the accused or the SPRC committee may
- 25 request in writing to the Bishop a formal resolution process.

26 **Formal Resolution Process**

- 27 1. If the Bishop determines that the process outlined above has been followed and the
- 28 allegation is not resolved, then the Bishop shall follow the complaint procedures of ¶361.
- 29 2. The final resolution of the process will be communicated in writing to the clergy
- 30 person or lay person who is the complainant, the accused and the Staff Parish Committee.

31
32 **Appendix E: Checklist for Processing Complaints Against Clergy Persons**

33
34 ***This checklist is a helpful tool for keeping track of complaints against clergy persons
35 as they are processed. It should be attached to the complaint and kept with copies of all
36 pertinent documents in the appropriate file.

37 Clergy Person named in Complaint: _____
 38 Home Mailing Address: _____
 39 Telephone Numbers: _____
 40 Present Appointment: _____
 41 District Superintendent: _____
 42 Clergy Person's Representative: _____
 43 Address of Clergy Person's Representative: _____
 44 Telephone Numbers for Representative: _____

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

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

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

3 Date notices sent: _____

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

9 _____ Complaint Dismissed. _____ Supervisory Response initiated.

10 Date of dismissal or initiation of Supervisory Response Process: _____

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

15 Date of Meeting with complainant: _____

16 Date of first supervisory meeting with respondent: _____

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

18 _____

19 _____

20 _____

21 Proposed supervisory response by bishop or district superintendent:

22 _____

23 _____

24 _____

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

26 Date of suspension: from _____ to _____

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

28 _____

29 _____

30 _____

31 Supervisory follow-up with respondent's family:

32 _____

33 _____

34 _____

35 Supervisory follow-up with complainant and family:

36 _____

37 _____

38 _____

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

42 Date of initiation: _____ +120 days= completion deadline of: _____

43 Deadline extension #1 to (date): _____

44 Deadline extension #2 to (date): _____

45 At all supervisory meetings no verbatim record will be made; no legal counsel will be
46 present; the clergyperson may choose another person to accompany him or her with the
47 right to voice; and the person making the complaint will also have the right to choose a
48 person to accompany him or her with right to voice (§361.1.b)

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

51 Date chair of BOOM notified of initiation, if notified: _____

1 **6. Outcome of Supervisory Response:** The supervisory response must be concluded in
 2 one of the designated outcomes of ¶361.1.d.
 3 _____ Written just resolution, including any terms and conditions, reached and signed by
 4 all parties. (¶361.1.b)
 5 _____ Referred the matter to a third part mediator, if not previously attempted
 6 (¶361.1.d.1)
 7 _____ Referred the matter as a Judicial Complaint (¶2704)
 8 _____ Dismissed the complaint with consent of the cabinet giving reasons in writing.
 9 Date completed: _____
 10 Notes: _____
 11 _____
 12 _____

13 **7. Referral of Matter or Mediation or Other Just Resolution Process** (may occur at
 14 any time)
 15 Referred to neutral party (date) _____
 16 Name, address, email, and phone number of neutral party: _____
 17 _____
 18 Date written notification sent to parties _____
 19 Date(s) of mediation or just resolution process _____
 20 Did Mediation or just resolution process reach terms of resolution (if yes date and attach
 21 copy of Accountability agreement or other documentation of terms of
 22 resolution) _____
 23 _____

24 **8. Referral of a Judicial Complaint:** If the bishop determines that the initial complaint
 25 is based on a chargeable offense (¶2702), the bishop selects and then refers the complaint
 26 to counsel for the Church (a clergyperson in full connection). Counsel for the Church
 27 makes sure the judicial complaint is written properly, redrafts and/or makes any
 28 necessary revisions/additions (date, place, specifics of alleged events), signs the
 29 complaint as a judicial complaint and then forwards it to the committee on investigation,
 30 along with any relevant material that supports the judicial complaint (¶2704.2.a).
 31 Name of the counsel for the Church (make sure provisions of ¶2708.7 are followed so
 32 that no counsel has "considered the case"): _____
 33 Date judicial complaint mailed to the committee on investigation: _____
 34 Date judicial mailed to respondent: _____
 35 Date judicial complaint mailed to complainant: _____
 36 Judicial Complaint attached _____

37 **9. Committee on Investigation--Judicial Complaints:** The investigation procedure
 38 conducted by the committee on investigation is the first step in the judicial process. The
 39 committee on investigation is responsible for sending a copy of the judicial complaint to
 40 the respondent (if counsel for the Church has not already sent it), and the respondent has
 41 thirty days in which to file a response. The committee on investigation conducts and
 42 investigation and determines whether there is a reasonable ground for charges, and, on a
 43 vote of five members, signs and certifies charges as proper for trial. The charges are to
 44 list the chargeable offenses and as much detail as possible about the allegation (date,
 45 place, specifics of the alleged events). (¶2703)
 46 Date judicial complaint mailed to respondent _____
 47 Name, address(mail and email) and phone number of counsel for respondent (if any):
 48 _____
 49 _____

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

1 Note: It can be helpful for the committee to have their own legal representation to give
2 advice and counsel.
3 Name, address (mail and email) and phone number of legal counsel retained to assist the
4 committee on investigation
5 _____
6 _____
7 Date respondent's answer to judicial complaint received _____
8 Date of any preliminary meeting/teleconference with chair of committee on investigation,
9 respondent and counsels (recommended to discuss procedure etc.) _____
10 Date witness notice to appear form(s) sent _____
11 Date committee convened (60 days to convene after receipt of judicial complaint by chair
12 (§2704) _____
13 Date five committee members recommended suspension if any:
14 _____
15 Name of court reporter/person creating transcript. _____
16 Date of interviews of witnesses (if any) (Note: all parties are entitled to be present and
17 have 3 days notice of such interviews)
18 _____
19 _____
20 Date notice of hearing sent _____
21 Date of hearing _____
22 Decision of Committee (attach Bill of Charges)
23 _____
24 Date Bill of Charges and Specification or referral or dismissal mailed to all parties (Note:
25 Must be within 5 days of date charges and specifications are adopted) (to respondent,
26 complainant, counsel for the Church, presiding bishop, and secretary of the annual
27 conference)
28 Supervisory follow-up with local church congregation (§2701.4.c) _____
29 **10. Trial-Judicial:** The bishop of the respondent names another bishop to be the
30 presiding officer when the committee on investigation adopts charges. Counsel for the
31 Church may continue. The respondent may select counsel, who would typically be the
32 same person who served as respondent's counsel before the committee on investigation. If
33 the respondent fails to select counsel, the presiding officer must appoint counsel for
34 him/her. (§2708.7).
35 Name of the presiding officer _____
36 Date notice of presiding officer name and address sent to respondent _____
37 Name, address, email, phone number of counsel for respondent _____
38 _____
39 _____
40 Date of any preliminary meeting/teleconference between presiding officer, respondent
41 and all counsel _____
42 Date notice of trial sent to respondent by resident bishop(§2708.2).
43 _____
44 Date and place of trial _____
45 Date resident bishop's request to district superintendents to make appointment of
46 clergypersons to trial court pool (§2713.3) _____
47 Names and appointments of trial court pool members
48 _____
49 _____
50 _____

