

**RESOLUTIONS AND
RECOMMENDATIONS REQUIRING
ACTION OR CONSIDERATION
BY THE 2020 WISCONSIN ANNUAL CONFERENCE
TABLE OF CONTENTS**

Action Item wc101:	Resolution Authorizing a Virtual Annual Conference Session	Page 2
Action Item wc102:	Resolution to Adopt Session Rules and Procedures (including Setting the Bar, Roll Call, Agenda and Schedule)	Page 3
Action Item wc103:	Resolution on the Election of Conference Treasurer and Conference Secretary	Page 8
Action Item wc104:	Consent Agenda	Page 9
Action Item wc104a:	Camp Promotion (C.A.*)	Page 9
Action Item wc104b	Youth Ministries Sunday (C.A.*)	Page 9
Action Item wc104c	United Methodist Women’s Sunday (C.A.*)	Page 10
Action Item wc104d	Resolution Facilitating the work of the Nominations Committee for the Remainder of the 2020-2021 Annual Conference Year (C.A.)	Page 11
Action Item wc104e	Resolution Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons of the Wisconsin Annual Conference (C.A.*)	Page 11
Action Item wc104f	Model Covenant of Affiliation between VMP and the Wisconsin Conference of The United Methodist Church (C.A.)	Page 12
Action Item wc104g	Relationship Statement Development Process and Guidelines for Expectations between Sheboygan Senior Community and the Wisconsin Conference of The United Methodist Church (C.A.)	Page 14
Action Item wc104h	Covenant of Affiliation between United Methodist Children’s Services of Wisconsin, Inc. and the Wisconsin Conference of the United Methodist Church (C.A.)	Page 17
Action Item wc104i	Action Item wc104i: Model Covenant of Affiliation between Evergreen Retirement Community, Inc. and the Wisconsin Conference of The United Methodist Church (C.A.)	Page 19
Action Item wc105:	Joint Board Resolutions Related to Clergy Compensation	Page 22
Action Item wc105a	Resolution Adopting Past Service Annuity Rate for 2021	Page 22
Action Item wc105b	Resolution Setting Minimum Compensation for 2021	Page 22
Action Item wc106	Disaffiliation Agreement Pursuant To ¶ 2553	Page 23
Action Item wc107	Resolutions Affirming the Discontinuance/Closing of Local Churches	Page 27
Action Item wc107a	Discontinuance of The United Methodist Church of Alma, located in Alma, Wisconsin	Page 27
Action Item wc107b	Closing of the Emerald United Methodist Church, located in St. Croix County, Wisconsin	Page 27
Action Item wc107c	Discontinuance of the Brandon United Methodist Church, Brandon, WI	Page 28
Action Item wc108	2021 Proposed Conference Budget	Page 29

(C.A.) – Action Items wc104a through wc104h are on the Proposed Consent Agenda, per Conference Rule 2.3.3.*

**RESOLUTIONS AND RECOMMENDATIONS
REQUIRING ACTION OR CONSIDERATION
BY THE
2020 ANNUAL CONFERENCE SESSION**

Action Item wc101: Resolution Authorizing the use of a Virtual Meeting Platform for the 2020 Session of the Wisconsin Annual Conference of The United Methodist Church

Submitted by: Kevin Rice Myers, Interim Conference Secretary, and the Members of the Cabinet

Conference Action:

Whereas, in response to the COVID-19 Pandemic, Bishop Jung announced in a letter to all members of The Wisconsin Annual Conference on June 15, 2020, that

“After prayerful discernment and consideration, consulting with the cabinet and our Conference Program and Arrangements leadership, I have determined that the safest, most conscientious course for our life together is to do our conference work electronically, online. Until we are confident that face-to-face large gatherings will not threaten or compromise the health of our members, we will engage in electronic/virtual alternatives” and

Whereas there is essential business that that must be attended to and decisions that must be made by the 2020 Wisconsin Annual Conference Session in order to facilitate the ongoing work of the Annual Conference until the 2021 Annual Conference Session, and

