

BOARD OF CAMP AND RETREAT MINISTRIES

Introductory Comments: The Board of Camp and Retreat Ministries yearly impacts the lives of thousands of people through its ministries and facilities. The Wisconsin United Methodist Church is very fortunate to have four excellent camp and retreat sites. The nature and beauty of the sites truly allows people to experience God in places that are set apart. Many, many people have started and/or enriched their faith journeys at one of our camp and retreat sites, or at one of our off-site ministries. We know that camp and retreat experiences have been very powerful experiences in people's Christian formation.

Highlights and Accomplishments of the Past Year: Camp and Retreat Ministries continued to provide a variety of camp and retreat experiences both on and off-site for the Wisconsin Annual Conference as well as other denominations, churches, and groups.

Wisconsin camps and retreats continue to attract a large number of Wisconsin United Methodists compared to other United Methodist Conferences. In 2005, 6.9% of Wisconsin United Methodists took part in the camp and retreat ministries. That is one of the highest rates in the nation for United Methodists.

The Board of Camp and Retreat Ministries was also pro-active as a board, bringing in Kevin Witt from the national Board of Discipleship to help with long range planning, as well as hiring a part time Development Fundraiser to help raise funds and awareness for the sites.

Camp and Retreat Ministry within Wisconsin is, for the most part, based at the four sites owned and operated by the Conference. Our four Site Directors during 2005 were: Byron Pegram at Byron Center, Chip Hutler at Pine Lake, Greg Loudon at Whispering Pines, and Chris Lewis at Lake Lucerne. Visit the Camp and Retreat Ministries website at www.WisconsinUMC.org/camps . Pages for each site as well as the camping booklet can be viewed.

Plans for the Coming Year: Our number one priority is to provide ministry and settings that will lead to spiritual growth and transformation. Making disciples is why we have camps and retreats.

We hope to involve circuits more fully at our sites. This has already started to some degree, but there is a much higher potential for circuit use.

We also will keep working to increase the numbers of people that use our sites and ministries. We know that camp and retreat experiences are very good ways to lead people to life-changing experiences as followers of Jesus.

We will work with our Development Fundraiser to increase our financial resources.

We will continue to establish and expand proactive partnerships with local churches and non-profit groups growing from deep listening to their goals and needs.

Stewardship of creation will continue to be a high priority in our education.

Rev. Bruce Bartel, Chairperson

Nancy M. Deaner, Camping and Retreat Ministries Coordinator

BOARD OF CHURCH AND SOCIETY

Introductory Comments:

The purpose of the Board of Church and Society is to encourage and empower the people of the United Methodist Church to live faithfully wherever they are—in the church and in the world. Our issues are the issues of the news, the schools, and the workplaces because this is where people's lives are lived out. By being involved in these issues, the Board of Church and Society plays a critical role in helping the UMC be a denomination that relates to the real lives of God's people.

Highlights and Accomplishments of the Past Year:

Our most exciting accomplishment in 2004-2005 was moving forward in ministry after several years of being an inactive Board. This included annual and quadrennial planning which has provided for us an excellent guide for current and future ministry. (For example, in 2005 the Board's focus was "TIP—Treatment Instead of Prison." 2006's focus is on advocacy, education, and legislation. The 2007 focus will be Peace and Justice).

In 2005, the Board of Church and Society was able to dedicate itself to the primary focus of educating UM members and congregations about the importance of "TIP"—Treatment Instead of Prison. Drug sale and use is a concern that affects us all—as people of faith, as taxpayers, and as citizens of this state. The BCS offered opportunities to learn about the alternatives that TIP offers through our ministry at Annual Conference (i.e.-information table, joint program with Restorative Justice Task Force) and at The School of Christian Mission.

In addition to the Board's focus on TIP we were able to support the following groups with the necessary monies to continue their vital programs:

- * The Wisconsin Council of Churches- working toward ending hunger for children and families in Wisconsin
- * Wisconsin Interfaith Climate and Energy Campaign- helping to educate local congregations about energy-saving techniques to lower energy waste as well as generate savings
- * Restorative justice- support the Restorative Justice Task Force in their effort to bring true healing to those who offend and those who have been offended, including children of the incarcerated
- * Continuing education for local Wisconsin United Methodists: the Board supported retired Pastor Elaine Weidemann on her continuing education trip to Washington, DC as our Peace Advocate chair; Pastor Liz Villagarcia attended MARCHA in Puerto Rico to learn more about immigration reform; the BCS sent four young adult pastors to attend the Board of Church and Society Young Adults Forum in DC to learn more about the ministry of the GBCS of the UMC (Jason Mahnke and Amanda Stein '05; Meg Lybeck-Smoak and Maribel Celiz '06)
- * Coalition for WI Health- educating United Methodists and the Wisconsin public about the serious need for health care reform.

Plans for the Coming Year:

The Board's focus for 2006 is advocacy, education, and legislation. Because the Board wants to help and equip United Methodists to put their faith into action, we felt it was important to focus on educating UM members and empowering them to make social change. By sending delegates to attend continuing education conferences, coordinating delegations, and staying connected with the General Board of Church and Society we will help Wisconsin United Methodists see how they can be effective in changing their own lives and the lives of others in a positive, Christ-like way.

We also want our denomination to reclaim its historical status as a prophetic voice to the world on social justice issues including poverty, HIV/AIDS, terror and torture, immigration, health care, restorative justice, and the full inclusion of all of God's people in society, including our churches. We see it as our calling, particularly this year, to put these issues back to the forefront of the Annual Conference.

In 2007 the Board's annual focus will be Peace and Justice. Because these words "peace and justice" are often over-used or misunderstood the Board takes seriously its decision to reclaim their meaning and follow the Prince of Peace. As a warring country, both inside and outside of our borders, the Board has decided to work on educating and equipping fellow United Methodists to work towards the termination of violence at home and abroad. We hope to spread knowledge of the word "peace"—so that it becomes a personal, spiritual discipline as well as a state of justice for our homes, nation, and world.

Amanda Stein, Chairperson

BOARD OF GLOBAL MINISTRIES

Introductory Comments

1. 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.

