

## BOARD OF CAMP AND RETREAT MINISTRIES

### *Introductory Comments:*

“Throughout our Christian heritage, people of God have heard the call to seek a ‘place apart’ to encounter God and center their lives around Jesus Christ and the power of the Holy Spirit. The purpose of the Board of Camp and Retreat Ministries is to support the local church by providing an open door into the Christian life and United Methodist tradition using year-round outdoor settings for extended experiences of spiritual growth and discipleship.”

The above purpose was approved as a part of the BCRM strategic plan in January 1998. It is used to inform and direct the Board as we move forward into the new millennium.

### *Highlights and Accomplishments of the Past Year:*

2003 was a busy year for Camp and Retreat Ministries. Nearly 1,800 campers attended the summer camp programs sponsored by BCRM and, over the course of the year, 12,485 guests came to one of our four Sites (or were a part of the off-site program).

The Fund for Discipleship has provided much needed funding for building on the Sites. Byron Center began its remodeling of the Dining Hall, to be completed in 2004. Whispering Pines will begin its remodeling projects in 2004 with the Hilltop Cabins. We continue to be grateful for the strong support that Camp and Retreat Ministries receives from the Wisconsin Annual Conference.

The camps continue to welcome and appreciate the many church work groups, who help to extend the use of our apportionment and guest fee dollars. Churches and groups may call the Site Directors to volunteer their time and discover what camp projects may be available at any given time.

Camp and retreat ministry within Wisconsin is, for the most part, based at the four beautiful Sites owned and operated by the Conference. Our four Site Directors during 2003 were: Byron Pegram at Byron Center, Jen Burch at Pine Lake, Greg Loudon at Whispering Pines, and Brad Sherman at Lake Lucerne. Visit the Camping and Retreat Ministries website at [www.WisconsinUMC.org/camps](http://www.WisconsinUMC.org/camps). Pages for each Site as well as the camping booklet and registrar's report can be viewed.

### *Plans for the Coming Year:*

Service and ministry to Wisconsin United Methodist local churches remain the top priorities of BCRM. We plan for those priorities in many and varied ways. First is the careful management of our four Sites so that they are available as places of retreat on a year-round basis. Summer camp experiences for children, youth, and adults are a major focus and commitment for BCRM. We are constantly evaluating our programs and organizational structure to make sure we are providing the best opportunities for use of our campsites to the Wisconsin Annual Conference and beyond. We welcome any suggestions.

BCRM was pleased that Pine Lake Camp's new retreat center was chosen as the focus for the gift Project honoring Bishop Sharon Zimmerman Rader's twelve years with the Wisconsin Annual Conference. Donations are being received by the Finance Office and work on the second wing of the retreat center is being completed. The building will be named in honor of Bishop Rader on Saturday, July 24, 2004 at 1PM.

*Rev. Dick Hartlerode, Chairperson*

*Nancy M. Deaner, Camping and Retreat Ministries Coordinator*

## **BOARD OF CONGREGATION AND PARISH DEVELOPMENT**

### ***Purpose/Mission Statement***

The Board of Congregation and Parish Development assists and facilitates the development of healthy ministries that seek to grow and make disciples.

Principles to our ministry are the following beliefs:

1. Spiritual grounding is the cornerstone of all we do
2. We are in service to local congregations and ministries
3. We strive to awaken congregations' calls to Ministry
4. We maintain a spirit and willingness to "blaze new territory"
5. We recognize the need to continually develop healthy, effective leadership
6. God continually calls us to higher ground, greater ministry
7. Committed to the development of the new circuit ministry approved at the 2003 Annual Conference
8. We need to more effectively interface and galvanize efforts with other agencies within the Annual Conference.

The Board of Congregation and Parish Development (C&PD) began as a Board in July of 2000. Combining the functions of the former Parish and Community Development and Congregational Development Committee, we constantly seek clarity in the ways we can serve and minister to our Annual Conference. We are blessed with a fulltime Staff Resource person, Don Mendenhall. We continually grow in our ministry(s) together and have defined six major areas of focus:

1. New Faith Starts
2. Revisioning
3. Missional Church Support
4. Racial Ethnic Ministries
5. Recruit, train and equip congregational developers
6. Begin orientation of all congregation and parish development programs toward circuit ministry

We recognize the vital leadership role we are called to fulfill, not only in function, also in style. We are striving to seek mutual accountability with those we partner and serve, more from connection and service than from mere process and form. We jointly challenge and assess passion, readiness and capacity. This includes local congregations and ministries, districts, the Cabinet, and other conference agencies and functions. Ultimately, we all must discern and become who God calls us to be in ministry and discipleship.