Whereas the elected leaders and staff of the Wisconsin Annual Conference have worked diligently to make arrangements for a “Virtual Annual Conference Session” that provides a foundation for “worshipful work” and authentic “Christian Conference,” that makes possible discussion, debate, and an orderly decision-making process, and

Whereas the provisions of ¶¶603.2 and 603.3 of the *2016 Book of Discipline of The United Methodist Church* regarding the time and place of the Annual Conference Session have been followed, and

Whereas all lay and clergy members of The Wisconsin Annual Conference have been sent timely notification of the intent to hold the 2020 Wisconsin Annual Conference Session using a “virtual platform” on Saturday, October 24, 2020,

Therefore Be It Resolved that the 2020 Session of The Wisconsin Annual Conference authorizes the holding of this Virtual Annual Conference Session on Saturday, October 24, 2020, from 9:00 a.m. to 5:30 p.m. for conducting essential business necessary to facilitate the ongoing work of The Wisconsin Annual Conference until the 2021 Annual Conference Session, and

Be it Further Resolved that the 2020 Session of The Wisconsin Annual Conference authorizes the use of the ZOOM Webinar platform, facilitated by the services of GNTV Media Ministry, for conducting the essential business of the 2020 Annual Conference Session.

Action Item wc102: Proposed Session Rules and Procedures for the 2020 Virtual Wisconsin Annual Conference Session (2/3 Majority Vote Required)

Submitted by: Kevin Rice Myers, Interim Wisconsin Conference Secretary

INTRODUCTION

The 2020 Annual Conference Session of the Wisconsin Conference of The United Methodist Church is scheduled pursuant to notice and call for Saturday, October 24, 2020. The Clergy Session is scheduled for Thursday, October 1, 2020 and the Laity Session is scheduled for Thursday, October 8, 2020.

Due to the COVID-19 pandemic, the 2020 Annual Conference Session will be conducted using a digital platform. Because of this, the 2020 Wisconsin Annual Conference session will consider only those matters deemed essential for conducting conference business until the 2021 Annual Conference. It is the current intention of the Bishop and the conference leadership team that the 2021 Annual Conference will be held in June, 2021 at the time already scheduled. That is only about seven months after this Virtual Annual Conference Session. It is our hope and prayer that the 2021 Annual Conference Session will be held in-person, providing that can be done safely without undue risk to the members of the Annual Conference. Preparations for the 2021 Annual Conference Session will begin almost immediately following the conclusion of the 2020 Virtual Annual Conference Session. Until then, as we live our faith in new, different, and at times uncomfortable ways, we pray that we might offer one another grace, trust, and understanding as we experience “holy conferencing” in an unfamiliar, virtual way.

Any gathering as large as an Annual Conference Session needs a set of guidelines in order to facilitate the work that the group must do together. Conducting an Annual Conference Session on a digital platform has inherent characteristics that make our work even more challenging. Many of those challenges affect the amount of time required to consider and complete the essential work that the Conference must do. The 2020 Annual Conference Session also condenses into one day business that is normally considered over the course of two or three days when we meet in-person. These realities require different rules and procedures for conducting the essential business of the conference than those normally used when the Annual Conference gathers in-person. These “Session Rules and Procedures” are offered to the Annual Conference in order to guide and facilitate the 2020 Virtual Session of the Wisconsin Annual Conference. They are designed to provide the opportunity for faithful and open discussion and decision-making on those matters which must be considered by the Annual Conference this year, while at the same time using the digital platform efficiently to conduct the essential business of the Annual Conference within the time available.

The following Session Rules and Procedures for the 2020 Wisconsin Annual Conference Session are therefore respectfully presented to the members of the Annual Conference for adoption.

RESOLUTION:

Whereas the Wisconsin Annual Conference has approved a resolution authorizing the use of a Virtual Meeting Platform for the 2020 Session of the Wisconsin Annual Conference of The United Methodist Church,

Therefore be it resolved that the 2020 Session of the Wisconsin Annual Conference of The United Methodist Church, meeting virtually using the ZOOM Webinar Platform on Saturday October 24, 2020, adopts the following “Session Rules and Procedures” as the basis for conducting the 2020 Annual Conference Session.