2. Philosophy and Priorities

The Conference Board of Global Ministries is responsible for maintaining the connective 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.

3. 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, challenges 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** (David Green, Chair) is the connecting link between the Conference and the following 13 health and welfare ministries in Wisconsin related to the United Methodist Church:

- Bellin Health System
- Cedar Crest
- Christian Community Home
- Evergreen Retirement Community
- Harbor House Crisis Shelter
- Morrow Memorial Home
- Northcott Neighborhood House
- Parish Nurse Ministries
- Schmitt Woodland Hills
- Sheboygan Senior Community
- United Methodist Children's Services
- United Methodist Hospital Ministry
- Village at Manor Park

The committee is the channel through which the Conference provides financial support to the Ministries in two ways – 1) from apportionments and 2) Golden Cross offerings. The primary recipients of apportionment funds, which are part of the Board of Global Ministries budget, are four ministries that serve persons with great needs and few resources:

- Harbor House Crisis Shelter
- Northcott Neighborhood House
- United Methodist Children's Services
- United Methodist Hospital Ministry

All churches are encouraged to annually collect a Golden Cross offering which is distributed by the Health and Welfare Ministries Committee to all of the Ministries that have a current Affiliation Agreement with the Conference. The Golden Cross contributions are used to support the benevolent programs of each Ministry. In 2005, Golden Cross offerings provided over \$20,000 in support.

The committee is responsible for working with each ministry to have a current Affiliation Agreement. Currently, 11 Ministries have such agreements. An objective for 2006 is to develop such agreements with the remaining two.

The committee membership is the CEO and/or designee and a liaison from the governing board of each ministry, a liaison from the United Methodist Association of Health and Welfare Ministries, the committee chair, and the Mission Coordinator of the Conference, who provides part-time staff support.

2. **Mission Motivation Committee** (Linda Pliska, Chair), in coordination with the Conference Secretary of Global Ministries (Marty Nolet) 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 United Methodists gave more than \$194,000 for Special Sunday Offerings in 2005. In addition, Wisconsin Conference churches raised more than \$102,000 to support missionaries around the world. We celebrate the news that Wisconsin United Methodists gave over \$2 million for Advance projects and all other benevolences in 2005. You can visit the Wisconsin Conference Board of Global Ministries web site, developed under the auspices of Mission Motivation, at www.wisconsinumc.org/missions.

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. The Refugee Task Force has assumed the additional role of dealing with immigration issues.

3. **Reconciling Ministries** (Rosalind Driver Scott, Chair) 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.
4. **Conference Partnership** is organized into two sub-committees: one to focus on our partner relationship with the Methodist Church of Cuba (Donna Veatch, Chair), the other to focus on our relationship with the Rio Grande Conference (Rosy Mayorga, Chair). The Cuba Partnership sent a group of people to Cuba in January, 2006. The Rio Grande Partnership restored a formal relationship with the Rio Grande Conference, and has helped our National Volunteers in Mission committee organize work camps there.
5. **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 (Wendell Williams, Chair) and International VIM (Don Heeringa, Chair) divisions within the committee. VIM projects are largely self-funded and continue to grow in size and scope. In 2005 a total of 352 work campers provided nearly 23,000 hours of volunteer labor for mission projects. VIM also continues to train leaders for future work camps.
6. This was a busy year for the **Wisconsin Conference Disaster Response Team** (David Sharpe, Chair). We began in the spring with the Cottonville fire in Adams county that destroyed 6 homes and left many others unlivable. We organized and

trained their long term recovery committee and helped fund it with UMCOR resources. That operation concluded last September.

Calm prevailed until August 18 when tornados struck in Viola and Stoughton. Once again we became the lead in organizing and training for the long term recovery committees. Both of these committees and their staffs are funded with resources from UMCOR and other faith based recovery organizations. We continue to assist both committees and will remain involved until the last unmet need is addressed. We expect this to last well into 2007. Assistance has been given in mini-grants to survivors, staffing grants for case management, reference and referral and operating expenses. Personnel have been there to provide child care and training. A member of our committee sits on each Long Term Recovery Committee to offer help and monitor the use of our funds.

We were asked by the state Voluntary Organizations Assisting Disasters (VOAD) organization to provide childcare for Katrina/Rita survivors at State Fair Park. While we have over 100 persons trained in assisting children in a disaster with childcare, our limits were stretched to provide up to 12 hour a day care in an operation that lasted over two months. Our Child Care Team Leader Judy Vasby rose to the challenge and we completed that operation in October.

Ongoing training is done with reviews, table top exercises and drills. We held a Disaster 101 Course to train additional persons in our policies and procedures. We have been invited to do training at Tomah for circuit 12 as they have adopted disaster response as a mission of that circuit. This training will be announced and open to others as well. We have developed specific training in Child Care, Spiritual Care, Logistics and Volunteer Management. These additional courses will be offered at and after most Disaster 101 courses. Additional help is always needed. Contact the Missions Coordinator at the Conference Office in Sun Prairie if you would like to be trained to help.

New T-shirts were produced for volunteers to wear on operations showing that United Methodists are actively engaged in service. We ask volunteers to contribute to the cost.

Our District Coordinators continue to evaluate church readiness and are preparing an inventory of church resources that can be available in a disaster. An Advance Special has been approved for an Emergency Disaster Response Fund.

We will send 2 - 3 people to the Sager-Brown UMCOR training center in November for UMCOR training in all modules.

C. Plans for the Coming Year

1. Health and Welfare Committee will focus on informing churches about how they can best respond to persons with disabilities. Increasing the Committee effectiveness in accomplishing this is an objective for 2006.

A new role in 2006 is strengthening the relationship between the governance bodies of the ministries and the Conference. In November, the Bishop and the Committee are hosting an educational event and dinner for the board members and CEO of each ministry.

