

## THE BOARD OF CAMP AND RETREAT MINISTRIES

The Board of Camp and Retreat Ministries lives out its purpose of, “Supporting the local church by providing an open door into the Christian life and United Methodist tradition using year-round outdoor settings for extended experiences of spiritual growth and discipleship.” It has the privilege of witnessing spiritual growth and discipleship through its ministry offerings in unique outdoor settings. The yearly surveys the Board has done tell it that these settings and experiences strongly influence the lives of the children, youth, and adults who participate. Camping and retreat ministry provides one of the most effective ways of making disciples that the Annual Conference has established. Many of the members of the Annual Conference, and especially the clergy members, began their commitments as followers of Jesus Christ at a camping and retreat experience. The persons who participate in camp and retreat ministries return to their local churches to live out their Christian faith.

2006 was a strong year for Camp and Retreat Ministries in several ways. The year saw an increased number of persons using the Sites, as are measured in “camper days.” Circuits are starting to explore ways to meet at the Sites, as well as ways to help be in ministry at the Sites. The year also saw continued improvements in the physical structures at the Sites. These improvements came as the result of the use of Fund for Discipleship funds as well as from monies given by individuals. The Bishop Rader Retreat Center, for example, will have another wing of guest rooms completed in 2007. The Board has a part-time development fund-raiser who will be telling individuals and churches about the ministry that happens at the Sites, as well as raising money for critical needs at the Sites. Also, for the first time in several years, the Sites were able to balance their budgets and finish the year financially sound.

The Board especially wants to thank the large number of volunteers, including Volunteers in Mission (VIM), who helped at the Sites during the past year. Their help was greatly appreciated!

An increasing number of Conference churches, boards, and groups are using the Sites for meetings and retreats. Circuits will continue to be encouraged to hold meetings and retreats at the Sites. Local churches, charges, circuits, and pastors will be encouraged to promote the ministry at the Sites, as well as to send persons to the Sites. The Board of Camp and Retreat Ministries encourages the usage of these Wisconsin Conference facilities for retreats and meetings. That usage helps the entire ministry and outreach of the Annual Conference. Remember to “Call Camp First!” to schedule your meetings and events.

Our Site personnel during 2006 was: Byron Pegram at Byron Center, Greg Loudon at Whispering Pines, Chip Hutler at Lake Lucerne and Pine Lake, Laura Hutler at Pine Lake and Lake Lucerne, and Nick Coenen at Pine Lake. Visit the Camp and Retreat Ministries website at [www.WisconsinUMC.org/camps](http://www.WisconsinUMC.org/camps). Pages for each Site as well as the camping booklet can be viewed.

The Board will continue to offer quality camp and retreat experiences at its unique outdoor Sites and will look for ways to be more effective in its ministry by deep listening to the guests who come. The Board also scheduled listening sessions for the clergy of the Annual Conference in spring of 2007. The Board of Camp and Retreat Ministries

wants to move into the future by continuing to offer pathways to Christian growth and discipleship through camping and retreats.

*Rev. Bruce Bartel, Chairperson*

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

## **BOARD OF CONGREGATION AND CIRCUIT DEVELOPMENT**

**Our Purpose/Mission Statement** as the Board of Congregation and Circuit Development:

- To change our entire Annual Conference's culture from one of maintenance and fear to one of bold action to reach non-believers and others outside of the church.
- To equip local churches, mission churches and circuits with training, tools, and asset-based partial funding for revisioning of existing churches and New Faith Starts (New churches or non-traditional ideas for spreading faith).

In 2006, we made disciples of Jesus Christ by equipping the local churches in the Conference for ministry and/or by providing a connection for ministry beyond the local church in the following ways:

- We completed another New Faith Academy, bringing clergy and laypeople into close contact with experts and people who have succeeded. We also have been able to broaden the understanding of "church," so that there can be more freedom in organizing a group of people sharing their journeys of faith.
- We facilitated discussion among existing churches about apportionments, revisioning, and starting new churches.
- We worked with dozens of congregations in various ways to help them with revisioning. We provided NCD coaches, our coordinators and conveners met with dozens of individual congregations, some for multiple meetings, to help them plan for the future. Many of these churches are already implementing plans and seeing success.
- We funded 11 new church starts. Because funding was drastically (and unintentionally) cut due to misunderstandings in the accounting of our resources, we spent a lot of time trying to heal relationships with the Annual Conference. Our coordinator and convener met and kept in touch with all of these congregations, offering resources, suggestions, and further training. We also are able to gather the wisdom of these starts, and collect it to share with future new church starts.
- We worked to cultivate more new church starts. Plans are moving ahead in the Sun Prairie area, the Wisconsin side of the Twin Cities, and the Whitewater area. Many other areas are preparing their laypeople, laying the groundwork for a new church in the near future.
- We worked with our ethnic minority mission churches. Trust was rebuilt, and a greater understanding of the issues facing these churches has been gained. We are rapidly changing the relationship these churches have with the Annual Conference

from one of dependence to one of inter-dependence, self-sustainability involving mission partners.

- We raised awareness about New Faith Starts, and helped create relationships and financial giving with people outside the generating groups.
- We handled apportionment reduction requests differently, using the opportunity to engage with the churches in dialogue about changing for growth, while drastically reducing the percentage of requests granted. This has led to congregations engaging in revisioning so that they might become more outward-focused.

In 2008, our plans are to:

- We will continue to fund revisioning projects, especially for circuits cooperating together, as funds allow. With the reduction in funds in 2006, we were only able to maintain ongoing commitments, and did not even offer funds to new entities. In 2005, we had five times the number of requests as we had funding for, and almost all of those denied requests had merit to deserve funding.
- We will continue to consult with and offer training for churches wishing to revision or start new faith entities.
- We will continue to encourage circuits to develop innovative ways of serving people outside the traditional church. The Whitewater area Circuit is cooperating to start satellite congregations for the Hispanic members of each of their communities.
- We have taken on the task of educating congregations about the role of the Annual Conference. We are trying to help people to understand that the Annual Conference leadership is a small staff, and a group of volunteers, and that decisions are made by the clergy and laypeople of the local church. This has proven to be an entry point into conversations about revisioning the local church.
- We have begun to change our Board's relationship to the Cabinet in hopes of better communicating the needs of the new churches, mission churches, and circuits. We hope to provide the information the cabinet needs in making decisions, and make the interrelationships (funding, staff needs, mission, evaluation of the churches by the Board / Coordinator compared to the congregation's self-evaluation, etc.)
- We have passed leadership of Lay Missioner training and will help the new Standing Committee on Hispanic/Latino Ministries to move towards an increased role of laity in starting and pastoring new church starts, satellite ministries, small groups, etc.
- We will continue to increase communication and cooperation with ethnic minority leaders so that we can start and grow healthy mission-sending churches as our population in Wisconsin changes.

*Rev. Mike Weigand, Chair*

## **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**

The Board of Church and Society's annual focus for 2006 was "education, advocacy, and legislation." Lamenting several years of dormancy, the BCS worked diligently to bring relevant and meaningful dialogue back to the Annual Conference floor in June 2006. Through the Board's actions we directly encouraged lay and clergy delegates to consider relevant issues such as universal health care and restorative justice, and in doing so, also take important steps toward discussing heart-felt issues in a respectful manner. These issues-- health, emotional and physical well-being, and the inclusion of all people-- were central to Jesus' ministry and are equally fundamental to our Conference.

Because of our voice at Annual Conference, three people contacted our Board to receive grants to participate in a national conference, titled "Wesleyan Peace for the 21st Century" in September 2006. One individual had never attended a nation-wide UM program previously. She returned to her local church energized for new ministry in the areas of peace and justice-- feeling better connected to the larger UMC. We have also made more efforts to connect with the youth of the Conference, including a BCS information table at Youth Convo.

The Board is proud of its partnership with the Wisconsin Council of Churches by providing financial support in the publication of *Hunger on Our Doorstep* and a comprehensive resource packet on the death penalty advisory referendum called the Educational Resource Packet for Wisconsin Congregations. These outstanding materials were sent to all of our United Methodist churches, with several congregations implementing the study. These educational guides could not have been produced on our own as a Conference. The Board's priorities of advocacy and education have been an excellent match with the WCC's work, and as a Conference, we greatly benefit from this partnership.

Finally, the Board has offered a series of non-violence workshops. These workshops have been held in local UM churches and have addressed the critical issues of making peace an action verb, not simply a noun. We are particularly proud of the up-coming bullying workshop designed for youth and adults. In light of recent tragedies in local school districts, educating and empowering our youth for peace is essential.

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

In 2008 the Board has decided to make its focus the "Social Creed." 2008 will be the centennial celebration of the Methodist Church's decision to adhere to a creed that speaks to social and civic righteousness. As it is the Board's mandate to analyze the issues that confront individuals and our society, we look forward to educating the Con-

ference through plans and programs that will encourage the making of a more humane and peaceful world. As we educate on the history, development, and future of the Social Creed (now Social Principles) we feel that individuals as well as the body of our Conference will benefit from a re-examination of social holiness. Jesus Christ lived and died in public—a message for all of us Christians to consider and live by.

*Amanda Stein, Chairperson*

## BOARD OF GLOBAL MINISTRIES

### Introductory Comments

#### Accountability

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

#### Philosophy and Priorities

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

#### 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 (2006-2007)

1. **Health and Welfare Ministries Committee** (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 Hospitals 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 shared equally among the ministries and used to support their benevolent programs. In 2006, Golden Cross offerings provided over \$20,000 in support.

The Committee is responsible for working with each Ministry to have a current Covenant of Affiliation with the Conference. Currently, 11 Ministries have such covenants. An objective for 2007 is to develop a covenant with the Village at Manor Park. A covenant with the Parish Nurse Ministries is not appropriate since these are ministries of individual churches that collectively relate to the H&WMC.

A project begun in 2006 is to strengthen the relationship between the governing bodies of the Ministries and the leadership of the Conference. In November 2006, Bishop Linda Lee and the Committee held an invitational event for the governing bodies to explore the purpose and nature of the relationship and develop it in the most appropriate and beneficial manner for both the ministries and the Annual Conference. The Bishop and her Cabinet are utilizing the information gathered through the event to determine the next steps in this endeavor.

Another responsibility of the Committee is to increase awareness within the local churches about what they need to and can do to assist and support persons with disabilities through facilities, programs, and services.

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 (Robert Odum) and District Mission Secretaries, educates, encourages, and stimulates mission work in the Conference.

The District Mission Secretaries attended a very informative training at GBGM in New York in August, to assist them in their task of facilitating mission education in our churches.

We have a lot to celebrate! We have divided into three work areas for focus: Communications, Global Mission Partners, and Advance Specials (People Touching People). We celebrate the news that Wisconsin UMs recognized the importance of Mission Giving in 2006. We received:

- Over \$1 million for Advance Special projects and all other benevolences
- More than \$102,000 to support missionaries around the world.
- More than \$206,000 for Special Sunday Offerings (a record amount).

We have a lot of work to do. With our Board of Global Ministries we are working on establishing a communications committee, after identifying this as a major need. Our own committee goals for this Quadrennium continue to be to:

- a. Increase Missional Giving in Local Congregations and The Annual Conference so that missional giving is a daily habit and a way of life;
- b. Foster regular communication about Wisconsin's Advance Specials, Missionaries, and Mission Involvement Opportunities;
- c. Strengthen our support of mission sites and missionaries;
- d. Increase our Level of Advance Special Giving and the number of churches participating;
- e. Strengthen relationships with our Partnership Conferences.

**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.

You can visit the Wisconsin Conference Board of Global Ministries web site, developed under the auspices of Mission Motivation, at [www.wisconsinumc.org/missions](http://www.wisconsinumc.org/missions).

3. **Reconciling Ministries** (Rosalind Dryver-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 (Rosie Mayorga, Chair). The Cuba Partnership sent a group of people to Cuba in April, 2006. The Rio Grande Partnership works with our National Volunteers in Mission committee to organize workcamps there. Our Board will be reviewing our Partner Relationships in the coming year and will make recommendations to the 2008 annual conference for future relationships.

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 2006 a total of 456 work campers provided over 214,000 hours of volunteer labor for mission projects. VIM also continues to train leaders for future work camps.
6. The **Wisconsin Conference Disaster Response Team** (David Sharpe, Chair), has completed response work for the Viola and Stoughton tornados. UMCOR provided \$112,500 in relief funds, along with an additional \$56,312 contributed by Wisconsin UMs. \$132,132.67 was given in direct aid to survivors to assist them in their recovery.

Two Cluster training events were held last year at Tomah and Milton, resulting in the addition of more people to the response teams and increased awareness for preparedness in the event of a disaster.

Wisconsin hosted a regional UMCOR training at Byron Center last November. Six members of the committee were trained. In December Dave Sharpe taught a Case Management course at the inaugural Voluntary Organizations Active in Disasters (VOAD) conference at Ft. McCoy.

The committee approved a revision and update of their Disaster Response Manual.

An Advance has been approved for a Disaster Response Fund. The number is 7775. Funds contributed stay in Wisconsin for training, support and relief.

We sent one person to the Sager-Brown UMCOR training center in November for UMCOR training in all modules of a disaster response.

#### **Plans for the Coming Year (2007-2008)**

1. The **Health and Welfare Ministries Committee** will:
  - a. continue to collaborate with the Bishop and her cabinet to strengthen the linkage between the Conference and the governing bodies of the Ministries,
  - b. increase the number of churches participating in the annual Golden Cross offering and the amount of support provided by each congregation,
  - c. increase knowledge of the Ministries among the members of the churches and the importance of apportionment payments to the four Ministries receiving those funds
  - d. inform churches about how they can respond to persons with disabilities.
2. The **Conference Partnership Committee** will begin the process to identify new Partner Conference relationships for the next quadrennium and will bring those recommendations to the 2008 session of the annual conference.
3. **Volunteers in Mission** will continue to develop work-camp opportunities at state, national, and international sites, and encourage participation in those camps.

4. **Mission Motivation** is focusing on these areas to enhance our conference's involvement in Mission work:
  - a. Create a Circuit Advocate for Missions program, in which each circuit will be invited to name a contact person for missions information and activities.
  - b. Develop the new People Touching People Manual for 2008 Quadrennium, asking each agency and program approved for Advance Specials to renew its application and inviting and approving new ones.
  - c. Establish a Global Mission Partnership program, inviting churches to respond to certain criteria to be recognized as being committed to Mission awareness and giving.
  - d. We are looking at ways to focus on our youth and young people, both pastors and laity, with the intent of getting them involved them at an earlier age in mission activity.
  - e. Through our new Conference Mission Secretary, Robert Odum, and the District Mission Secretaries we will continue to invite local churches to host our own Mission Interpreters and itinerating missionaries as they spend time in Wisconsin during the year. We continue to challenge each local church in our conference to participate in at least one Advance Special this year.
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 Dryver-Scott as their new chair.
6. **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 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.

## **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 the 2006 year, our Board used our apportioned dollars to grant eight campus ministries a total of \$94,000 including Green Bay, La Crosse, Madison, Menomonee, Milwaukee, Platteville, 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 six students to attend the Midwest Student Gathering.
- Financially supported the Shalom Zone with \$500 to help Milwaukee County minority youth have an opportunity to visit a variety of college campuses throughout the United States.
- 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.
- Provided Molly Kral, Erika Krueger and Margaret Bresser, three active students in our Annual Conference, with \$700 scholarships to attend United Methodist-related colleges.
- Our Board's work in 2006 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**

- As our board meets with campus ministries we are encouraging them to find ways to introduce their campus ministry to the circuit(s) in their area. It is not our expectation that campus ministries would become circuit mission projects, but we are looking to build visibility and awareness of campus ministries that are part of each circuit in our Annual Conference.
- Our board will work to help campus ministries, with the support of local churches, circuits and the Conference, recognize and prepare students who have gifts for church leadership; either as clergy leaders or lay leaders.

*Jenny Arneson, Chairperson*

## **BOARD OF ORDAINED MINISTRY**

### **1. Accountability**

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.

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

The Board of Ordained Ministry has three primary tasks, as mentioned above: the recruitment, credentialing, and nurture of the clergy members of the annual conference. It is the board's responsibility, on behalf of the annual conference, to determine whether those who offer themselves in service as clergypersons meet the qualifications, ethical

standards, and expectations of The United Methodist Church for its clergy, so that the churches of the annual conference may have competent, effective, and skilled clergy leadership. The Board does this directly through the credentialing/commissioning process for probationary clergy members of the annual conference and the ordination process for full clergy members of the annual conference, and indirectly through the supervision of the eight District Committees on Ordained Ministry, which are responsible for administering the process by which persons become certified candidates for ordained ministry, and the supervision of those appointed to serve as licensed local pastors. By Discipline, the District Committees on Ordained Ministry function as subcommittees of the Board of Ordained Ministry and are accountable to the Board for their work.

The Board works in consultation with the cabinet when persons who are clergy members of other Annual Conferences or other denominations are being considered for transfer into or appointment to serve United Methodist churches within the Wisconsin Annual Conference.

Whenever any clergy member of the Annual Conference requests a change in their relationship with the Annual Conference, the Board of Ordained Ministry has a role in that process as well. The Board is responsible for considering requests for retirement, leave of absence, family leave, sabbatical leave, study/renewal leave, and approval of extension ministry sites beyond the connectional structure of The United Methodist Church.

The Board of Ordained Ministry meets for at least three days twice each year: in February, when candidates for Probationary and Associate Membership are interviewed, and in November, when candidates for Full Membership and Ordination are interviewed. (The Board now holds its meetings at the Bishop Sharon Zimmerman Rader Retreat Center at Pine Lake Camp. We have found that utilizing the facilities at Pine Lake saves about \$5,000 per year in meeting expenses, compared to the cost of meeting at a commercial facility.) The Executive Committee of the Board also meets several times during the year, often via telephone or video conference call. The District Committees on Ordained Ministry each meet between 3 and 5 times per year, depending upon the number of interviews which they need to conduct.