### ***Plan for Ministry: Functional Ministry Area Restructuring***

In the spirit of discerning how to effectively function together and to best fulfill our calling to serve and minister to the Wisconsin Conference, the Board has recently adopted a new structure.

The Board has identified the following areas of focus;

- Revisioning
- Mission Churches
- New Faith Starts
- Leadership Development
- Finance
- Property

Each task group is led by a convener, and is made up of Board and non-Board, members that are recruited to fulfill identified needs. Task groups are supported by the Board's Executive Commit-

tee and Staff. Task groups meet as necessary to function efficiently and will be provided training in the first quarter of 2004. The board as a whole meets on a quarterly basis with emphasis on task group identified and led agenda. This clearly takes the Board in the direction of being a “working board” and necessitates the enrollment, training and development of “congregational developers”.

### ***New Faith Starts (NFS)***

Green Bay Hmong, Green Bay Hispanic, Bay View/CETA Hispanic, Whitewater Hispanic, Kenosha Cluster, Caldwell/Mukwonago area, Neenah/Menasha Family Church. Other new faith start-ups come in the form of established churches going beyond regular growth attempts to highly intentional ministry plans. Emmanuel, Appleton, 1<sup>st</sup> UMC, Neenah, Mosinee, The Church of the Good Hope, 1<sup>st</sup> UMC, Kenosha, Evangelical, Racine are all examples of such efforts.

### ***Revisioning***

During 2003, the Board added the Natural Church Development process to its revisioning offerings for congregations in the Wisconsin Conference. Beginning with the Revisioning Convener, eighteen coaches were recruited and trained in the NCD process. Two of these individuals, who had previous NCD experience, became mentors to the other coaches and are scheduled, to receive advanced NCD training in 2004. They will, in turn, provide advanced training for the other coaches. Four additional coaches will also get basic NCD training in 2004. This extensive training has not only introduced an additional, highly effective and proven method of improving congregational health to our conference; it has relieved some of the consultation burden on the BCPD Coordinator. With a cadre of competent coaches and a range of proven revisioning processes available, BCPD will assertively publicize their availability to individual parishes and to circuits during 2004.

### ***Missional Church Support***

The United Methodist has a long tradition of being in partnership with faith communities situated in mission and ministry areas that require significant support from their sister churches. The Board continues to work with the leadership of the Mission Churches providing financial and other resource support. The Board also sees its task as encouraging the Mission Churches to continue planning for self-sufficiency. A new and more consistent funding policy will be tested in 2005.

### ***Racial Ethnic Ministries***

There is wide spread recognition that the Wisconsin Conference is being graced with the opportunity of responding to growing racial ethnic populations. This growth has and is expected to accelerate. As new populations take hold in transitioning neighborhoods the conference’s ability to assist in the relationship building sharing space, sharing ministry, and sharing staff is most critical. An example of a local church fully involved in this process is the The Church of the Good Hope, Milwaukee.

### ***New Faith Builders Call***

The ministry of new church development can be a very expensive and risky process. The older style of providing a church planter to initiate and start a new ministry is the most expensive and most risky. Apportionment funding is needed but cannot sustain long term funding requirements for the many forms of new church development. The New Faith Builders’ Call is needed as the foundation for a consistent long term funding source. The New Faith Builders’ Call has been activated but needs increased networking to be fully effective.

### ***Financial Support***

In addition to the financial support referenced in the Missional Support section, C&PD approves apportionment forbearance, and provides loans from the Revolving Loan Fund. The Board is using funding time lines matched with all available resources to provided the needed resources at the most strategic moment in church development. As the Immediate Use Fund for Discipleship is depleted in 2004-2005 the cultivation of new funding sources will become critical.

The primary task for the first three years was to create a more positive climate for new faith development. The Board believes that new expectations and resolve have been planted. More congregations are self-initiating and seeking new ministry opportunities. There is a better climate in the conference for new faith development with the completion of the first New Faith Academy and at least ten churches requesting funding for new faith development. Many of these ten have already experience growth and other forms of success.

*Daniel W. Zei, Chair*

## **BOARD OF DISCIPLESHIP**

### ***Introductory Comments***

The mission of the Board of Discipleship is to:

- Assist congregations in making disciples of Jesus Christ.
- Be a link between the General Board of Discipleship, districts and local congregations.
- Encourage and coordinate the ministries of the Board of Discipleship.
- Plan and administer the Board of Discipleship budget, supporting the work of the committees and making grants to projects sponsored by local churches and districts.
- Annual Conference linkage for groups involved in making disciples, which includes the programs of Lay Witness Mission, United Methodist Men, United Methodist Women, Wisconsin Aldersgate Renewal Ministries.
- Promote and support Conference-wide discipleship ministries.