- 1 Date of out-of-court testimony or depositions, if any (authorized by presiding officer; all
- 2 parties are entitled to have three days notice of such testimony) (§2708.10)
- 3 _____
- 4 Date of receipt by presiding officer of witness list from counsel _____
- 5 Notices sent to witness by presiding officer (§2708.8) _____
- 6 Date of any procedural or substantive matter appeals to presiding officer "(must be done
- 7 before convening of trial court and should be maintained as part of the trial record)
- 8 (§2708.3)
- 9 _____
- 10 _____
- 11 Date and dispositions of charges by trial court
- 12 _____
- 13 _____
- 14 Date trial court sends records to the secretary of the annual conference (§2713.5)
- 15 _____
- 16 _____
- 17 Date notice of appeal, if any, set by respondent to presiding bishop and bishop of the
- 18 conference from which the appeal is taken (must be within thirty days of trial court
- 19 disposition and penalty)
- 20 _____
- 21 Disposition of appeal, if any _____
- 22 Supervisory follow-up with local church congregation, attach any healing plan of action
- 23 (§2701.4.c) _____
- 24 **11. Withdrawal Under Complaints or Charges (§§ 360.3, 2719):**
- 25 Date withdrawal request received _____
- 26 Date withdrawal request reported to the board of ordained ministry _____
- 27 Date of annual conference approval of withdrawal _____
- 28 Date credentials surrendered to bishop or district superintendent _____
- 29 Date(s) request/letter sent if credentials not surrendered: _____
- 30 (Note: If credentials are never surrendered, these letters should be put in the file;
- 31 alternately a signed and dated statement or affidavit of "lost credentials" may be prepared
- 32 by the respondent and put in the file.)
- 33

1 RS 208 Episcopal Nominations Process at Annual Conference

2 (Section 2)

3 WHEREAS The Episcopal Nominations Process Sub-Committee would like to suggest
4 that the following process be employed at Annual Conference during the plenary when
5 the Conference considers Episcopal nominations to the Jurisdictional Conference:

6 WHEREAS Since the delegation has endorsed two candidates, we believe it is important
7 to give the members of annual conference the option of voting for up to two individuals
8 on each ballot.

9 THEREFORE BE IT RESOLVED that the Procedure for Episcopal Endorsement and
10 Nomination:

11 2.3.10.7 The procedure for nomination by the Annual Conference of Episcopal
12 candidates to the

13 Jurisdictional Conference as permitted by ¶406 of the 2008 Discipline shall be as follows:
14

15 The Annual Conference's nominee(s) for the episcopacy shall be selected by ballot. The
16 General and Jurisdictional Conference delegation shall have the privilege to place
17 nominees before the Annual Conference. Others shall be considered nominees who
18 receive votes on the first ballot. No other formal nominations shall be in order. The
19 members of the Annual Conference shall have the right to vote ~~in favor of one of these~~
20 for up to two candidates on each ballot or to vote a blank ballot.

21
22 Upon any person being named on not less than 50% of the valid ballots cast, that person
23 shall be considered to be an Episcopal nominee of the Annual Conference. Ballots will
24 continue until: at least two ballots have been taken, there is a motion to discontinue
25 balloting, or the third ballot has been taken and there has been no nomination. If no
26 person has been named on 50% of the ballots cast on any of the first three ballots taken,
27 then no person shall be considered to have been nominated by the Annual Conference.
28 Only the person(s) selected in the foregoing manner shall be deemed the nominee(s) of
29 the Western Pennsylvania Annual Conference, but this procedure shall not foreclose
30 efforts by individuals or groups to encourage or promote the candidacy for the
31 Episcopacy of other members of the conference.

32 Western Pennsylvania General & Jurisdictional Conference Delegation

33 Tracy Merrick
34
35

36 RS 301 GENERAL EVANGELIST: ROY GEARHART

37 (Section 3)

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

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

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

43 THEREFORE BE IT RESOLVED, that the Western PA Conference recommends, in
44 keeping with the 2008 *Discipline* ¶ 630.3.f & ¶1113.7 that for the conference year 2012-
45 2013, Roy Gearhart be appointed as a fulltime General Evangelist amenable to the
46 conference Evangelism Committee, with Conference support for Hospitalization/Health
47 Insurance, Pension, and Death and Disability benefits.

48 Ken Duffee, Chair, Evangelism Committee
49
50

1 and/or a MERIT INCREASE to their pastor based upon the pastor's faithful, effective and
 2 fruitful ministry,
 3 BE IT FURTHER RESOLVED that pastors serving multi-point charges, or multiple
 4 appointments, will receive a "Multiple Charge/Appointment Adjustment" of \$400 for
 5 each additional church, beyond the initial church. Pastors will have the option to have the
 6 amounts added to their Accountable Reimbursement Account,
 7 BE IT FURTHER RESOLVED that although there is no minimum compensation for
 8 part-time Local Pastors, charges served by them should observe the stated principle of the
 9 Western PA Conference in setting the compensation and benefit package at a level
 10 proportionate to his/her workload, using the base compensation and benefit package of a
 11 full-time pastor as a guideline.
 12 BE IT FURTHER RESOLVED that the Commission on Equitable Compensation will
 13 advise local churches by mail of the most current cost of living (CPI) figure and current
 14 minimum Base Cash Compensation by July 30, 2012.
 15 Edward C. Patterson, Chair, Commission on Equitable Compensation
 16

17
 18 RS 305 - ACCOUNTABLE REIMBURSEMENT ACCOUNT
 19 (Section 3)

20 WHEREAS the Commission on Equitable Compensation has been given the task of
 21 recommending to the annual conference standards of pastoral support and the pastoral
 22 support package,
 23 WHEREAS the pastoral support packages includes an amount for Accountable
 24 Reimbursement expenses,
 25 WHEREAS the Staff/Pastor Parish Relations Committee in each local church is
 26 responsible for submitting to their respective charge conference a pastoral support
 27 package,
 28 THEREFORE BE IT RESOLVED that each charge shall continue to maintain an
 29 Accountable Reimbursement Account for its Pastor (s) from which will be reimbursed
 30 Expenses such as travel, continuing education, books, etc. Reimbursement will occur
 31 upon presentation of vouchers or receipts for legally reimbursable expenses, as the
 32 Internal Revenue Service defines them.
 33 BE IT FURTHER RESOLVED that Accountable Reimbursement Account shall be
 34 established at no less than \$5,000 per full time pastor for the year 2013. The Accountable
 35 Reimbursement Account shall be treated as a separate line item distinct from cash salary.
 36 Charges may set the amount for the account at a higher level if circumstances of the
 37 charge warrant such an increase. Mileage shall be reimbursed at the rate established by
 38 the Internal Revenue Service.
 39 (Note: Please refer to the annual document published by the General Council on Finance
 40 and Administration, titled "Tax Information." This will give you the complete guidelines
 41 for establishing and maintaining an accountable reimbursement account. This document
 42 can be down loaded at www.gcfa.org.)
 43 Edward C. Patterson, Chair, Commission on Equitable Compensation
 44
 45

46 RS 306 – MOVING EXPENSE FOR RETIRING PASTORS
 47 (Section 3)

48 WHEREAS The Western PA Conference has paid the set amount of \$2,000 for Moving
 49 Expenses for those full time pastors who are retiring at the end of this Annual Conference
 50 year,
 51 WHEREAS this amount has not been changed for many years,

1 WHEREAS the cost of moving has increased significantly during the past number of
 2 years,
 3 THEREFORE BE IT RESOLVED that the Western PA Conference increase the amount
 4 set for Moving Expenses for those full time pastors who are retiring at the end of the
 5 ensuing conference years at \$2,500.
 6 BE IT FURTHER RESOLVED that the Cabinet of Western PA Conference will
 7 determine who the retiring pastors will be and will handle the details of the moving
 8 expense.