The Board conducts two Inquiring Candidate Retreats each year, in January and July. At these weekend retreats persons who have experienced a call to ministry within The United Methodist Church are invited to explore that call in more depth without the need to make a public commitment to ministry. They also receive information about the complex (and sometimes intimidating) process of entering the United Methodist ministry.

The Board also conducts a two-day "New Clergy Orientation" program at Byron Center each August. All clergypersons who have been appointed that year to serve their first appointment in a Wisconsin United Methodist congregation and all clergypersons who are returning to a local church appointment from an extended leave or from an extension ministry appointment are expected to attend this retreat. At the retreat, the Board, Cabinet, Conference Staff, the Wisconsin United Methodist Foundation, and some other agencies, share information about the work of the Annual Conference. The retreat also includes an intensive training in sexual ethics and the maintenance of proper boundaries by clergypersons.

Through the Ministerial Education Fund, the Board provides scholarships to seminary students from the Annual Conference who are certified candidates for ministry, as well as Course of Study Scholarships to licensed local pastors, and continuing education grants to individual clergy persons serving Wisconsin United Methodist Churches.

In 2006 six persons from Wisconsin attended the national “Exploration” event, which was held in Jacksonville, Florida. “Exploration” is sponsored by the General Board of Higher Education and Ministry and is held once each quadrennium. It is an opportunity for young people from high school age through their early to mid 20’s to explore the possibility of ministry in The United Methodist Church. The Board of Ordained Ministry provided funding for these persons to attend the event through an offering that was collected at the Annual Conference Session some years ago, and through the Ministerial Education Fund. The Board is also working with other conference Boards of Ordained Ministry in the North Central Jurisdiction to develop a regional “Exploration” event to be held sometime in 2007 or 2008.

In 2006 the Board began to develop standards of clergy effectiveness for the Wisconsin Annual Conference. Working with Dr. Mark Sundby of the North Central Ministry Development Center, and with the support of a generous grant from the Wisconsin United Methodist Foundation, the board has begun an intensive study to identify effective clergy, and through a process of interviews, assessments, and group discussions, to define clergy effectiveness.

The Board has also been approached by representatives of Garrett-Evangelical Theological Seminary about developing a program through which the seminary would continue to work with and provide structured growth opportunities for G-ETS graduates during their probationary membership period. The Board is excited about the possibilities of this program, and looking forward to further conversations with the seminary about this.

The Board of Ordained Ministry depends heavily upon the staff support provided by 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 five 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 2006 it become apparent that the work of the Executive Secretary of the Board required significantly more than the one-quarter time which had been devoted to this position. The Board could not function nearly as well without this position. 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 could be increased to three-quarter time. The Cabinet and the Council on Finance and Administration approved this request and included it in the 2007 Budget which was approved by the Annual Conference. Through internal adjustments in its 2006 budget line items the Board was able to make it possible for the increase to three-quarter time to take place on August 1, 2006.

### **3. Plans for the Coming Year**

In addition to the on-going work outlined above, in 2007 and 2008 the Board anticipates developing a more comprehensive program of clergy recruitment, including a presence at junior and senior high convo and at conference summer camping programs, and a more comprehensive program to visit students at Garrett-Evangelical Theological Seminary and the University of Dubuque Theological Seminary, which are the two schools where most Wisconsin Conference seminarians are enrolled.

One important item which will be considered by the 2008 General Conference is the report of the Ministry Study Commission. This report may result in proposals for significant changes to the process for entering ministry, as well as to the ordering of ministry itself. If the General Conference approves a significant re-structuring of ministry for the coming quadrennium the Board will need to devote significant time to studying and discussing any changes made in the Ministry section of the 2008 Book of Discipline and how to implement those changes within our candidacy and ordination process. Each quadrennium the General Board of Higher Education and Ministry conducts training sessions for representatives and staff of all Annual Conference Boards of Ordained Ministry to discuss any changes made by the General Conference. These training sessions will most likely take place in the fall of 2008, and we anticipate that representatives of the Wisconsin Conference Board will participate in these training sessions.

*Richard Strait, Chairperson*

*Kevin Rice Myers, Executive Secretary*

## **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. Twelve 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:

1/1/2006 beginning balance	\$525,902
Less benefits paid in 2006	(47,218)
Less administrative expenses	( 2,676)
Plus earnings	10,873
Plus unrealized gain	<u>28,262</u>
12/31/2006 ending balance	\$515,143

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 are 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 372 clergy, 251 clergy and their charges are having their premiums paid by automatic withdrawal.

**New Pension Plan:**

As mandated by the 2004 General Conference, a new clergy pension program called the Clergy Retirement Security Program (CRSP) replaced the Ministerial Pension Plan (MPP) on January 1, 2007. Deacons are covered under CRSP. Churches that have a Deacon on staff are required to make contributions into CRSP. Workshops were held last year to educate both clergy and lay leadership about the new pension plan.

As usual, the Joint Board sponsored a Retirement Seminar for those clergy planning to retire in the current year.

In an ever-continuing effort to provide affordable health insurance to active and retired clergy as well as Conference and local church lay employees, the Joint Board contracted for a medical market analysis to be performed to determine if there were more attractive health insurance alternatives available. As a result of this analysis, our retiree Medicare supplemental coverage was changed to a new carrier. This change resulted in premium savings for both the Conference and the participants. The market analysis also resulted in the Joint Board making a change within HealthFlex for our active participants to be

in a different network plan. The new network expanded the number of in-network providers and now allows all of our participants to participate in the network. Previously we had a number of participants who were unable to do so.

The Joint Board has been diligently working, through the Health Insurance Subcommittee, to focus on the wellness of our participants. As a result, we sponsored an incentive program to 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 the participant design a wellness plan. There is no cost to the participant to take the “HealthQuotient” assessment. Participation was excellent. Fifty-four percent of our eligible enrollees participated. In addition, seventy-five percent of our circuits had over forty percent participation in this program.

The Joint Board also commends the Board of Ordained Ministry for its efforts related to clergy wellness.

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

The Joint Board will be expanding our wellness initiative this year for active clergy and lay employees. Eligible enrollees in the Conference health insurance plan will be encouraged to once again complete the “HealthQuotient” assessment and also to complete an annual wellness exam or check. We are also sponsoring a program called “Procheck”, a blood screening check, at the site of Annual Conference this year. Group rates will also be offered for Weight Watchers participation by eligible enrollees.

The Joint Board is sponsoring the address to the Annual Conference this year by the Rev. Dr. G. Scott Morris, Executive Director of the Church Health Center in Memphis, Tennessee, and we look forward to his presentation on physical wellness.

A task force on future retiree health insurance benefits has been formed. The task force will be using actuarial data to look at how to fund current and future retiree health insurance benefits and reduce a projected funding liability in this area.

The Joint Board will also be responsible for implementation of any changes to the pension program which may be approved by the 2008 General Conference.

*Submitted by Fran Deaner, Chairperson*

## COMMISSION ON ARCHIVES AND HISTORY

In 2006, the CAH completed the long anticipated move of the Archives collection from the third floor of Conference Building to the newly renovated space on the first floor. Unfortunately, the timing of move was such that we were unable to cull the collection or properly organize its placement before its transfer into the new space. Consequently, there was about a 6-week period when the Archive was unable to take research requests. However, through the hard work of our Archivist, Lynn Lubekman; Researcher, Mary Schroeder; and Volunteers, Bob Gruetzmacher and Ed Schroeder there has been considerable progress made in transforming the Archives into more professional and functional agency.

Although service was disrupted for a time, we were able to assist a number of people with historical research. These included those interested in genealogy, church anniversaries, conference history and others. In 2006, the Archives responded to 73 phone inquiries, 25 walk-ins and 87 inquiries via emails.

At the 2006 Annual Conference, the CAH was instrumental in the remembrance of the 150th anniversary of the founding of the Wisconsin Conference of the Evangelical Association. A large display was mounted that retold the history of Jacob Albright and the Evangelicals in Wisconsin. The display was prominently located in the lobby where Conference delegates were able to view it at their leisure. In addition, Sandy Kintner and Wil Bloy prepared a 20-minute DVD that told the story of the Evangelicals and featured an interview with retired pastor Rev. Rollie Fertch. The DVD was shown at the Tuesday evening banquet. In addition, "historical minutes" were prepared and read at the end of each Conference Session.

We also continued the practice of preparing and presenting Service Awards at Annual Conference to pastors with 25, 50 and 75 years of service in the Conference.

In November 2006, the hard work of our Museum committee was capped off with the dedication of a new exhibit entitled "Native Americans in Wisconsin Methodism" at our Conference Museum in Greenfield, WI. The dedication ceremony was a very exciting event and attended by over one hundred people. Following the dedication service, activities included drumming, dancing, Native American foods, and a viewing of the exhibit. The exhibit will be on display through the upcoming year.

We published three editions of Flashbacks, a newsletter that contains tips for preservation of church records, announcements of upcoming historical events as well as local church histories. Flashbacks is sent to every congregation with a local church historian. It is also available by subscription. The latest issue is available on-line at our website. In addition, we have bound previous issues of Flashbacks (Vol 3-Vol 30). A copy is now located at the Archives. In addition, a copy was sent to the UMC General Archives and to the Wisconsin Historical Society Archives.

Work continued on two histories that we hope will be published soon: First, an account of Afro-American Methodism in Wisconsin by Lois Olson, and second a history of the Evangelicals' work with the Italians in Wisconsin by Tony Farina. We anticipate that these will be published in 2007.

Our website continues to be updated and maintained. A pdf file of our "Family Tree" poster is now available for down loading.

*Sandy Kintner, Chair CAH*

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**CONFERENCE COMMUNICATIONS/  
INFORMATION TECHNOLOGY UPDATE**

Within the last several months the Conference Communications/Information Technology (IT) area has experienced a number of changes that you may, or may not, be aware of:

Staff changes occurred as Becky Guenther, our temp employee, moved on to other endeavors, and Patricia Falkner was hired as the new IT Comprehensive Support Specialist. Patricia (Pat) is currently helping to support the IT area.

As many of you know already the IT department is only staffed by two people, and because of this the quality of our service is nowhere near as good as it should be. We have put in place for the entire Conference the proper equipment needed to bring the Conference into the 21st century. There are no longer issues with equipment failing because of excessive heat.

We continue to help and assist the United Methodist Churches and United Methodist related organizations with everything from advice on buying new computers to helping with new volunteers building church websites with the free web hosting and email that we provide.

Ok, some of you are thinking, "Free" - well it is not really free. This is your apportionment dollars at work. Most of the time people never think of us unless there is a problem. While we can be slow to get back to you we always fix and correct the problem, so that you can continue with as little disruption as possible. Let me say that we are truly sorry that the communications system has let you down in the past and that the two of us are always striving to do preventive maintenance to keep as much as we can from going wrong.

By now you have seen the ongoing changes to the Conference web site. With the changes in the web site we have incorporated a new content management system that allows Conference staff members to update their own part of the Conference web site. This is an ongoing process and hope to have it done in under 2 years. Let us know if the changes make it easier for you to use/navigate the web site.

As you all know the Conference email system has been through some great changes. The new system has experienced considerable growth. We are now hosting just under 1,800 email users. This has come a long way from the 700 or so email users in 2005. With the implementation of Barracuda Spam firewall we have brought Spam back under control. Since last March (2006) the Spam firewall had over five million messages hit our system. The Spam firewall only allowed just over four hundred thousand through. The four and a half million messages left over were completely Spam.

By the end of 2006 there were significant issues in the Sun Prairie Conference Center Building with network lines that feed different parts of the building. In the first part of 2007 estimates have been sent to the Episcopal Office for replacement of all network lines that need to be replaced.

The new Data Center space now has a dedicated air conditioning/ventilation system working 24/7 to provide the right environment for the equipment to function and almost not fail. The last need for the Data Center is an electrical generator to provide buffering/

modulating of extreme power surges/failures (via a UPS system that we have in place now). The Data Center experiences an average of 4 power outages a year. These measures would continue to ensure good stewardship of the investment we have all made in our Conference communications system.

Thank you for your patience in the midst of all of the many changes and disruptions. If you have questions or comments about our Conference Communications please feel free to contact Joyce Rich, (262-742-3507, [bethelumc@elknet.net](mailto:bethelumc@elknet.net) or Allen Kahl, 888-240-7328.

***Allen Kahl, Conference IT Manager***  
[akahl@wisconsinumc.org](mailto:akahl@wisconsinumc.org)

## COMMITTEE ON HISPANIC/LATINO MINISTRY

**Our Purpose/Mission Statement** as a Committee on Hispanic/Latino Ministry:

1. Interpreting and Advocating for Hispanic/Latino Ministries
2. Planning, Developing and Implementing a Strategic, Comprehensive Plan for Hispanic/Latino Ministry
3. Training Lay and Clergy Leadership for Hispanic/Latino Ministry
4. Securing and Providing Resources
5. Monitoring, Supporting and Evaluating the Wisconsin Annual Conference Hispanic/Latino Ministries

We are a new standing committee created at the 2006 Wisconsin Annual Conference session. In 2006, we trained 16 Lay Missioners through AHLMA (Training Hispanic/Latino Methodist in America).

We supported 4 Hispanic Churches: Lake Geneva: La Resurrecion, Milwaukee: Luz a las Naciones (a merger of El Buen Pastor and CETA), Waukesha: El Buen Samaritano and Madison First Hispanic.

We supported 5 New Church Starts: Delavan: Vida Abundante, Whitewater: Cristo la Roca, Racine: Casa De Dios, Kenosha: Principe De Paz, and Green Bay: Vida Nueva.

We are excited about starting three New Faith Communities: Monona: Christo Salvador, Beloit and Jefferson in 2006 and 2007.

In 2008, we plan to make disciples of Jesus Christ by equipping the local churches in the Conference for ministry according to the National Plan for Hispanic/Latino Ministry by providing a connection for ministry beyond the local churches:

1. We will train 30 additional Lay Missioners and Pastor Mentors.
2. We will launch 10 New Faith Communities.
3. We will form 5 Community Ministries.
4. We will assist 6 Congregations for Mobilization (Revisioning).
5. We will develop a updated Comprehensive Plan.

***Submitted by Ric Olson, Staff Liaison to the Committee on Hispanic/Latino Ministry***

## 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 most Conference staff positions other than District Superintendents. We work in consultation with the Bishop (for those positions she supervises), and with appropriate program and administrative groups during the search process, and provide general oversight and coordination for those positions.

### Highlights and Accomplishments

The Personnel Committee met three times during 2006 and held two conference phone calls. The following transitions took place this year:

Sue Setterlund's retirement was effective January 13, 2006

Chris Lewis, the Lake Lucerne Site Director resigned on January 17, 2006. Chip Hutter, who had been at Pine Lake as the Site Director, moved into the Camps Administrator position at Lake Lucerne. Nick Coenen was hired to be the Camp Manager at Pine Lake.

Karen Lamoree and Becky Berghammer were hired as administrative assistants in the Ministry and Outreach office, with Becky having additional responsibilities as registrar for the Camp and Retreat Ministries office. Both began their employment during February 2006.

Don Mendenhall retired, effective May 31, 2006. We appreciate his service to the Annual Conference and wish him well in his retirement.

Richard Olson was hired for the position of Coordinator of Congregation and Circuit Development, effective July 1, 2006.

In consultation with the Board of Ordained Ministry, Kevin Rice Myers' status was changed to one-quarter time as Conference Secretary and three-quarter time as Board of Ordained Ministry Executive Secretary, effective August 1, 2006.

Patricia Falkner was hired, effective September 18, 2006, as Information and Technology Comprehensive Support Technician.

Judy Franken's employment with the Annual Conference in the Office of Finance and Administration and the United Christian Resource Center concluded on December 15, 2006.

Laura Rodriguez was hired for the position in the Office of Finance and Administration and the Ministry and Outreach office staff will cover the United Christian Resource Center. Karen Lamoree will accept the additional responsibility of managing the United Christian Resource Center.

In addition, our Committee met with Billie LaBumbard, Coordinator of Missions, who is also a public health nurse, who made a presentation about the Influenza Pandemic. She gave us information which might be helpful to the Annual Conference in the case of this type of pandemic, or any disaster.

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

The Personnel Committee is a part of the ongoing Strategic Planning process this Spring, which we hope will help us review the staffing needs of the Annual Conference.

We hope in the coming year, to secure training for our own committee, so that we might gain perspectives about how other non-profit personnel committees function.

*Sue Burwell, Chairperson*

## **PROGRAM AND ARRANGEMENTS COMMITTEE**

### **Introductory Comments**

The 2006 session of the Wisconsin Annual Conference was held at the Madison Marriott West Hotel and Convention Center June 11-14. The Program and Arrangements Committee continues to seek feedback from the members of the Annual Conference in order to make the Annual Conference session the most productive and spiritual event that it can be. The purpose of the Program and Arrangements Committee 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. The Program and Arrangements Committee strives to live out our purpose and share the love of God with all that attend the Annual Conference session.

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

During the 2006 Annual Conference session we marked the 50th anniversary of Full Clergy Rights for Women in the Methodist tradition as well as the 150th anniversary of the Evangelical Association in Wisconsin. During this year of celebration we welcomed into our midst Bishop Sharon A. Brown Christopher, who was ordained in and served the Wisconsin Conference prior to her election to the Episcopacy in 1988. The Annual Conference also had the privilege of welcoming Bishop Park, Goe-Chong from the Dongbu Conference of the Korean Methodist Church. It was an honor to have guest Bible study leaders and preachers Reverend Abena Safiyah Fosua, Director of Invitational Preaching Ministries of the General Board of Discipleship, and the Reverend Kwasi Kena, Director of Evangelism Ministries, also from the General Board of Discipleship.

The wonderful worship services that were held during the 2006 Annual Conference session included guest musicians Grace Cajuat, Justin Lowe and Janet Ellinger. The members of Annual Conference conducted important business and took action on several items that came before them. There were many greetings extended to the Annual Conference members as well as special recognitions and presentations. The 2006 Annual Conference session included opportunities to attend seminars on crucial topics to the local church. As an Annual Conference we experienced God's presence through many different learning, growth and worshipful experiences.