These goals are accomplished primarily by the work of several committees of the Board.

### ***Highlights and Accomplishments***

The Board continues to struggle with how to best do the work of the Board in a meaningful way to serve local churches. The highlight of the year was the great success of the Sidewalk Sunday School in Milwaukee. It was conducted in August, centered at Solomon Community Temple. The success was such that the congregation continued the program into the fall and has plans in place to continue in 2004. They have been using resources from the Metro area.

Most of the work of the Board continues to be done by the several committees. Their reports follow.

### ***Plans for the Coming Year***

We will continue to resource local congregations in the areas under our jurisdiction. We will endeavor to improve communications among the Board and the local churches of the conference

using the resources of the Conference. We intend to concentrate on one or two major projects rather than multiple. We will continue giving major support in the revitalization of the United Christian Resource Center.

We anticipate that the Board will be a resource to the new circuits and the congregations associated with them. We are encouraging our committees to develop resources to be shared with the circuits. Our role will be to assist the circuits and their congregations in the areas of our concern.

***Robert Spinti, Chairperson***

### ***Education***

This committee provided financial assistance to the United Christian Resource Center. In addition, scholarship assistance is provided to persons seeking to better local church education programs.

The committee continues to sponsor the Donna Webb Award for excellence in Christian Education.

Income for projects comes from the Christian Education Sunday Offering. We continue to struggle with effective ways to promote this program. Promotional costs have taken a high percentage of the receipts because there is no General Church promotional help. Our larger goal is to have churches place a growing emphasis on the need for Christians to learn in order to keep the covenant as disciples of Jesus Christ.

### ***Plans for the Coming Year***

Continue the development of a new education web site to include links for ideas and support.

Continue the Sidewalk Sunday School program in Milwaukee and look for it to expand in the Metro area and other state communities.

### ***Evangelism***

#### ***Highlights and Accomplishments***

We celebrated this year's Denman Award winners – Lay, Eldred Nicholas from Oneida United Methodist Church and the clergy team from Neenah First UMC, Revs. Gordon Lind and Amber Wolover.

Time was allocated to perfect the process of promoting, selecting and honoring our Denman award recipients.

A display board was developed to promote our various ministries at Annual Conference.

Development of our website continued: [www.wisconsinumc.org/evangelism](http://www.wisconsinumc.org/evangelism).

We continued to resource pastors and local churches with the Alpha program.

We piloted our congregational consultations with two wonderful churches: Medford and Hayward. We gleaned feedback, wisdom and continued to perfect our consultative strategy.

We welcome Rev. Dick Jones and the United Methodist Foundations Regional Director assigned to Wisconsin and look forward to him serving on our committee.

### ***Plans for the coming Year***

Continue to celebrate evangelists within our conference local churches by identifying a lay and clergy recipient of the Harry Denman award sponsored by the Foundation for Evangelism.

Continue to assist and resource local churches with the Alpha program.

Continue development of the website to be practical and relevant for local church usage.

To live out our ministry purpose by instilling a passion and skill for evangelism.

To identify evangelism coordinators serving United Methodist congregations and to begin networking them in a common ministry.

To promote the widely acclaimed movie directed by Mel Gibson, "The Passion of The Christ," as an opportunity for invitation and evangelism.

To be available to Hispanic leaders within our annual conference to discern their ministry aspirations and to then serve accordingly.

***Rick Kindschi, Chair***

## ***Spiritual Formation***

### ***Highlights and Accomplishments***

Welcomed a new chair – Linda Vance

The committee continues to sponsor the Five Day Academy for Spiritual Formation.

### ***Plans for the Coming Year***

Continue sponsorship of the Five Day Academy for Spiritual Formation.

## ***Lay Witness Mission***

The central focus of a Lay Witness Mission (A Journey of Faith) is a personal relationship with Jesus Christ. Christian witnesses come from their home churches to a host church to tell their stories of how they entered into a relationship with Jesus and what a difference this relationship has made in their lives. These visiting witnesses and the host congregations share in meals, worship, singing and small groups. This time of sharing results in a greater love for Jesus and each other. A Lay Witness Mission (Journey of Faith) is a weekend event that is held in a local church.

In 2003, Missions were held at Sparta United Methodist Church and West Allis United Methodist Church. Plans are underway for a Mission at Riverside United Methodist Church in Niagara, Wisconsin.

Lay Witness Mission Ministries sponsors a Spiritual Renewal Conference each year in April at Green Lake Conference Center. This conference is for both adults and youth. The speaker for the adults in 2004 was Dr. Rev. Elmer Coyler, Professor of Wesley Studies at the University of Dubuque Theological Seminary and the speaker for the youth was Nort Knutson.