9 Edward C. Patterson, Chair, Commission on Equitable Compensation

10

11

12 RS 307: CLERGY HOUSING ALLOWANCE RESOLUTION
 13 for District Superintendents and Conference Staff
 14 (Section 3)

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

38

39

40

41

42

43

44

45

46

47

48

49

50

51

Note: The housing/rental allowance that may be excluded from a Clergy person’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 Clergy person’s employer or other appropriate
 body of the Church for such year, (2) the amount actually expended by the Clergy person
 to rent or provide a home in such a year, or (3) the fair market rental value of the home,
 including furnishing and appurtenances (such as a garage), plus the cost of utilities in
 such year.

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

1
 2 P 38 CELEBRATING THE NURTURING COMMUNITY 2012
 3 (Section 3)
 4 WHEREAS Genesis 2:24 states, “*For this reason a man will leave his father and mother*
 5 *and be united to his wife, and they will become one flesh.*”
 6 WHEREAS The United Methodist *Book of Discipline*, ¶161.1B states:
 7 “We affirm the sanctity of the marriage covenant that is expressed in love, mutual
 8 support, personal commitment, and shared fidelity between a man and a woman. We
 9 believe that God’s blessing rests upon such marriage, whether or not there are children of
 10 the union. We reject social norms that assume different standards for women than for
 11 men in marriage. We support laws in civil society that define marriage as the union of
 12 one man and one woman.”
 13 WHEREAS The United Methodist *Book of Discipline*, ¶161.1D states: “We affirm the
 14 integrity of single persons, and we reject all social practices that discriminate or social
 15 attitudes that are prejudicial against persons because they are single. This also includes
 16 single parents, and we recognize the extra responsibilities involved.”
 17 WHEREAS we celebrate God’s fidelity of covenant love with all God’s people, and we
 18 thus gratefully celebrate and encourage fidelity in all loving relationships.
 19 THEREFORE BE IT RESOLVED that the Western PA Conference encourage our
 20 clergy, laity, and churches to:
 21 1. Explore ways to strengthen marriages in their ministry in the Body of Christ.
 22 2. Take advantage of marriage building opportunities offered by our United Methodist
 23 camps and retreat centers.
 24 3. Give prayer and spiritual support for stronger marriages.
 25 4. Celebrate an emphasis on the marriage covenant during May 2013.
 26 5. Have a marriage Retreat to participate in an Encounter Weekend.
 27 6. Encourage and support those called to singleness as part of the covenant community
 28 called by God
 29 7. Seek to understand and support same-sex partnerships in which the partners make an
 30 exclusive commitment of love and fidelity to one another.
 31 David F. Keller and Phillip E. Wilson
 32
 33

34 P 39 CONFERENCE WIDE EMPHASIS ON THE FAMILY
 35 (Section 3)
 36 WHEREAS Scripture (I Timothy 5:8) supports a Christian Emphasis on the Family,
 37 WHEREAS mass media and electronic devices have drawn young people away from
 38 meaningful associations with their families;
 39 WHEREAS pressures of an impacted, depressed economy have created employment
 40 uncertainties causing parents to be absent from their families while taking additional jobs
 41 and jobs away from home;
 42 WHEREAS due to parental absenteeism, youth have had to be more self-sufficient, and
 43 alone frequently, or associating with delinquent peers;
 44 WHEREAS drug and alcohol abuse have impacted young lives negatively, and led them
 45 into crime and other anti-social behavior;
 46 WHEREAS schools and other social organizations, especially peer groups, are no
 47 substitute for wholesome family and church-related activities;
 48 THEREFORE BE IT RESOLVED, that the Western PA Conference of The United
 49 Methodist Church establish a Conference-wide emphasis on the quality of family life that
 50 helps strengthen and reinforce parental responsibility for their children, and to provide
 51 programming and spiritual growth for emotionally healthier, happier families.

- 1 BE IT FURTHER RESOLVED that through the following Plan of Action
 2 1. The Conference Board of Discipleship appoints a task force of Church leaders,
 3 including youth to establish a program of activities, establish support groups, training
 4 sessions for young people elementary through post graduate.
 5 2. The Task Force conduct research to determine where needs are greatest, establish
 6 priorities.
 7 3. The Task Force develops programming, support groups, portfolio of
 8 consultants/advisors speakers who are experienced in family/youth issues. For example:
 9 - call in grandparents, especially of large families
 10 - family festival/workshops to raise awareness of issues
 11 - parent training courses
 12 4. The Task Force writes a model/format for family issue implementation in the local
 13 church.
 14 5. The Task Force conducts a pilot/model program.
 15 6. The Task Force evaluates for Conference-wide implementation and makes
 16 recommendation to the Conference Board of Discipleship.

17 Don Anderson

18
19 RESPONSE FROM BOARD OF DISCIPLESHIP

20 Don - Last month John Wilson sent your petition entitled, "Conference Wide Emphasis on
 21 the Family" to me so that the WPA Board of Discipleship could review it. (Conference Rule 2.3.8.1.1)
 22 We are most appreciative of your attention to the ministry of family, youth, and children. We have not
 23 taken your petition lightly, and we consider the values and challenges expressed within the petition to
 24 be "on target."

25 To be completely forthcoming with you, the board simply is not in a position at this time to
 26 recommend your petition and the subsequent plan of action to the annual conference. Please allow
 27 me to explain why we have reached this conclusion.

28 * The WPA Board of Discipleship is in transition. While the recent hiring of the Director of
 29 Discipleship and Christian Spiritual Formation (Rebecca Innerst) has greatly helped the board's
 30 direction, synergy and long-term health, we are not as yet able to provide the comprehensive
 31 organization, planning, initiation and accountability called for in your petition. We are presently re-
 32 building the board.

33 * Secondly, the board (and the Conference Connectional Network) does not see our role as
 34 one so directly instrumental in providing the hands-on leadership that the petition's plan of action
 35 proposes. The plan of action calls on the Board of Discipleship to initiate, provide programming
 36 (through a task force), and to be held accountable for a broad range of actions (through the task
 37 force). The board definitely wants to develop family ministry as well as age level ministries. We will
 38 use your petition as a valuable piece as we discern how best to influence our conference churches.

39 * The plan of action emphasizes a conference-centered initiative while the focus on our
 40 conference ministries is to encourage, support and strengthen ministry at the local church level.
 41 Making disciples for Jesus Christ is a personal experience, a relational experience that can best be
 42 fostered within a local setting -congregational and community. Our hope is that pastors, church
 43 leaders and those who are called within communities will foster programming, support groups, special
 44 activities for families and young people. I believe Jim Ritchey, as representative of both the WPA
 45 Board of Discipleship and WPA Children's Ministry Team, wrote to you at the time of consideration of
 46 your last year's petition to support your work and to explain the alignment of the conference boards
 47 and agencies toward local church ministry. As such, the Board of Discipleship needs to maintain this
 48 alignment to be faithful.

49 * Much of the plan of action involves youth ministry. To better serve our local congregations
 50 as well as utilize conference staff in effective, meaningful ways, further conversation and partnership
 51 with the conference youth coordinator and youth board needs to take place. An understanding as well
 52 as a plan needs to be well thought out as we move forward.

