

UNITED METHODIST MEN

Introductory Comments

The United Methodist MEN are a ministry to men, for a ministry through men.

We need to be a creative supportive fellowship of men, who seek to know Jesus Christ.

We need to minister to all men of our church and include the young men into our fellowship.

Plans for the Future

We need to get District United Methodist Men Presidents as we go forward with our Circuit Ministry teams. We hope each Circuit will have a Circuit Vice President of United Methodist Men.

We are working on the ninth National Gathering of United Methodist Men. Note: name change--other years it was Congress 2005 held at Purdue. Wisconsin has a goal to have one hundred and one men come the year 2005.

Our executive team is planning some Friday night and then Saturday work days at our camps and we are inviting all men to attend.

We as men of United Methodist Church need to have a daily prayer and quiet time with God.

We need to get to know all men in our Church with Christ love and understanding.

We need to work more with the Society of St. Andrew as our mission to feed the hungry.

I hope that I can get to all districts this year for their district meetings.

We need men to join us. We are going to ask all churches to get busy and increase in EMS members by thirty percent this year.

We all need to work together; the Laity and Clergy as we build up the membership in our Church for Jesus Christ.

May the Lord be with all of us,

Chuck Teege, President
Wisconsin Conference United Methodist Men

UNITED METHODIST WOMEN

Purpose

The organized Unit of United Methodist Women shall be a community of women whose purpose is to know God and to experience freedom as whole persons through Jesus Christ: to develop a creative, supportive fellowship, and to expand concepts of mission through participation in the global ministries of the church.

Highlights and Accomplishments of 2003

- We held School of Christian Mission at Lakeland College with Dean Sue Setterlund. Classes were held on EXODUS: An African American Methodist Journey: Mexico: and Creating an Interfaith Community. We had 165 in attendance at week long school and 235 in attendance at drive in day.
- There were 46 youth at Pine Lake for YOMICA.
- We had a retreat led by Bishop Rader.
- We had a one day training event led by Julie Tulloch from Women's Division for all conference and district officers at the Waupaca United Methodist Church.
- In October our Annual Gathering was held at the Lake Street United Methodist Church in Eau Claire. The theme was One in the Spirit. The speaker was Dr. Glory Dharmaraj. She compared us to resurrection women. We hope the Spirit from that gathering is alive and well in the Wisconsin conference.

Information For 2004

- Jurisdiction United Methodist Women's meeting was March 26-28 in Chicago. Mary Baker and Salud Rodeman completed their tenure on the jurisdiction core planning group. Dee Klawitter was elected chairperson of the nominating committee for the next four years. We had 67 persons from Wisconsin attend the event.
- Conference Annual Gathering October 23, 2004 at Eau Claire Lake Street UMC with our theme LET'S CELEBRATE. United Methodist Women have been doing mission work for 135 years and we are encouraging everyone to celebrate with us.
- Pledge of \$397,500.00 for 2004.
- Mabel Heil Scholarship is available to "worthy women" returning to school. Deadline for first semester is May 1 and for second semester is October 1. Contact Jann Brockman, 905A Windfield PL., Appleton, WI 54911-1541.
- We have reorganized the Arkansaw unit and we are currently organizing a unit at Crossroads United Methodist Church in Waunakee.

We gave 11 Mabel Heil Scholarships to women who find themselves having to do a life style change for whatever reason.

Diane Quade, President

Wisconsin Conference United Methodist Women

MOVING DIRECTOR

Introductory Comments

Accountability: The Conference Moving Director is appointed by, and is directly accountable to, the Cabinet. John E. Moffatt was appointed Moving Director starting January 1, 2001 and continues to serve.

Philosophy and Priorities: We use weight and packing limits as incentives to keep costs of moving as low as possible. These limits are intended to promote sorting and discarding, and do-it-yourself packing as the normal practice. Our present Conference policies benefit local parishes and pastors by reducing their need to plan and coordinate the simultaneous and sequential moves that arise from itinerancy. Also, because our moves are billed to the Conference, local parishes and pastors are freed from the need to make large cash payments on moving day.