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

The 2007 Wisconsin Annual Conference will meet June 10-13, again at the Madison Marriott West Hotel and Convention Center in Middleton, WI. During this Annual Conference session the 10th anniversary of the ordination of Deacons in full connection as well as the 30th anniversary of Diaconal ministry will be celebrated. We will begin our time together with the laity and clergy sessions being held at the Madison Marriott West. This year the Ordination service will be at the Marriott at 7:30 P.M. on Sunday, June 10. The joint Commissioning and retirement service will be held on Tuesday, June 12 at 6:30 P.M. also at the Marriott.

The theme for the 2007 Annual Conference Session is “Wholeness to Holiness: Reaching for Higher Ground.” As the Annual Conference seeks to live out this theme we will be inviting persons to speak on our ability as Christians to find wholeness and healing of mind, body and spirit. To that end there will be an opportunity to participate in a wellness screening, which is being offered by the Joint Board of Pensions, Health Benefits and Equitable Compensation of the Annual Conference.

We are pleased to welcome many special individuals to our Annual Conference this year, including Bishop Quipungo from The Methodist Church in Angola. The Program and Arrangements Committee is also looking forward to hearing the Rev. Dr. Josephine Whitely-Fields, Director of Doctoral Studies and Lecturer in Spiritual Formation from United Theological Seminary, address the Annual Conference on the topic of wholeness of spirit. The Rev. Dr. Whitely-Fields will also preach at the Memorial Service, which will be a service of healing.

In the midst of much worship and celebration there will also be a great deal of business before the Annual Conference, as the members will vote for delegates to the 2008 General and Jurisdictional Conferences as well as consider petitions to the General Conference. It is the prayer of the Program and Arrangements Committee that the members of Annual Conference may come together June 10-13 and seek God’s wholeness in our lives in order that we may live holy lives in our world.

*Amy Jameson Yackovich, Chairperson*

## **COMMISSION ON RELIGION AND RACE**

### **Accountability**

The Purpose/Mission Statement of the Commission on Religion and Race is “Working together to open hearts, minds and doors.” Our work is accomplished through monitoring, training, educating and consulting with the conference boards, agencies, districts circuits and local congregations to provide awareness and opportunities for inclusion and to assist with reviewing practices and policies that may create barriers to the promotion of diversity and inclusiveness.

### **Highlights of the Past Year**

- Lenten Bible Study, “Called to Inclusiveness,” was on our website.
- Spring Retreat in Neenah, Wisconsin. Theme: “Living in Community.” We offered learning opportunities in the areas of cultural sensitivity, extending hospitality to

the sojourner in our midst, and white privilege. We had Bible study and watched the movie, "Crash," with a prepared discussion guide from the General Commission on Religion and Race. We also invited a panel of diverse persons to share with us their experiences as recent immigrants.

- We supported an immigration resolution presented at Annual Conference.
- Display at Annual Conference.
- We monitor at Annual Conference with one report.

**Plans for the Coming Year**

- Promote diverse hiring practices in the Annual Conference.
- Promote Racial Justice Events during Martin Luther King Jr. Birthday and on the regional and/or circuit levels.
- Encourage training at National, NCJ and conference learning experiences such as: leadership development, lay speaking (Native American), spiritual renewal, family and youth camp, exchange and joint ministries, volunteer mission, Dream Chasing College tour, Heritage celebration and Road to Emmaus in Spanish.
- Planning for hosting NCJ 2010 in Wisconsin.

***Deborah Thompson***

**COUNCIL ON FINANCE AND ADMINISTRATION**

***Introductory comments:***

The CF&A's purpose "shall be to develop, maintain and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures and management services for the Annual Conference." (Book of Discipline, paragraph 610)

***Highlights and accomplishments of the 2006 year:***

First and foremost, CF&A would like to thank the following churches for going beyond all expectation to pay more than 100 percent of their 2006 apportionments, for paying 100 percent of their 2006 apportionments, or for moving toward full apportionment payment by paying a higher percentage of their apportionments in 2006 than in 2005:

*(See list attached at the end of this report)*

CF&A spends most of its time reviewing, approving and monitoring the Annual Conference budget. This process includes 1) reviewing Plans for Ministry and Budget Proposals submitted by the Conference boards, agencies and committees; 2) reviewing recommendations regarding the budget from the Vision and Quality Improvement Team and the Cabinet; 3) discussing the Plans for Ministry and budget with the Conference boards, agencies and committees and 4) proposing a budget to the Annual Conference. The process is designed to assure that the budget is coordinated with the overall mission and plan for ministry of the Conference. CF&A meets periodically to review financial results against budget and to direct and approve the annual audit and to approve changes in administrative policy. CF&A also reviews financial operations of the Conference to assure adequate internal controls are in place and suggests ways to improve finances both from an efficiency and control perspective.

For 2006, the Wisconsin Annual Conference paid in full the General Conference apportionments for the 18<sup>th</sup> straight year. In addition to apportionments, Wisconsin United Methodists gave over \$210,000 to the special Sunday offerings and another \$881,000 to Advances and other benevolent giving through the Conference.

Apportionment receipts in 2006 were \$550,000 less than budgeted while expenses were \$470,000 less than planned, leaving a deficit of \$80,000. Cash reserves are \$150,000 below Conference goals. Because of the shortfall in apportionment receipts, Conference boards, agencies and committees were called upon during 2006 to hold down expenses, and they responded beyond expectation. Reduction of expenses, of course, came at a cost of reduced programming.

Because CF&A foresaw a possible continuing downward trend in apportionment giving, they requested and obtained from the 2006 Annual Conference approval of a new Conference Policy that says, "Should the Council on Finance and Administration determine that receipts will be inadequate to meet emerging needs or unforeseen circumstances, the Council will consult with agencies receiving budgeted funds before making adjustments to payment appropriations or schedules. Adjustments that are made will be reported to the next session of the annual conference for ratification."

During early 2007, CF&A determined that the aforementioned policy needed to be enacted for 2007 and, after consultation with agencies and boards at two summit meetings

and a regular budget review meeting, agreed to a proposal to reduce the 2007 expense budget. These adjustments will be presented for ratification at the 2007 Annual Conference.

CF&A wishes to thank all those churches who paid 100 percent or more of their apportionments and those churches who have made significant improvement toward full connectional giving. We encourage those churches that did not reach 100 percent to work hard at increasing their connectional giving.

***Plans for the coming year:***

Our most important task is to continue to monitor apportionment receipts and expenses to mitigate financial deficits and maintain a positive cash flow. We will continue to work with the Cabinet to increase apportionment giving.

A task force has been appointed to study apportionment formulas and a member of CF&A is participating in a retiree health care task force.

We will participate in the Conference strategic planning process.

We will continue to review various areas of financial operation to assure sound internal controls are in place.

We will continue to oversee the Director of Finance and Administration and her staff to assure that the financial duties of the Conference are carried out in an efficient and effective manner.

**APPORTIONMENT PAYMENT RECOGNITIONS**

***Churches paying more than 100%***

Alma  
 Angelica  
 Brookfield: First  
 Cedarburg: Community  
 Egg Harbor: Calvary  
 Gibraltar: Zion  
 Holcombe  
 Milwaukee: Kenwood  
 Milwaukee: Cristo En Tu Ayuda  
 Prairie du Sac: Concordia  
 Ridgeway: Grace  
 Sparta  
 West Allis: Calvary

***Churches paying 100%***

**Capital District**

Albany  
 Beloit: Christ  
 Beloit: First  
 Beloit: New Hope  
 Briggsville  
 Brodhead  
 Brooklyn: Community  
 Cambridge: Willerup  
 Clinton: Faith Community  
 Darien  
 Delavan  
 Edgerton  
 Evansville  
 Evansville: Peace  
 Fort Atkinson: First  
 Inch  
 Janesville: Asbury  
 Janesville: Cargill  
 La Grange  
 Lake Mills  
 Lodi  
 Madison: Asbury  
 Madison: Bethany  
 Madison: Divine Savior  
 Madison: First  
 Madison: First Hispanic  
 Madison: Sherman Avenue  
 Madison: Trinity

Madison: University  
 Marshall  
 Milton  
 Monona  
 Moundville  
 North Windsor  
 Oregon: People's  
 Orfordville: New Horizon  
 Pardeeville  
 Pleasant Valley  
 Plymouth  
 Portage  
 Poynette  
 Richmond  
 Sharon  
 Stoughton  
 Sun Prairie  
 Waunauke: Crossroads  
 Whitewater: First

**Chippewa District**

Anson  
 Arkansaw  
 Atlas  
 Augusta  
 Balsam Lake/Centuria: Holy Trinity  
 Barron: First  
 Bay City  
 Birchwood  
 Bloomer  
 Canton  
 Chetek  
 Chippewa Falls: Trinity  
 Chippewa Falls: Zion  
 Clear Lake  
 Cumberland: First  
 Danbury  
 Deer Park  
 Diamond Bluff  
 Downing  
 Eau Claire: Hope  
 Eau Claire: Lake Street  
 Elk Mound  
 Ellsworth  
 Emerald  
 Exeland  
 Forest  
 Frederic  
 Gilmanton

Glenwood City  
 Grand View  
 Grantsburg  
 Hammond  
 Hartland  
 Hawkins  
 Hayward  
 Iron Creek  
 Jim Falls  
 Knapp  
 Ladysmith: Faith  
 Lakeview  
 Lewis  
 McKinley  
 New Centerville  
 New Richmond  
 Odanah  
 Pepin  
 Phillips  
 Pleasant Valley  
 Prairie Farm  
 Rib Lake  
 Rice Lake  
 Ridgeland - Dallas  
 Rock Elm  
 Sanborn  
 Shell Lake  
 Siren  
 Spooner  
 St. Croix Falls  
 Superior: Faith  
 Tainter  
 Thorp  
 Tony  
 Washburn  
 Wheeler  
 Wolf Creek  
 Arthur

**Coulee District**

Ash Creek  
 Avoca  
 Baraboo: Emanuel  
 Baraboo: First  
 Belleville: Grace  
 Benton  
 Bethel  
 Black Hawk: Bethlehem  
 Blanchardville  
 Bloom City

Boaz  
 Boscobel  
 Clarno: Zion  
 Cobb  
 Cuba City  
 Davis Corners  
 Dell  
 Denzer  
 Fayette  
 Fennimore  
 Gays Mills  
 Gotham  
 Hazel Green  
 Ironton: First  
 Lamont  
 Lancaster  
 La Valle  
 Liberty Pole  
 Lime Ridge  
 Livingston  
 Merrimac  
 Midland  
 Mineral Point  
 Montfort  
 New Hope  
 Mount Horeb  
 Mount Zion  
 North Clayton  
 North Freedom  
 Patch Grove  
 Prairie du Chien  
 Reedsburg  
 Retreat  
 Rewey  
 Sandusky  
 Seneca  
 Shullsburg: Centenary  
 Soldier's Grove  
 Staver: St. Peter's  
 Stitzer  
 Viola  
 Waldwick  
 Wauzeka: St. Paul's  
 West Lima  
 Westby  
 Whig  
 Willow Valley  
 Wisconsin Dells-Delton  
 Wyoming Valley

**Heartland District**

Alma Center  
 Almond  
 Amherst  
 Black River Falls  
 Buena Vista  
 Cataract  
 Chili: Immanuel  
 Colby  
 Coloma: Calvary  
 Fairchild  
 Granton  
 Greenwood: Grace  
 Hixton  
 Loyal  
 Marshfield: Wesley  
 Marshfield: Zion  
 Merrill: Christ  
 Merrilan  
 Minocqua: Church of the Pines  
 Montana: Salem  
 Necedah  
 New Lisbon  
 Norwalk: Immanuel  
 Norwalk: Salem  
 Plainfield  
 Plover  
 Port Edwards  
 Rhinelander  
 Rib Falls  
 Rockland  
 Rothschild: Highland  
 South Burr Oak  
 Spencer  
 Spirit  
 Stevens Point: St. Paul's  
 Stoddard  
 Tomah: First  
 Tomahawk  
 Trempealeau  
 Trout Run  
 Wausau: First  
 Wausau: Hmong American Community  
 Westfield: Faith  
 Whitehall  
 Wildwood Chapel  
 Wisconsin Rapids  
 Withee  
 Wonewoc  
 York Center

**Metro North District**

Batavia: Zion  
 Brookfield: Trinity-Pilgrim  
 Brown Deer  
 Campbellsport: First  
 Colgate: Zion  
 Elm Grove: Community  
 Greenbush: New Hope  
 Hartford: First  
 Jackson: Still Waters Community  
 Kiel: Bethel  
 Menomonee Falls: Emmanuel Community  
 Milwaukee: Albright  
 Milwaukee: Aldersgate  
 Milwaukee: Emanuel  
 Milwaukee: Summerfield  
 Oconomowoc: Good Shepherd  
 Pewaukee: Gethsemane  
 Port Washington: Grand Avenue  
 Sheboygan Falls: Faith  
 Sheboygan: Fountain Park  
 Sheboygan: St Luke  
 Sheboygan: Wesley  
 Sussex  
 Watertown: Christ  
 Wauwatosa: Wauwatosa Avenue  
 West Bend: Fifth Avenue  
 Whitefish Bay

**Metro South District**

Bristol  
 Burlington  
 Caldwell  
 Concord  
 Cudahy  
 Eagle  
 East Troy: St. James  
 Elkhorn: Bethel  
 Elkhorn: First  
 English Settlement  
 Franksville  
 Genoa City  
 Greenfield: Memorial  
 Hebron  
 Johnson Creek

Kenosha: First  
 Kenosha: Immanuel  
 Kenosha: Korean  
 Kenosha: Wesley  
 Lake Geneva  
 Lake Geneva: La Resur-  
 reccion  
 Little Prairie  
 Milwaukee: Bay View  
 Milwaukee: Faith  
 Milwaukee: Hmong Chris-  
 tian Community  
 New Berlin: Bethel Hill  
 New Berlin: Our Lord's  
 Oak Creek: Community  
 Palmyra  
 Paris Corners  
 Pleasant Prairie  
 Racine: Christ  
 Racine: Evangelical  
 Racine: Faith  
 Racine: First  
 Racine: Trinity  
 Salem  
 Siloam  
 South Milwaukee  
 Spring Prairie  
 Sullivan: Lonsdale  
 Troy Center  
 Waterford: Community  
 Waukesha: El Buen  
 Samaritano  
 Waukesha: First  
 Waukesha: Salem  
 Wesley Chapel  
 West Allis: First  
 Yorkville

**Nicolet District**

Algoma  
 Brillion: Faith  
 Center: Emmanuel  
 Cicero  
 Crystal Lake  
 Denmark: Zion  
 Forest Junction: Zion  
 Goodman: Union Protes-  
 tant  
 Green Bay: Bethany  
 Green Bay: First  
 Hickory  
 Iola

Jacksonport  
 Manawa  
 Manitowoc: St. Paul's  
 Marinette: First  
 Marion: First  
 Mattoon  
 Mishicot: Zion  
 New London  
 Oconto  
 Oconto Falls  
 Red River: Salem  
 Rural Brillion  
 Seymour  
 Sturgeon Bay  
 Suamico  
 Wittenberg: New Horizons  
 of Aniwa & Witt.

**Winnebago District**

Appleton: Emmanuel  
 Appleton: First  
 Borth  
 Brandon  
 Columbus  
 Courtland  
 Eden: Tabor  
 Eureka  
 Fall River  
 Fond du Lac: Covenant  
 Fond du Lac: Salem  
 Green Lake: Federated  
 Greenville: Faith  
 Horicon: Emmanuel  
 Juneau  
 Kaukauna: Peace  
 Kingston  
 Lomira: Trinity  
 Montello: Trinity  
 Neenah: Faith  
 Neenah: First  
 Neshkoro: Zion  
 Oshkosh: Algoma Boule-  
 vard  
 Poy Sippi  
 Princeton: Emmanuel  
 Randolph  
 Ripon: Immanuel  
 Waukau  
 Wild Rose

*Churches moving toward  
 100% by paying a higher %  
 in 2006 than 2005*

Altoona  
 Ashland  
 Bruce: Federated  
 Crandon: St. Luke  
 Darlington  
 Durand  
 Eastman: Salem  
 Eau Claire: Chapel  
 Heights  
 Eldorado: Salem  
 Gillett: Tabor  
 Green Bay: St. Paul's  
 Hudson  
 Juda: Zion  
 La Crosse: St. Luke's  
 La Crosse: Wesley  
 Linden  
 Madison: Bashford  
 Manitowoc: Wesley  
 Mayville  
 Menomonie  
 Mercer  
 Milwaukee: Church of  
 the Good Hope  
 Mondovi  
 Mosinee  
 North Fond du Lac: Com-  
 munity  
 Oakley: Union  
 Parfreyville  
 River Falls  
 Shawano  
 Turtle Lake  
 Union Grove  
 Viroqua  
 Waterloo  
 Webster  
 Weyerhauser  
 Wilmot

## CONFERENCE COUNCIL ON YOUTH MINISTRIES

The Conference Council on Youth Ministries is responsible for oversight of all conference wide youth programming in the Wisconsin Annual Conference. This council not only oversees the two Convo design teams, Wildfire! Missions, and Youth Ministry Institute, but it also develops resources and training for use in the local church.

In the last year, Conference Council on Youth Ministries to a leap in its desire to better equip local churches in the Wisconsin Conference. It became clear that the current purpose and structure to the council was hindering its work more than helping it, and it was time to re-evaluate what it had been doing. This was especially true as the conference had moved into a circuit structure, and the council needed to examine how it could better serve that structure. It was also true that as the general church youth ministries had moved to a new structure as well, and in the Wisconsin Conference it was evident that there was a need to better connect all of the elements of the conference youth program: CCYM, Convo design teams, young adult ministry, and adults who work with youth.