Each year Lay Witness Mission Ministries holds a planning retreat for our leadership team. This year's retreat will be held at Pine Lake Camp in August. This retreat is a time for evaluation and visioning as well as encouragement and fellowship.

***Jim & Patricia Haun, Conference Coordinators***

### ***Wisconsin Aldersgate Renewal Ministries***

Aldersgate Renewal Ministries is an affiliate member of the General Board of Discipleship and thus is also affiliated but independent of the Conference Board of Discipleship.

Members of the steering committee have been instrumental in organizing and leading annual fall retreats focused on the power and work of the Holy Spirit in Wisconsin.

It coordinates prayer efforts for Annual Conference and has a prayer room at Conference.

Continues to have a display at Annual Conference.

They will be providing a scholarship to attend the national meeting in Lexington, Kentucky July 24 through August 1, 2004.

Will have a shortened version of Life in the Spirit Conference, October 16 at Mosinee.

Aldersgate Renewal Ministries holds clergy and spouse retreats twice year in Tennessee. These have been well received by those who have attended.

*Sue Wilson, Liaison to the Board of Discipleship*

## **BOARD OF GLOBAL MINISTRIES**

### ***Introductory Comments***

#### ***Accountability***

The Conference Board of Global Ministries has the responsibility for the oversight and the coordination of the mission work of the Annual Conference. The Board, in establishing its membership policy, seeks to reflect the diversity of the Annual Conference. Members are selected from each of the districts. There are also at-large members elected by the Annual Conference and by the Board itself. The Board meets three times annually (two face-to-face meetings and one phone conference). All Board members are encouraged to participate in one of the Board's committees.

#### ***Philosophy and Priorities***

The Conference Board of Global Ministries is responsible for maintaining the connectional relationship between the General Board of Global Ministries and the Annual Conference. The Conference Board sees as one of its priorities the importance of making the mission of the General Church real by inspiring, educating, recruiting, training, informing and deploying persons and congregations for mission and ministry on the local, national and international levels.

#### ***Information***

The Board of Global Ministries establishes mission priorities and funding procedures, recommends ministries to be funded through Conference apportionment dollars and designated funds, evaluates the impact and effectiveness of those ministries, stimulates local churches to be in mission, educates districts and local churches about opportunities and channels for mission and giving, and provides avenues for hands-on mission efforts. The Board also has oversight responsibilities for segregated funds from gifts and bequests designated to be used for mission.

#### ***Highlights and Accomplishments of the Last Year***

1. Health and Welfare Ministries has 11 mission-ministries in Wisconsin that are UMC connected and under the review/support of the Wisconsin Conference by covenant relationships: 6 Long-term care ministries, 1 Hospital System, 1 Chaplaincy Program, 3 Family/

Children Services. The Committee has put a major emphasis on re-connecting these ministries to the Church and re-connecting the Church to these ministries. Cedar Crest Retirement Home and Sheboygan Retirement Center/Beach Care Health Systems will be renewing their covenants with the Wisconsin Conference. We have a new ministry, Harbor House Shelter in Superior, which is covenanting with the Church. The Committee's budget provides Conference support for Northcott Neighborhood House, United Methodist Children's Services and the Transitional Living Project. The Madison Hospital Chaplaincy also receives support through this agency. The Health and Welfare Committee administered publicity and information about the Golden Cross Sunday offering, which raised over \$16,000 in 2003. This Committee has worked to promote the development of Parish Nursing Programs in local churches and provides an annual retreat for all UMC connected Parish Nurses. Another emphasis has been to lift up the awareness of the issues of people with disabilities, focusing on the need for accessibility to all people. Nine local churches requested information to do the Accessibility Audit last year. In 2003 a portion of the Lakeside Funds were used to provide urgent financial help for United Methodist Children's Services.