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. Linda Pliska is the new chair of Mission Motivation.
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. An emphasis in 2006 will be to visit each of the projects that receives funding through Reconciling Ministries. This committee welcomed Rosalind Driver Scott as their new chair.
6. The Conference Committee on Missionary Personnel has interviewed a couple who have applied to return as a team to the mission field in Africa.
7. Disaster Response will continue to work with the School for Christian Mission to train workers with children in a disaster. If not actively engaged in an operation, we will do a readiness drill. We will continue to participate in the Voluntary Organizations Assisting Disasters (VOADs) at the state and county levels. We are sending two persons to the National training sponsored by UMCOR at Sager Brown in Baldwin, Louisiana this fall. T shirts are being produced to identify our volunteers working in a disaster. We are committed to a higher level of training and readiness so that we can be equal and dependable partners in the relief and recovery phases of a disaster.

The Board added two Advance Special projects to our conference list:

- The School for Life Project
- Kenya HELP Scholarship Program

Jeff Virchow, Chairperson

BOARD OF HIGHER EDUCATION AND STUDENT MINISTRY (BHESM)

A. 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.

B. Highlights and Accomplishments of the Past Year

- * During 2005 our Board used our apportioned dollars to grant nine campus ministries a total of \$90,000, including Green Bay, La Crosse, Madison, Menomonee, Milwaukee, Platteville, Ripon, River Falls, and Whitewater.
- * Financially, the Board continued our support of North Central College with \$15,000 and supported Wiley College with \$1,500.
- * Financially supported four students to attend the Midwest Student Gathering.
- * The Board gathered with campus ministers for the purpose of networking, sharing ideas and talking about how the Board can best be of support to our campus ministries in Wisconsin.
- * Sponsored the Lina McCord student at Annual Conference to interpret and promote the Black College Fund.
- * Hosted a College Fair at the Wisconsin High School CONVO to give visibility to our United Methodist colleges and universities in the North Central Jurisdiction and our Wisconsin campus ministries.
- * Our Board's work in 2005 continued to be rewarding as it focused on communicating and relationship-building, while helping students connect with God and grow in their faith.

C. 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) Continue to promote and find new ways to promote the scholarships, grants and loans that are offered by our Conference and the general church; and find new ways to promote our United Methodist colleges and universities.

Jenny Arneson, Chairperson

BOARD OF ORDAINED MINISTRY

Introductory Comments

The work of the Board of Ordained Ministry focuses on the recruitment, credentialing and nurture of the clergy members of the Wisconsin Conference. Our Purpose/Mission is clearly outlined in great detail in ¶634 of *The Book of Discipline of the United Methodist Church, 2004*.

Highlights and Accomplishments of the Past Year

As the Board moved into 2006 the question of clergy “effectiveness” has been a primary concern. In each of our missional and disciplinary focuses—recruitment, credentialing, and nurture/support of clergy—effectiveness has been the goal. National research shows that supervision alone, either by the Cabinet or the Board of Ordained Ministry, is not helping new clergy grow effectively into the ministerial role. Mentoring and continuing education produce far greater results in growth from readiness to effectiveness in ministry. The Board has spent a great deal of time, effort, and resources in identifying and training of both candidacy and clergy mentors for the conference. This will be an ongoing process.

However, it is also the charge of the Board to define and set the standards of what “effectiveness” is in the conference. It has become clear that this, in itself, is no small task. As one of our goals for 2006, the Board has called a sub-committee taskforce together to define and set standards for clergy “effectiveness” for the conference and then present its results for adoption to the clergy session of the 2007 Annual Conference. The Board is undertaking this project at the request of and with the cooperation of the Cabinet. This is a good example of how the Board and the Cabinet are finding that it is imperative that there be a strong, cooperative connection between the credentialing and the appointment dimensions of effective ministry.

A cost saving change that the Board began in November of 2004 is proving to be a double blessing. By changing the location of our two yearly board meetings from a commercial facility to meeting at our own Pine Lake Camp, we are saving nearly \$5000 a year. At the same time, we are finding the spirit as well as the camaraderie within the Board improving.

Plans for the Coming Year

An area that still needs to be strengthened is recruitment. At its November, 2005 meeting the Board heard the presentation of two of our younger clergy who were asked to attend a national PLSE (Pastoral Leadership Search Effort) conference. It is clear that we have to be doing more than seminary visits to recruit clergy within our conference. The goal is to have a recruiting presence at all our Convo activities and at our Sr. High summer camps. Possibly, with our circuit organization, there may be a way to identify young people who can be encouraged to consider ministry as a vocation and we can then assist them by getting them to a national Exploration Event. This is an area where much greater creative time, effort, and resources needs to be expended. This is one of our goals for 2006 and 2007.

Additional goals for 2006-2007 include:

- a. To recruit, credential, and nurture/support the clergy of the Wisconsin Conference. This includes being intentional about seeking out young people who may be experiencing God’s call to ordained and pastoral ministry.

- b. To work with, and coordinate more closely with, the Cabinet and Boards/Agencies of the Conference.
- c. To develop a strong program for candidacy and clergy mentors.
- d. To develop a Continuing Education program for the clergy of the Conference in coordination with Garrett-Evangelical Theological Seminary.

These goals are reflected in our budget request by the continued emphasis on efficient administration of the Board, continued training through the Inquiring Candidates Retreats, New Clergy Orientation, and Clergy and Candidacy Mentor Training. We also will continue to maintaining a strong relationship with the North Central Ministry Development Center, which provides excellent psychological testing and consultation services.

For several years now the Board has received excellent support from the Executive Secretary of the Board. The Executive Secretary maintains the personnel records for the nearly 200 people who are under the care of the Board, either in the candidacy process, in extension ministry, on leave, or in some other relationship with the Board. He provides guidance for those going through the process of entering ministry, which in The United Methodist Church is incredibly lengthy and complex, as well as training for mentors and District Committees on Ordained Ministry. Two of the major responsibilities of the Executive Secretary are the preparation of materials submitted by candidates for commissioning and ordination for review by the Board at our November and February meetings, and the preparation of the Board's report to the Clergy Session (also know as "The Business of the Annual Conference"). For the past four years the Board has been conducting background investigations on all candidates for any clergy position in the Wisconsin Conference, which has added to the workload of the Executive Secretary, who is also responsible for the preliminary evaluation of all psychological assessments for candidates.