In March of 2006, CCYM decided to take a year of intentional focus to spend time in a process of visioning to see where God was leading the council. They worked to determine what the purpose of CCYM is and what the council needs to be for the conference and the local church. Through that process, CCYM has determined that its purpose is: to connect youth to God and Jesus Christ; to equip, encourage, and resource local churches; and to say something/do something (be in mission and ministry.)

In the next year, CCYM plans to continue to develop into its new structure, equipping local churches in the conference for ministry through leadership training opportunities, continue to develop Senior High and Junior High Convo, develop the network of Adults who work in youth ministry, and work to better connect the three areas of young people's ministry in the Wisconsin Conference. (Youth, Young Adults, and Adults who work in Youth Ministry.)

## CONFERENCE SECRETARY

### Accountability

The purpose of the office of Conference Secretary is defined in ¶603.7 and ¶606 of the *2004 Book of Discipline of The United Methodist Church*, which reads in part: "The annual conference shall keep an exact record of its proceedings according to the forms provided by the general, jurisdictional, and central conferences." It is the responsibility of the Conference Secretary to maintain and publish these records.

### Highlights and Accomplishments of the Past Year

As "the keeper of the record" the Conference Secretary indirectly supports the work of all other conference agencies and officers by gathering information about their work, processing and disseminating that information to the members of the annual conference, recording the actions of the annual conference, and communicating that information to a variety of agencies, organizations, and of course the local churches of the conference. The conference secretary facilitates the flow of information among the various elements

of the conference by providing contact information in the journal, and maintains a historical record that can be used in future years as a reference of previous conference actions.

In addition to my responsibilities as Conference Secretary, I have been the Executive Secretary of the Board of Ordained Ministry since 2001. During 2006 it became apparent that my work as the Executive Secretary of the Board required significantly more than the one-quarter time which had been devoted to that position. 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 could be increased to three-quarter time. The Conference Personnel Committee supported this change, and recommended that my position as Conference Secretary be defined as one-quarter time. The Cabinet and the Council on Finance and Administration approved this request and included it in the 2007 Budget which was approved by the Annual Conference. Through internal adjustments in the 2006 budget line items of both the Board of Ordained Ministry and the Conference Secretary, it became possible to make this change on August 1, 2006. As of that date I have been appointed full-time to the conference staff, working three-quarter time for the Board of Ordained Ministry and one-quarter time as Conference Secretary.

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

2007 is the year during this Quadrennium when each Annual Conference will elect delegates to the 2008 General and Jurisdictional Conferences. The Conference Secretary's office oversees the election process. My goal is to ensure that the election process runs smoothly and accurately. The costs of this once-every-four-year process are routed through the Conference Secretary's Budget. There is an additional line in the budget for these election expenses. This line is added for this one year only, and has been deleted in the 2008 budget proposal.

Following the 2008 General Conference, the Conference Secretary will apply Conference Rule 2.1.0 in order to calculate the number of Lay Members of Annual Conference that each pastoral charge in the conference is entitled to elect for the 2009 – 2012 Quadrennium, and notify each charge of that number.

The following goals are ongoing each year:

- To keep the record of the proceedings of the Annual Conference, and to publish that record in the Annual Conference *Yearbook and Journal*.
- To facilitate the work of the Annual Conference Session through the publication of the *Pre-Conference Workbook*.
- To improve the accuracy of the *Workbook* and the *Journal*, and to produce them in a format which makes them easy to read and use.
- To explore and implement, where appropriate, new methods of recording, storing and publishing the records of the Annual Conference.

*Kevin Rice Myers, Conference Secretary*

## MOVING DIRECTOR

### Introductory Comments

Purpose Statement: To pay the moving expenses of pastors and laypersons employed by the Conference from the Moving Expense Fund according to the rules of the Conference.

Accountability: The Conference Moving Director, an unpaid volunteer, is appointed by, and 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 allowances as incentives to keep moving costs as low as possible. These limits are intended to promote sorting and discarding, and do-it-yourself packing as the normal practice. Our Conference policies minimize the burden on parishes and individual pastors to plan and coordinate the simultaneous and sequential moves needed to maintain itinerancy. Most moves are billed directly to the Conference, so neither local parishes nor pastors are required to pay large amounts on moving day.

### Information

**1. The Conference Moving Policy** (Section 20.0.0 of the Conference Rules) describes our support of household moves for pastors and Conference staff. Important limitations and cautions are included (Sec. 20.2.3 ff.) to help them understand the extent and financial limits of the Moving Expense Fund. Our policy and current information are provided to persons who are moving. The Moving Director also advises those who request an alternate professional mover, support for a self-move, or have unusual circumstances.

**2. Budget & Expenses.** The Moving Expense Fund budget for 2006 was \$211,200, but there were fewer moves than expected. Only \$150,010 (just over 71%) had been paid out when the books were closed in January 2007. So, over \$60,000 of the apportionment allocated to the Conference Moving Fund became available to help offset the shortfall in 2006 apportionment income. The Moving Director receives all moving invoices and reimbursement requests. They are reviewed and note is made of “weight additives” or other charges prohibited by Conference rules (cited above), weight or packing charges above the Conference allowances, and any questionable entries. Once questionable items are clarified, vouchers are prepared and sent to the Conference Treasurer for payment. Although Graebel agreed to mail copies of its itemized billing estimates several years ago, during busy times they were often delayed. In 2005 Graebel shifted to electronic PDF files that are sent by email. Now the Moving Director is often able to spot errors and question expenses, and call a pastor’s attention to estimates of excess weight before the move. Based on the cost of our professional moves within the Conference during 2006, the excess weight charge-back rate for 2007 will be \$31.00 per CWT (31¢ per pound).

**3. Moving Costs.** In this table each appointed member of a clergy or staff couple is counted in the “No. Moved” and used to find the average. The total cost for each year includes the Moving Director Administration cost. Reimbursements to the Conference for excess weight and packing charges, mentioned in 2.(above) and shown in the fol-

lowing tables, often continue into the following year and are not included in this accounting. Although fuel costs continued to rise during most of 2006, Graebel Van Lines, Inc. continued to honor the waiver of fuel surcharges for moves within Wisconsin that has been part of our agreement. However, because fuel surcharges do apply to interstate shipments, we have been obliged to pay them for our interstate moves. Based on US Department of Energy monthly reports of fuel price data, the surcharges for the nine (9) interstate moves we supported in 2006 ranged from 12% to 18% and added \$3903.96 to the total cost of our moves. [By comparison, in 2005 the total of such surcharges was \$400.] Data for the most recent five years are shown in this table.

Year	No. Moved	Avg. Move Cost	Total Cost
2002	75	\$ 2,800	\$ 201,243
2003	75	\$ 2,601	\$ 197,552
2004	81	\$ 2,595	\$ 210,183
2005	64	\$ 2,333	\$ 149,280
2006	56	\$ 2,666	\$ 149,322

**4. Household Move Load Weights.** The weight allowance for household goods and professional materials for a clergy household is 12,000 pounds; two-clergy households are allowed 15,000 pounds. In the following table the average weight for all moves and details on overweight loads for each of the past five years are shown. Before 2003 the charge-back rate was less than the average cost. In effect, apportionments then subsidized overweight loads.

		-----OVERWEIGHT-----			
Year	Avg. Weight	No.	Avg. Excess	Rate/Lb	Total Charge-Back
2002	9,643 Lbs.	12	2,230 Lbs	24¢	\$6,115.00
2003	9,430 Lbs.	17	3,093 Lbs	30¢	\$15,773.10
2004	10,071 Lbs	19	1,661 Lbs	29¢	\$ 9,150.08
2005	8,809 Lbs	9	1,507 Lbs	29¢	\$ 3,932.40
2006	9,337 Lbs	7	2,454 Lbs	29¢	\$4,115.87

**5. Packing Materials and Labor Costs.** Conference Moving Policy says a packing allowance of \$200 is available for each pastor. Hence, starting in 2004, it has been understood that two-clergy households have a total allowance of \$400. The average, number and total amount of excess and/or unauthorized (e.g. bulky item) packing costs for each of the past five years are shown in this table.

Year	Avg. Cost	No. Over Limit	Total Charge-Back
2002	\$110	10	\$1,036.23
2003	\$201	16	\$4,047.57
2004	\$112	11	\$912.59
2005	\$97	8	\$1,610.17
2006	\$178	5	\$1,753.93

**6. Excess Weight & Packing Charge-backs.** When the scale weight of a particular load of household goods (HHG) exceeds the Conference allowance, the unused portion of an individual’s packing allowance may be applied to the excess-weight charge. Any remaining charge-back for excess weight and/or excess packing cost is billed to the person moved. The following data show the number of moves and the total charge-back billings greater than \$10 for each of the past five years.

Year	No.	Net charge-back Total Billings
2002	16	\$6,608.46
2003	23	\$20,473.73
2004	20	\$10,993.50
2005	9	\$ 4,930.66
2006	13	\$ 8,367.24

**7. Administrative Cost.** 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 used to mail invoices, reimbursement vouchers, the Moving Director’s Evaluation survey, and occasional letters and documents. Expenses (for telephone cards, postage, printer cartridges, envelopes & paper, and travel to CF&A) submitted in 2006 by the Moving Director were \$44. The remaining value of pre-paid telephone cards, postage, stationery and printer cartridges on hand have not been tallied but are carried forward. The Chippewa-Heartland Regional office provided additional support in the form of occasional FAX service, legal size paper, and photocopying.

## **Highlights and Accomplishments**

**Transition Workshop:** The 2006 Transition Workshop, led by Rev. Dr. Mark Fowler, Director of Field Education at GETS was held at Portage UMC. The daylong workshop is sponsored and arranged by the Cabinet. It covers personal, family, and professional concerns that arise when leaving one parish and entering another. The Moving Director is on hand to meet the folks who are moving and answer their questions. Although mechanical problems prevented the representatives from Graebel Moving & Storage in Wausau to attend, they have participated for many years and have agreed to do so in the future. They donate the time of one or two experienced drivers to provide advice, answer questions on moving, and demonstrate ways to pack various household items. In 2006, representatives from the Clergy Spouse Support Network joined the group over lunch in order to explain their developing work in the Conference.

**Trial of Local Moves at an “Hourly Rate.”** Acting on suggestions and encouraged by two short-distance hourly rate moves authorized in 2004, the Moving Director and Graebel staff at Wausau agreed on a set of preliminary guidelines for hourly rate, same-day moves. In 2005 six moves fit the guidelines and were completed without problems. The trial was continued with eight additional moves during 2006 and it became apparent that the lack of scale weights made it impossible to apply current Conference moving rules fairly. In consultation with Graebel representatives at the close of the year, it was agreed that this type of service does not fit the rules for our regular moves. In the future, hourly rate moves will only be arranged as self-moves supervised by the Moving Director on an ad hoc basis.

**Pastor’s Moving Report and Moving Director’s Survey:** “Moving Reports” had been developed as a way to assure that persons we moved got information about their move. During 2006, Graebel improved the information letters sent to persons they move. Also, since the Moving Director’s individual reports were largely based on Graebel’s billing estimates and invoices, it was possible to provide needed information directly from them. However, those changes upset the survey because it was designed to accompany a report of moving data to each person moving. A revised method for providing information and obtaining evaluations will probably be instituted and tested with the 2006 cohort before Annual Conference. The process and results will be incorporated in the report for 2007.

## **Plans for the Coming Year**

As noted above, a revision of information reporting and the collection of evaluations has immediate importance. Because of the importance of moves for our clergy, the Moving Director continues to meet with the Clergy Spouse Support Group (CSSN). In 2006, revision of the Moving Director’s page on the Conference web site was deferred in favor of maintaining operation of the DS Move Request form for the Regional Offices. Improvements to the Moving Director web page will be attempted as Conference IT resources become available.

*John E. Moffatt, Moving Director*

## UNITED METHODIST MEN

### **Purpose**

The purpose of the Wisconsin United Methodist Men's Ministry is to provide resources, training, and ministry events for men to come to Jesus Christ, mature as disciples of Jesus Christ who faithfully serve others while continually seeking to do his will.

### **Reorganization of the structure of United Methodist Men**

On March 17, 2007 the Executive Committee reorganized the structure of the United Methodist Men to include our circuits. The revised structure will allow our district presidents to resource and coach the circuit ministry team leaders instead of relating to each of the churches in their districts. The circuit ministry teams will then resource and assist the men's ministries of our local churches.

We are also committed to being intentional relating the development of ministry specialists on the Executive Committee and on each district committee so as to more effectively resource, train and coach the men's ministry coordinators in the defined or creatively defined circuits and local churches relating to prayer, ethnic, communications, small groups, and service/outreach ministries

### **Ministry plans for 2007 and beyond**

On March 17, 2007 we also formalized our three year ministry targets and one year ministry plans so that we may realize the established targets. The following are examples of some of our ministry targets and ministry plans:

1. Each of the Wisconsin Conference Ministry Coordinators to be leading their ministries
  - a. By June 1, 2008 each Ministry Coordinator to be leading their ministry teams and ministering to the districts, circuits and local churches
2. Each of the districts to have a functioning District Committee that are providing the established district ministry to the men in each of the districts
  - a. By June 1, 2008 each district to have a District Committee that is ministering to the circuit leaders of Men's Ministries
  - b. By June 1, 2009 each district will be leading two district ministry events
3. Training of 100 men in faith sharing by June 1, 2010
  - a. By June 1, 2008 to have coordinated one training event with a projected attendance of 25 men
  - b. By June 1, 2009 to have coordinated one training event with a projected attendance of 60 men
  - c. By June 1, 2010 to have coordinated two training events with a projected attendance of 100 men
4. To have 2 work camps each year at each of our 4 camp sites with 100 participants by June 1, 2010
  - a. By June 1, 2008 to have 1 work camp at 2 of our camp sites with 40 participants
  - b. By June 1, 2009 to have 1 work camp at 4 of our camp sites with 60 participants
  - c. By June 1, 2010 to have 2 work camps at 4 of our camp sites with 100 participants

***Roger Kindschi, President***  
***Wisconsin Conference United Methodist Men***

## UNITED METHODIST WOMEN

In 2006 the United Methodist Women faced some major changes. Our chief executive, Deputy Secretary of the Women's Division of the General Board of Global Ministries, Jan Love, resigned to take a position at Emory College. Our interim executive is Lois Daughway, who was our special guest a few years ago in Portage for our annual gathering.

In July we moved the Conference School of Christian Mission back to Ripon College. Our drive-in day was one of the hottest last summer, making the visit on campus rather unpleasant. The studies for the year were 'Shalom-Salaam-Peace,' 'Globalization: Impact in Our Lives,' and 'India and Pakistan.' Leadership for our studies was exceptional. Numbers for the school were down this year as were the numbers for YOMICA-youth mission camp. This year our studies include: 'Music and Mission,' 'Israel and Palestine,' and 'Globalization: Its Impact on Our Lives.' We again will be blessed with exceptional leadership.

Our annual gathering was held in October at Wausau First Church where we were led in 'We Are Vessels in Mission through Spiritual Growth' by Emmy Lou John. We were treated to hand thrown small cups made by Emmy Lou in which we shared communion.

This year we will be meeting at the Chula Vista Resort in Wisconsin Dells and will be led by Marva Cummins from Women's Division. Our theme is 'We Are Vessels in Mission through Membership Nurture and Outreach.'

Our conference will have the distinction of having the opportunity to use the new Genie Bank Intern, Courtney Jones, from Women's Division to encourage young women and teens to join United Methodist Women. Wisconsin is among 10 conferences to use her skills and leadership. She will also meet with the executive team so that we can share with districts and local units methods of involving younger women.

In 2006 we lost members and units, but we were able to add and re-charter three new units of United Methodist Women. We did not meet our pledge to mission, but did increase our mission giving. It only takes two dollars per week per member to meet our mission giving goals.

In April of 2007 we will be sponsoring a Resurrection Women spiritual growth retreat for the entire conference at the Green Lake Conference Center. Next March we will be attending our Jurisdiction meeting in Minneapolis to elect our representatives to Women's Division.

*Julie Mieke, President*

## WISCONSIN UNITED METHODIST FOUNDATION, INC.

### A. INTRODUCTORY COMMENTS

The Wisconsin United Methodist Foundation is an adjunct ministry of the Wisconsin Annual Conference of The United Methodist Church. The Foundation seeks to provide specialized services to the Wisconsin United Methodist Congregations and Institutions, Laity and Clergy, and the ministries and missions of our Church.

#### 1. Accountability

**INVESTMENT:** The Foundation provides options for church-related entities to pool their funds for the purpose of professionally managed investment. Our investment policies are designed specifically to serve the long-term investment strategies of United Methodist ministries, endowments, trustees' funds and other permanent funds. We seek to provide maximum benefits of investment growth and earnings, while maintaining a conservative investment strategy and minimizing risk levels. In addition, our funds investment policy operates under the United Methodist Social Principles. At the beginning of 2007, funds under management at the Wisconsin United Methodist Foundation were \$69,250,915. This represents an 8.23% increase from 12/31/2005. Our primary investment option (Common Fund A) now has a 29-year performance record with an annual average net return of 9.54%. **The Common Fund net return for 2006 was 7.74%. The 2006 net return on our Fixed Income Fund was 3.56%.** 2006 was the fourth full year of our Church Loan Program. The goal of the Church Loan Pool Fund is to provide an alternative investment option for Wisconsin United Methodist Churches that pays about ½% higher return than our Fixed Income Fund. **The 2006 net return on our Church Loan Pool Fund was 3.94%.**

In 2006 the Dakotas United Methodist Foundation began using the Wisconsin United Methodist Foundation investment services to manage the funds from their investment program. On January 1, 2007 the Minnesota United Methodist Foundation also began to utilize our services. We are grateful that we have an opportunity to provide this collegial service to our neighboring Foundations and believe this will provide an ideal program of funds management that is designed for "church monies" with appropriate risk/return levels for a variety of situations and allows both of these foundations to focus on growth and development of additional services.