2. Mission Motivation Committee, in coordination with the Conference Secretary of Global Ministries and District Mission Secretaries, educates, encourages, and stimulates mission work in the Conference. District Mission Secretaries are responsible for providing training for local churches and Districts in the area of mission, and to provide current information on mission projects. Mission Motivation coordinates the itineration of mission interpreters in our districts. Wisconsin UM's raised more than \$727,000 for Advance projects and other benevolences in the year 2003. Our concern is that this represents a 19% decrease in Advance Special giving compared to 2002. The percentage of churches participating in Advance Special giving also declined from 76% to 72%. You can visit the Board of Global Ministries web site, developed under the auspices of Mission Motivation, at [www.wisconsinumc.org/missions](http://www.wisconsinumc.org/missions).
3. The Hunger Task Force and Refugee Task Force are subcommittees of Mission Motivation and continue to work with districts and local churches to extend the mission work of the Conference.
4. Reconciling Ministries provides funding assistance for eight ecumenical partnerships around the state. These programs reach out to persons in stressed urban areas, persons involved in migrant work, prison populations, and other conditions of need. This committee also supports the Community of Shalom, Shalom Zone, Inc. linked to Solomon Community Temple in Milwaukee. Members of the committee continue to maintain contact with each of the programs funded by this agency.
5. Conference Partnership has organized into two sub-committees: one to focus on our partner relationship with the Cuba Methodist Church, the other to focus on our relationship with the Rio Grande Conference. The Cuba Partnership sent a group of people to Cuba in January, 2004. The Rio Grande Partnership has established a relationship with the Rio Grande Conference, and has helped our National Volunteers in Mission committee organize workcamps there.
6. Volunteers in Mission develops policy, selects work sites, and recruits leadership for short-term mission projects at Conference, Jurisdictional, national, and international sites. VIM has established National VIM and International VIM divisions within the committee. VIM projects are largely self-funded and continue to grow in size and scope. In 2003 a total of 413 work campers provided nearly 15,000 hours of volunteer labor for mission project. VIM also continues to train leaders for future work camps.
7. Disaster Response committee conducted training for Disaster Response personnel for children's care in time of disaster; conducted a mock disaster drill to assess preparedness; made two trips to the Sager-Brown UMCOR training center in Mississippi; concluded work in

Ladysmith following a year of ecumenical relief and recovery work in response to the tornado there; recruited persons in the annual conference to be trained for disaster response; and participating in the formation of county VOAD organizations (associations of voluntary organizations active in disasters).

8. Conference Committee on Missionary Personnel is working to increase the number of churches who have Covenant Relationships with missionaries. They are also working to determine how to best carry out their mission with limited resources available from the General Board of Global Ministries.
9. The Conference Board elected Linda Pliska as Vice Chair.

### ***Plans for the Coming Year***

1. Health and Welfare will continue to work with UM related Health and Welfare ministries in Wisconsin to assist them in responding to the spiritual needs of those they serve. A new prayer ministry is being developed to help the Wisconsin United Methodist Churches to actively connect with their United Methodist Health & Welfare ministries. Golden Cross publicity and special offering is another way the Committee helps the churches connect. Encouraging congregations to explore Parish Nurse programs as an extension of their ministry and creating a network of support for the United Methodist Parish Nurses remains an annual activity. Disability Awareness and making churches/congregations more accessible for all people who want to be a part of our faith communities is the Committee's Fall focus. The committee's vision is: That every local church is assessing, understanding, and actively responding to the health & welfare needs of the community in which they are located, with the involvement of all members and in partnership with the Health & Welfare Ministries of the WI Conference of The United Methodist Church.
2. The Conference Partnership Committee will continue to explore ways to strengthen relationships with our brothers and sisters in the Rio Grande Conference and the Cuba Methodist Church. They continue to explore opportunities for sending work camp teams to Cuba and the Rio Grande area.
3. Volunteers in Mission will work with our Partnership Committee to explore the possibilities for work-camps in Cuba and the Rio Grande Conference, in addition to several other work-camp opportunities at state, national, and international sites.
4. Mission Motivation will invite local churches, through the District Mission Secretaries, to host itinerating missionaries as they spend time in Wisconsin during the year. They will continue to challenge each local church in our conference to participate in at least one Advance Special this year. A new "People Touching People" book will be published in 2004. This committee will experience a change in leadership, as their chair for the past three years, David Guse, moves on to new challenges. Tony Fuller, who has served as the Conference Missions Secretary, will also conclude his service to the Board.
5. Reconciling Ministries will continue to strengthen its connection with and evaluation of the various ecumenical ministries receiving support from the committee. They will explore innovative ways to support those missions through connections with the Circuit Teams in those areas. They will say good bye to Rick Miller who has chaired the committee for two quadrennia.
6. The Conference Committee on Missionary Personnel is working to understand how they can best accomplish their work in light of the current financial struggles experienced by the General Board of Global Ministries. They continue to explore ways to encourage local churches to support missionary work through Covenant Relationships.

***Jeffrey Virchow, Chairperson***

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## **BOARD OF HIGHER EDUCATION AND STUDENT MINISTRY (BHESM)**

### ***Introductory Comments***

As an agency of the Wisconsin Conference and the General Church (GBHEM), the mission of the Board of Higher Education and Student Ministry is to facilitate, nurture, support, and network with campus ministries, campus ministers, Wesley Foundations, United Methodist schools and local churches in order to support students in post-secondary education and to develop a new generation of Christians committed to faith.