During the past year it has become apparent that the Executive Secretary of the Board is spread far too thinly and works far more than the one-quarter time for which he is paid. We could not function nearly as well without him, and could function far better if he had more time for the Board. The Board of Ordained Ministry therefore asked the Council on Finance and Administration to include in the 2007 Proposed Budget funds so that the position of Executive Secretary of the Board of Ordained Ministry can be increased to three-quarter time. The Cabinet and the Council on Finance and Administration approved this request, and it is included in the 2007 Proposed Budget which is being recommended to the Annual Conference.

Concluding Remarks

As we seek to find and prepare the best possible clergy leadership for The United Methodist Church in Wisconsin, the question of what is needed in the Church today, and what will be needed in the future, is at the top of our agenda. This is why the issues of education, training, and effectiveness are constantly being discussed, reviewed, and decided upon. We are continually looking for new ways to evaluate and develop the strongest, most relevant, and most effective leadership possible for the church now, and into the future.

Richard Strait, Chairperson

JOINT BOARD OF PENSIONS, INSURANCE & EQUITABLE COMPENSATION

Introductory Comments

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

- * Pensions, death and disability benefits for 1) active and retired clergy 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 clergy under appointment to the Wisconsin Conference, 2) active and retired laity employed by the Wisconsin Conference, and 3) active and retired laity employed by Wisconsin United Methodist churches.
- * Equitable Compensation support to local churches to ensure that pastors under appointment are provided at least minimum salary compensation at churches that may need financial assistance.

Highlights and Accomplishments of the Past Year

The Joint Board met all pension obligations of the Wisconsin Conference by paying the Pre-82 Pension Plan obligation at the rate approved by the Wisconsin Conference. Nineteen congregations were provided Equitable Compensation support. The Joint Board worked to balance premium costs with health insurance benefits through our participation in HealthFlex, the United Methodist denomination's health insurance plan, to active and retired clergy, surviving clergy spouses, and lay personnel of the Wisconsin Conference.

When the West Wisconsin and East Wisconsin Conferences of the Methodist Church merged along with the Wisconsin Conference of the Evangelical United Brethren, the West Wisconsin Pension Trust Fund and the East Wisconsin Pension Trust Fund were established. The East Wisconsin Pension Trust is administered by a separate Board, and its audited financial statements are provided elsewhere in the Conference Yearbook and Journal. The West Wisconsin Pension Trust is administered by the Joint Board. Its assets are invested in a separate fund in the Wisconsin United Methodist Foundation. Financial information for the West Wisconsin Pension Trust is as follows:

1/1/2005 beginning balance	\$568,237
Less benefits paid in 2005	(47,544)
Less administrative expenses	(1,861)
Plus earnings	10,574
Less unrealized loss	<u>(3,504)</u>
12/31/2005 ending balance	\$525,902

As required by the General Board of Pension and Health Benefits, the Conference Finance Office began billing churches for monthly premiums for the Ministerial Pension Plan (MPP) and the Comprehensive Protection Plan (CPP). To avoid paying a monthly service fee, churches were strongly encouraged to pay these bills through a monthly automatic withdrawal of the total premiums due for their pastor(s) from the church's bank account. Of 364 clergy, 241 clergy and their charges are having their premiums paid by automatic withdrawal.

As usual, the Joint Board sponsored a Retirement Seminar for those clergy planning to retire in the current year. We also held two retirement information workshops for those clergy who will be retiring in the future.

Plans for the Coming Year

New Pension Plan:

As mandated by the 2004 General Conference, a new clergy pension program called the Clergy Retirement Security Program (CRSP) will replace the current Ministerial Pension Plan (MPP) beginning January 1, 2007. Deacons will be covered under CRSP. Churches who have a Deacon on staff will be required to make contributions into CRSP. The Joint Board sponsored workshops in May to educate both clergy and lay leadership about the new pension plan.

As determined by the General Board of Pension & Health Benefits, the contribution rate for the Defined Contribution component of CRSP shall be 3% of the Participant's Plan Compensation. The Joint Board has worked diligently to determine how to equitably allocate the Defined Benefit component of CRSP to local churches. It is recommending to the Annual Conference that the church contribution rate for the Defined Benefit component of CRSP shall be an additional percentage of the Participant's Plan Compensation, set annually by the Joint Board, to meet the annual amount billed to the Wisconsin Annual Conference by the General Board of Pension & Health Benefits to fund the Defined Benefit component. Pension Policy 100.0.0 in the Conference Yearbook and Journal is being updated to reflect the new Clergy Retirement Security Program.

Through an incentive program being developed, the Joint Board will encourage all enrollees in the Conference health insurance plan (HealthFlex) to participate in "HealthQuotient," a health assessment tool. "HealthQuotient" provides a personalized report and a prioritized list of health concerns and recommends actions to help design a wellness plan. There is no cost to the participant to take the "HealthQuotient."

The Joint Board will continue to work throughout 2006 and 2007 on the full implementation of the new Clergy Retirement Security Program (CRSP). In anticipation that many churches will experience an increase in the amount they will pay for pension under CRSP and that the 2006 Cost of Living Factor determined by the Federal Government for Social Security purposes is higher than average, the Joint Board will recommend a suspension for one year of the words "plus 1%" in Conference Policy 110.1.0 for 2007. This policy covering minimum salaries states, "The formula for establishing the minimum salary shall be the Minimum Salary for the previous year, plus the Cost of Living Factor determined by the Federal Government for Social Security purposes, plus 1%."

In an ever-continuing effort to provide affordable health insurance to active and retired clergy and Conference and local church lay employees, the Joint Board has contracted for a medical market analysis to be performed to determine if there are more attractive health insurance alternatives available. The issue of mandatory coverage for clergy serving at least three-quarter time in a local church will also be reviewed.

Jennifer "Jef" Anderson, Chairperson

COMMISSION ON ARCHIVES AND HISTORY

Introduction:

The mission of the Commission on Archives and History is the stewardship of faith memories by collecting, preserving and making available to the public the publications, records and artifacts of the United Methodist Church in Wisconsin, including data relating to the origin and history of the conference and its antecedents.