**PLANNED GIFTS:** The Wisconsin United Methodist Foundation provides an ongoing educational program available to all church-related groups at no charge. We offer charitable giving seminars and workshops, individual consultation with clergy, laity, and local church groups about charitable giving options and assistance in the technical aspects of completing charitable gifts. Our staff is continuously updated in the specialized areas of charitable giving, related tax matters and current trends. We work with other professionals such as lawyers, accountants, and financial planners to complete charitable gifts to the church and its related ministries. Upon request, we also provide counsel in the area of planned giving to local churches. To assist the Wisconsin Conference in charitable giving goals, we have established and operate a Charitable Gift Annuity Program that is certified by the State of Wisconsin. We also serve as Trustee for individually created Charitable Remainder Trusts. The Foundation has planned giving software to assist individuals in charitable gift planning. Through continuous promo-

tion, education, and awareness, we now see significant gifts being received routinely by Wisconsin United Methodist Churches and related institutions. At the time of printing final gift and memorial receipts received in the Wisconsin Annual Conference are still being tabulated.

**STEWARDSHIP:** Taking the lead in providing stewardship training for the Conference, members of our Board of Directors Education and Development committee along with our staff organized a “Good Sense Budget Course” Leadership Training Event, conducted in February 2007 for 59 clergy and lay members from 41 churches or charges. We also included the Executive Director of the Minnesota United Methodist Foundation and Ric Olson, Congregation, Parish & Circuit Development Coordinator for the Wisconsin Annual Conference. The three sessions were led by the Rev. David Bell, Director of the Stewardship Center for the General Board of Discipleship in Nashville. Our goal is to provide a follow-up event later in 2007 for those unable to attend in February.

During 2006, the Education and Development Committee conducted a training session for clergy and lay members as Guest Leaders for the New Consecration Sunday Stewardship program in the Coulee District. In addition, our staff provided a similar training event for leaders sponsored by the Northern Illinois United Methodist Foundation.

Our staff is available to help organize, train and provide resources to Wills, Memorials and Estate Committees in the local church. We also provide guidance in the development of local church Endowment Funds, and encouragement to on-going program efforts at the local level. We meet with Church Councils, Trustees and Finance Committees to explain the investment options we provide local churches through our Common Fund and Fixed Income Fund.

**CLERGY:** We provided our annual “Clergy Tax Seminar” for Wisconsin clergy, at no cost to the Conference. Also, each year at the New Clergy Orientation, we meet with newly appointed clergy serving the Wisconsin Conference to update them on Foundation services. We also provided funding for three 3-month Sabbatical/Study Leaves.

**GRANTS, SCHOLARSHIPS AND GIFTS:** The Wisconsin United Methodist Foundation continues to invite applications and award grants throughout Wisconsin. These grants and other gifts totaled \$171,791. We hope to encourage innovative and creative ministries, provide scholarship assistance, provide resources for United Methodist missions, and assist a variety of projects in Wisconsin churches.

Through our Year-End Gifts program, \$364,235 was given to the Bishop’s Relief Fund, Minister’s Insurance Memorial Fund, Board of Camp and Retreat Ministries Project Fund, UM Hospitals Ministry Fund, Licensed Local Pastor Endowment Fund, Scholars Award Program, WUMF Permanent Administration Fund, and other ministries. For the year 2006, we processed 142 stock gifts for a total of \$984,261. Of this total, \$604,393 was passed through to local churches per the donor’s instruction. Through our special arrangement with our broker, we are able to process gifts of appreciated stock for local churches at no cost, leaving higher net proceeds for the church.

## 2. Philosophy and Priorities

The Wisconsin United Methodist Foundation wants to serve the “connectional church” and seeks to fulfill its underlying mission of teaching, resourcing, and serving through-

out our Wisconsin Annual Conference. The Foundation is a totally self-funded ministry, which continually increases our level of services and grants to the life and ministry of the Wisconsin United Methodist Church. Through careful administration and planning, we strive to provide programming, resources and consultation to all United Methodist individuals and congregations in the state, regardless of their distance from our offices. We have an expanded conference room/display area at the Foundation office. In addition to displaying planned giving materials and brochures that are available through our offices, we also have a display of over 20 current financial “stewardship” programs and resources. This is intended to provide lay and clergy with a hands-on opportunity to review annual campaign programs, video and study materials, and other ideas for revitalizing stewardship in the congregation. A brochure summarizing each of these campaigns, ordering information and cost is also available through our office. We exist to serve the entire church!

As of December 31, 2006, our Church Mortgage Loan Program has 21 active mortgage loans for churches, including one for the Wisconsin Annual Conference. Mortgage loans total \$5.4 million and are often at better interest rates for the congregations, leaving more funds available for programs and other local church expenses. The corresponding Church Loan Pooled Fund is providing other congregations with enhanced investment return over our traditional Fixed Income Fund. One hundred fifty-six church accounts, and thirty-five Conference accounts are taking advantage of the enhanced return available with our Church Loan Pooled Fund. This is a wonderful example of churches assisting other churches.

Four capital campaigns were conducted between summer of 2006 and the end of the year raising a total of \$1.275 million for these building projects or debt reduction. Pre-campaign Evaluation Studies were held at eight churches. Presentations were made about the capital campaign service to seven churches in 2006.

Charitable Gift Annuities, available through the Foundation to all Wisconsin United Methodists, continue to be the most popular way for donors to make a gift to the church. Donors establishing Charitable Gift Annuities receive an income payment for the remainder of their lifetime. For donors making “life income” gifts exceeding \$50,000, a Charitable Remainder Trust is still the most frequently used gift vehicle. We take seriously the need for our staff to be current in the regulations and opportunities impacting the area of planned giving, for the benefit of our donors and the church.

### **3. Up-Date Information**

- a. Common Fund A** - a balanced investment fund for churches and church-related agencies - 51 new accounts established in 2006. The December 31, 2006 Market Value totaled \$66,220,585 as compared to \$60,271,138 on 12/31/05. Earnings for participants totaled \$1,291,505.
- b. Pooled Income Fund** - 34 accounts. Total earnings in 2006 amounted to \$16,837. December 31, 2006 Market Value was \$416,156 compared to \$514,625 on December 31, 2005.
- c. Fixed Income Fund** - an investment fund for churches and church-related agencies that does not include equities. Of the total 42 accounts, 4 were established in 2006. Market Value as of December 31, 2006 was \$2,069,827 compared to \$2,704,863 as of December 31, 2005. Earnings for participants totaled \$83,913.

- d. **Charitable Gift Annuities** – 85 accounts. Market Value as of 12/31/2006 was \$1,917,476.
- e. **Charitable Remainder Unitrusts** – 17 accounts. Market Value as of 12/31/2006 was \$4,378,637.

**f. Report of Bequests and Memorials Received (as of March 13, 2007)**

Annual memorials and bequests received by Local Churches, Church Related ministries and institutions have ranged from four to ten million dollars in recent years. We are awaiting final results on gifts received during 2006.

**g. Twenty-five Grants Made by the Foundation**

Three Month Educational Leave.....	\$8,100
Viroqua UMC Youth Ministry.....	1,000
Beaver Dam: Church Health Services .....	4,000
WAC: Cabinet Study Trip .....	2,000
Osceola UMC Puppet Ministry .....	1,020
Superior: Harbor House Crisis Shelter.....	1,000
Appleton: St. James UMC Integrated Ministry .....	5,000
Milwaukee: Church of Good Hope Stephen Ministries .....	3,000
Schmitt Woodland Hills Development .....	3,000
Sheboygan: St. Luke’s UMC Christ’s Meal .....	2,000
Green Bay: Vida Nueva Hispanic Youth/Children Ministry .....	5,000
Caldwell UMC Family Worship .....	1,000
Algoma UMC Celebration of Children & Youth .....	2,500
Sun Prairie UMC Small Group Ministry Training.....	1,000
Sun Prairie UMC Digital Software Communication .....	850
Lake Mills UMC: Rock Lake Youth Activity Center .....	4,400
Milwaukee: United Methodist Children’s Services .....	3,500
Wautoma: God’s People in Action .....	1,250
New Berlin: Bethel Hill UMC Jr. Missionary Prayer Band.....	2,500
Waukesha: First UMC Praise ‘N Bread Ministry .....	3,000
Hammond UMC School Age Children’s Program .....	5,000
Bristol: Living Waters Ministries .....	2,500
Waupaca: WINR Donated Wheels .....	1,000
Marion: First UMC HOPE Counseling .....	1,750
Lake Geneva: La Resurreccion Media .....	1,000
<b>GRAND TOTAL.....</b>	<b>\$66,370</b>

**Twenty-four second round grants:**

Lay Ministry Academy/Faith Alive .....	\$2,000
BOOM: Seminary Scholarship .....	6,600
Jefferson: Immanuel UMC Parenting Class.....	1,340
Portage UMC: Women’s Day of Renewal.....	750
River Falls UMC Faith in Life Group .....	500
Gillett: Tabor UMC Multigenerational Program .....	1,500
Neenah Family Church Tweens Program .....	2,300

Shalom Zone, Inc.....	1,750
New Richmond UMC Alternative Worship.....	1,500
Stoughton UMC Program Skills Training Program .....	2,500
WAC: Licensed Local Pastor Retreat Scholarships.....	500
Tomahawk UMC Safe and Warm Program .....	1,000
WI Rapids UMC Ministry Outreach .....	1,000
Sheboygan: Fountain Park UMC CHAMPS .....	5,000
WAC Commission on Race & Religion Seminar.....	2,500
Greenfield: Christ UMC Community Garden .....	300
Greenfield: Christ UMC VBS.....	1,000
Platteville UMC Drum Circles.....	1,000
Fox Valley: Pastoral Counseling Center.....	500
Waterford: Community UMC Worship Design.....	2,000
Waukesha: First UMC Visual Arts Ministry .....	2,000
Milwaukee: Summerfield UMC Spatial Impact.....	2,500
WAC: Christian Country Camp.....	750
Sun Prairie UMC Rotation Sunday School.....	1,100
TOTAL.....	\$41,890

**h. Report of Gifts to the Ministerial Pension Memorial Fund**

The Market Value of the Ministerial Pension Memorial Fund as of 12/31/06 was \$1,103,350. In 2006, the Ministerial Pension Memorial Fund provided \$22,772 in earnings that are available to the Wisconsin Conference Board of Pensions. The total contributions in 2006 were \$83.

**i. Report of Gifts to the Ministerial Insurance Memorial Fund**

**GIFTS IN MEMORY OF:**

REV. JAMES CARRICO  
 Stan & Phyllis Strosahl  
 MIRIAM OTT  
 Family and Friends

**YEAR END GIFTS:**

Darrell & Michelle Behnke  
 Wilmer & Allegra Bloy  
 Patrick & Kathy Green  
 William Haack  
 Dave Johnson  
 Charles Miley  
 Chomingwen Pond  
 Philip Pudleiner  
 Marvin Schilling  
 Norman & Lucille Silvester  
 Stan & Phyllis Strosahl  
 Dave & Hope Warren

**GIFT IN HONOR OF:**

DORIS SCHALL  
 Verlin Wandrey

The Market Value of the Ministerial Insurance Memorial Fund as of 12/31/06 was \$66,077. In 2006, the Ministerial Insurance Memorial Fund provided \$1,255 in earnings. The total contributions in 2006 were \$11,175.

**j. Report of Gifts to Other Funds**

<b>GIFTS IN MEMORY OF:</b>	
DON MACINNIS	CHRISTINE CHRISTENSEN
Family and Friends	C.J. Christensen
GEORGE HALL	MELINDA FOSTER
Cheryl Bingham	Charles & Carol Bruce

**k. Foundation Staff**

**Our President:** Rev. William F. Helwig

**Our Chief Financial Officer:** Tom Schaefer

**Our Planned Giving/Investment Services Officer:** Rev. Jean E. Nicholas

**Our Loan Officer:** Ellen LaWall

**Our Capital Campaign Coordinator:** Lenore Geisthardt

**Our Administrative Associate:** Karen Woods

**Our Treasurer:** Mark E. Perschbacher

**B. HIGHLIGHTS AND ACCOMPLISHMENTS**

- Continued growth in the number of Investment Fund accounts established by churches, church-related agencies, and individuals setting up charitable gifts for the church. **The number of new accounts established in 2006 was 55. The dollar amount of additions to the Investment Funds was \$7,655,579!**
- The Foundation operating budget and program ministries were entirely self-supported in 2006.
- The Foundation Church Mortgage Loan Program continues to serve the Conference. As of March 2007, 156 church accounts and 35 Conference related accounts were designated to be available to provide lower-cost first mortgages to qualified Wisconsin United Methodist Congregations. The Conference and these churches are now partners in mission with other congregations and investing in church growth as well as receiving higher investment returns.
- Dakotas United Methodist Foundation and Minnesota United Methodist Foundation began to utilize our investment services program.

*Dan Drew, Chairman of the Board*

*William F. Helwig, President*

**BELLIN HEALTH SYSTEMS**

**744 S. Webster Ave.  
Po Box 23400  
Green Bay, Wi 54305-3400  
George Kerwin, President And CEO**

Sharing a common religious heritage and affiliation with the Wisconsin Conference, Bellin Health System offers a full range of health care services to the people of Northeast Wisconsin and Michigan's Upper Peninsula. Bellin is accredited by the JCAHO and is a member of both the Midwest Methodist Hospital Network and the United Wesleyan Hospital Association. With an open admissions policy, all of Bellin's entities treat all persons regardless of race, creed, sex, national origin or ability to pay.

Bellin remains committed to ministry and its relationship with the Wisconsin Conference through its Chaplaincy program and many of its service offerings. Nearly 30,000 patients have been visited by the team of the Pastoral Care Department in the last year. Local programs were given by the chaplains at United Methodist Churches. Members of the Bellin leadership team shared in a special program sponsored by the Annual Conference. Responding to the call of the church for work of social compassion, Bellin Health has developed FastCare, which are retail health clinics that provide convenient and affordable care for the community.

In keeping with its tradition and commitment to quality excellence, Bellin has again achieved several national recognitions this past year including being named among the nation's best hospitals by leading benchmarking organizations for its cardiovascular services and home health services.

Bellin continues to upgrade its facilities, and in so doing, reach out to the community in new and innovative ways. In the fall of 2006 Bellin opened an expanded outpatient and wellness facility. This state-of-the-art facility is unprecedented in the region for its combination of service offerings for the active-lifestyle individual.

All of these actions are enabling Bellin and its employees to better fulfill its new mission of "As a community steward, Bellin Health engages individuals, families, employers and communities in their lifelong journey toward optimal health and by providing easy-to-use, high quality, affordable health products and services."

Bellin looks to the future mindful of its responsibilities as a premier health care system in covenant with the Wisconsin Conference. We look forward to meeting the emerging clinical, financial and ethical problems that confront both health care providers and the church.

**CEDAR CREST, INC.**

**A Dynamic Community for Senior Adults**  
**Marion Wozniak, President/CEO**  
**1702 S. River Road**  
**Janesville, WI 53546**

Cedar Crest is a spiritually-based, not-for-profit organization that builds and sustains a dynamic community where senior adults at all levels of independence and health may achieve a high quality of life. Established in 1963, Cedar Crest is in partnership with the Wisconsin Conference of United Methodist Church and consists of a 20-member volunteer board of directors that guides its ministry. About 195 full- and part-time employees help fulfill the mission of Cedar Crest. Cedar Crest provides senior adults with physical, social, psychological, and spiritual needs that contribute to their health, independence, happiness, and security.

Nestled on scenic acres of naturally-wooded grounds adjacent to the Rock River, Cedar Crest offers a full range of living accommodations including 78 independent-living apartments with RCAC services available, 18 condominium units, 56 assisted-living suites (Community-Based Residential Facility), which includes a 12-bed memory care residence, and 95 skilled nursing facility beds.

Living in a friendly and supportive environment, residents enjoy the camaraderie of peers who are both their neighbors and fellow members of Cedar Crest's social community. Maintenance-free living, transportation to and from community events as well as personal appointments and shopping, underground parking, restaurant-style dining, and a full calendar of social events and activities add to the carefree lifestyle at Cedar Crest.

The beautiful surroundings of Cedar Crest offer outdoor enthusiasts a wonderful variety of options for activity including gardening, and bicycling or walking along the scenic paths adjacent to the river. The Plaza amenities area, covering more than 8,000 square feet, is the ideal location for the wide range of recreational and social opportunities offered to this group of active senior adults. The Plaza includes a multimedia room, wellness center, country store offering snacks and sundries, activity room for arts and crafts, fitness center, beauty salon, business center, and solarium.

**Highlights of 2006 and Plans for 2007**

As planned, work began on next phase of the master plan in June 2006. The new apartment building, located adjacent to the existing independent living building, will add 30 one and two-bedroom apartment homes to the Cedar Crest community. Remodeling and updating of the common areas is also taking place. The first residents are expected to occupy their new apartments later this year.

In addition, plans continue for the renovation of existing independent-living apartments including the conversion of smaller units into spacious, updated two-bedroom apartments.

The Cedar Crest Foundation has provided significant assistance by seeking and securing funds for the furnishings necessary to complete the renovation of resident common spaces. The foundation is run by a volunteer board that participates in meetings and assists by making contacts with potential donors.

With these renovations underway, Cedar Crest continues its long-term capital improvement assessment, identifying future needs for major maintenance and replacement of existing equipment and buildings. This planning will allow the community to continue to provide for the needs of current and future residents.

We also continue to focus our time and talents on strengthening our financial position, working on programming that embodies resident directed services, updating our technology, and planning for the future. Staff development continues to be one priority of our community. Therefore, we continue to offer significant leadership and staff development programming designed to increase the quality of resident care and services, lower staff turnover, enhance productivity, and develop a greater sense of community.