### ***Highlights and Accomplishments of the Past Year***

- During the 2003 year, our Board used our apportioned dollars to grant nine campus ministries a total of \$87,000 including La Crosse, Green Bay, Madison, Menomonie, Milwaukee, Platteville, Ripon, River Falls, and Whitewater.
- Financially, the Board continued our support of North Central College with \$15,000 and also supported four students at \$500 each to attend the United Methodist Student Forum.
- The Board gathered with campus ministers and coordinators for the purpose of networking, sharing ideas and talking about how the Board can best be of support to our campus ministries in Wisconsin.
- The Board conducted a College Fair at Senior High CONVO with representatives from colleges and universities in the North Central Jurisdiction in attendance. The Board also had a table of scholarship and loan information, along with information on campus ministries in Wisconsin.
- Our Board's work in 2003 continued to be rewarding as it focused on communicating and relationship-building, as well as doing things that will help lives be transformed by experiencing God's presence.

### ***Plans for the Coming Year***

Our goals include:

1. being responsible stewards of the money we have to fund campus ministries and continue the high expectation of accountability we have of the ministries receiving apportioned monies from the Wisconsin Conference;
2. expanding our support for campus ministries financially and as a resource for helping expand the networking of our campus ministers/coordinators;
3. exploring other sources of funding (namely support from local United Methodist Churches and personal gifts from individuals with passion for campus ministry) to better support our campus ministries;
4. strengthening our relationship with those leading Wisconsin campus ministries and with colleges supported by our Annual Conference (specifically North Central College and Wiley College);
5. Developing young adult ministry in Wisconsin specifically at technical schools and 2-year campuses, for those young adults 18-26 years old that want to stay connected with The United Methodist Church;
6. We will work to encourage and resource United Methodist circuits in ways to support their local campus ministry and make United Methodism a more visible presence on campuses within their circuit.

## BOARD OF LAY MINISTRY

The Lay Ministry Academy began its sixth 3-session series in which persons have been equipped for more effective ministries in their churches and communities. Graduates have begun Christian education programs for youth, adult Bible studies, and brought vitality to their churches. Kim (Eiken) Long continues as Dean of the Lay Ministry Academy and along with the leadership team is visioning next steps in this vital program. The Academy continues to be a vital ministry within this Conference.

Faith Alive! graduated its first class in March of this year. Participants in a three-year study and reflection on Theology, The Bible, and Ministry in Today's World have grown deeply in their faith and relationships with each other along this journey. This final year included challenges to fully engage in writing and expressing personal vision statements and wonderful experiences of ritual and celebration. A very moving last gathering at Pine Lake Camp was a banquet of symbols: specially chosen fruits and vegetables prepared as salad and soup. The closing gathering was a sharing of symbols of ourselves which were placed on our worship altar and special blessings by "secret prayer partners" as each participant embraces the journey into the world. Dean Diane Schobert and the leadership team continue their visioning and planning for the next series which begins this fall at Green Lake Conference Center.

Board of Lay Ministry members have been integral partners in their districts with many events. Heartland and Chippewa Districts have held Healthy Congregations: Faithful Living events, described as being "somewhat of a takeoff of Lay Ministry Academy," which were well attended. Winnebago District has been involved with Disciple Bible Study in prisons, New Beginnings workshops, and Lay Speaking workshops. Many districts have engaged in joint trainings and conferences with DS and District Lay Leaders playing key roles. Capitol District held a Mission Celebration to promote United Methodist Mission, the "Bashford Buddies" tutoring program staffed by laypersons., and a weekly fellowship meal for UW Whitewater students.

Lay members of the Wisconsin Conference are becoming partners in ministry reaching out to their communities. They have been baptized with cleansing water and possess the unquenchable fire of the Spirit!

During the next year, the Board of Lay Ministry will work with Conference to offer co-leadership in training events at both the Conference and District levels; share stories of participants of both Lay Ministry Academy and Faith Alive! participants; look for new opportunities to work with Circuit Teams to reach out to their communities and discover new ways of ministry.

*Sheri Graeber, Conference Lay Leader*

## BOARD OF ORDAINED MINISTRY

### *Introductory Comments*

The Board of Ordained Ministry is accountable to the Clergy Session of the Annual Conference and the **Book of Discipline of the United Methodist Church**. Members of the Board are nominated by the Bishop and elected by the Annual Conference. While clergy persons make up a majority of the Board, there are a significant numbers of committed laypersons. In addition, one Local pastor and Associate Member are members of the Board with voice but without vote.