53 Next fall or winter, the board would like to invite you to one of our meetings for further
 54 discussion on the possibilities for family ministry in the context of the Western Pennsylvania
 55 Conference. Thank you for your diligent, caring focus on this urgent issue.

56 May God continue to bless your leadership,

57 Mary Lou Lazear, Chair, Board of Discipleship
 58
 59

1 RS 501 RENTAL/HOUSING ALLOWANCE FOR RETIRED CLERGY AND/OR
 2 DISABLED CLERGY
 3 (Section 5)

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

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

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

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

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

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

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

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

50 Terry E. Lyon, Chair, Board of Pensions
 51

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51

RS 502 CLERGY RETIREMENT SECURITY PROGRAM
PRE-1982 PENSION FUNDING PLAN
(Section 5)

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

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

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

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

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

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

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

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

The Conference Board of Pensions periodically examines the funded status of the Pre-1982 Pension Obligations, considers expected future investment results and changes in these obligations, and evaluates the future availability of any funding surplus. For example, it considers variable or lower investment returns alternatively to the 7% assumed in the plan’s actuarial valuation, and it considers the likely increase in plan

1 liabilities which would result from the assumed increases in the PSR. It then makes
 2 decisions about use of any funding surplus to cover other WPAUMC benefit obligations
 3 with due regard to protecting the sufficiency of Pre-1982 Plan assets to fund Pre-1982
 4 Plan liabilities. The Conference Board in recent years has regularly recommended to
 5 Annual Conference that a portion of the Pre-1982 Plan funding surplus be used to relieve
 6 the WPAUMC and its local churches of funding annual CRSP defined benefit
 7 obligations, which are estimated to approximate \$3 million, or 13% of pastor
 8 compensation (see RS 503). In addition, in 2011, the Conference Board approved the
 9 redirection of approximately \$4.5 million of such surplus to another annual conference in
 10 return for cash which the Conference Board has set aside to partially fund WPAUMC's
 11 obligations to pay for certain health insurance for its retired clergy. Although any surplus
 12 redirection increases the risk that future contributions to the Pre-1982 Plan could be
 13 required, the Conference Board estimates that the funding surplus of the Pre-1982 plan in
 14 excess of 120% of plan liabilities (a margin selected to provide some protection of the
 15 Pre-1982 plan from investment market volatility) will permit WPAUMC to fund its
 16 annual CRSP defined benefit contributions in this way for several years. However, this
 17 estimate is highly dependent on favorable investment returns and on current pastoral
 18 demographics, and churches should expect that annual contributions by them to CRSP
 19 will commence in the not-too-distant future, absent legislated changes in the
 20 denominational pension plans.

21 WHEREAS in the opinion of the General Board of Pensions and Health Benefits of The
 22 United Methodist Church, the funding plan described above meets the funding
 23 requirements of ¶ 1506.8 of *The Book of Discipline of The United Methodist Church*
 24 2008; and

25 WHEREAS The WPAUMC Board of Pensions is in receipt of a written opinion from the
 26 General Board of Pensions and Health Benefits that this funding plan meets the funding
 27 requirements of ¶1506.8 of *The Book of Discipline of the United Methodist Church* 2008;
 28

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

31 Terry E. Lyon, Chair, Board of Pensions

32
 33 OPINION OF THE GENERAL BOARD OF PENSIONS AND HEALTH BENEFITS

34 "In the opinion of The General Board of Pensions and Health Benefits of The United
 35 Methodist Church, the [foregoing] funding plan meets the funding requirements of ¶
 36 1506.8 of *The Book of Discipline of the United Methodist Church* 2008. This opinion
 37 applies only to the [foregoing] funding plan."

38 By Jeanne Featherstone, Actuarial Services Department, April 20, 2012
 39
 40

41 Note: In accordance with plan provisions, contributions due in any plan year are based on
 42 an actuarial valuation made as of the January 1 two years prior to such plan year. A
 43 preliminary General Board assessment of plan assets and liabilities updated to January 1,
 44 2012 indicates that the WPAUMC's pre-1982 component of the plan continues to have a
 45 funding surplus. The funding surplus at January 1, 2012 is approximately 39%, having
 46 decreased from a year earlier as a result of the redirection transactions described above,
 47 weak investment performance in 2011, and (on a pro form basis) the early introduction of
 48 more conservative mortality assumptions which the General Board is expected to adopt in
 49 the future.
 50
 51

1 RS 503 CLERGY RETIREMENT SECURITY PROGRAM

2 (Section 5)

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

8 WHEREAS the death and disability benefit program is known as the Comprehensive
9 Protection Plan (“CPP”);

10 WHEREAS the plan for personal contributions is known as the United Methodist
11 Personal Investment Plan (“UMPIP”);

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

15 WHEREAS the GBOPHB has confirmed that, as of the most recent actuarial valuation
16 date, and has estimated that, as of January 1, 2012, the Western PA Conference’s Pre-
17 1982 Past Service Funding Account plan assets exceed the Pre-82 plan liabilities by more
18 than 20% (see RS 502);

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

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

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

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

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

34 Terry E Lyon, Chair, Board of Pensions

35

36

37 RS 504 CRSP FUTURE LIABILITIES & BENEFIT RESERVE FUND

38 (Section 5)

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

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

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

1 WHEREAS recent investment results in the various pension plans maintained through the
 2 GBOPHB along with GBOPHB sensitivity analyses of the effect of possible investment
 3 market volatility on WPAUMC pension contributions due have demonstrated the need
 4 for prudent accumulation of reserve funds to support, among other needs, increased plan
 5 contributions that may become required; and
 6 WHEREAS the GBOPHB has called to our attention the future difficulty in funding
 7 pension liabilities due to the denomination's aging clergy population and declining
 8 United States membership and encourages each annual conference to maximize funding
 9 now;
 10 THEREFORE BE IT RESOLVED, that the 2013 contribution to the Benefit Reserve
 11 Fund shall be calculated at an amount equal to 2.0% of each active participant's
 12 compensation package, charged to each such participant's church, agency, WPAUMC
 13 responsibility or other applicable salary-paying unit, billed and collected by the
 14 WPAUMC Board of Pensions or its agent, and transferred in a timely manner to the
 15 Benefit Reserve Fund.

16 Terry E. Lyon, Chair, Board of Pensions
 17
 18

19 RS 505 RETIRED CLERGY DAY

20 (Section 5)

21 WHEREAS the Conference Board of Pensions may select a Sunday in each year to be
 22 observed in the churches as Retired Clergy Day, in honor of the retired clergy, their
 23 spouses, and the surviving spouses of clergy and in recognition of the church's
 24 responsibility for their support;
 25 WHEREAS these retired clergy, their spouses, and the surviving spouses of clergy
 26 continue to support the church in various and significant ways;
 27 WHEREAS recognition of the ministry of these persons can also provide inspiration to
 28 those considering ministry;
 29 THEREFORE BE IT RESOLVED that the third Sunday of September 2013 be
 30 designated as Retired Clergy Day in the Western PA Conference and that each local
 31 church and charge of the Conference be encouraged to recognize and honor on that
 32 day, or on another Sunday chosen for that purpose, the retired clergy, their spouses and
 33 any surviving spouses of clergy who may be related to such local church or charge.