### **EVERGREEN RETIREMENT COMMUNITY**

**1130 North Westfield Street  
Oshkosh, WI 54902  
(920) 233-2340  
[www.EvergreenOshkosh.com](http://www.EvergreenOshkosh.com)**

Evergreen Retirement Community, a Continuing Care Retirement Community (CCRC) located in the Fox Valley, is celebrating its 40th Anniversary during 2007. This ministry, on behalf of the Wisconsin Conference of The United Methodist Church, is guided by an 18-member volunteer Board of Directors, a 5-member Village Board and a 5-member Foundation Board. Evergreen is staffed by 263 full and part-time employees (206 full-time equivalents). Evergreen Retirement Community has been accredited by the United Methodist Association of Health and Welfare Ministries as an EAGLE (Educational Assessment Guidelines Leading toward Excellence) facility since 1987. Evergreen participated in the self-assessment process during 2002 and in April 2003 received its fourth consecutive EAGLE accreditation for 2003-2008.

Evergreen offers eight living options:

- \* 44 cooperative residences
- \* 22 individual ranch-style homes
- \* 46 studio, one and two bedroom independent apartments
- \* 10 one-bedroom assisted living apartments (Residential Care Apartment Complex - RCAC)
- \* 20 assisted living private rooms (Community-Based Residential Facility - CBRF)
- \* 20 assisted living private rooms (CBRF) with 24-hour staffing
- \* 20 assisted living private rooms for those with symptoms of Alzheimer's and other dementia (CBRF)
- \* 108-resident Medicare certified skilled nursing facility

An average of 272 of 290 units or 94% of the total units were occupied during 2006.

Total cash and investments at the end of 2006 was \$7,382,000. Of this total, \$283,000 was held by Evergreen Retirement Community and \$7,099,000 by Evergreen Foundation. In addition, Evergreen was the sole beneficiary of the earnings from a trust in the amount of \$1,469,000 (Howard Rowland Trust).

The Evergreen Foundation, Inc. received \$429,650 in contributions during 2006. Combined with return on investments, a total of \$450,000 was transferred from the Evergreen Foundation to Evergreen Retirement Community to help meet the Care Assurance need in 2006.

### **Strategic Goals for 2006—2008**

Focus: Expand Evergreen as a visible leader in senior services through growth in business opportunities, staff development and program initiatives.

#### **Business**

- 1) Increase market share through doubling the size of the prospect list.
- 2) Reduce expenses or increase revenue by \$100,000.
- 3) Reduce vacancy time of living options by 50%.
- 4) Explore/expand partnerships that position ERC as a visible leader in the Fox Valley community.
- 5) Launch the Evergreen Institute.
- 6) Participate in the Wisconsin Forward Award program.

#### **Staff**

- 1) Reduce turnover within the first year of employment through improved screening and orientation of new staff by 50%.
- 2) Increase staff participation in determining the educational needs of the organization.
- 3) Increase staff participation in the educational programs that develop skills and knowledge, and increase competencies.
- 4) Increase access employees have to organizational information.

#### **Programs**

- 1) Develop a case management program that assists with movement within the continuum.
- 2) Expand opportunities within the seven dimensions of wellness.
- 3) Develop outreach activities that increase the number of people using ERC as a resource.

### **2006 Business Highlights**

1. A new Mission Vision and Values for Evergreen Retirement Community was approved by the Evergreen Board of Directors.

#### **Mission**

Guided by Christian values, we create exceptional living environments and experiences to serve older adults.

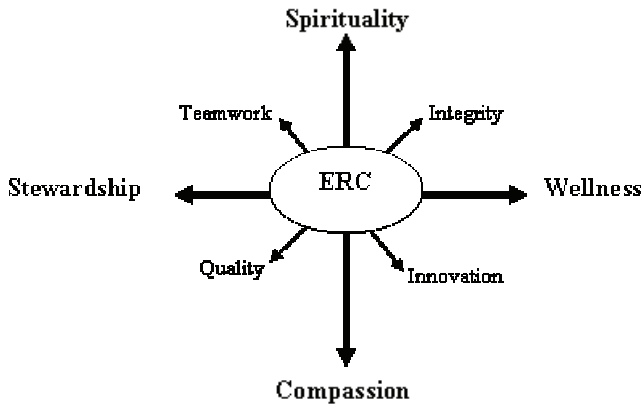
#### **Vision**

To lead in transforming long term care opportunities and be the provider of choice for care, services and programs.

**Values**

4 Outside Points: Our moral compass points

4 Inside Points: The way we work to get things done.



2. Evergreen President/CEO Ken Arneson received the 2006 Ladder of Success Award from the Wisconsin Association of Homes and Services for the Aging. Ken was recognized by WAHSA for his outstanding service, his efforts to provide quality health care for the elderly, and his commitment to excellence in long-term care services.
3. Three promotions to newly created manager positions were announced in December 2006: Bill Krueger to Business Resources Manager, Erin Sanders to Human Resources Manager and Susan Matz to Community Relations Manager. Two other new leadership positions created in 2006 were Chaplain (Pastor Alice Riemer-McKee) and Life Enrichment Coordinator (Linda Greene). These two positions along with a new Gift Shop Specialist and the elimination of the Events Coordinator resulted in a reduction in overall staff hours.
4. The new Evergreen marketing DVD “A Community of Possibilities” features living options, services, residents and staff. The DVD was selected for presentation at the 2006 American Association of Homes and Services for the Aging (AAHSA) Convention. Evergreen also partnered with Aurora Healthcare to produce a DVD to be given to patients who will need a rehab facility after orthopedic surgery.
5. The Evergreen web site at [www.EvergreenOshkosh.com](http://www.EvergreenOshkosh.com) was redesigned to coordinate with other marketing materials and revised to offer a greater amount of information for prospective residents, prospective staff and the general public.
6. Two new incentive programs, a Cash Rebate Offer and a Village Referral Reward Program, were both 2006 promotions of Evergreen Village homes.
7. New benefits took effect in January 2007 for members of The Evergreen Wait List.
8. Phase one of the Manor View remodel was completed in 2006. The hallways and lounges of the Manor Apartments and all of ShareHaven were updated with new color schemes and furniture. New colors were added to the veranda of one of the Village buildings.

9. The Executive Team developed the Business Plan Responsibility Matrix, a new tool detailing plans and staff members responsible. As items are completed, they are moved to the end of the matrix to list all that has been accomplished. ET also developed the Evergreen Teams Matrix, a listing of all Evergreen teams and members, to allow better monitoring of membership. Recognition was given to the teams who completed their work within the year and to encourage more front line staff to become involved on teams.
10. Ken Arneson, Kris Ingram and Linda Greene presented “Wellness: Live It Daily!” at the United Methodist Association Annual Meeting in St. Louis, MO. They distributed the “Wellness Dimensions” as defined and copyrighted by Evergreen.
11. One board member, two residents and two staff members attended the Annual Convention and Exposition of the American Association of Homes and Services for the Aging (AAHSA) in San Francisco.
12. Evergreen was a sponsor and presenter at the Oshkosh Area Aging and Disabilities Summit. The discussion focused on ways to meet the needs of community people who are not receiving services.
13. Under the leadership of Traci Raether, VP of Quality and Organization Development, the Evergreen Innovations Network continued to be developed. Marketing materials for Network-sponsored educational sessions were completed. Traci led the 35-member Evergreen Leadership Team through an assessment of personal preferences with the Myers-Briggs Type Indicator (MBTI) and offered an MBTI Introductory Workshop to a limited group of other Evergreen staff. A proposal was written for the first consultation client for teambuilding using the MBTI theory and other team building principles. The curriculum was created for a Nursing Leadership seminar. Three presentation proposals by the Evergreen Innovations Network were written for AAHSA 2007.
14. Evergreen began the writing of the Wisconsin Forward Award application in the fall. Seven teams were formed to investigate, collect and write the information for each of the seven sections. The completed application was submitted in early 2007.

### **2006 Staff Highlights**

1. Evergreen’s annual employee turnover in 2006 was 18.6% compared to 24.6% in 2005. Certified Nursing Assistant turnover at Evergreen was 28.9% in 2006. The national average for health care and social assistance workers in 2005 was 29.8%.
2. A new Employee Orientation plan composed of three sessions for new employees was implemented in the summer. The first two sessions are held monthly. The first includes general information for all new employees. The second is held on the new employee’s unit by the manager (or designee) with orientation information specific to the unit. The third session is held quarterly and reviews information not needed prior to the start of work and includes a full tour of the entire campus.
3. A new Education Committee was launched to involve staff in determining the educational needs of the organization and the methods for delivering the education to staff.

4. The Wellness Team presented a two-day program for staff in January. This program was designed to heighten staff awareness about Wellness and ways in which they can incorporate the Wellness dimensions into everyday life. All staff also received the new Evergreen “Wellness: Live It Daily!” Calendar which includes a simple wellness activity for each day of the year.

### **2006 Program Highlights**

1. A new resident calendar/newsletter premiered in 2006. Kaleidoscope, written with the help of residents, contains campus news, upcoming events, resident comments and special-interest articles by residents and staff.
2. Evergreen residents proudly presented the first-ever Resident’s Playhouse production: “Murder in the Sun”. This was an original work written by resident Ferne Hoeft and performed by a cast of 18 residents.
3. In October, the fifth annual “World of Thanks” appreciation and recognition event brought together donors, volunteers, Board members, Residents Council members, and staff celebrating service anniversaries or retirement, and staff receiving the “Living Continuous Quality Improvement (CQI) at Evergreen” award and perfect attendance awards.
4. Evergreen hosted four educational presentations open to the public in 2006. Aurora Medical Center Orthopedic Surgeon, Joel Cler, MD discussed computer-assisted knee replacement surgery. Evergreen Therapy Services presented “Our Role in Your Recovery.” Vanessa Frank, Evergreen COTA Program Specialist, presented “Remembrance – Memory, Aging & Alzheimer’s Disease.” Dr. Janelle Cooper, M.D., director of The Memory Center, Affinity Health System, presented “Attacking Dementia: New Understandings.” Evergreen also hosted a blood drive sponsored by the Community Blood Center.
5. Partnerships with the Oshkosh Seniors Center and the University of Wisconsin Oshkosh-sponsored Learning in Retirement program were strengthened in 2006. The Aquatic Center continues to be popular with members of both organizations as well as residents and staff.
6. Evergreen continues to promote lifelong learning through corporate participation in the Learning in Retirement (LIR) program. Residents are able to attend the presentations at no charge. Evergreen was host to many of the LIR presentations in 2006.
7. Evergreen participated in the Adopt-A-Family program sponsored by the Salvation Army. Three families received a multitude of Christmas gifts and food items from Evergreen residents and staff.

### **Plans for 2007**

1. Launching of the Evergreen Innovations Network will include local seminars and national consultations and presentations.
2. The Manor View make-over will continue in 2007. The Sunshine Gift Shop is scheduled for remodel in early 2007.

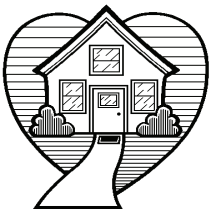
3. A new marketing software program has been purchased and will be implemented January 2007.
4. Consolidating the Annual Report with the newsletter Green Leaves will result in planned savings for printing, production and mailing costs in 2007.
5. Evergreen's Wisconsin Forward Award application will be submitted in early 2007. The Evergreen Quality Coordinator has been trained as a Wisconsin Forward Award Examiner and will begin duties in 2007.
6. The new staff program for a Drug-Free Workplace will be implemented in early 2007.
7. Restaurant-style dining in the Manor Dining Room will be implemented with the breakfast meal in the spring of 2007 and the full conversion of all three meals by June.
8. The City of Oshkosh has approved a site on the Evergreen campus for the placement of an Angel of Hope Statue by May 2007. This project, designed as a special place for parents in remembrance of their children who have been lost, is a collaboration of Evergreen Retirement Community with the Compassionate Friends of Oshkosh and the Oshkosh Area Community Foundation.

**Report prepared by:**

**Carol C. Staszkiwicz**

***Vice President of Community Relations and Foundation Advancement***

***April 30, 2007***



## **HARBOR HOUSE CRISIS SHELTERS**

**A Ministry of Faith United Methodist Church  
1531 Hughitt Ave., Superior, Wisconsin 54880  
(715) 394-9608**

[info@harborhouseecs.org](mailto:info@harborhouseecs.org) [www.harborhouseecs.org](http://www.harborhouseecs.org)

*Homeless shelters and services for women and families.*

What an amazing, spirit-filled year 2006 has been for Harbor House Crisis Shelters (HHCS). Our mission is to provide safe, hospitable shelter for women and families. HHCS is the only one of its kind in Douglas County and serves the greater twin ports area.

In 2006, HHCS has been able to provide shelter for 296, providing over 8,000 shelter nights, 17,740 meals and 8,853 snacks. Since opening in January 2001, we have served 1,110 persons.

### **Some Highlights from 2006 are:**

- HHCS opened a Transitional Living Center in Duluth, Minnesota in collaboration with the Twins Ports Ministry to the Seafarers on January 6, 2006. This program has provided 30 persons with housing, case work, goal-setting and resources/referrals.

- We have been blessed with receiving numerous large and small grants. These grants pay for staffing, supplies, operational and programming expenses. We continue to strive for ways to improve the program for guests through expansion and revision.
- Our priorities for case work are: increase income; budgeting/credit reports; mental health/AODA referrals; other housing referrals; housing counseling; nutrition/parenting classes; and prevention of further incidences of homelessness.
- We joined a Federal Meal Program for the summer to provide breakfast and lunch for all children under 18.
- Hosted the first annual “Homeless Hands Around Superior” event to educate the community about homelessness and how each person can make a difference through volunteering, donations and prayer.
- Hosted the second annual “Homeless Awareness Week.”
- Developed a community collaborative, the “Anti-Poverty Action Coalition” to address issues of homelessness and poverty.
- We hosted Wildfire and many other work teams. We thank God and all those that have helped with the building addition and other projects. What a blessing!
- We distribute adult and children’s Contemporary English Version of the Bible.

**HHCS’s goals for 2007 are:**

- Purchase a building in Superior for a Transitional Living Center (TLC).
- Meet a donor’s matching funds challenge and raise \$150,000 for the TLC project.
- Provide shelter for 300 persons and transitional living for 20.
- Network with United Methodist circuits to educate and promote HHCS.

The Wisconsin Conference has been instrumental in HHCS ability to fulfill its mission. Thank you and may God bless our continued ministry.

**NORTHCOTT NEIGHBORHOOD HOUSE**

For Northcott Neighborhood House, the past year has been productive. We have continued to increase our capacity to meet our mission of supporting family stability, providing educational and recreational programs for youth, lessening neighborhood tensions, combating community deterioration, and providing various social services to the residents of Harambee and surrounding neighborhoods. As the Wisconsin Conference supports our infrastructure, it is critical to all our major activities. The following is a summary of our achievements in the past year.

- We have been the lead agency for eight Community Learning Center after-school programs for the 2006-2007 school year (Multiplex North, Malcolm X Academy, Edison, Lincoln Center of the Arts, Keefe Avenue, Lee, Green Bay Avenue, and Wheatley). These programs are based to Milwaukee Public Schools.
- The Commodity Distribution Program has been serving approximately 1,000 older adults and recent WIC graduates on a monthly basis (our allotted limit). The Emergency Pantry also serves over 1,000 family members annually.

- We provided a safe place to approximately 1,000 for youth after school at Northcott during week days, Saturdays, and in the summer with recreational and prevention/resiliency skills to avoid crime, premature pregnancy, and ATODA problems.
- Head Start served over 300 children and their families with high quality and holistic pre-education programming that involves the whole family.
- Our Fresh Start program has produced two family homes for the neighborhood while training youth in construction skills. We are now working on our third house. In addition, we will be building a handicapped accessible one that will begin construction soon. Youth also work toward their GED if they do not possess a high school diploma.
- We also have provided GED classes for neighborhood residents free of charge.
- Northcott considers its mission to include providing leadership and community building activities. Our most significant annual community event is our Juneteenth Day activities. The street fair, the Ms. Juneteenth Pageant, and the Freedom Ball were all successful.
- Finally, it should be noted that our facility is frequently used by community groups, especially the full-size gymnasium; and is considered a community resource by most of the agencies in the neighborhood. For example, other teams in the AAU league practice in our gym.

**SCHMITT WOODLAND HILLS, INC.**

1400 West Seminary Street  
Richland Center, Wisconsin 53581  
Phone (608) 647-8931 FAX (608) 647-8050  
Email: [schmitt@mwt.net](mailto:schmitt@mwt.net)  
Website: [www.schmittwoodlandhills.org](http://www.schmittwoodlandhills.org)  
James B. Olson, Administrator

**Introductory Comments**

Established in 1964 to serve Richland County and Southwest Wisconsin, Schmitt Woodland Hills is a multi-level retirement community offering 38 independent apartments (RCAC), a 30 bed Community Based Residential Facility (CBRF), 25 bed skilled nursing facility and personal supportive home services and transportation. There are 15 volunteer members of the Board of Directors, including our District Superintendent and the Health and Welfare Committee liaison. The Board oversees the operating budget and guides the operation through annual strategic planning and development of goals.

Schmitt Woodland Hills believes in providing older persons with a continuum of quality services which recognizes and encourages their individuality in lifestyle, interest and ability. Our full and part time staff provides family-like support and care to approximately 90 residents and over 100 people in their own community home. Daily interaction with all residents enhances an already strong feeling of home and community. In addition to staff, dedicated volunteers, including area pastors, serve residents. There is an open invitation to express one's commitment to ministry through Schmitt Woodland Hills. Each gift, personal talent or skill shared contributes to our Christian environment.

Schmitt Woodland Hills continues to pursue dreams that support our Mission Statement: "Schmitt Woodland Hills and its partners offer a wide range of quality services and facilities through good stewardship and with a Christian philosophy." Our commitment to our mission is affirmed through participation in the Health and Welfare Committee and our "Covenantal Relationship." A part time chaplain is an asset to our staff. We strive to make a "Christian Philosophy" real at Schmitt Woodland Hills.