A. General Rules.

1. These Session Rules and Procedures will guide both the preparation for and the activity during the plenary sessions of the 2020 Annual Conference. An edition of these Session Rules and Procedures that includes material specific to the Clergy Session will be included in the Report of the Board of Ordained Ministry and presented for adoption at the beginning of the Clergy Session.
2. These Session Rules and Procedures apply to the 2020 Annual Conference session notwithstanding any prior conference standing rule or policy. If there is a conflict between conference standing rules and policies and these Session Rules and Procedures, the Session Rules and Procedures will take precedence.

3. **Conference Rule 3.3.3 - Implications Committee** is suspended for the duration of the 2020 Annual Conference Session. The time limitations of using a virtual platform in a one-day session to not allow an Implications Committee to do effective work. Questions related to the implications of any motion to amend the Proposed 2021 Wisconsin Conference Budget will be referred to the Chairperson of the Conference Council on Finance and Administration and/or the Conference Treasurer for response.
4. References to the *Discipline* in these Session Rules and Procedures are to the current *Book of Discipline of The United Methodist Church* (“*Discipline*”) unless it is otherwise clear from the context that the subject matter refers to an earlier version.

The latest edition of *Robert’s Rules of Order Newly Revised* shall be the guiding resource in all cases where the *Discipline*, these rules, or other conference rules do not apply.

5. The coordinator for the digital conference is GNTV Media Ministry (“GNTV”), working in cooperation with Conference support persons. Together they have developed and published instructions for registration, debate, voting and other processes.
 - a. The digital platform for the Annual Conference session is Zoom Webinar.
 - b. Zoom Webinar uses key terminology: “Panelist” is an individual who is leading, presenting, assisting leadership, or a promoted attendee allowed to speak and be seen by everyone attending the conference. “Attendee” is an individual who is able to see and hear what is happening, but who must be given access to speak and be seen by the presiding officer.
6. The most recent version of these instructions published prior to the opening plenary session are deemed incorporated into these Session Rules and Procedures, and will be used to govern decisions made during the Annual Conference session.
7. These Session Rules and Procedures will be presented for adoption by a two-thirds (2/3) majority vote in the opening plenary session.
8. These Session Rules and Procedures may be amended from the floor of the Annual Conference session prior to their adoption at the beginning of the opening plenary session. Any proposed amendment to these Session Rules and Procedures will require a two-thirds vote of the voting body.
9. Once adopted, these Session Rules and Procedures may not be suspended or amended during the remainder of the 2020 Annual Conference Session.
10. The presiding officer for all sessions of the Annual Conference is the resident bishop or his designee.

B. Membership and Setting the Bar

1. The bar will be set through the registration process.
2. Members authorized to vote will be screened when they register and issued a voter-unique identifier code for use in voting.
3. Only persons using their voter-unique identifier code will be permitted to vote.
4. The voter-unique identifier code issued to each person secures the ballots so that only registered and authorized attendees can vote.
5. The voter-unique identifier code will screen according to lay and clergy categories, as otherwise provided in the *Discipline*.
6. The voter-unique identifier code relies on the technology of the digital platform process and will not be independently monitored by human eyes unless a proper challenge is made to the qualifications of a given voter and this challenge is recognized by the presiding officer.
7. All lay and clergy members of the Wisconsin Annual Conference have the privilege of the floor and may address any issue before the body when recognized by the Bishop to speak.
8. Membership and formulas for lay/clergy equalization shall be those in effect for the 2017 session of the Wisconsin Annual Conference.

9. Roll call will be taken by recording the names and email addresses of persons who have been issued a voter-unique identifier code and matching those names with the persons who log on to the Annual Conference session.
10. Any active clergy who must be absent from the Annual Conference Sessions shall Email a request for an excused absence, along with the reasons for their absence, to the Conference Secretary at ConfSec@wisconsinumc.org and to the clergy person's District Superintendent prior to the opening of the Annual Conference Session. Unexcused absences will be handled following the procedures of ¶602.8 of the *2016 Book of Discipline*.
11. Voting privileges belong to all those authorized to vote by the *2016 Discipline* and by Wisconsin Conference Rules 2.1.0 and 2.2.0.