***The Duties of the Board:***

- Assume primary responsibility for the recruitment and enlistment of ordained clergy.
- To study and interpret the clergy needs and resources of the Annual Conference remembering the inclusive nature of the Church.
- To guide candidates for ordained ministry in the process of education, training and ordination.
- To receive annual reports of each ministerial student enrolled in theological school of the Course of Study.
- To appoint and train mentors.
- To examine all candidates as to their fitness to for the Ordained Ministry and make a full inquiry of the candidates for annual election as local pastor or election to probationary membership or election to full conference membership.
- The Board interviews and reports recommendations concerning student local pastors, certified candidates for ordination as deacons, certified candidates for ordination as elders, certification as educational persons, changes from effective relation to leave of absence or retirement, return to effective relation from other relations(honorable location, readmission of located persons and persons discontinued from probationary membership, sabbatical leave, incapacity leave, appointment as a student, termination, changes to and from less than full time ministry).
- The Board cares for the responsibilities related to diaconal ministers and those in candidacy toward consecration.
- The Board shall interpret the high ethical standards of the ordained ministry as set forth in the Discipline and to study matters pertaining to character.
- Using available resources, the Board will support the ordained ministers career development.
- The Board works diligently to ensure confidentiality in relation to the interview and reporting process.

The Board of Ordained Ministry has an important role in fulfilling the mission of the Annual Conference. As we assist the Annual Conference in providing clergy spiritual leadership for local churches, we require significant funding.

***Highlights and Accomplishments of the Past Year***

- Margaret Lybeck-Smoak, Jean Schmidt, Cherie Meyer were recommended for Commissioning and Probationary Membership
- Kathleen Linda Jury, an Associate Member, was recommended for Probationary Membership in the Wisconsin Conference.
- Carol Sue Bryce, Nancy Carmichael, Mary Ann Conklin, Jason Mahnke, Timothy O'Brien, Jill Quilling, Amanda Stein were recommended for Elder's Orders and Full Membership in the Wisconsin Conference.
- Nineteen persons were continued as Probationary Member of the Wisconsin Conference.
- We celebrated the ministry of the following Elders who requested retirement: Arv Arveson, Roger Becker, Bernadette Bruner, Tom Callahan, Paul Francis, Lois J. Grebe, Edward Johnson, Earl Kammerud, June Nettles, T. Thomas Nustad, Linda N. Pliska, Kay Welsch, Thomas E. White.
- We celebrated the ministry of, Lois Reed Takata , a Probationary Member, who requested retirement.
- We celebrated the ministry of Mary Hedgcock who requested retirement as a Deacon.
- Began to consider the implication of the Circuit Ministry on the work of the Board of Ordained Ministry.
- Continued the development of the Order of Deacon and Elders and the Fellowship of Local Pastors and Associate members.

- We hosted the new pastor Orientation at Byron Center.
- We welcomed Dr. David Joyce, a United Methodist Clergy Person in North Carolina and President of Ripon college, as an Affiliate member of the Wisconsin Conference.
- Approved a change in our Psychological testing from Midwest to North central Ministry Development Center for 2005, with a phase in process to begin in 2004.

### ***Projections for the Coming Conference Year***

- To recruit and screen candidates for the ordained ministry.
- Make seminary education and the ordination process more affordable to all persons who are called by God.
- To support clergy moving into and out of the ordained ministry.
- To provide continued professional growth opportunities for deacons and elders in our conference, local pastors and those seeking certification.
- To maintain adequate administrative support for these clergy-related efforts.
- Continue to develop the Order of the Elders, Order of the Deacons and the Fellowship of Local Pastors.

***Paul Johnsen, Chairperson***

## **BOARD OF TRUSTEES**

### ***Introductory Comments:***

The Conference Board of Trustees is an incorporated body of 12 members, 1/3 laymen, 1/3 laywomen, and 1/3 clergy, responsible for certain conference investments, conference-owned personal and real property, insurance, and certain legal matters.

The decisions of the Trustee are based on *The Book of Discipline*, state statutes, directives of the Annual Conference, and the needs that best serve the teachings of Jesus. The Trustees serve the Conference in an administrative capacity.

### ***Highlights and Accomplishments:***

#### ***Parsonages Fund***

This designated fund came from the sale of Conference staff and District Superintendent parsonages. Earnings are intended to be used to help cover the cost of the annual housing allowances for the DSs and applicable Conference staff. However, at the current drawdown rate, the fund will be fully depleted by approximately 2010. The Trustees have also made mortgage loans from this fund to individual DSs; the interest and principal repayments are returned to this fund. The fund had \$1,071,550 in it at the end of 2003.

#### ***Pine Lake***

The Trustee were disappointed in 2003 when the judge ruled in favor of the defendant in a frivolous lawsuit claim the Trustees had filed against the plaintiff and his attorney who had filed a prior claim against the Trustees regarding Pine Lake public access issues.