**Highlights and Accomplishments in 2006 and Plans for 2007**

1. Over \$230,000 was provided as benevolent care. Donations continue to grow in importance as Medicaid payments languish. Approximately 33 residents receive financial support especially due to Medical Assistance shortfalls. This represents a significant dependence on adequate State reimbursement for quality services.
2. Our Health Center, a Skilled Nursing Facility, received its 8th "cite free" care survey from State compliance surveyors. Only 10% of the State's Nursing Homes received a "cite free" survey in 2006.
3. SWH affirmed our commitment to Quality by enrolling in the nationally recognized "Quality First" program. In addition, SWH staff actively participates in Statewide Quality Improvement Organization, Medastar, programs. The Board has directed enrollment in the "Advancing Excellence" program a national effort that incorporated the best elements of all the initiatives.
4. Our Dietary Manager is committed to maintaining our excellent food service program. In addition, SWH provides a mutually beneficial community program by providing jail meals to Richland County.
5. Our Community Based residential Facility (CBRF), Westview, is surveyed biannually under the new more stringent HSS 83 rules. SWH expects to maintain our "site free" survey record which currently spans six years.
6. We are very proud of our staff and their commitment to our ministry. Our staff turnover rate remains below both state and national averages.
7. Richland County is the 5th pilot county in the "State Family Care Program." This presents many opportunities and challenges. As Family Care expands SWH is committed to extending our ministry to our clients living at Schmitt Woodland Hills and in the larger service area. Currently over 100 clients are served by Schmitt Woodland Hills in the community.
8. SWH has "partnered" with "Impact 7 Inc." to build a 19 unit HUD low/moderate income apartments on our site. This project will open up our "backyard" for us to pursue our dreams. The first step, street access, was completed in 2006.
9. As a Medicare and Medicaid certified program, therapy and rehabilitation services are critical. During 2006 over half of our nursing home admissions were discharged home. In 2007 SWH will expand our therapy program and services including new equipment and facilities.
10. Due to good occupancy, SWH experienced a strong 2006 financial year. Sustaining quality services to those in need will require continued good stewardship.

11. Thru refinancing SWH was able to reinvest in our facility. The environmental enhancement project was completed in 2006. Residents are now enjoying a more homelike environment.
12. The Board recognized the need for additional financial resources to support program development and benevolent care. A development department has been established to focus on fundraising, marketing, and public information. A capacity grant from the United Methodist Foundation helped make this initiative possible.
13. SWH along with other providers will continue to struggle with inconsistent social policy, regulations and inadequate reimbursement. In 2007 SWH received less than 1% reimbursement increase for all of our programs. It is not appropriate for society to balance the budget “on the backs” of Mission driven organizations and staff. This story is an important social justice issue.

SWH is grateful for all the support we receive. Whether in prayer, financial gifts or the gift of time (volunteers), SWH is blessed. Serving people through people is our ministry.

### **SHEBOYGAN SENIOR COMMUNITY**

**930 North 6th Street  
Sheboygan, WI 53081  
920-458-23137 920-458-5911 (FAX)  
Email: [mbasch@retiresheboygan.com](mailto:mbasch@retiresheboygan.com)  
Website: [www.retiresheboygan.com](http://www.retiresheboygan.com)**

The Sheboygan Senior Community (formerly known as the Sheboygan Retirement Home and Beach Health Care Center) is a Continuum of Care Residential Community offering a full compliment of services to area residents. Our community is located in a historic district near downtown Sheboygan, overlooking Lake Michigan.

We offer skilled nursing in our Beach Health Care Center, which also houses the Beach Rehabilitation Center. This unit offers 18 private rooms that provide intensive post surgical and rehabilitation services to a broad spectrum of clients. Beach has a total occupancy for 84 residents.

Light House Commons, a Community Based Residential Facility, houses 70 residents, and includes Beacon Suites, our Memory Support unit. Our organization is certified for Medicare and Medicaid and is a participant in the Community Options Program.

Plans for opening our independent living senior condominium development, Landmark Square, in May were temporarily postponed when a fire destroyed the complex on the morning of March 19, 2007. The board of directors intends to rebuild the 73 unit complex pending the conclusion of the insurance investigation. The fire has been ruled as arson. At the time of the fire, 62% of the units were sold. Total value of the project is projected to be \$13.5M.

Other future projects include further renovation of Light House Commons and Beach Health Care, and the expansion of the Beacon Suites Memory Support unit.

Our community continues to provide a significant amount of charity care in all areas of our operation, providing subsidies to residents in need while also subsidizing shortfalls in the Medical Assistance program. It is estimated that for the current fiscal year that the Medicaid shortfalls will near \$700,000.

*Michael Basch, Executive Director*

## UNITED METHODIST CHILDREN'S SERVICES

Located on Milwaukee's north side, United Methodist Children's Services (UMCS) serves Milwaukee County low income children and families. Because of the support we received from United Methodist individuals and congregations in 2006, we served 27,003 individuals including over 9,000 children during 2006

Twenty of these families (including 36 children) were provided housing and a comprehensive array of services within our Transitional Living Program, a program designed to enable low income, single female-headed families to achieve economic self-sufficiency.

Over 26,000 people including 8,778 children were direct recipients of emergency and supportive services through our Family Resource Center. These families received emergency food, clothing, information, and referral services.

While their parents were either working or attending school, 45 children received safe, quality childcare in the agency's Growing Tree Children's Center.

The growth of the UMCS programs, and the need for them has been phenomenal. In 1981, the agency served just nine families at one time. In 2002, the agency served almost 15,000 individuals, and in 2007, the number served is on track to reach over 27,003.

We accomplished all this with a small professional staff, skilled volunteers, and the financial support of United Methodists throughout the state of Wisconsin. We encourage you to come and become better acquainted with our facility, staff, and families. Together, miracles can continue to happen.

Please contact Perry Huyck at (414) 344-1818 or [phumcs@sbcglobal.net](mailto:phumcs@sbcglobal.net) for more information or to schedule a visit.

### **Quick facts regarding United Methodist Children's Services expansion into affordable housing**

**The plan:** Phase 1 includes six townhomes set for construction in 2007 and completion in 2008. Phase 2 includes 24 apartment units set for construction in 2008 and completion in 2009. Half of the units will be designated for individuals living below 50% of the County Mean Income (CMI), 40% for individuals living below 60% of the County Mean Income, and 10% open for market rate rental.

**The reason:** 1) Many of the women who leave the Transitional Living Program of United Methodist Children's Services find that the cost of market rate housing returns them to poverty. Having affordable housing available for women leaving the Transitional Living Program removes one of the barriers to continued success beyond the program.

2) The Department of Housing and Urban Development (HUD) has determined that Milwaukee County needs 29,000 more affordable rate housing units to address current needs. Our project makes a very small dent in the overall number but will provide an important option for our neighbors in Washington Park as the neighborhood goes through revitalization.

The funding: Approximately 80% of this project will be funded with a WHEDA (Wisconsin Housing and Economic Development Authority) tax credit grant. That leaves UMCS \$1.2 million to raise or finance. We hope to complete the project without taking out any loans, so that we can return all rent money to fund our vital social service programming, rather than to pay a mortgage. Commitments of \$200,000 in funding from individuals, churches and foundations by August 2007 will help us avoid taking out a loan and paying interest expenses when we close on the first phase of the project.



EMORY

CANDLER  
SCHOOL OF  
THEOLOGY

## CANDLER SCHOOL OF THEOLOGY

Candler School of Theology is grounded in the Christian faith and shaped by the Wesleyan tradition of evangelical piety, ecumenical openness, and social concerns. Its mission is *to educate—through scholarship, teaching and service—faithful and creative leaders for the church's ministries in the world.* These purposes define Candler's role as a school of Emory University and of the United Methodist Church and point to the unique challenges and opportunities we face in leading a national research university in re-discovering what it might mean to relate to a major denomination.

Our school, unique in its placement within a top twenty research university and its commitment to educate pastoral and academic leadership, is poised to play an active role in the positive transformation of the church and the world. Religion has bound and divided communities since the beginning of time and now is no different. When polled about their research, over three hundred Emory professors named “religion” as a theme in their work. Ethically aware, theologically profound voices are desperately needed in our society, and Emory draws on its Methodist heritage and looks to Candler to bring wisdom, clarity, compassion, and tolerance to the conversation. For example, Mary Elizabeth Moore, professor of religion and education, is co-chairing one of our university strategic initiatives, “Understanding Religions and the Human Spirit.”

Candler's faculty continues to be among the most distinctive in theological education. Forty-six members hold full-time appointments, and six hold part-time appointments. An additional fifteen serve in an adjunct capacity. Woodie White and Jack Meadors serve as the United Methodist bishops in residence. Bishop L. Bevel Jones III remains at Candler working with the Development Office.

In our commitment to the practice of ministry, we partner with eighty churches to ensure that ministerial preparation takes place in both the local church and on the campus. Candler's Contextual Education program intentionally pairs a faculty member with supervisors from church and community ministries so that teaching teams represent the church and the academy. Twenty-nine teaching supervisors support our Contextual Education and Teaching Parish (student pastor) programs. Dr. Alice Rogers has broadened the Teaching Parish program, and it now includes students appointed to churches in the Alabama-West Florida, North Alabama, North Georgia, South Georgia, and South Carolina Annual Conferences.

This year, enrollment was 510, with 396 in the Master of Divinity program, 59 in the Master of Theological Studies program, 20 in the Master of Theology program, 9 in the Doctor of Theology program and 26 enrolled as Special, Non-Degree students. Eighty-three percent of students are enrolled full-time. The student population is 23% US ethnic minority, 10% international, and 51% women. More than 50 denominations are represented with 56% of MDiv students being United Methodist from 34 Annual Conferences. Other denominations of the Methodist family represented at Candler include African Methodist Episcopal, Free Methodist, Wesleyan Methodist and the Methodist Church of Korea.

Good things are happening as we develop and put into action a plan for the life-long learning of church leaders. A group of leaders in life-long learning, including a number of United Methodists, have given advice on enhancing our programs. Our Institute of Preaching and Pastoral Renewal led a group to the Holy Land after having taken a course in continuing education and funding for this program has been renewed for 2007. Information on upcoming events is available at [www.candler.emory.edu](http://www.candler.emory.edu).

Groundbreaking on Phase I of our new building is planned for spring 2007. Our full project—two buildings—will provide faculty and administrative offices, state-of-the-art classrooms, new library facilities, a teaching chapel, and space for the University's Ethics Center. The University plans to gather its rich religious resources within and near the Candler facilities to create a "religious complex" centered around Candler.

The faculty has begun to implement an inspiring strategic plan that calls for the facilities noted above, new faculty chairs, program support, and increases to our scholarship endowment. This year, 77% of eligible students received scholarship support from Candler with an average scholarship covering 78% of tuition. Gifts from the Ministerial Education Fund (MEF) have played a large role in this support. However, so much more still needs to be done. More than 60% of Candler's MDiv graduates leave school with educational debt. This burden undermines their effectiveness in ministry, such that some seek alternative employment. Your continued support, gifts, and prayers mean a great deal as we work to provide a strong educational program as well as support for the courageous and committed students who choose to undertake the challenge of theological education.

I am honored to be Candler's dean as of January 2007. I am deeply grateful for the leadership of Russell Richey in the previous six years and for his help in ensuring a smooth transition. I look forward to his continued, powerful presence at Candler as a leading scholar of Methodism, as a teacher, and as one who makes significant contributions to the life of the church. Thank you for your many expressions of welcome and for your support of Candler. I very much look forward to getting to know you all better in the months and years ahead.

Sincerely and with thanks,

*Jan Love*

*Dean and Professor of Christianity and World Politics  
Candler School of Theology*

## GARRETT-EVANGELICAL THEOLOGICAL SEMINARY

Garrett-Evangelical Theological Seminary is looking to the future with a strategic plan emphasizing the preparation of highly regarded spiritual leaders – **bold leaders for the church and the world**. Over the past year we have listened to students, faculty, pastors, lay and clergy conference leaders, and persons outside the church to discover how we might better accomplish our **core purpose**: “**To know God in Christ and, through preparing spiritual leaders, to help others know God in Christ.**” The result is a strategic plan that guides our seminary into the future.

Our strategic plan anticipates a number of exciting initiatives, including:

- Dramatically increasing the number of full-tuition scholarships for persons preparing to be pastors and teachers;
- Providing for weekend classes and courses taught in the Chicago Loop and other off- campus sites;
- Providing resources for our exceptional faculty, including the hiring of a new faculty person in Wesleyan and United Methodist Studies;
- Revitalizing our D.Min. program, the Center for the Church and the Black Experience, and the Asian and Hispanic Centers.
- Expanding opportunities for lay education and continuing studies for pastors through online and extension education;
- Developing an *M.Div. Plus* program that provides executive education opportunities for our graduates for three years after graduation and works with annual conferences during preparation for ordination;
- Remodeling Loder Hall extensively, allowing for a large classroom, a conference center, offices and housing.

I joined the Garrett-Evangelical community in June after six years as president of the Claremont School of Theology in greater Los Angeles and 21 years as pastor in Indiana, my home state.

We have made several outstanding additions to our leadership team:

**Mark Fowler, Vice President for Vocations in Ministry.**

**Lallene Rector, Vice President for Academic Affairs and Academic Dean.**

**Pamela Lightsey, Dean of Students.**

In the fall of 2007, through the James and Sharon Walker Initiative, we will have a **new faculty position in Wesleyan and United Methodist Studies**.

We are delighted to report that our **capital campaign**, “Honoring Our Heritage, Forging Our Future” surpassed its goal of \$35 million last year. The Board of Trustees, seeing the needs and great opportunities before us, has increased our campaign goal to \$60 million by 2012.

The seminary currently serves about **400 students** in degree-related courses. We also serve about a **150 faithful women and men** who are trained in our **summer Course of Study School** in English, Spanish, and Hmong. We encourage you to visit our website (<http://www.garrett.edu>) and, if at all possible, to visit us on campus. We are proud to serve The United Methodist Church, and we ask for your continuing prayers and support as we pursue our mission and our renewed vision. Thank you.

*Philip A. Amerson, President*

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**NORTH CENTRAL COLLEGE**

**Harold R. Wilde, President**

**30 N. Brainard**

**Naperville, Illinois 60540**

**(630) 637-5454**

**A. Introductory Comments**

As a comprehensive liberal arts college related to the United Methodist Church, North Central is committed to effective teaching, small classes, and rigorous standards. The college is committed to an education program for the whole person — body, mind, and spirit — that has been part of the North Central College experience since the Evangelical Association founded the College 145 years ago.

**1. Accountability**

During 2006, North Central College received \$18,190.46 from the Wisconsin Conference. Fifteen United Methodist students from the Wisconsin Conference received \$221,867 in institutional scholarship and grant aid from the college.

**2. 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.

**3. Highlights of the 2006 year at North Central College**

*U.S. NEWS & WORLD REPORT* ranked North Central among top Midwest colleges for the 12th straight year and ranked the College as a “best value.” Online Princeton Review identified the College as one of “Best in the Midwest.” In the fall of 2006, the full-time degree seeking undergraduate enrollment was 2,000, with a total head count enrollment of 2,700.

**B. Highlights in Ministry and Service**

**1. Campus Life and Spiritual Opportunities**

Chaplain Lynn Pries concluded his twelfth year and began his thirteenth full year in ministry to the North Central campus community. Ministry programs include: a week-day Chapel service, a weekly, contemporary worship, Friday evening concerts, a new group exploring faith and social justice, Bible studies, weekend retreats, the Gospel Choir, and the United Methodist Student Organization. Two hundred two people attended the Rev. Dr. Martin Luther King, Jr. prayer breakfast with guest speaker, Rev. Tracy Smith Malone '90. The 18th Annual Gospel Extravaganza attracted 400 persons.

**2. Opening the Campus to the World**

Service programs included twelve on-going projects involving five hundred students who volunteered more than six thousand hours and five spring break mission trips involved 55 students and to work and serve.

**3. Developing Leaders for the Church**

New Visions, our music ministry touring company, led worship celebrations in ten churches. The Summer New Visions Company, composed of five students, directed weeklong programs in four churches and led five weeks of camping programs. Five

students brought Vacation Bible School programs to twelve local churches through the New Beginnings program. These teams provided weeklong programs for 1300 children and youth. Five students attended the 2006 United Methodist Student Forum at Adrian College in Adrian, Michigan. Three North Central College graduates, class of 2006, enrolled in Garrett-Evangelical Theological Seminary. One of the three NCC graduates to enroll in G-ETS is Ashley Barlow, a member of the Mequon UMC, Mequon, WI.

### **C. Relationship to the Conference**

We affirm our affiliation with the Wisconsin Conference and request continued support by sending us your students and financial support for scholarship aid.

*Harold R. Wilde, President*

**WILEY COLLEGE**  
**Dr. Haywood L. Strickland**  
**President and CEO**

I'm pleased to report that Wiley College had another record enrollment for the Fall 2006 semester with 862 students enrolled. Retention was a big focus during the summer enrollment planning sessions and new initiatives and programs designed to address student difficulties are making a difference in retaining students. The Office of Residence Life has established Residence Center Councils and computer-based study centers to help residents enjoy a positive learning community experience at Wiley. We acknowledge the difficulties associated with making the transition from high school to college and are taking steps to ensure our students get the initial indoctrination that will make them successful in their matriculation at Wiley.

The College works hard to bring in scholarship dollars for deserving students. This effort was enhanced by Wiley's distinction as the Tom Joyner Foundation School of the Month for September 2006. Wiley enjoyed the distinction of being featured at four sky shows in Orlando, Florida; Memphis, Tennessee; Huntsville, Alabama and Philadelphia, Pennsylvania. Wiley also was fortunate to be the first stop of the first Tom Joyner Foundation Historically Black Colleges and Universities (HBCU) Tour. Ten students and their parents were the College's guests for the 2006 President's Convocation. Tom Joyner Foundation representative, Kim Peters, presented Wiley with the first of many checks for student scholarships.