34 Terry E. Lyon, Chair, Board of Pensions
 35
 36

37 RS 601 CHRISTIAN EDUCATION SUNDAY

38 (Section 6)

39 WHEREAS the 2008 *Book of Discipline* (§265.1) requires the Annual Conference to set
 40 the date for the observance of Christian Education Sunday each year;
 41 WHEREAS the funds received from the special offerings support the vital Christian
 42 Education Ministries of our Conference:
 43 THEREFORE BE IT RESOLVED that the Western PA Conference establish Sunday,
 44 September 15 2013, or another date of the local church's choosing for Christian
 45 Education Sunday and that a special offering be received in the local churches for the
 46 purpose of supporting the educational ministries of the Conference which include
 47 Training and Resources and Laity Scholarships. Local churches are urged to use this day
 48 as a time to celebrate their Christian Education ministries with events of appreciation and
 49 recognition of growth and learning as disciples of Jesus Christ.

50 Stephanie Gottschalk, Chair, Board of Global Ministries
 51 Louise Patterson, Chair, Conference Connectional Network

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51

RS 602 GOLDEN CROSS/RED STOCKING SUNDAYS

(Section 6)

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

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

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

Stephanie Gottschalk, Chair, Board of Global Ministries

Louise Patterson, Chair, Conference Connectional Network

RS 603 RURAL LIFE SUNDAY

(Section 6)

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

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

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

Stephanie Gottschalk, Chair, Board of Global Ministries

Michael Long, Chair, Commission on Small Membership Church

Louise Patterson, Chair, Conference Connectional Network

604 DISABILITY AWARENESS SUNDAY

(Section 6)

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

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

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

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

1 observance of this Sunday will be provided to local churches upon request by the People
2 With Disabilities Inclusion Ministry Team.

3 Debbie Hills, Chair, Disability Concerns Team
4 Stephanie Gottschalk, Chair, Board of Global Ministries
5 Louise Patterson, Chair, Conference Connectional Network
6

7
8 RS 605 DOORWAYS TO HOPE AT HOME

9 (Section 6)

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

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

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

19 THEREFORE BE IT RESOLVED that any Sunday during Advent 2013, or another date
20 selected by the local church, be designated as the date to receive a special offering for
21 support of these five regional mission agencies, within the Conference boundaries, with
22 additional funds to continue and expand their work. These additional gifts will help keep
23 doors open, enabling us, as United Methodists in Western Pennsylvania to remain faithful
24 in serving even the least of these, our brothers and sisters, "as Jesus teaches in Matthew
25 25:40".

26 Stephanie Gottschalk, Chair, Global Ministries
27 Louise Patterson, Chair, Conference Connectional Network
28

29
30 RS 606 CAMPING SUNDAY

31 (Section 6)

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

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

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

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

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

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

47 Jessica Gamache, Camping Coordinator
48 Stephanie Gottschalk, Chair, Board of Global Ministries
49 Louise Patterson, Chair, Conference Connectional Network
50

1 RS 607 YOUTH SERVICE FUND SUNDAY

2 (Section 6)

3 WHEREAS 1 Timothy 4:11-12 states, "These things command and teach. Let no one
4 despise your youth, but be an example to the believers in word, in conduct, in charity, in
5 spirit, in faith, in purity."6 WHEREAS historically the Youth Service Fund of the Western PA Conference has
7 financially assisted many youth programs in our Conference, our Nation, and our World.8 WHEREAS there is a continued need for this mission work and there is a general lack of
9 knowledge and support for YSF among the Western PA Conference and less than 15% of
10 our churches donated to this fund.11 THEREFORE BE IT RESOLVED, that the Western PA Conference set the first Sunday
12 in November, specifically November 3, 2013 or another date chosen by the local church,
13 as Youth Service Fund Sunday and that a special offering be received in the local
14 churches, for the purpose of supporting youth missions in our annual conference. Local
15 churches will have informative bulletin inserts provided by the Conference Council on
16 Youth Ministry. Local churches are urged to use this day to celebrate their youth and
17 encourage youth involvement in missions through their church, district, and conference.

18 Renaye Hoffman, Coordinator of Youth & Young Adult Ministries

19 Stephanie Gottschalk, Chair, Board of Global Ministries

20 Louise Patterson, Chair, Conference Connectional Network

21

22

23 RS 608 VOLUNTEERS IN MISSION RECOGNITION AND AWARENESS DAY

24 (Section 6)

25 WHEREAS (Background) The 1980 General Conference of The United Methodist
26 Church (UMC) officially sanctioned the United Methodist Volunteers In Mission
27 (UMVIM) and directed the General Board of Global Ministries to "affirm VIM as an
28 authentic form of personal missionary involvement and devise appropriate structure to
29 interpret and implement opportunities for volunteers in the global community" (2008
30 *Discipline* ¶1302.14; 1980 *Discipline* ¶1502.13). The 1988 General Conference
31 suggested that "each annual conference name a VIM coordinator to work cooperatively
32 with GBGM and the Jurisdictional UMVIM offices." The 1996 General Conference
33 created the Mission Volunteers office within GBGM to assist in the guidance and
34 placement of volunteers; in short term mission assignments. (1996 *Discipline* ¶1312.5).
35 The 2000 GC recognized UMVIM as a "one of the most dynamic mission outreach
36 programs of the denomination today" (*The Book of Resolutions of the United Methodist
37 Church*; 2000, page 165). The 2004 General Conference authorized the establishment of
38 a Volunteer in Mission Awareness Sunday in the annual conferences. These actions
39 clearly recognize the UMVIM program as a growing force in promoting the church in
40 general, Christianity in particular, and personal Christian service; and41 WHEREAS the UMVIM program is truly a grassroots movement in allowing all persons
42 of faith, laity and clergy alike, the opportunity to have a "hands on" experience and
43 involvement in mission endeavors; and44 WHEREAS it is generally accepted that all persons cannot do everything but, that
45 everyone can do something, the UMVIM program allows persons to offer physical
46 support, prayer support, and/or financial support to the wide variety of programs that are
47 designed to promote the many opportunities to utilize their many varied talents in direct
48 service to the Kingdom of God; and49 WHEREAS Scripture requires us all to be active participants in the faith, to wit, "... and
50 you shall be my witnesses in Jerusalem and in all Judea and Samaria and to the end of the
51 earth" (Acts I: 8b, RSV) and "What does it profit, my brethren, if a man says he has faith

1 but has not works.....So faith by itself, if it has no works, is dead" (James 2:14, 17 RSV);
 2 and
 3 WHEREAS there are opportunities to serve locally, nationally, or even internationally,
 4 and the "hands on" opportunity truly changes a missionary's perspective towards persons
 5 or cultures with different economic, ethnic, or political backgrounds; and
 6 WHEREAS the UMVIM program is one essential tool in helping to promote tolerance
 7 and understanding throughout all of God's Kingdom, a tool that helps to bring a measure
 8 of relief to those in unfortunate circumstances wherever they are, and a tool that can help
 9 Christians to fulfill the mandate of Jesus as expressed in Matthew 25:34-46.
 10 THEREFORE BE IT RESOLVED that the Annual Conference Coordinator and the
 11 Northeast Jurisdiction Coordinator of Volunteers in Mission of the United Methodist
 12 Church request that the Western PA Conference recommend to all local churches in the
 13 Conference:
 14 1. That a Sunday of March be set aside and declared Volunteers In Mission Awareness
 15 Day; and
 16 2. That each local church with assistance of the conference UMVIM leadership,
 17 provide for UMVIM displays, information, resources, solicit individual or group
 18 testimonies and/or develop other ways to celebrate the UMVIM movement in whatever
 19 fashion that best suits the local congregation; and
 20 3. That local churches draw upon the available resources of the Conference UMVIM
 21 Coordinator to help make the day memorable, one of faith in action.
 22 4. That an offering be taken on the designated UMVIM Awareness Sunday to support
 23 the Conference and Jurisdictional UMVIM offices and programs, with 90% of funds
 24 collected going to the Conference VIMship Advance Special, and a tithe of 10% to the
 25 Jurisdictional UMVIM programming efforts.
 26 Stephanie Gottaschalk, Chair, Board of Global Ministries
 27 Diane Miller, VIM/Missions Coordinator
 28 Louise Patterson, Chair, Conference Connectional Network
 29
 30