### ***Conference Center***

The Conference Center air conditioning units and all the windows, which were aging and in need of replacement, were replaced during 2003 and early 2004. In addition, there was some minor remodeling work in the Conference Finance Office to accommodate staffing changes. Relocation of the Archives to the first floor of the Conference Center is expected to occur in spring 2004. Rental income from the Conference Center, which is applied toward the expenses of the Conference Center, was down this year because less rental space is available because the Conference is using more space.

The Shaw Company is in the second year of a three-year contract to manage the Conference Center. They were recently purchased by Inland Companies, another property management firm.

### ***Church Mutual***

Letters from Church Mutual were sent to churches that did not pay their umbrella liability premiums stating that they could not opt out of this coverage. Church Mutual continues to work with those churches. Concerns continue to be expressed regarding the premiums and the hardship insurance costs are placing on some churches.

### ***Properties belonging to the Conference***

1. Bethany in Racine closed. July 1, 2001. Originally a Headstart program and a non-denominational church were renting space there, and rent covered the expenses. Now it is rented only by the church, and the rent falls short of meeting the fixed expenses.
2. Christo En Tu Ayudo (CETA) UMC's church property in Milwaukee is owned by the conference. The Conference Trustees continue to work with the church and the district superintendent to resolve concerns about the condition of the church.
3. Readstown UMC closed 12/31/03 and the church property is now the property of the Conference. This property is being held until decisions are made around possible future church development in the area.

### ***Plans for the Coming Year***

The Trustees have worked hard over the years to be of service to both the Conference staff and local churches and hope to continue. The Trustees also look forward to working with the circuits.

*Sandra L. Daugherty, President*

## **JOINT BOARD OF PENSIONS, INSURANCE & EQUITABLE COMPENSATION**

### ***Introductory Comments***

The Joint Board of Pensions, Insurance & Equitable Compensation (the Joint Board) has stewardship responsibility for the following:

Pensions, death and disability benefits for 1) active and retired pastors under appointment to the Wisconsin Conference, and 2) active and retired laity employed by the Wisconsin Conference.

Group health insurance for 1) active and retired pastors under appointment to the Wisconsin Con-

ference, 2) active and retired laity employed by the Wisconsin Conference, and 3) active laity employed by Wisconsin United Methodist churches.

Equitable Compensation support to local churches to ensure that pastors are provided with adequate compensation at churches that may need financial assistance to accomplish this goal.

***Highlights and Accomplishments of the Past Year***

The Joint Board met all pension obligations of the Wisconsin Conference by paying the Pre-1982 obligation at the rate approved by the Wisconsin Conference. Sixteen congregations were provided with Equitable Compensation support. The Joint Board worked to balance premium costs with health insurance benefits through our participation in HealthFlex, the denomination’s health insurance plan, to active and retired clergy and lay personnel of the Wisconsin Conference.

The Joint Board helped give leadership and support to the study to “Discover the Feasibility of Establishing a Retired Clergy Health Insurance Permanent Endowment Fund.” A report on this study will be made in 2004 to the Annual Conference.

***Plans for the Coming Year***

We will 1) continue to provide for all pension obligations of the Wisconsin Conference; 2) continue to pay Equitable Compensation to congregations in need; 3) get a health insurance actuarial valuation to better ascertain our future claim liabilities; 4) improve communications with participants regarding upcoming benefit issues; 5) implement and evaluate all insurance premium policies currently in place and establish new policies where needed; 6) continue to explore the insurance premium proportions paid between local church/Wisconsin Conference and participants; and 7) utilize the new circuit plan to both gather and disseminate information as it relates to the work of the Joint Board.

***Motion from the 2003 Annual Conference***

The Joint Board and the Wisconsin United Methodist Foundation were directed to present to the 2004 Annual Conference a more expanded report of the income and expenses for the Permanent Pension Fund and the Ministerial Pension Memorial Fund. The following is that expanded report.

|                  | <u>Permanent Pension Fund</u> | <u>Ministerial Pension<br/>Memorial Fund</u> |
|------------------|-------------------------------|--|
| 1/1/2003 Balance | \$2,352,199                   | \$1,008,022                                  |
| Deposits         | 317                           | 2,552  |
| Disbursements*   | ( 137,710)                    | ( 53,131)                                    |
| Earnings         | <u>296,256</u>                | <u>127,411</u>                               |
| 12/31/03 Balance | \$2,511,062                   | \$1,084,854                                  |

\*Amounts budgeted and paid for retiree health insurance coverage.

***Joan Fordham, Chairperson***