With scholarships come accomplishments. Wiley students continue to achieve excellence through pride in performance. Ediberto Barrera III, a junior biology/pre-med major, completed a summer internship at the Texas A&M Medical School Scott and White Regional Clinic. Damon Brandon Graves, senior hospitality and tourism administration major, completed a summer internship with White Lodging Services in Merrillville, IN. "Can't Knock the Hustle", an article written by Alexandria Green, was published in the latest edition of AMPS Magazine. Green, a senior mass communications major, began writing for the magazine this past summer while interning with KBTT 103.7 FM. Regina Joe, a senior chemistry major from Naschitti, NM, completed a summer internship at the University of Connecticut. Ashley Phillips, a junior biology/pre-med major, completed a summer internship at the University of Massachusetts at Amherst. She also participated in the SMART PROGRAM (Summer Medical and Research Training Pro-

gram) at Baylor College of Medicine in Houston. Isaac Edward Preston III, a senior biology major, completed a summer internship at the University of Connecticut. Edgar Siyakurima, a sophomore biology major from Zimbabwe, completed a summer internship at the University of Arkansas. Joseph Tinsley, a junior English major, completed a summer internship at C-Span in Washington, DC. Andrew Toh, a junior biology major, completed an internship with the University of Connecticut. Cholrelia Wesley, a senior biology major, completed a summer internship with the University of Connecticut. Lucas Williams, a senior criminal justice major, completed a summer internship with the Department of Homeland Security.

In keeping with the visionary words of the Wiley Alma Mater, the College's graduates continue pursuing "glorious deeds to do." Graduates of Wiley College are distinctive in many areas. Kelvin Cochran, Class of '99, was recently appointed 2nd Vice President of the International Association of Fire Chiefs where he serves in Shreveport, LA. Attorney Ernestine Sapp, Class of '62, delivered the commencement address for the Thomas Good Jones School of Law this past June; she was the first African-American to graduate from the Law School & the first African-American to deliver a commencement address; and the Black Law Student Association named its chapter for her. Of special note, the Reverend Dr. Michael Bell, Class of '73, was elected president of the Baptist General Convention of Texas; the first African-American to hold the position in the Convention's 120-year history. Research compiled by Lavinia Jackson, Class of 2005, was published in the April 2006 issue of the Genomics Journal. Jackson is a lab manager for the Department of Ophthalmology, Eye Institute, Medical College of Wisconsin in Milwaukee.

We strive at Wiley College to follow the admonitions of John Wesley: "Doing all the good that you can do wherever you find yourself with what you have." We thank you, the Wisconsin Annual Conference, for your assistance in helping us to attain our goal.

**WISCONSIN COUNCIL OF CHURCHES**

www.wichurches.org

*We pray and work 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 recreation ministry for young people, the Wisconsin Council of Churches (WCC) now encompasses 13 denominations with approximately 3,000 congregations and over one million church members statewide.

**2006 Accomplishments**

**Equipping Leaders**--The Council's signature educational event for clergy each summer is the Washington Island Forum, which in 2006 drew 225 pastors and lay leaders to hear Forum Presenter Barbara Brown Taylor. The Council also hosts regional events throughout the year on a variety of timely topics to equip clergy and lay leaders for effective ministry.

**Hunger on Our Doorstep**--the Council's new congregational study-action resource was published in March, 2006 and mailed to every congregation in the state. Focusing on the needs of food insecure families in Wisconsin, this resource equips local congregations to make a difference in alleviating hunger locally and addressing the root causes of the problem here in Wisconsin.

**Death Penalty Education & Advocacy**--In response to the death penalty advisory referendum on the November, 2006 ballot, the Council produced an educational resource about the death penalty that was mailed to every member church in the state. Congregations were encouraged to host adult forums to discuss the pros and cons of the referendum from our faith perspective.

**New Wine, New Wineskins Spirituality Conference**--this one day event in November explored our society's thirst for spirituality, and the role of Christian churches in responding to this movement of the Spirit in our day.

**New Members**--The Council welcomed the Church of God in Christ (COGIC) as the first African American denomination to join the WCC. Benedictine Women of Madison were received as Associate Members.

**Looking Ahead to 2007**

**Universal Health Care Project**--The Council has produced an adult education resource, *Health & Hope: What Can We Do About Wisconsin's Health Care Crisis?* This was sent to every member congregation in Wisconsin. Through a series of community forums, adult education classes in local churches, and meetings with state legislators throughout Wisconsin, the Council is raising the importance of meeting the health care needs of all Wisconsinites.

**Ecumenical Lay Ministry School**--in the fall of 2007, the Council will sponsor, in collaboration with four partners (the ELCA South Central Synod, the Presbytery of John Knox, the UCC Wisconsin Conference and the UMC Annual Conference) a one day event for past and current participants in denominational lay ministry schools to raise the importance ecumenical engagement as a part of our Christian vocation.

*Submitted by Scott D. Anderson, Executive Director*

**MESSAGE OF THE LAY LEADER**

**LAYING OUR BIBLES OPEN**

June 13, 2007

Good Morning Bishop Lee, Steve, others on the platform, members of the Annual Conference.

God is Good, All the Time; All the Time, God is Good!!

I'd like to share a story with you about John.

John was an auto mechanic for 38 years when the unthinkable happened; he got word that his job was going to be eliminated. He was going to have to deal with finding a new job, possibly relocate his family, and possibly a longer commute. What a change this was going to be. He hadn't had to look for a job or apply for a new job in many years. With prayer and diligent work, he found another job.

The first day he arrived along with his equipment, a LARGE, very large tool box, one of those that are on rollers and that are very heavy. As he rolled it off the moving truck, John began to tug, push, pull, he hadn't remembered it was this heavy, tugging and pushing and pulling, the rest of his co-workers in the service area didn't seem to notice he was struggling, dragging inch by inch.

Can any of you relate to the tugging, pulling, pushing, dragging something heavy and no one notices??

Didn't anyone see how he was struggling to get this toolbox into position? Yet no one came to help, they had to have noticed, it had to be apparent that he was struggling?? It wasn't like the others didn't understand how heavy this was; they all had these big mechanics toolboxes too. Yet no one came to help. Not one came to help. Finally it was in place, what a relief! Ok, now he could get the rest of his tools put in place as well.

As he put the other tools he used in place, he placed an OPEN Bible on his workbench. Now he was truly "Ready for Work" ! Each day John would go to his job and well, let's just say, they weren't really very friendly yet. Each day John would greet his co-workers in the morning and each night before he ended his day.

As his OPEN Bible lay on his workstation, he would spend time each day reading the word of God discerning what God's plan was for his life.

Sometime had passed when, one day a co-worker stopped by to talk, not about what tool to use, well at least not a mechanical tool. John just listened. A few days later another co-worker stopped by to talk. They started sharing about struggles they were having in their lives, issues they were facing, and about God's spirit. John shared how God had touched his life and about his deep faith. One by one, their hurts and needs came pouring out of their hearts.

As I thought about John's story, I wondered, is my Bible laying OPEN??

It made me think how many of our Hearts are OPEN, how many of our Minds are open, And truly open to GODS WAY!! How many of our Bibles are lying OPEN??

John wasn't anticipating moving from one job to another. We have many reasons for keeping things just the way they are...we have always done it THAT way!!! Not extremely creative, probably one of the most often used excuses for not changing. Blank wouldn't like that; you can fill in the blank there, or is it FEAR!!

We have been invited during our time here to MOVE; Bishop Lee invited and encouraged us to MOVE, and become a MOVEMENT... reaching for HIGHER GROUND!! We have been invited to MOVE our FEET, with our new pedometers. We have been invited to find the spirit of God, to move towards God and to listen for his guidance. We have been invited to BREATHE and THINK clearly.

The Wisconsin Annual Conference, we have been changing...our circuit Model has been a place where we can build relationships with each other. We have made a difference in our communities by working together on projects like Habitat for Humanity, or United Methodist Children's Services, or building new faith communities or by increasing the communication with a collaborative effort to create a website together. The Wisconsin Annual Conference is working with Dan Dick who is leading us in our Strategic Planning process. Many have made a difference in the lives of those who were affected by Katrina, and in 3<sup>rd</sup> world countries; we touch lives in many ways I haven't mentioned. We touch lives, could we be touching, helping, sharing the word and promise of Jesus Christ, if we laid our Bibles OPEN?

Ephesians 4:1-5

1.As a prisoner of the Lord, then, I urge you to live a life worthy of the calling you have received. 2.Be completely humble and gentle; be patient, bearing with one another in love. 3.Make every effort to keep the unity of the Spirit through the bond of peace. 4.There is one body and one Spirit-just as you are called to one hope when you were called- 5.one Lord, one faith, one baptism; one God and Father of all, who is over all and through all and in all.

I believe we are being called to lay our Bibles OPEN so we hear what God's plan is for us, so we can MOVE into WHOLENESS, into HOLYNESS, and REACH for HIGHER GROUND!!!

ONE Lord, One Faith, One Baptism, One God, and Father of All, who is over all and through all and in all!!!

John didn't just lay his Bible Open on his workbench, he read the scriptures, he opened his heart, his mind and invited other children of God into his life. John set the table of Christ, an open invitation, without words!!

*Dorothy Radley, Conference Lay Leader*

**CABINET ADDRESS – 2007 ANNUAL CONFERENCE**

In 2004 the United Methodist General Conference directed the General Board of Pension and Health Benefits to study how to best provide a health insurance plan for our denomination. The Board recently published its report. It states, “In order for the Church to strengthen its ministry, health is an issue we must address now because it will impact us all.”

Some times, I personally don’t feel very healthy. I’m tired, stressed, and spiritually depleted. It’s those times when I feel like a leader on the Titanic—all I’m doing is rearranging the deck chairs on a ship that is going down. I’m not sure anything I do is making a difference to encourage new faith development or to make a difference in the world or to stop our membership loss

There are other times, though, when I have given priority to prayer and devotion, to exercise and self-care, I feel more hopeful. Keeping with the boat image, I feel as though I’m on the Mayflower. Credit for that image goes to Diane Butler Bass who has done research on vital congregations. While we know the people on the Mayflower and their descendents failed to understand and respect those already living in this country, I still find it a useful image. This boat is headed for a new place, sailing in waters unfamiliar to us, with the promise and hope of new life and renewal ahead. Our ship is intact. Our leaders keep calm, spend time in prayer, and provide focus, vision, and direction while navigating the choppy, deep sea.

Yes, health is important—even our institutional health—because it affects our resolve and ability to **live, give, and love . . . beyond all expectation**. This annual cabinet address is our opportunity to share with you the health of our Conference from our perspective.

When we look at the uncharted waters of our circuit ministry plan, we see many signs of good health. We see signs of increasing support and accountability among clergy in the circuits. Clergy care for each other, help each other, and share with one another. Many circuits are finding a focus. For instance, some have begun new faith efforts, including one that is exploring the possibility of starting a new faith community in the location of a congregation that voted to close. One is developing a circuit-wide internet web page. Some are providing lay speakers and supervision to small churches that are without a pastor. In many circuits lay people give leadership to and participation in the ministry of the circuit. Although Extension Ministry clergy were not originally expected to participate in their circuit, some have requested that they be included. As a result, they are now invited to participate in circuit gatherings and explore how, together, they can compliment each other in ministry. All of this is to help circuits **live, give, and love . . . beyond all expectation**.

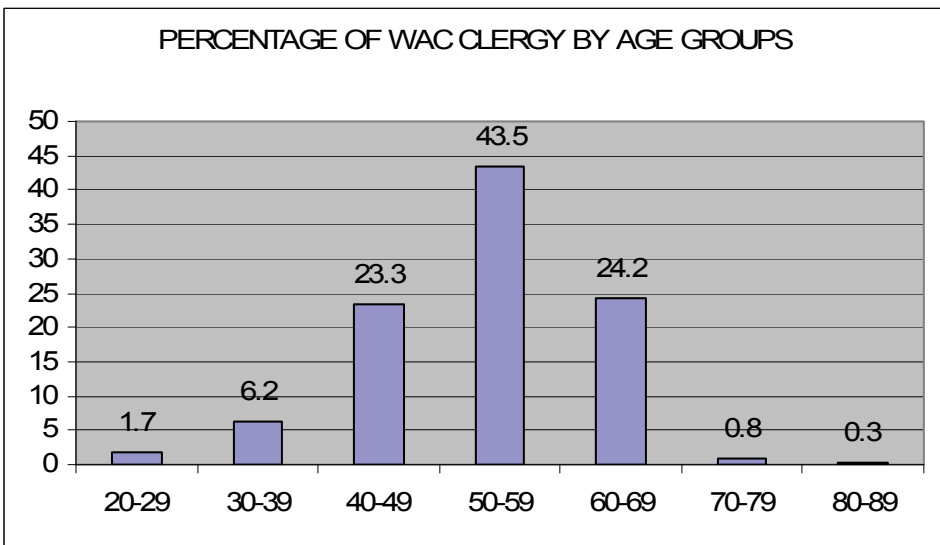
A second sign of institutional health is our financial giving. Given our conference budget challenges of this year, how can the cabinet say that? Well, for the 18<sup>th</sup> straight year, we have paid 100% of our General Church apportionments! We continue to be the only Annual Conference that pays 1/12 of our apportionments each month. 2006 marked the highest amount we have ever paid toward Special Sunday Offerings. 75% of our congregations paid 100% of their apportionments in full and 3%, that is, 13 churches, paid more than 100%. We are **living, giving, and loving. . . beyond all expectation**.

A third sign of institutional health is our efforts to continually improve our work as a conference. One very significant example of that is our relationship with our Wisconsin health and welfare ministries. Over the years, these have been strained or broken or become almost non-existent. This year Bishop Lee and other Conference leaders had a meeting with administrators of several of our Health and Welfare ministries. As a result, we will be exploring ways to renew our historic United Methodist roots with those ministries and to work with them to enhance our congregational ministries so that, together, we can **live, give, and love. . . beyond all expectation.**

A second example of our improved work is our new Conference Response Team. Lay and clergy have been trained to respond to and walk with a congregation that has experienced clergy misconduct. Studies have shown that significant and very long lasting affects—even years—occur in congregations after clergy misconduct. Our experience affirms that finding and the reality that congregations need help in recovering from the impact of the broken trust of the pastor so that they can find the healing God intends and God’s calling for them to **live, give, and love. . . beyond all expectation.**

Another example of our efforts to improve our work as a conference involves our cross cultural/cross racial appointments. We recognize that although we have made many such appointments for years, we had not provided help to the congregation or pastor for building a solid relationship. This year, we contracted with a counseling center in Milwaukee and together developed a program we are calling *Starting Strong, Staying Strong*. Clergy and their families, Staff-Parish Relations Committees, and Congregations meet for training and discussion about the unique challenges of these appointments so that together we can **live, give, and love. . . beyond all expectation.**

We are sailing in unfamiliar waters that are bringing us significant challenges as a Conference. One of those is the age of our clergy. As part of our preparation for the appointment season, in January we looked at the current age profile of our clergy. Are you ready for this?



Each bar represents a decade of clergy ages. Starting from the left, we see that of our total 356 active local church pastors, 1.7% are in their 20's; 6.2% are in their 30's; 23.3% in their 40's; 43.5% in their 50's, in part due to many second career pastors who entered ministry in their 50's; 24.2% in their 60's, .8% in their 70's and .3% over 80.

In the past, most clergy started as young seminary grads and served for many years. If that were still true, we'd expect the bars on our left to be the tallest and gradually get shorter with each decade. By 1985 a national study of our UM pastors already showed that only 15% of Elders were under 35 years of age. 20 years later, in 2005, that dropped to only 5%. Today in Wisconsin, that percentage is 4.7%. So when a Staff-Parish committee asked the DS for a young, married pastor with 2.2 children, this year, we had to tell many of them that all 17 pastors under age 35 had already been appointed!

Currently, 8 of our Elders serving congregations are already retired and could choose to stop serving at the end of any appointment year. At the end of this month, 18 of our present local church clergy will retire. Among our continuing clergy, 55, that is, 15%, will be at or above retirement age and could retire next June. Pray with us that not all 55 will retire next year!!!

We thank God for clergy from other conferences, and other denominations, who want to serve in Wisconsin. Cabinet has talked with the Board of Ordained Ministry about improving our recruitment efforts; others are addressing the high cost of seminary. Lovett Weems, a UM seminary professor, in his study on clergy recruitment, said "the church's overall health is the most important factor determining who comes into ordained ministry." Remember, friends, clergy are called forth from our local congregations. The process of becoming clergy starts with you. That means your congregation's health is important!

Another challenge facing us in deep waters is health insurance costs. The United Methodist Health Task Force reported that the biggest factor contributing to the high cost of a unified health insurance plan is the ill health of clergy and lay employees. A United Methodist physician, quoted in a 2006 Time magazine article, said that "50 years ago, Methodist clergy were in the top five healthiest professions in America, and now they are in the bottom five least healthy. We cannot have a healthy church if we don't have healthy leadership." Fortunately, this is being addressed and is beginning to change in our conference. Thank you, Bishop Lee, for teaching about and modeling Sabbath and self-care. You have helped us in the cabinet honor the covenant we made three years ago to hold each other accountable for Sabbath and self-care. We've learned it's not easy to do, but it can be done! Thanks to the Board of Ordained Ministry and the Board of Pension for stressing self-care and health. We are working together to help our clergy lead with vitality and joy so that we can **live, give, and love. . . beyond all expectation** and lead others to do likewise.

We are at a critical time—an urgent time—in the life of our conference. That has led our Bishop to ask Dan Dick from the General Board of Discipleship to lead a representative group through strategic planning. We have started our work; you'll hear more about that as it evolves.

Every moment holds limits and challenges that affect us. Every moment also holds God and God's potential for good. When I was going through my cancer treatment several

years ago, a clergy friend reminded me of the final blessings Moses gave the people of Israel. Moses said, “I have set before you life and death, blessings and curses. Choose life so that you and your descendants may live.” (Deuteronomy 30:19b). That helped me reaffirm my decision to choose life in the moments I am given.

As leaders in our church, we each make decisions every moment. We can choose today and each day whether we will be Titanic people or Mayflower people. Our commitment to you—and we pray you’ll join us—is to choose to lead with a spirit of adventure and hope, centered on Christ and filled with grace. “Choose this day whom you will serve, as for me, I will choose the Lord.”