Highlights of Past Year:

This past year has been one of transition and change for the Archives. Mary Schroeder, long time Conference Archivist, chose to retire and now serves as Research Archivist. Lynn Lubkeman was hired as a part-time Archivist. Her goal was to organize the Archive Collection for moving into the new Archive's space on the first floor of the Administration Building. However, health concerns for herself and her husband have prevented her from completing this task. At the same time, the remodeling of the space on first floor proceeded slowly throughout the year. Issues with the installation of shelving were only recently resolved. Thanks to the work of Jeff Nicholas, furniture for the new space was obtained from the GCFA offices in Evanston when they closed in late November. However, final installation of the furniture was delayed until March. Meantime, space issues within the Conference building forced a precipitous move of the archived material from the third floor to the new space on first floor in late January. We had truly hoped to have organized and culled the material before moving, but unfortunately, this did not happen. As of this writing, the Archives is temporarily closed until staff has organized the material well enough to continue work.

In the year 2005, Mary Schroeder responded to 68 telephone requests for research, 17 walk-ins, and the Episcopal office (often doing their own access and research) and 4 or 5 requiring Mary's help, 71 e-mail requests, total of 161 requests responded to by Mary. Mary is working 5 hours a week

The Conference Museum in Greenfield is currently in the process of mounting a display on Native American Methodists for opening in the Spring.

The functions of the Historical Society were officially transferred to a committee of the Commission (Committee on Local Church History). Three issues of *Flashbacks* were published. Lois Olsen is in process of publishing a manuscript on the history of black churches and communities in Wisconsin.

The Commission hosted the 2005 Jurisdictional Historical Convocation in Milwaukee from July 11-14 in Milwaukee, Wisconsin. The Convocation was held in Milwaukee and was attended by five-five people from as far away as South Dakota and Ohio. Speakers included: Dr. James Stein from Garrett, who spoke on the history of The United Brethren in Christ Church; Rev. Anthony Farina, who spoke on the Evangelical work with the Italian immigrants in Milwaukee; Dr. Velma Smith, who spoke on the history of the Central Jurisdiction in Wisconsin; and Little Eagle (Theresa) Sayles, who spoke on the history of the work of with the Native Americans by the churches of the United Methodist tradition. The attendees took a bus tour to visit the Rutland Church (the first UB church in Wisconsin), the UM church in Cambridge (the oldest Scandinavian Methodist Church in the world) and Old World Wisconsin to see the replica of the

Pleasant Ridge Church, a UB church established in a largely African American community in rural Grant County. We also visited the Conference Museum in Greenfield and the Northcott Neighborhood House in Milwaukee. It should be noted that no Conference funds were used in hosting the Convocation. A special thanks needs to be extended to Lois Olsen for her tireless efforts to make arrangements after the clergy appointed to the planning committee withdrew.

Flashbacks and Commission minutes now appear on the Conference Website

Service Awards were prepared and presented at Annual Conference to pastors with 25, 50 and 75 years of service in the Conference. Sandy Kintner read the names at Conference.

We hosted a display at Annual Conference, which was staffed for two days. We received questions from seven people that required follow up.

Plan for Coming Year

We want to complete our move to the new space in the Conference Building. We need to construct and implement a plan for organizing and cataloging the material we have. We also need to plan for long-term storage need. We need to complete the restructuring of the Commission into functional committees with Commission members required to serve on one of the committees. We want to implement a strategy to actively promote the Conference Museum as an education resource within youth ministries. We want to promote to important Conference anniversaries; the 50th anniversary of full ordination right for Women in the Methodist Church and the 150th anniversary of the Evangelical Conference in Wisconsin.

PERSONNEL COMMITTEE

Introductory Comments

The Conference Personnel Committee is responsible for establishing and implementing policies and procedures, salary scales and criteria for all Conference staff positions. The Committee oversees personnel searches for all Conference staff positions other than District Superintendents, working in consultation with appropriate program and administrative groups during the search process, and providing general oversight and coordination for those positions.

Highlights and Accomplishments

The Personnel Committee met four times during 2005 and held two conference phone calls. Once again, this has been a year of many transitions.

Tina Itson was hired as the Youth and Young Adult Ministries Coordinator, for the position that Amy Valdez Barker previously held.

Allen Kahl was hired as the Information Technology Manager, a redesigned position for the one vacated by Tom D'Alessio.

Linda Firestone, computer support specialist, resigned October 4, 2005.

Becky Guenther was hired as a long-term temporary employee in the Communications Office, for the position vacated by Linda Firestone.

Mary Sams, the Camping Office Administrative Assistant, resigned as of November 1, 2005.

Sue Setterlund submitted her letter of retirement, effective as of January 13, 2006. We are grateful for her many years of service to the Annual Conference, both as a volunteer and as an employee.

The circuit ministry plan has meant that requests for Conference Staff resourcing have increased. We are thankful for the willingness of the Staff to respond to these requests.

The Personnel Handbook revision was completed and these handbooks were distributed to employees at the Sun Prairie Conference Center office.

We continue to be in communication with various groups within the Annual Conference who request additional staff. At this time, given the limits of our budget, it is difficult to propose staff additions.

The Personnel Committee was represented on the Housing Allowance Task Force, and we reviewed and approved of their report, and are supportive of the recommendations which will be coming to Annual Conference this year concerning housing allowances.

Plans for the Coming Year

Following the Leadership Summits that have been held with conference leaders, and the regional gatherings that are scheduled to be held this Spring throughout the Annual Conference, the Personnel Committee will be inviting some other persons representing various boards and agencies within the Annual Conference to work with us as we review the staffing needs of the Annual Conference.

PROGRAM AND ARRANGEMENTS COMMITTEE

Introductory Comments

The 2005 session of the Wisconsin Annual Conference was held at the Madison Marriott West Hotel and Conference Center June 12-15. The Program and Arrangements Committee continues to appreciate the feedback that is received from the members of the Annual Conference and we rejoiced in again carrying out the purpose of the Program and Arrangements Committee, which is to plan, organize and present an Annual Conference session where God's Spirit can be experienced, decisions can be made, friendships can be renewed or made anew, and the church of Jesus Christ, as witnessed through United Methodism, can be celebrated. We felt this purpose was fulfilled during the 2005 Annual Conference session.