C. Voting and Quorum.

1. Voting is authorized by the following methods as called for by the presiding officer:
 - a. Voting for specific action. This method will be used generally for votes requiring a majority or super-majority vote. Examples of majority vote actions include approval of the conference budget and routine Annual Conference Action Items. Examples of super-majority votes are certain clergy classifications and certain parliamentary votes. Items that require a super-majority vote will be clearly identified in the Pre-Conference Workbook or the Report of the Board of Ordained Ministry.
 - b. Voting by class or slate of candidates. This method may be used for certain clergy classification votes and for other votes where deemed expedient or proper by the presiding officer.
 - c. Voting by ranked-choice. Qualified voters may be asked to vote for a specified number of choices from a group of options on a particular ballot. The voter must vote for exactly the number of choices specified for that particular ballot. The specified number of choices receiving the most votes after one ballot shall be deemed approved.
2. A majority vote is more than half of those eligible voters present and voting on a particular ballot. A one-third (1/3) vote is at least one-third of those eligible voters present and voting on a particular ballot. A two-thirds (2/3) vote is at least two thirds of those eligible voters present and voting on a particular ballot. A three-fourths (3/4) vote is at least three-fourths of those eligible voters present and voting on a particular ballot.
3. For all purposes on any vote otherwise called for during the Annual Conference session, a member is deemed "present and voting" if the member votes using the voter-unique identifier code that has been assigned to that person to cast a ballot.
4. For all purposes, a quorum shall be all members present and able to vote.
5. The digital voting platform is designed to provide an accurate vote count following the close of a vote. A report will be made on each vote taken in as timely a manner as permitted by the limits of the digital platform, technology and human efforts.
6. All motions and amendments made during the Annual Conference session must be submitted in writing prior to being recognized on the floor. This shall be done by using the "Q&A" feature of the ZOOM Webinar platform discussed below under "Debate". For lengthier motions or amendments (exceeding a short paragraph or 1023 characters), the proponent must use both the "Q&A" feature to signal that a motion or amendment is forthcoming, and also use the following GNTV email to transmit the body of the motion or amendment: ac@gntv.info

D. Debate.

1. The debate process during the Annual Conference session will generally follow the GNTV instructions. These instructions include:
 - a. Individuals wishing to speak may only be recognized by using the "Q&A" feature to express why they want to be recognized. These expressions will be placed in a queue for the presiding officer.

- b. Use the “Q&A” feature to indicate why you want to speak. Please format your request to identify your purpose. For example: Ask a Question; Motion; Amendment; Second; Call the Question; Point of Order; Moment of Personal Privilege; and so forth.
 - c. If submitting a motion or amendment, you must submit the text in writing as provided above in Rule C(6).
 - d. Once recognized by the presiding officer, the attendee should use the “Raise Hand” feature of the ZOOM Webinar Platform to be identified in the attendee list. Their microphone will then be enabled by GNTV. The attendee then needs to unmute their microphone and begin speaking.
 - e. Please note that the “Chat” feature of the ZOOM Webinar Platform will be disabled during plenary sessions. Attendees cannot use the “Chat” feature to be recognized or take other action during debate or voting.
2. The presiding officer at any given session shall have the discretion to recognize who speaks to any matter and in what order. A member is not entitled to speak to a matter until recognized by the presiding officer.
 3. The presiding officer may declare a recess in the proceedings at any time to address technical difficulties with respect to such proceedings, or for any other purpose deemed appropriate by the presiding officer.
 4. The presiding officer may order the tabling or postponement of any motion, amendment or other matter on the floor to permit a sidebar discussion. The presiding officer may re-call the tabled matter at the next convenient time.
 5. Members shall speak no more than once on a given item. Debate on motions and amendments shall be limited to three (3) speakers in favor and three (3) speakers against with a two (2) minute time limitation per speaker. In addition, the presenter of the motion, or person designated by the presenter, shall be entitled to no more than two minutes to close the debate. It shall be the privilege of the presiding officer to request the following procedure for debate: to recognize alternately someone for and someone against the issue, and, when possible, give balance to clergy and lay members. A timer should appear on the speaker’s screen once recognized to speak.
 6. The presiding officer shall have the discretion to expand debate on any debatable motion or amendment.