Information

1. The Conference Rules (Sec. 20.2.3 ff) provide information and warnings for most common problem areas in moving.
2. The original 2003 budget for moving expenses was \$218,400. Based on reduced need during 2003, it was revised to \$210,000. The final cost, \$201,243, was 4% under that smaller budget. Although a few very expensive moves increased the average cost of a move a bit over last year, having fewer professional moves than in 2002 reduced the cost to the Moving Expense Fund. Conscientious efforts by our pastors and their families to reduce moving costs are evident in the fact that the average moving weight of clergy household goods continues to decrease. The Annual Conference also continued to benefit from the discounts and fuel surcharge waiver guaranteed in our transportation agreement with Graebel Van Lines. Our agreement with Graebel has also improved the availability of weight estimates before moves. In addition, increasing the charge-back rate to more closely match the actual cost for over-weight loads seems to have helped. Based on the cost of moves in 2003, the charge-back rate for 2004 will be reduced slightly to \$29.00 per CWT (29¢ per pound).
3. Costs for the past five years have been:

Year	No. of Moves	Avg. Move Cost	Total Cost
1999	70	\$ 2,476	\$ 173,281
2000	88	\$ 2,778	\$ 258,559
2001	80	\$ 2,717	\$ 217,368
2002	75	\$ 2,800	\$ 201,243
2003	75	\$ 2,601	\$ 197,552

4. The weight limit for household goods and professional materials for a clergy household is 12,000 pounds; two-clergy household are allowed 15,000 pounds. The average weights of our professional moves for the past five years are:

Year	Avg. Weight	No. Over-Weight	Avg. Pounds Over
1999	9,364 Lbs.	11	2,346 Lbs.
2000	10,893 Lbs.	30	2,735 Lbs.
2001	9,867 Lbs.	20	2,075 Lbs.
2002	9,643 Lbs.	12	2,230 Lbs.
2003	9,430Lbs.	17	3,093 Lbs.

5. The allowance from the fund for packing costs is \$200. For the last five years the average packing costs and the number over limit are:

Year	Avg. Cost	No. Over Limit
1999	\$120	10
2000	\$172	19
2001	\$227	22
200	\$110	10
2003	\$201	16

6. For 2003, over-limit charge-backs for packing and labor totaled \$4,047.57 and \$15,773.10 for over-limit weight. A great part of those large totals is explained by a dozen moves with excess weights ranging from 1,100 pounds to over 11,000 pounds. Many were interstate moves by two-career / clergy couple families and/or moves to retirement. Distance and transportation costs are often significant for interstate moves. Because of that, in addition to the usual packing and weight allowance limits, the Cabinet also sets a dollar limit for interstate moves. As usual, the Director of Finance & Administration bills those individuals, and/or the parish(s) to which they are appointed, for costs in excess of that amount.
7. Expenses submitted by the Moving Director were \$84.50 (phone, postage, & paper). The Chippewa-Heartland Regional office provided additional support in the form of FAX service, paper, and photocopying. Pre-paid telephone cards are now used to assure a very low long distance cost. The great majority of communication with pastors, parish trustees, the Cabinet, and moving companies is done via the Internet. First class postage is primarily used for invoice and reimbursement vouchers, the Moving Director's Evaluation survey, and occasional mailings of information to pastors who are unable to receive e-mail documents. Our agreement with Graebel Van Lines includes a provision that the invoice for a move will not exceed 110% of the non-binding estimate. In September, when most of our moves had been completed, my review found eight clergy moves where the weight seemed to have been substantially underestimated. The staff at Graebel accepted my request for a review of those invoices without hesitation. In due course, they agreed that there had been errors in five of those cases and sent the Conference a refund check for \$787.52.
8. Budget. The 2004 moving budget is \$209,800.
9. The current Conference Moving Policy is located in Section 20.0.0 of Conference Policies.

Highlights And Accomplishments

Transition Workshop: Each spring the Cabinet invites an expert [e.g., Rev. Dr. Mark Fowler, Director of Field Education at GETS] to lead a Transition Workshop for pastors and their spouses who will have a change in appointment. It covers personal, family, and professional concerns that arise when leaving one parish and entering another. Graebel Movers has also participated for many years by donating the time of one or two experienced drivers to provide advice, answer questions on moving, and demonstrate ways to pack various household items. They also bring a truck with some packing materials. Many pastors comment favorably on being able to pick up packing supplies there and have the cost charged to their moving account. For the last two years, the Moving Director has attended to meet pastors who are about to move, provide information about our process, and answer questions.