31 RS 609 BREAD FOR THE WORLD SUNDAY OFFERING OF LETTERS

32 (Section 6)

33 WHEREAS in Proverbs 31:8-9, it states, "*Speak out for those who cannot speak, for the*
 34 *rights of all the destitute, Speak out, judge righteously, defend the rights of the poor and*
 35 *needy.*"
 36 WHEREAS The United Methodist *Book of Discipline* 2008, ¶163.E states:
 37 As a church, we are called to support the poor and challenge the rich. To begin to
 38 alleviate poverty, we support such policies as adequate income maintenance, quality
 39 education, decent housing, job training, meaningful employment opportunities, adequate
 40 medical and hospital care, humanization and radical revisions of welfare programs, work
 41 for peace in conflict areas and efforts to protect creation's integrity. ...
 42 WHEREAS in the 2008 *Book of Resolutions* Res. 4055 states:
 43 "Therefore let it be resolved, that the United Methodist Church significantly enhance its
 44 efforts to End Hunger by increasing participation in the Bread for the World (BTW)
 45 Covenant Church Program. We further urge that the United Methodist Church achieve a
 46 minimum five percent increase in the number of churches in the BFW Covenant Church
 47 Program each year."
 48 WHEREAS the following hunger and poverty facts for the United States emphasize the
 49 need for a change in public policy to eliminate hunger in the United States:
 50 *Thirteen percent of people in the U.S. live in poverty.
 51 *More than fourteen percent are hungry or at risk of hunger.

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

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

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

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

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

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

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

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

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

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

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

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

30 Donna Burkhardt, General Board of Church and Society, FUMC Erie
31 Elizabeth Wolfskill, WPA Conference Board of Church and Society, FUMC Pittsburgh
32 Jeff Conn, Chair, WPA Conference Board of Church and Society
33

34 RS 610 CINCO DE MAYO SUNDAY

35 (Section 6)

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

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

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

46 WHEREAS the uses of the funds distributed by the Encounter Permanent Fund, which
47 include pastoral training and evangelism, programs of health promotion, and ministries to
48 women, children, and youth, are entirely in keeping with the fundamental teachings of
49 Scripture and the Social Principles of the United Methodist Church, and

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

1 WHEREAS the consistent statistics from Latin America and the Caribbean suggest that
 2 these are among the world's fastest-growing Methodist churches, even though they often
 3 function in a context of poverty, disease, violence, and political instability, and
 4 WHEREAS it would be a spiritual and morale benefit to the member churches of the
 5 Western PA Conference to accomplish this mission goal,
 6 THEREFORE BE IT RESOLVED that the Western PA Conference strongly encourage
 7 all of its member churches to participate in a one-time offering on Sunday, May 5, 2013
 8 (Designated the "Cinco de Mayo" offering) with a stated goal to raise at least \$25 per
 9 church, to be duly submitted to the Conference Treasurer's office. Offerings in excess of
 10 the \$25 goal are, of course, very welcome.

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

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

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

23
 24 RS 403 FUNDING FOR REGIONAL MINISTRIES
 25 (Section 4)

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

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

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

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

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

44 THEREFORE BE IT RESOLVED that the Western PA Conference affirm and celebrate
 45 these five ministries, Erie United Methodist Alliance, Connellsville Area Ministries,
 46 United Methodist Human Services Johnstown, Prison Outreach Ministry, and Greater
 47 Pittsburgh Ministries, by lending financial support from funding for ministry dollars by
 48 creation of a budget line Regional Ministries.

49 BE IT FURTHER RESOLVED that the amount of this support shall be \$125,000 for
 50 2013, to be divided equally between these five ministries to further and affirm their work.

51 Stephanie Gottaschalk, Chair, Board of Global Ministries

RS 401 FUNDING FOR MINISTRY FOR 2013
Connectional Apportionment Budget
(Section 4)

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

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

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

Where CA represents a local church’s Connectional Apportionment
E represents the local church’s “Operations Costs,”
P represents the “Base Percentage,”
and i represents the local church’s “Percentage Adjustments.

- 1) In accordance with RS 402-Mission Share (Connectional Apportionment as of 2011) Formula adopted 6/9/2000, the Base Percentage recommended by the Conference Council on Finance & Administration to reach the proposed Connectional Apportionment Budget for 2013 is 13.5%.
- 2) Changes in the 2013 Connectional Apportionment Budget would require the Conference Council on Finance & Administration to make an appropriate adjustment in the Base Percentage.
- 3) That legislation in 2011 District Superintendents salaries reinstated the average of 140% of the average clergy salary for 2012 and that the salaries of District superintendents for 2012 were only increased by 3%.

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

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

1

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
Conference Benevolences			
<i>Archives & History</i>			
		10,000	2,500
101	Administration		2,000
101A	On-Line Records		
101B	Anniversary Record Book	8,000	
101C	New Initiatives		
101D	Local Church Seminars	2,000	500
<i>Camping & Retreat Ministries</i>			
		579,400	340,000
110	Camping - Coordination & promotion.	160,000	160,000
110A	Allegheny - financial support	87,000	45,000
110B	Jumonville- financial support	100,000	45,000
110C	Wesley Woods- financial support	147,400	45,000
110D	Olmsted Manor- financial support	85,000	45,000
<i>CCN</i>			
CCN		5,000	0
120	Administrative	5,000	0
120A	Ministry Pool		0
<i>Christian Unity</i>			
		7,900	6,500
130	Regional Connections - supports Ecumenical bodies such as Witness in Pennsylvania	1,000	1,000
130A	Grants to Christian Associations and PA Council of Churches	5,000	5,000
130B	Training and Development	500	500
130C	Establish liaison - Evangelical Lutheran Church of America and Black Meth. Churches	150	
130D	National Workshop on Christian Unity	1,250	
<i>Church & Society</i>			
		19,500	1,000
140	Training	1,000	1,000
140A	Funding UM Advocacy in PA	18,500	