Highlights And Accomplishments Of The Past Year

The Program and Arrangements Committee felt that there were many highlights over the past year in relation to the Annual Conference session. One major highlight was the welcoming of Bishop Linda Lee to the Wisconsin Conference in a spirit of openness and excitement as we focused our time together on diversity and new ministry within the Conference. The Annual Conference session each year is the only opportunity to have people from all United Methodist charges in Wisconsin come together for worship, to accomplish the business set before the Annual Conference as stated in *The Discipline*, and to grow together by laughing, sharing and caring for one another. In 2005 the Program and Arrangements Committee was able to plan an Annual Conference that

expanded the area of worship, which provided various opportunities for people to experience God's presence during this Annual Conference session.

During the 2005 session the Program and Arrangements committee was intentional about inviting Doug Anderson to speak. He continues to assist in the building of a connective spirit as the Annual Conference seeks to grow into the structure of Circuit Ministry. We invited various persons representing many cultures, including the Methodist Church in Cuba, as we had an opportunity to hear Bishop Pereira preach. The committee tried to promote diversity by also having Cynthia Wilson lead us in music and inviting "The Call for Peace, Drum and Dance Company" who performed during our opening worship service.

Plans For The Coming Conference Year

The 2006 Wisconsin Annual Conference will meet June 11-14 again at the Marriott Madison West Hotel and Conference Center in Middleton, Wisconsin. We will begin our time together with the laity and clergy sessions being held at the Madison Marriott West at 3:00 p.m.

The theme of this year's Annual Conference Session, "Celebrating our Journey, Continuing Our Hope," is so appropriate, as we will be celebrating throughout our time together two very important anniversaries. As an Annual Conference we will mark the 50th Anniversary of the granting of full clergy rights to women in the Methodist Church with a special worship service on Monday morning, as well as with special events planned throughout the Annual Conference to mark this very important time in our journey as the people of God.

The members of the Annual Conference will also have an opportunity to celebrate the 150th Anniversary of the formation of the Wisconsin Conference of the Evangelical Church with a banquet on Monday evening which will include a special presentation by the Commission on Archives and History. The Program and Arrangements Committee is also very excited to welcome back to the Annual Conference Session The Kat Trio, a violin, clarinet, and piano ensemble from Russia. The Kat Trio will be performing at the banquet on Monday evening.

During the Annual Conference session the participants have the opportunity to welcome into our midst the Rev. Dr. Abena Safiyah Fosua and the Rev. Dr. Kwasi Kena. The Rev. Fosua is the Director of Invitational Preaching Ministries for the General Board of Discipleship (GBOD) and the Rev. Kena is the Director of Evangelism Ministries for GBOD. Both The Rev. Fosua and The Rev. Kena will be preaching, leading Bible study and offering workshops during their time with our Annual Conference.

The Program and Arrangements Committee is also extremely excited to be welcoming one of Wisconsin's own as Conference Musician this year. The Rev. Dr. Grace Cajiuat, a pastor in the Wisconsin Annual Conference, will lead us throughout the Annual Conference Session as we sing praises to God for all that we have been given.

The Program and Arrangements Committee has worked diligently to produce an Annual Conference session which incorporates various opportunities for people to continue to feel God's Spirit in their lives.

Amy Jameson Yackovich, Chairperson

VISION AND QUALITY IMPROVEMENT TEAM

The Vision Quality Improvement Team meets under the leadership of the bishop and is charged with the responsibility of offering general oversight to how the various components of the Annual Conference fit into the wider vision and purpose of the Annual Conference.

In its annual meeting this year VQIT reviewed each of the Plans for Ministry submitted for consideration in the Conference budget and made recommendations based on those plans. These budget proposals were then reviewed by the Cabinet and further recommended to the Council on Finance and Administration. CFA reviews the recommendations in preparation of the budget submitted to Annual Conference.

Respectfully submitted on behalf of VQIT,

Bishop Linda Lee

LEADERSHIP DEVELOPMENT COUNCIL

The Leadership Development Council was created to support the work of leadership development in the Wisconsin Annual Conference. With the move toward Circuit Ministry and the organization of the Circuit Consult Team, the Leadership Development Council decided to not meet until it became clear how the different groups might meet together. The chairperson of the Leadership Development Council has been an active member of the Circuit Consult Team.

For 2007, the Leadership Development Council will be working with the Assistant to the Bishop in order to better support leadership development within Circuits and Circuit ministry and mission. We envision working with the Board of Ordained Ministry, the Orders of Elders and Deacons, and Fellowship of Local Pastors for this leadership development. We may hire a grant writer to help us secure more funding for leadership development across the Conference.

Sue C. D'Alessio, Chairperson

HOUSING ALLOWANCE TASK FORCE

The Council on Finance and Administration (CF&A) observed in 2005 that the amount of the housing allowance paid to District Superintendents and Conference Staff had not changed in several years. In order to research the issue thoroughly, the CF&A formed a Housing Allowance Task Force:

Greg Jewison, Chairperson

Terri Weiland, CF&A Representative

Sue Burwell, Personnel Committee Rep.

*Lisa King, Director of Finance & Administration
and Treasurer, ex officio*

Steve Polster, Assistant to the Bishop, ex officio

The recommendations of the Task Force were examined this spring by the CF&A, Personnel Committee, and the Rules Committee, all of which have endorsed these recommendations.

History of D.S. Housing Policies

The 1997 Wisconsin Annual Conference approved a resolution from the Conference Board of Trustees that included the statement “The Housing Allowance, which is to be paid in addition to salary, is \$14,000 per annum beginning July 1, 1997 and all future years unless otherwise provided.” This was the year the Annual Conference also approved going to housing allowances rather than parsonages for the DS’s.¹

In the current Conference Rules, Rule 10.7.2 provides that “The Housing Allowance, which is to be paid in addition to salary, is \$14,000 per annum unless otherwise provided.” Rule 60.14.4 provides that a housing allowance should be sufficient to cover the principal, interest, and utilities for an average three bedroom home in good condition in that community.