2003 Moving Director's Survey: The Conference Moving Expense Fund supported 70 professional moves of households in 2003. The required moving evaluation survey was sent to most of those households in August and to the remainder when their moves were completed. The great majority of responses indicated satisfaction with the contacts, information, scheduling and performance aspects of professional moves. Most important, complaints about the accuracy of pre-move weight estimates seem to be less frequent than in the past. Since Graebel Movers has equipped its estimators with electronic units, pastors are more aware of the estimated weights. Based on survey comments and suggestions from conversations with people who have moved, a greater effort will be made to provide more information to people before they move.

Plans For The Comng Year

Postings on the Moving Director's page of the WAC web site will be expanded to include statements about the requirements and process for selecting a professional mover not covered by our current agreement. Also included will be the general conditions for authorized self-moves, certain types of self-move equipment, and descriptions of expenses that generally will be approved for reimbursement and types that will not. Answers for common questions and suggestions that may be helpful for pastors, their families, and others concerned with pastoral moves.

John E. Moffatt, Moving Director



Mission: Project Equality of Wisconsin affirms the value and dignity of every person by working for justice and equality in issues relating to the workplace.

Project Equality serves as a liaison between the mission of the United Methodist Church, Wisconsin Annual Conference, in coalition with other religious organizations, to employers of Wisconsin and nationwide. As a result of your 2003 contribution, we are proud to report the following successes:

- Annual Luncheon & Diversity Workshop. “Speak Truth to Power” was the theme of this year’s event that featured Kerry Kennedy Como as the luncheon speaker. Hugh Vasquez, the workshop presenter, addressed the topic “Dismantling Privilege Systems and Creating Cross-Cultural Alliances.” 329 guests attended the luncheon and 223 were present at the workshop.
- On-Site EEO Reviews. In 2002-03, Project Equality conducted on-site EEO reviews with 22 employer participants. A detailed report is prepared identifying our findings, recommendations and commendations. Project Equality staff presents its findings in an on-site presentation to each employer. Follow-up surveys show 62% of Project Equality’s recommendations have been accomplished by employers.
- Project Equality Job Fair. Project Equality of Wisconsin, Milwaukee Area Technical College, American Family Insurance and 1290 AM WMCS hosted the sixth annual job fair at MATC. The event featured 36 employers and community agencies and drew 1,500 job seekers.
- Advocacy. Project Equality successfully advocated to halt massive restructuring of the U.S. Equal Employment Opportunity Commission (EEOC), including the threatened closing of the Milwaukee office. Project Equality spearheaded the effort to secure the support of more than 40 local social justice organizations and held a press conference to raise attention to the situation.
- Labor Law Discussion Series. This program provided human resources professionals with the opportunity to gather with experts in employment law in a roundtable discussion format.

The programs offered by Project Equality address the needs of employers and job seekers in Wisconsin. As we know, workforce diversity has become an economic imperative. In 2010, the nation will experience a 10 million-worker shortage as baby boomers retire. The demographic of the new employment pool will be younger and will shift to 70% women and people of color. Project Equality’s programs assist employers and job seekers to address the new realities of the workforce during recruiting, interviewing, hiring diverse candidates and integrating them into the workplace. Employers that strategically seek out a diverse candidate pool will gain competitive advantages over those that miss out on the opportunity to fully utilize the labor pool. Organizations that enlist the talents of a diverse employee base contribute greatly to the economic strength, growth and health of a community. Project Equality’s programs help to improve the community through its impact on the workforce.

The sponsorship of the United Methodist Church, Wisconsin Annual Conference over the years has enabled Project Equality to continue our work as the leading advocate for promoting fairness and diversity in issues relating to the workplace. Your commitment in 2004-05 is once again essential to assisting Project Equality of Wisconsin in meeting our mission.

James L. Matthis, Executive Director, Project Equality of Wisconsin, Inc.



WISCONSIN COUNCIL OF CHURCHES

The mission of the Wisconsin Council of Churches (WCC) is "to pray and work together for the unity and renewal of the church and the healing and reconciliation of the world."

Tracing its roots back to the early 1940's with an inter-denominational recreational ministry for young people, the WCC now encompasses 11 Protestant and Christian Orthodox denominations with approximately 3,000 congregations and over one million church members statewide.

Current members of the Council include: American Baptist Churches of Wisconsin, Christian Church (Disciples of Christ), Church of the Brethren, Episcopal Church, Evangelical Lutheran Church in America, Greek Orthodox Church, Moravian Church, Presbyterian Church (USA), Reformed Church in America, United Church of Christ, and the United Methodist Church. The Roman Catholic Archdiocese of Milwaukee and Diocese of La Crosse sit as observer members on the Council's Board of Directors.