E. Agenda and Schedule

1. All proposals for action at the 2020 Annual Conference session shall relate only to matters essential to the ongoing operation of the Annual Conference. They shall be published electronically in the Pre-Conference Workbook on the Conference website (www.wisconsinumc.org) and on the Conference Registration website, and shall be available to the members of the Annual Conference prior to the opening of the Annual Conference Session.
2. The Agenda for the 2020 Annual Conference Session shall be the list of Action Items published in the Table of Contents of the Pre-Conference Workbook. Motions from the floor introducing new material not published in the Pre-Conference Workbook will not be considered during the 2020 Annual Conference Session. The Pre-Conference Workbook will be published on the conference website(s) and available for review prior to the opening of the Annual Conference Session.
3. The Schedule for the 2020 Annual Conference Session shall be published on the conference website(s) prior to the Annual Conference Session. The schedule, and the sequence in which items are considered, may be adjusted by the Director of Connectional Ministries in consultation with the Bishop, Conference Secretary, and/or the Chairperson of the Conference Program and Arrangements Committee.
4. The Action Item format shall include a section for the Proposed Action and may include a Rationale. Only the Proposed Action of an item (typically labeled “Therefore be it resolved...”) may be debated or amended. The Rationale (typically labeled “Whereas”) is presented for information as a resource for conversation.
5. All Action Items will identify the group or individual submitting the action item. That group or individual will be responsible for presenting the Action Item to the Plenary Session of the Annual Conference, and for responding to questions related to the Action Item. Video or Audio Presentations of most Action Items will be pre-recorded to facilitate the flow of the Virtual Annual Conference Session.

6. The Conference Secretary, in consultation with the Bishop and Cabinet, may:
 - a. Combine Proposed Action Items to promote good conversation or clarity of intent.
 - b. Designate one Proposed Action Item as a “Main Motion” and other Proposed Action Items as “Amendments.”
 - c. Develop special parliamentary procedures to consider the Action Items.
7. In order to facilitate the electronic balloting process, Action Items of a similar nature or subject may be grouped under one motion. In this way multiple related Action Items may be voted upon using a single ballot. When that is to be done, it will be clearly indicated in the Pre-Conference workbook.

F. General Parliamentary Procedures.

1. The presiding officer shall decide all questions of order, subject to an appeal to the body in question. In case of such an appeal, the question is not debatable, except that the presiding officer may state the grounds for the decision and the appellant may state the grounds for the appeal.
2. Only a member with a voter-unique identifier code has the right to make a motion and to vote.
3. A Call to Prayer shall always be in order.
4. All motions must be made before speaking to the motion or matter under discussion. If, after discussing a pending question and before relinquishing the floor, a speaker makes a motion of any kind, that motion shall be out of order.
5. If a speaker requests the floor without identifying the purpose of their request as “Make a motion” or “Amendment” any motion that person makes prior to relinquishing the floor shall be out of order.
6. When a motion is made and seconded, or a report presented or read by the Secretary and then stated by the presiding officer, it shall be deemed in possession of the Annual Conference.
7. Because all votes taken on the digital platform are counted votes, a motion requesting a count vote and/or a motion to “divide the house” shall not be in order.
8. The following motions are not debatable:
 - a. Fix the time to adjourn.
 - b. Adjourn.
 - c. Recess.
 - d. Question of privilege.
 - e. Call for the order of the day.
 - f. Lay on the table.
 - g. Previous question.
 - h. Limit or extend limit of debate.
 - j. Reconsider a non-debatable motion.
 - k. Take from the table.
9. No new motion or Action Item shall be entered until the one under consideration has been disposed of, which may be done by adoption or rejection, but one or more of the following motions may be made, and they shall have precedence in the order in which they are listed, namely:
 - a. Fix time to adjourn.
 - b. Adjourn.
 - c. Recess.
 - d. Lay on the table.
 - e. Order the previous question.
 - f. Postpone to a definite time.
 - g. Commit or refer.
 - h. Amend (by addition, deletion or substitution)
 - i. Postpone indefinitely.