2

1

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
Conference Benevolences			
Communications			
		151,000	119,000
150	Conference Publications - Publishing and mailing costs for the Interlink, Cross & Flame and other communication costs. Hiring a Web Site Manager	130,000	100,000
150A	Web-site	21,000	19,000
Conference Sessions			
		254,000	254,000
170	Conference Sessions - Funding for the annual meeting of Western Pennsylvania Conference	254,000	254,000
Disability Concerns			
		4,500	3,000
180	Expansion of Disabilities Retreat	4,500	
180A	Conference and District Resources		
180B	Pool		3,000
Discipleship			
		20,000	15,000
190	Pool	20,000	15,000
190A	Training: National/regional		
190B	Provide local/regional training		
190C	Worship Development Events		
190D	Cross-Cultural Discipleship Practices		
190E	Age Level Ministries in Annual Conf.		
190F	Conference Regional Christian Ed Training		
190G	Resources for spiritual formation		
190H	Resourcing local church leaders		
Ethnic Minority Local Church Concern Committee			
		88,000	70,000
200	Dismantling Racism Training Events	10,000	
200A	Crossroads Ministry Training	10,000	
200B	Study for new Racial Ethnic Church Plant		
200C	Administration	10,000	
200D	Missional Support/Racial Inclusion	25,000	
200E	Ethnic Church Development	30,000	
200F	Pool	3,000	70,000

2

1

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
Conference Benevolences			
<i>Evangelism</i>			
		23,000	23,000
210	General Evangelists	21,000	21,000
220	Evangelism Ministry	2,000	2,000
220A	District Training Events		
<i>Board of Global Ministries</i>			
		509,250	250,000
230	Pool	509,250	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		
230F	Latin American Encounter		
<i>Global Health</i>			
		210,000	150,000
240	Conference to Conference, Coordinator, Immersion Program, and Laity School	210,000	150,000
240A	Partnership/ZIM director		
<i>Health As Wholeness Team</i>			
		0	0
250	Wholistic Wellness Coordinator	NOT REQUESTING	
250A	Team Expenses	FUNDS FOR 2013	

2

1

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
Conference Benevolences			
<i>Higher Education & Campus Ministry</i>			
		5,000	1,000
260	Campus Ministry and Higher Education Scholarships	5,000	1,000
<i>Lay Ministry</i>			
		13,500	8,500
270	Laity Ministry Team	1,000	1,000
270A	Laity Scholarships	10,000	5,000
270B	Training and events	2,500	2,500
<i>Parish & Community Development</i>			
		288,000	100,000
280	Congregational Redevelopment	138,000	47,000
280A	New Communities of Faith	150,000	53,000
<i>Poverty Team</i>			
		20,000	15,000
290	Poverty Symposiums		
290A	Poverty Simulations		
290A	Dues: Bread for the World		
290C	Pool	20,000	15,000
290D	Circles Program		
<i>Religion & Race</i>			
		0	500
300	Consultants of Laity and Ethnic Pastors		
300A	Monitor Cross Racial Appointments		
300B	Assist Minority pastors		
300C	Develop Racial Sensitivity Course For District Helpshops		
300D	Reconciliation Services/Joint Effort		
300E	Resources		
300F	Administration		500

2

1

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
Conference Benevolences			
<i>Small Membership Church</i>			
		1,900	1,900
310	Pool	1,900	1,900
<i>Status and Role of Women</i>			
		8,500	2,000
320	COSROW	8,500	2,000
<i>Christian Spiritual Formation and Discipleship</i>			
		45,000	45,000
330	Pool		
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
<i>Youth Ministry</i>			
		42,000	20,000
340	Pool	2,000	20,000
340A	Annual Conference	2,500	
340B	Leadapalooza	2,000	
340C	SPARK	12,000	
340D	Uth 4 Missions	7,000	
340E	Youth Worker Retreat	1,500	
340F	Continuing Education	1,500	
340G	Intern: Assist for Conf Youth	11,000	
340H	NEJ Youth Participation	2,500	
340I	Administration		
340J	Young Adult		
<i>Media Resource Center</i>			
		0	0
350	Resources	N/A	N/A

2

1

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
Conference Benevolences Ministerial Support			
<i>District Superintendent/Cabinet Expenses</i>			
		1,788,818	1,783,818
440	District Superintendents - Provides salaries, utilities, pension, medical insurance, travel, and office expenses for DS and Staff	1,583,818	1,583,818
410	District Program Funds	100,000	100,000
440	Moving Expense/Clergy in Transition	45,000	40,000
430	Cabinet at Large	60,000	60,000
420	Mission Church Support		
<i>Bishop's Leadership Initiatives</i>			
		65,000	25,000
532	Bishop's Leadership Initiative: Ordinand Heritage Tour	25,000	0
533	Bishop's Initiative: Leadership Development Office: Leadership Development and mentoring among Young Pastors (35 years of age or younger and/or "new" in ministry (second careers)	20,000	15,000
534	Bishop Initiative: Ad Hoc Leadership Development Task Force	20,000	10,000
<i>Equitable Compensation</i>			
		152,900	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.	150,000	130,000
460A	Quadrennial Training	1,600	1,600
460B	Administration	650	650
460C	Subscriptions/Dues	650	650

2

1

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
Conference Benevolences			
<i>Board of Pensions</i>			
		432,800	430,800
470	Medical Insurance - (projected) for 17 pastors on disability, 50% of the cost of medical insurance for approximately 10 student pastors.	203,900	203,900
475	Widows	65,600	65,600
480	Medical Insurance - Medical Insurance for 20 retired pastors under 65, and 46 widows and spouses.	153,300	153,300
490	Administrative	10,000	8,000
<i>Board of Ordained Ministry</i>			
		50,000	164,264
420	Board of Ordained Ministry - Scholarships for those pursuing the ministry		114,264
425	Board of Ordained Ministry - Administrative - Oversees the process and progress of United Methodist pastors in our conference.	50,000	50,000
426	Student Aid grants to seminary students		
427	Continuing Education-Provisional and Full Members		
428	Course of Study		
429	Recruitment		

2

1

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
Conference Benevolences General & Administrative			
Conference Center			
		2,110,018	1,958,000
500	Conference Center - Costs for operating the Conference Center: postage, supplies, and database development.	390,000	390,000
510	Conference Computer System - Upgrading of the conference computer system for the Conference Center and district offices	60,000	60,000
520	Conference Secretary & Statistician	128,000	65,000
530	Personnel Costs: Program Support Staff - Salaries, pension, medical insurance, and expense reimbursement for clergy and lay Conference Center Staff.	657,500	657,500
540	Personnel Costs: Episcopal Office Staff - Salaries, pension, medical insurance, and expense reimbursement for Assistant to the Bishop & secretarial support.	245,518	209,500
560	Episcopacy Committee	10,000	7,000
550	Personnel Costs: Office of the Director of Finance and Administration -Salaries, pension, medical insurance, and expense reimbursement for clergy and lay Treasurer's and Administrative Department Staff.	569,000	569,000
570	Program Development	50,000	
Council on Finance & Administration			
		235,000	235,000
600	Conference Reserve Fund	25,000	25,000
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	190,000	190,000
620	Administrative Costs	10,000	10,000
621	2016 General/Jurisdictional Conf. Exp.	10,000	10,000

2

1

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
Conference Benevolences			
<i>Board of Trustees</i>			
		390,000	390,000
700	Trustees Property taxes, maintenance, insurance and repairs for all conference owned properties and abandoned churches	300,000	300,000
700A	Trustees Capital Fund	20,000	20,000
700B	Episcopal Residence Capital Fund	10,000	10,000
700C	General Fund: All administrative, legal and mileage costs related to conference properties and abandoned churches.	60,000	60,000
General & Jurisdictional			
		2,507,735	2,507,735
800	World Service Fund - Enhances world-wide ministries by supporting program agencies making direct contact with human need	1,347,738	1,347,738
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	342,791	342,791
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	182,306	182,306
830	Africa University Fund - Provides financial assistance for the ongoing operation of the first United Methodist University in Africa	40,797	40,797
840	Episcopal Fund - Salaries, housing, office expense, and pension for our Bishops	375,789	375,789
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.	154,157	154,157
860	Interdenominational Cooperation Fund - Supports a variety of ecumenical ministries across the world	35,728	35,728