NEW EXECUTIVE DIRECTOR—the Council called Scott D. Anderson as its new Executive on March 1, 2003. During this first year of his ministry, Scott has been traveling the state, attending judicatory gatherings, meeting with denominational leaders, public officials, and community based organizations listening for the "hurts and hopes" of people throughout Wisconsin.

OPENING DOORS TO AFFORDABLE HOUSING—the WCC received a grant from the Otto Bremer Foundation to plan and conduct three regional forums and a statewide conference to bring together housing advocates and organizations with members of the faith-based community. These successful forums were an opportunity to strengthen relationships, engage in a dialogue about how these groups could collaborate more effectively, and develop a common strategy for creating and preserving affordable housing in Wisconsin.

COURAGE FOR NONVIOLENCE—the Council held a successful two-day workshop on non-violence for pastors and religious lay leaders in Madison early in 2003, and has a second statewide conference planned for January, 2004 in Milwaukee. The goal of these events includes educating the religious community about the theological roots of nonviolence, and to equip religious leaders to educate congregations about practical nonviolence strategies that can be employed to address community, state, and world issues.

EDUCATION FOR PASTORS AND LAY LEADERS—since 2000, the Council has provided a variety of regional and statewide continuing education events for pastors and lay leaders. This past year the Council held a series of regional workshops, "Teaching and Preaching the Gospel of Luke" led by Dr. Christine Smith, Professor of Homiletics at United Theological Seminary in Minneapolis. The Council also held its annual, week-long Washington Island Forum led by Sister Joan Chittister with the largest attendance in the history of this event.

ADVOCACY FOR THE MOST VULNERABLE—the Council has carried out advocacy at the state and federal levels on child nutrition, Food Stamps, welfare reform, gun violence, health care reform, immigration issues, state and federal budget priorities, and the economic impact of war.

OUR PROGRAMMATIC PRIORITIES FOR 2004 INCLUDE:

- Increase the supply and quality of affordable housing for low-income Wisconsin residents, and to advocate for public policies which support this goal;
- Develop a grassroots network in congregations throughout the state to address
- the root causes of hunger for Wisconsin children and low-income families;
- Provide a variety of educational opportunities for pastors and lay leaders to equip them for more effective ministry in their local congregations, including regional continuing education workshops, the Washington Island Forum, and the "Courage for Nonviolence" statewide conference.

NORTH CENTRAL COLLEGE

A. *Introductory Comments*

As a comprehensive liberal arts college, North Central is committed to effective teaching, small classes, and rigorous standards. We are also committed to preparing our graduates for jobs and the world of work and to serving the needs of all kinds of students— adult and traditional— in innovative formats, without abandoning our conviction as to what an education entails.

This concern for the whole person — body, mind and spirit — has been part of the North Central education since the Evangelical Association founded the College 142 years ago. A close working relationship with the church throughout the years has helped us to keep our focus and to provide the best education we possibly can.

Accountability

During the 2003 conference year, all of the resources received from the Conference, \$15,000, were directed toward the College's financial assistance program. Twenty-two United Methodist students from Wisconsin received \$225,369 in institutional scholarship and grant aid.

Philosophy and Priorities

The mission of North Central College is to prepare students to become productive, principled and involved leaders and citizens over a lifetime. As a comprehensive college affiliated with the United Methodist Church, North Central seeks to meet individual needs of students at different stages of life and from different ethnic, economic, and religious backgrounds — who bring diverse expectations to the educational process — with programs responsive to those needs (residential, outreach, full-time and part-time), while insuring that all students experience in common the “North Central difference”:

- One faculty committed to teaching...in small classes...in which writing, reasoning, and speaking skills are emphasized...and one standard is applied to all degree recipients.
- Educational programs rooted in the liberal arts and traditions of a residential college — including 12 foundation objectives for all undergraduates — but also actively engaging the world around us, and the practical skills needed for jobs and successful careers.
- A commitment, both inside and outside the classroom, to cultivate a campus climate of tolerance and empathy that supports learning about leadership, ethics and values.