10. A main motion may have only one primary amendment and one secondary amendment at any one time.
11. A motion “to move the previous question” or to “call the question” is used to request an end to debate on the motion that is currently before the Annual Conference, shall not be debatable, and requires a two-thirds (2/3) majority to pass.
12. A motion “to move the previous question (or “call the question”) on all that is before us” is used to request an end to all debate on the entire matter before the Annual Conference, and requires a two-thirds (2/3) majority to pass. When a motion “to move the previous question on all that is before us” is approved, the conference then proceeds without further discussion to vote on any secondary amendments, primary amendments, and the main motion (the “Action Item”) that are currently being considered.

Action Item wc103: Election of Conference Treasurer and Director of Administration and Election of Conference Secretary

Submitted by: Conference Council on Finance and Administration and Conference Personnel Committee, on behalf of Bishop Jung

Conference Action:

Whereas Tamara Wims resigned as Conference Treasurer and Director of Administration, effective September 4, 2019, and

Whereas, pursuant to ¶619 of *The 2016 Book of Discipline of The United Methodist Church*, the Conference Council on Finance and Administration named Sarah Sneider as the Interim Conference Treasurer and Director of Administration, effective September 4, 2019, and

Whereas Rev. Susan Haller resigned as Conference Secretary effective February 1, 2020, and

Whereas, pursuant to ¶603.7 of *The 2016 Book of Discipline of The United Methodist Church*, Bishop Jung, in consultation with the District Superintendents, appointed Rev. Kevin Rice Myers as the Interim Conference Secretary, effective February 1, 2020,

Therefore Be It Resolved that, pursuant to ¶619 of *The 2016 Book of Discipline of The United Methodist Church*, the Wisconsin Annual Conference elects Sarah Sneider as the Conference Treasurer and Director of Administration for the remainder of the current quadrennium, and

Be it Further Resolved that, pursuant to ¶603.7 of *The 2016 Book of Discipline of The United Methodist Church*, the Wisconsin Annual Conference elects Rev. Kevin Rice Myers as the Conference Secretary for the remainder of the current quadrennium.

Action Item wc104: Consent Agenda

Submitted By: Program and Arrangements Committee

Conference Action:

Be it resolved that, as provided for in Conference Rule 2.3.3, the following Action Items be approved on the Consent Agenda:

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|----------------------------|---|
| <i>Action Item wc104a:</i> | <i>Camp Promotion</i> |
| <i>Action Item wc104b</i> | <i>Youth Ministries Sunday</i> |
| <i>Action Item wc104c</i> | <i>United Methodist Women's Sunday</i> |
| <i>Action Item wc104d</i> | <i>Resolution Facilitating the Work of the Nominations Committee for the Remainder of the 2020-2021 Annual Conference Year</i> |
| <i>Action Item wc104e</i> | <i>Resolution Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons of the Wisconsin Annual Conference</i> |
| <i>Action Item wc104f</i> | <i>Model Covenant of Affiliation between VMP and the Wisconsin Conference of The United Methodist Church (C.A.)</i> |
| <i>Action Item wc104g</i> | <i>Relationship Statement Development Process and Guidelines for Expectations between Sheboygan Senior Community and the Wisconsin Conference of The United Methodist Church (C.A.)</i> |
| <i>Action Item wc104h</i> | <i>Covenant of Affiliation between United Methodist Children's Services of Wisconsin, Inc. and the Wisconsin Conference of the United Methodist Church (C.A.)</i> |
| <i>Action Item wc104i</i> | <i>Action Item wc104i: Model Covenant of Affiliation between Evergreen Retirement Community, Inc. and the Wisconsin Conference of The United Methodist Church (C.A.)</i> |

Action Item wc104a: Camp Promotion (Consent Agenda)

Submitted by: Board of Camp and Retreat Ministries

Conference Action:

WHEREAS camp research done in Wisconsin in 2017 and 2018 shows that lasting impact of camp include increased devotional practices, greater engagement in church, and connecting with and reaching out to others, and

WHEREAS WIUM Camps seek to partner with local churches in making new disciples and deepening the faith commitment of current disciples,

THEREFORE BE IT RESOLVED that every church will conduct a one-month church camp promotion campaign utilizing appropriate materials from the Board of Camp and Retreat Ministries, with a recommendation that a campaign be conducted in the month of February, or another month that fits the church's calendar.