Since Rule 10.7.2 does not include a provision for inflation, other evidence in this report indicates that this rule has over time come into conflict with Rule 60.14.4.

Inflation

The current housing allowance amount of \$14,000 has been effective since July 1, 1997. If the CF&A and Annual Conference should approve an inflation adjustment, it would presumably take effect January 1, 2007, or nine-and-a-half years later. Nationwide, general inflation for the last nine-and-a-half years has been 25.6%.² If the Conference housing allowance had kept up with nationwide general inflation, it would now be \$17,584. For the Midwest region, general inflation for the last nine-and-a-half years has been 24.1%.³ If the Conference housing allowance had kept up with Midwest general inflation, it would now be \$17,374.

Inflation for housing-related items has exceeded general inflation for many years now. Housing inflation (including utilities) for the last nine-and-a-half years has been 29.9%.⁴ If the Conference housing allowance had kept up with housing inflation, it would now be \$18,186.

2005 Median House Prices

The National Association of Realtors reported the following median house prices in 2005:⁵

\$208,500 National
\$161,800 Wisconsin
\$216,800 Milwaukee metro
\$220,100 Madison metro

Median housing prices in the Milwaukee and Madison metro areas (where most of our District Superintendents and Conference Staff live) are approximately 35% higher than for Wisconsin as a whole. One District Superintendent lives in Eau Claire; median housing prices there are about 12 percent below the Wisconsin median.⁶ One District Superintendent lives in the Green Bay area; median housing prices there are virtually the same as the Wisconsin median.⁷

Annual mortgage payments (principal and interest only) on these median house prices are as follows:

\$13,646 National
\$12,394 Wisconsin
\$14,153 Milwaukee
\$14,392 Madison
\$10,907 Eau Claire
\$12,287 Green Bay

These figures assume a 25-year mortgage with a 15% down payment (in compliance with Conference Rule 60.14.4), at an interest rate of 6%. These figures do not include other expenses covered by the housing allowance, such as utilities, insurance, real estate taxes, basic maintenance, etc, which typically total an additional several thousand dollars. These figures also do not include the cost of the down payment, nor the cost of furnishings.

Housing Allowances Paid to Clergy in Wisconsin

The majority of clergy in the Wisconsin Annual Conference reside in parsonages. In many smaller communities with few (or no) homes available on the real estate market, a parsonage makes it possible for the clergyperson to reside within the community. In heavier populated areas, it has become more common to provide a clergyperson with a housing allowance. A housing allowance eliminates parsonage maintenance hassles for a church, and makes it possible for the clergyperson to select a house tailored to his or her specific needs. Several dozen churches in the Wisconsin Annual Conference provide housing allowances instead of parsonages.

The following table⁸ provides statistics on housing allowances for the Wisconsin Annual Conference as a whole. It also provides statistics for the individual metropolitan areas where District Superintendents and Conference staff reside:

Area	Lowest	Highest	Median	Average
Wisconsin overall	\$ 9,000	\$46,818	\$16,023	\$17,737
Milwaukee metro	10,000	46,818	16,500	18,424
Madison metro	12,000	23,647	20,000	19,000
Eau Claire	15,000	16,045	15,523	15,523
Green Bay & Fox Cities	10,500	38,724	18,391	19,618

Housing Policies of the Other Annual Conferences

The General Council on Finance and Administration has gathered information on the compensation and housing policies of all the Annual Conferences.⁹ Here is a summary of that report:

Nationwide (63 Annual Conferences):

- 38 provide parsonages to all District Superintendents
- 12 provide parsonages to some DS’s, and housing allowance to others
- Allowances range from \$12,000 to \$48,600
- Allowances average \$21,374 (excluding the lowest allowance and highest allowance)¹⁰
- 1 provides only housing allowances, and no parsonages (Wisconsin)
- 12 did not report (4), or provided incomplete information (8)

North-Central Jurisdiction (11 Annual Conferences):

- 5 provide parsonages to all District Superintendents
- 1 (Detroit) provides a parsonage to one DS and a \$20,000 allowance to each of the other DS’s
- 1 provides only housing allowances, and no parsonages (Wisconsin)
- 4 did not report (2), or provided incomplete information (2)

Actual Housing Expenditures of D.S.’s and Conference Staff Who Are Clergy

The actual housing expenditures of the District Superintendents and Conference staff who are clergy range from \$20,000 to \$30,000, and average \$24,369. This average includes furnishing expenses averaging \$2,950 (among those reporting detailed figures). Housing expenses, excluding furnishings, average \$21,419.¹¹

Recommendation #1 – Housing Allowances for District Superintendents

We recommend that Conference Rule 10.7.2 be changed as follows:

“The **Base** Housing Allowance, which is to be paid in addition to salary, **is \$14,000 per annum unless otherwise provided shall be set at 35% of the Conference Average Compensation.**”

Rationale

- 35% of the Conference Average Compensation for 2007 is \$17,986.¹²
- The average allowance paid to clergy in Wisconsin is \$17,737.
- If the current \$14,000 Housing Allowance had kept pace with housing inflation of 29.9% over a nine-and-a-half year period, it would be \$18,186 in 2007. This is 35.3896% of the Conference Average Compensation.

- Though all of our District Superintendents and Conference Staff currently have actual housing expenditures exceeding \$17,986, this reflects the choices they have made in securing housing. We have determined that \$17,986 is sufficient for securing housing that conforms with the minimum standards set out in Conference Rule 60.14.4.
- By pegging the Housing Allowance to the Conference Average Compensation, the allowance should usually keep pace with inflation.
- Since the Conference Average Compensation includes the housing received by all the full-time clergy in the Conference, we think there is wisdom in basing the D.S. Housing Allowance on this figure. For instance, in years of hardship for the clergy of the Conference, the D.S.'s would experience the hardship as well.
- The word "Base" is added as clarification. Conference Rule 60.14.2 allows District Superintendents to negotiate a higher Housing Allowance through reduced cash salary.