Information

For the eighth consecutive year, *US News and World Report* named North Central as one of “America's Best Colleges” and for the sixth time North Central was listed as a “best college value.” For fall, 2003, the full-time degree seeking undergraduate enrollment was 1,800, with a head count enrollment of 2,450. Minority enrollment was 13% of full-time students. Our international student enrollment continues to expand with a total of 48 international students this academic year. The freshman retention rate was 77 percent. Sixteen percent of freshmen (65 students) are minorities.

408 freshmen and 187 transfer students at North Central participated in various community service projects as part of “Into the Streets,” a national outreach program. Working at 20 different sites in DuPage County and the Chicago area, these students were introduced to the College's service ethic and increased their awareness of social responsibility.

The college increased its attention on racial justice with several racial sensitivity training events for students and employees. The Student Affairs staff participated in one of three book study groups focusing on racism. Three NCC staff attended the UM General Board of Higher Educa-

tion Institute in Nashville, Tennessee which focused on "Recruiting and Retaining a Diverse Student Body."

A year of outstanding speakers was highlighted by the Anti-Hate Convocation Speaker, Morris Dees, Co-Founder and Chief Executive Counsel for the Southern Poverty Law Center which is known for its tolerance programs and legal victories against white supremacists. Other speakers included: Jim Lucas, who brought the sermons of Rev. Dr. Martin Luther King to life; and Hugo Bedau, a Tufts University Professor who addressed the issues of Capital Punishment. Bishop Joseph Sprague articulated Christian responses to war prior to the beginning of the war in Iraq.

Capstone courses incorporating issues of leadership, ethics and values were developed for each academic major. Every student is required to take the capstone course in the senior year. This represented the last phase of implementation of New Curriculum.

Office of Admission rolled out a new enrollment marketing campaign for telling the North Central story to prospective students. "Begin your life's work where you are at the center," was the theme developed through interviews with students and alumni who described their college experience. Included is a new view book and poster series to dramatically depict how students learn, grow and achieve during their years at North Central. A new admission brochure was developed to help recruit United Methodist students. Several posters illustrate campus ministry programs.

Student Awards were given to the NCC Chronicle for the fourth consecutive year; advancement of the Mock Trial team to national competition and achievement of honorable mention for the Spirit of the American Mock Trial Association; mention in USA Today for Students In Free Enterprise, who placed in the top 16 teams nationwide; and three awards to the Residence Hall Association.

The \$50 million Capital Campaign, *Preparing for a New Century*, was successfully completed after a five-year effort, much of it during the worst decline in stock market value since the Great Depression. Funds were directed to the endowment; scholarships; new academic chairs in the fine arts and in entrepreneurship; completion of the Old Main renovation; construction of a new track and stadium/classroom building, a new baseball field, and two new residence halls; renovation of facilities in the library and for WONC radio; and conversion of the Boiler House to a coffeehouse. The Oesterle Library Basement Renovation resulted in creation of a spacious, sun-filled area devoted to the expanding periodicals collection, a lounge area, four study rooms, and bright, functional offices for library staff.

An Athletic Training Program was accredited by the Commission of Accreditation of Allied Health Education Programs. North Central College is the first college in the Chicagoland area to receive that stamp of approval.

Mary Lou Cowlshaw, a 20 year veteran of the Illinois General Assembly and a passionate advocate for education at all levels, joined North Central as an adjunct faculty member. She will teach, advise the College on matters of public policy, and pursue longstanding interests in bi-lingual education and programs for gifted and talented youth.

In Sports, John Thorne coaches the Cardinal football team to a 6-4 finish, its first winning season since 1987. Men claim third at the NCAA Division III cross country Championships under Coach Al Carius. The men also win their third straight CCIW indoor track and field title.

AN Urban and Suburban Studies program was taught for the first time, using Naperville and Chicago as living laboratories. This program exemplifies the innovative, interdisciplinary approach of the College's integrative curriculum. Next year, classes in the History of Chicago and in Urban Sociology will be taught at the Chicago Temple. North Central students in this program will work with the Temple's outreach ministries.

The Junior/Senior Scholars Program provides tutoring for 240 children and youth in two urban elementary schools – the Johnson school on the west side of Chicago and the Oak Park school, on the east side of Aurora. Over 150 North Central College students served as tutors in this program during the year. A six-week college readiness program, conducted in the summer, brings 150 urban High School students to the campus to be taught by 15 NCC students. Upon graduation, six NCC alumni who had been tutors accepted teaching positions at the Johnson Elementary School and two were hired by social service agencies in urban areas.