2

1

2013 Opportunities for Ministry Connectional BUDGET		2013 Budget Requests	2013 Connectional Budget
		10,037,721	9,055,417
Conference Benevolences			
870	Jurisdictional Fund - Supports the collective ministries of the conferences in the northeastern United States, including Western Pennsylvania	28,429	28,429

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

38

2013 BUDGET NARRATIVE

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

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

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

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

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

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

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

1 Our hope this year is that every church will be faithful in their contributions to the Connectional
 2 Apportionment so that ministry in the Annual Conference will be fully funded. We want to thank all those
 3 churches that paid 100% of their Apportionments. We also want to especially thank those churches that
 4 went above and beyond in paying more than 100% of their Apportionments. There were still quite a few
 5 churches that did not meet the 100% mark, and a few others that did not pay any Apportionments at all. To
 6 those churches that almost made it, keep up the diligence, because there are a lot of people praying for your
 7 success and good work.

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

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

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

25 Council on Finance & Administration, Paul Ritchey, Chair
 26 Conference Connectional Network, Louise Patterson, Chair
 27
 28

29 RS 402 FUNDING FOR MINISTRY FOR 2013
 30 Endowment & Other Income Disbursal Directives
 31 (Section 4)

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

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

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

39 WHEREAS RS402 for the Annual Conference Total Budget for 2012 stated that: "Budget line item 435,
 40 Short Term Incapacity Fund, will be funded in the following manner. Each local church will be assessed a
 41 fee of \$25.00 as part of their Worker's Compensation billing. Disbursements from this fund shall be in
 42 accordance with the plan of ministry developed by the local church or charge and District Superintendent in
 43 accordance with ¶421.1 and ¶421.3 of the 2008 Book of Discipline. The plan of ministry shall be reviewed
 44 by the cabinet and if necessary modified. The plan of ministry must include continued payment of salary,
 45 pension, hospitalization, retirement, and housing for the clergy person placed on short term disability by the
 46 local charge. No plan of ministry shall include payments from the Short Term Incapacity Fund for more
 47 than 18 months. Prior to any disbursements from the Short Term Incapacity Fund, all review provisions of
 48 ¶357 of the 2008 Book of Discipline must be completed and placed in the supervisory and personnel files.
 49 The Conference Treasurer shall make disbursements from this account to the local church or charge
 50 Treasurer as designated in the plan of ministry. The Conference Treasurer may not disburse funds from the
 51 Short Term Incapacity Fund if the balance of the fund is depleted."

Western PA Conference

1 THEREFORE BE IT RESOLVED that the Western PA Conference direct the conference treasurer to
2 disburse the following endowment income to the directed budget line item.
3

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

4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31

Notes

1. Kaighan Fund may be designated to any line in the annual conference budget. CFA recommends that it be used for Archives and History Administrative costs in the amount of \$60 and for Laity Scholarships in the amount of \$654 and Funding UM Advocacy in PA in the amount of \$46.
2. Ethel Braun Fund may be designated to any line in the annual conference budget. CFA recommends that it be used for funding UM Advocacy in PA in the amount of \$14,954.
3. El Paso Royalty Account may be designated for any line item in the annual conference budget. CFA recommends that it be used for funding Board of Global Ministries in the amount of \$2,300 and for funding Young Adult Ministry in the amount of \$100.
4. Worthington Trust may be designated to any line item in the annual conference budget. CFA recommends that it be used for Camping Ministries in the amount of \$8,835.
5. Exxon Royalty Account may be designated for any line item in the annual conference budget for mission purposes. CFA recommends that it be used for funding Board of Global Ministries in the amount of \$1,000.
6. Maude Murray Fund may be designated to any line item in the annual conference budget. CFA recommends that it be used for funding Youth Ministries in the amount of \$9,300 and for funding Lay Scholarships in the amount of \$459 and for funding Camping Ministries in the amount of \$978.
7. Kilpatrick 265 may be designated to any line item in the annual conference budget. CFA recommends that it be used for funding the Bishop’s Leadership Initiative in the amount of \$30,903.
8. Kilpatrick 040 may be designated to any line item in the annual conference budget. CFA recommends that it be used for funding the Bishop’s Leadership Initiative in the amount of \$5,097 and for funding the District Superintendents in the amount of \$6,900.

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

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

18 BE IT FURTHER RESOLVED, that the attached total budget for 2013 for the Western Pennsylvania
19 Annual Conference is subject to change based on the actions taken by the Conference with regards to the
20 Connectional Apportionment budget, endowment, and other income.
21

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

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

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

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

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

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

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

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

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

Opportunities for Ministry		Endowment	Other	Total
Total Budget	Apportionment Budget	Income	Income	Budget
2013				
	9,055,417	897,947	32,491,071	42,444,435
General & Administrative				
Conference Center				
	1,958,000	0	161,840	2,119,840
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	85,900	475,900
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	65,000	240	65,240
530	Personnel Costs: Program Support Staff - Salaries, pension, medical insurance, taxes, workers compensation, life and disability insurance.	657,500	20,000	677,500
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.	209,500	55,700	265,200
560	Episcopacy Committee	7,000		7,000

Opportunities for Ministry		Endowment	Other	Total
Total Budget	Apportionment	Income	Income	Budget
2013	Budget			
	9,055,417	897,947	32,491,071	42,444,435
Ministerial Support				
Conference Center (Continued)				
550	Personnel Costs: Office of the Director of Finance and Administration -Salaries, pension, medical insurance, taxes, workers compensation, life and disability insurance.	569,000		569,000
570	Program Development			0
Council on Finance & Administration				
600	Conference Reserve Fund	235,000	844,429	1,157,722
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	25,000	18,338	43,432
620	Administrative Costs	190,000	491,100	681,100
621	2016 General/Jurisdictional Conf. Exp.	10,000	334,991	423,190
				10,000

Opportunities for Ministry Total Budget 2013		Connectional Apportionment Budget	Endowment Income	Other Income	Total Budget
Ministerial Support					
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 .	390,000	0	52,920	442,920
700A	Trustee Capital Fund	20,000		1,007	21,007
700C	General Fund: All Administrative, legal and mileage costs related to conference properties and abandoned churches.	60,000		10,008	70,008
700D	Episcopal Residence Capital Fund	10,000			10,000
General & Jurisdictional					
800	World Service Fund - Enhances world-wide ministries by supporting program agencies making direct contact with human need	1,347,738	0	0	1,347,738
		2,507,735	0	0	2,507,735

Opportunities for Ministry		Endowment	Other	Total
Total Budget	Apportionment Budget	Income	Income	Budget
2013				
	9,055,417	897,947	32,491,071	42,444,435
Ministerial Support				
General & Jurisdictional (Continued)				
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	342,791		342,791
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	182,306		182,306
830	Africa University Fund - Provides financial assistance for the ongoing operation of the first United Methodist University in Africa	40,797		40,797
840	Episcopal Fund - Salaries, housing, office expense, and pension for our Bishops	375,789		375,789
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.	154,157		154,157

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