Recommendation #2 – Housing Allowances for Conference Staff Who Are Clergy

We recommend that a new Conference Rule be added to section 60.14 (Guidelines for Housing Allowances):

“Full-time clergy serving on the Conference staff shall receive the same Base Housing Allowance as the District Superintendents.”

Rationale

- This rule would confirm the practice that has already been in effect for many years.
- Full-time clergy on the Conference staff should not receive less than the D.S. Housing Allowance, since this allowance is the minimum amount needed to comply with Conference Rule 60.14.4 (concerning minimum housing standards).
- The rule leaves the Personnel Committee the flexibility to make different provisions for part-time clergy.

Recommendation #3 – Concerning Conference Staff Who Are Lay Employees

We recommend that Conference Rule 60.14.1 be changed as follows:

“All pastors serving full-time in local churches, and all Conference **clergy** staff members and district superintendents shall be provided either a parsonage or housing allowance.”

Rationale

- This change clarifies that the rule applies only to clergy staff.
- Section 107 of the Internal Revenue Code allows housing allowances only for clergy, and not for lay employees of the church. The Conference Treasurer's Office has always reported housing allowances for lay employees as taxable income. However, to avoid even the potential for misunderstanding, the term "housing allowance" should never be used in connection with a lay employee.

Recommendation #4 – Concerning Negotiation of Housing Allowances

We recommend that Conference Rule 60.14.2 be changed as follows:

“A housing or rental allowance shall be negotiated between the pastor and congregation in consultation with the district superintendent (where applicable), or in the case of a Conference **clergy** staff person or district superintendent, with the approval of the appointee, the Conference trustees, the Personnel Committee, the Council on Finance and Administration, and the cabinet.”

Rationale

This change would bring the rule into conformity with the Conference’s current organizational structure and with the Book of Discipline (the Conference Board of Trustees is not responsible for personnel issues).

[Editor’s Note: The recommendations of the Housing Allowance Task Force are included in the report of the Conference Rules Committee, which is printed as Action Item 16 earlier in the reports section of this Journal. All were approved by the 2006 Annual Conference session.]

Footnotes:

1. In 2002, the Rules Committee noticed this resolution had never been codified in the Conference Rules; the Conference corrected that omission in 2002.
2. U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index-All Urban Consumers, U.S. All items, 1982-84=100, 12/05=196.8, 6/96=156.7.
3. U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index-Midwest Urban, U.S., All items, 1982-84=100, 12/05=189.7, 6/96=152.9.
4. U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index-All Urban Consumers, U.S. Housing items, 1982-84=100, 12/05=198.3, 6/96=152.7. The Department of Labor does not provide on its website a Midwest-only housing inflation index.
5. National Association of Realtors, as quoted in the Milwaukee Journal-Sentinel, August 16, 2005.
6. The National Association of Realtors does not report a median housing price for Eau Claire. The 12 percent statistic is extrapolated from information provided by the Wisconsin Realtors Association for the third quarter of 2005.
7. This statistic is extrapolated from information provided by the Wisconsin Realtors Association for the third quarter of 2005. The office for the Winnebago and Nicolet Districts is located in Grand Chute (near Appleton), but the Nicolet District Superintendent has traditionally lived in the Green Bay area.
8. The Bishop’s office provided a computer printout listing the housing allowances for all charges in Wisconsin. (The information in the Conference Journal could not be used, since the Journal combines the housing allowances of lead pastors and associates into a single column.) The statistics provided here are for full-time pastors not residing in parsonages (many pastors residing in parsonages receive “housing allowances” for furnishings expenses, which were not counted for this report). In a few cases of clergy couples, each partner was furnished with a housing allowance; these were counted as one allowance for this report.
9. “Remuneration of District Superintendents in the Annual Conferences of the United Methodist Church 2005,” General Council on Finance and Administration, Office of Records and Statistics, March 2005.
10. The lowest allowance of \$12,000 is paid by the Tennessee Conference; however, Tennessee pays up to \$18,000 for some D.S.’s. The highest allowance of \$48,600 is paid by the California-Nevada Conference. Like Tennessee, different D.S.’s receive different amounts, and details of how the allowance works were not provided in the report.
11. Each year, the Conference Council on Finance and Administration adopts a resolution setting the housing allowance amounts of the District Superintendents and Conference staff who are

clergy, in compliance with Internal Revenue Service regulations. These amounts are calculated on the basis of expected expenditures, including furnishings. In some cases, staff members have provided detailed breakdowns of actual expenditures to the Chairperson of the Housing Allowance Task Force, on the condition that individual reports would be kept confidential and only aggregate data disclosed.

12. The Conference Average Compensation for 2007 is \$51,388, as calculated by the General Board of Pension and Health Benefits.

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; and 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 2005

We held School of Mission at Lakeland College with Dean Corrine Robson. Classes were held on India and Pakistan, Children of the Bible and Public Education. Attendance at the week long and drive in day compared to the year before. There were 22 youth who attended YOMICA at Pine Lake. Our Annual Gathering was held at Wausau First Church in October. Bishop Linda Lee delivered a powerful and inspiring message to over 200 United Methodist Women. Paul Webster and the Gablers were guest speakers on their work as missionaries.

Local units sent many flood buckets to Hurricane Katrina victims.

Information For 2006

In February the conference officers were led by Women's Division consultant Sue C. Johnson in a team building weekend.

Our quadrennial Assembly with the theme 'Rise, Shine, Glorify God' will be held in Anaheim on May 4-7. Seven teenage women will be joining nearly 100 other women from Wisconsin for that experience.

School of Christian Mission will take place at Ripon College in July. Classes offered will be India and Pakistan, Globalization: Its Impact in Our Lives, and Shalom-Salaam-Peace.

Our Pledge to Mission for the conference is \$398,000.00.

The Conference Annual Gathering will be held on October 22, 2006 at Wausau First UMC. Our guest speaker will be Emmy John, who is related to one of the founding women at Northcott Neighborhood House. United Methodist Women will join in celebrating 45 years of mission work at Northcott.

Julie Mieke, President

Wisconsin Conference United Methodist Women