The community service office coordinated twelve on-going projects involving five hundred students who volunteered more than six thousand hours. In addition, several large scale volunteer projects were conducted throughout the year. In cooperation with the Campus Ministry Office, three week-long service trips were conducted involving sixty students.

B. Highlights

Campus Life and Spiritual Opportunities

As Chaplain Lynn Pries concluded his ninth year and began his tenth full year in ministry to the North Central campus community. Student involvement and participation have continued to expand. Leslie Monahan began her third year as Assistant Director of Campus Ministry for Music, Worship and Outreach Ministries. A weekly, contemporary worship is planned and led by students. Numerous other activities of the campus ministry program included the Rev. Dr. Martin Luther King, Jr. prayer breakfast with guest speaker, Rev. Russell Mc Reynolds, Pastor of Central United Methodist Church in Lansing, Michigan; weekend retreats; support of the Gospel Choir, Fellowship of Christian Athletes, and the United Methodist Student Organization. Rev. Marvin Spence preached at the Martin Luther King worship service. Rev. Tracy Smith Malone served as worship leader for the fifteenth Annual Gospel Extravaganza which drew 750 people. Rev. Norval Brown gave the message at the annual Anti-Hate Chapel Service. Two professional musicians, Chester and Angela Andrews, directed the Gospel Choir. An Interfaith Student Organization was formed. The chaplain and a group of seniors developed the baccalaureate service featuring three student speakers and three choirs. Six hundred persons attended the service.

Opening the Campus to the World

The Campus Chaplain continued to encourage the campus community to look beyond itself to the issues of the nation and world through a variety of opportunities for work and travel. Thirty-three students and five North Central staff spent a week repairing homes in Virginia through the Appalachian Service Project. Twenty-six students and four staff persons used their spring break to build homes with Habitat for Humanity in South Carolina. The Chaplain serves on the Cultural Events Committee to bring speakers to campus to challenge the community.

Developing Leaders for the Church

Part of the educational ministry of North Central and the campus ministry program itself includes training students to take leadership roles in the organizations and activities noted above. Sixteen students attended the Midwest United Methodist Student Movement gathering in April. Four NCC students attended Student Forum, the United Methodist Student Movement Leadership Conference, in Reading, Pennsylvania. Ana Kelsey Powell '06 was selected to be a member of the National UM Student Movement Planning Team. Two Peer Ministers, Erin Pier-Fitzgerald '03 and Jed Holdeman '03 led existing ministries and developed new events in Campus Ministry. A Garrett-Evangelical Theological Seminary field education student, Thomas Gerber, helped to develop a new group for students considering a call to ministry. Seven North Central College alumni are students at Garrett-Evangelical Seminary. Two students spent the summer in internships in United Methodist camps. New Visions, our music ministry touring company, is a national model for outreach ministry in higher education. Through the year they led over fifteen worship celebrations. The Summer New Visions Company directed weeklong programs in four churches and led three weeks of camping programs. Five students brought Vacation Bible School

to ten local churches through the New Beginnings program. These teams provided week-long programs for 1200 children and youth. Leslie Moore, Assistant Director of Campus Ministry, coordinates outreach ministries.

Renewed Vitality in Relationship to the Conference

The college reaffirmed its relationship with the Conference by continuing financial assistance opportunities for children of clergy, and for United Methodist students.

North Central College is dedicated to the pursuit of academic excellence in an atmosphere of value-oriented concern for each individual. North Central proudly proclaims its heritage and affiliation with the United Methodist Church. We affirm our affiliation with the Northern Illinois Conference and request continued support by sending us your students and financial support for scholarship aid.

Harold R. Wilde, President

WILEY COLLEGE

Multi-tasking has become the buzz word for the new millennium and only those brave souls who attempt to keep pace with Dr. Haywood L. Strickland can attest to the range of duties and responsibilities associated with bringing the oldest accredited Black college west of the Mississippi back to the prominence of its early days.

State-of-the-art technology continues to be a priority for the Strickland administration with innovations continually being implemented throughout the campus. Faculty and staff training is an ongoing mandate for the Division of Information Technology in order to make optimal use of the available technology.

Cutting-edge technology demands sufficient infrastructure to support the additional hardware and equipment. A major cornerstone of the Wiley College five-year plan called for the expedient renovation of practically every building on campus. President Strickland and the Board of Trustees have overseen the expenditure of well over \$1 million to upgrade, refurbish and/or refurbish all of the facilities on the Wiley College campus. More than 24 renovation projects were undertaken during the 2001-2002 fiscal year alone. Renovation of the T.W. Cole Library made possible the acquisition of online library resources that allow Wiley College students to access the world. Upgraded facilities in the Aaron Baker Science Building make it possible for Wiley students to acquire practical experience in a state-of-the-art laboratory setting. Renovations to the F.T. Long Student Union Building give Wiley College students the social interaction needed in a small college community. Improved dining facilities, new video game rooms, weight room facilities and a bowling alley are only a few examples of the commitment President Strickland has made to student life. Dr. Strickland supported the mission of the Institute for International Studies to make available the opportunity for Wiley students to study abroad.

“Wiley College is committed to shared governance, fiscal soundness and exemplary stewardship of its resources,” as set forth in the College mission statement. Dr. Strickland is committed to preserving the Wiley College legacy to continue offering the timeless treasure of a liberal arts education in a Christian environment. The Board of Trustees of Wiley College, at its July 17-19, 2003 Board meeting expressed its profound gratitude to Dr. Strickland for his visionary leadership and reiterated its confidence in him to continue moving the College in new, and progressive, yet mission-centered directions.

And, once again, Wiley College is grateful to the many individuals and churches of the Wisconsin Annual Conference who helped fulfill the College’s mission in 2003.

Haywood L. Strickland, President



UNITED THEOLOGICAL SEMINARY: PUTTING VISION INTO ACTION

At United Theological Seminary, 2003 was a year when vision was put into action. In May 2003 the Board of Trustees affirmed the vision for the seminary based upon the report of the comprehensive planning process, "A Tapestry of Great Potential." The content of the plan included a new mission statement, five strategic directions, and a series of recommendations essential for implementation. In light of the planning process and its acceptance, we celebrate:

Mission Statement

United Theological Seminary is a Christ-centered graduate school of the United Methodist Church that equips leaders for the church in a pluralistic world through the nurture of piety, the love of learning, and the pursuit of justice.

Five Strategic Directions

- *The Academic Plan* includes a full range of degree and continuing education programs including The Institute for Applied Theology, and the location of The EUB Heritage Center within the on-going program of the library. The academic plan launched a flex-semester system designed to create greater access to course work for our degree students, while the *Institute* established three centers of excellence for enhancing the work of the larger church through programs of continuing education, consultation, and certification. A Teaching Church Network, now visible in six states, identified key locations for continuing education and program services. With an enlarged view of distance learning, the seminary is positioning itself for a greater role in the educational marketplace.
- *Enrollment Management* emerged as essential for planning the future of the school. The entire range of student and campus services has been entrusted to Terri Limbert, formerly on staff at Wittenberg University, and now our Vice President. She will be giving considerable attention to hospitality, enlistment, degree and non-degree work, and a full range of graduate services including continuing education, publishing, and financial programs.
- *The Advancement Plan* focuses attention upon a full range of activity designed to underwrite the educational enterprise of the school, including capital fund strategies, our traditional operating fund goals, marketing, public relations, planned giving, Trustee services, and an expanded program for donor care. The alumni/ae services program has been greatly strengthened in terms of linkages with both the academic and advancement strategies.
- *The Facilities and Assets Plan* has been designed to maximize our potential, explore opportunities for state-of-the art facilities, and enlarge our list of attributes for the school. UTS offers a unique heritage and provides educational opportunities not found in other places or in configurations. The Facilities and Assets Team has been charged with an eight-month inquiry to define the future usefulness of this campus or identify other options for the relocation of the school within the greater Dayton area.
- *The Business Plan* for United has been defined in such a way that the vision of the school has been incorporated into the scheme over the next four years. A balanced budget, policies, and procedures have all been included in the plan. Additionally the business plan addresses the seminary's best practices for staff and faculty and careful consideration of enhancements and incentives. A debt reduction program has been put in place along with diversification in the investment portfolio.

With all of this in mind, the seminary began implementation of its plan immediately, including the start of the flex semester approach with three-, six-, and twelve-week blocks of classes. The Institute for Applied Theology has already experienced significant success with its *Roots and Wings* laity education program, urban training classes, a new Hispanic initiative, and a host of events in and beyond Dayton. In the last academic year we have provided programs and events for more than 1000 people.

***G. E. Zeiders, President and CEO
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