Action Item wc104b: United Methodist Youth Sunday (Consent Agenda)

Submitted by: Conference Youth Council

Conference Action:

WHEREAS youth in our local congregations are engaged in mission, evangelism, spiritual growth and leadership development, and

WHEREAS when youth are given significant leadership in the church they are likely to carry their faith practices into adulthood, and

WHEREAS when youth are given significant leadership in the church they provide inspiration and enthusiasm to all in the congregation

THEREFORE BE IT RESOLVED that there shall be a United Methodist Youth Sunday in every local church to recognize the role and commitment of United Methodist Youth.

Action Item wc104c: United Methodist Women's Sunday (Consent Agenda)

Submitted by: United Methodist Women

Conference Action:

WHEREAS Being mindful that our Discipline declares that there shall be a unit of United Methodist Women in every local church, in keeping with tradition, and in order to celebrate the Purpose of United Methodist Women, which is shown by our activities that encourage taking social action (Mission Action Day, Charter For Racial Justice, Seminar Mission Experience), continuing mission education (Mission u, UMW Reading Program), support of women, children, and youth (Mabel Heil scholarships, Yo-Mi-Ca (Youth Mission Camp), Limitless (Young Women), Northcott Neighborhood House) and many other forms of outreach, we propose this resolution for affirmation by Annual Conference:

THEREFORE BE IT RESOLVED that on the third Sunday of September, or any other Sunday or in any other format that is agreeable with the local congregation, United Methodist Women's Sunday shall be celebrated in every local church in Wisconsin Conference.

Action Item wc104d: Resolution Facilitating the Work of the Nominations Committee for the Remainder of the 2020-2021 Annual Conference Year (Consent Agenda)

Submitted by: Sue D'Alessio, Director of Connectional Ministries

Conference Action:

Whereas the work of recruiting people to serve in leadership positions in the Wisconsin Annual Conference by participating in the work of the various boards, committees and other agencies of the is ongoing, and

Whereas vacancies often occur in leadership positions between sessions of the Annual Conference,

Therefore be it resolved that the Conference empower the Nominations Committee to fill any vacancies on Conference Agencies as appropriate in the coming year.

Action Item wc104e: Resolution Relating to Rental/Housing Allowances for retired or Disabled Clergypersons of the Wisconsin Conference (Consent Agenda)

Submitted by: Joint Board of Pensions, Insurance & Equitable Compensation

Conference Action:

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

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

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

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

THEREFORE BE IT RESOLVED THAT an amount equal to 100% of the pension, severance or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the “Discipline”), which includes all such payments from Wespeth (formerly the General Board of Pension and Health Benefits), during the year 2021 by each active, retired, terminated or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

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

NOTE: *The rental/housing allowance that may be excluded from a Clergyperson’s gross income in any year for federal income tax purposes is limited under Internal Revenue Code Section 107(2) and regulations there under to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson’s employer or other appropriate body of, the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. Each clergyperson or former clergyperson is urged to consult with his or her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.*

Action Item wc104f: Model Covenant of Affiliation between VMP and the Wisconsin Conference of The United Methodist Church

Submitted by: John Lawson, Chairperson, Health and Welfare Ministries Committee

Conference Action:

Be It Resolved that the Wisconsin Conference of The United Methodist church adopt the following Covenant of Affiliation between the Conference and VMP.

The primary objective of the Covenant of Affiliation (Covenant) between the Wisconsin Conference of The United Methodist Church (Conference) and VMP (Ministry), is to identify mutually agreeable expectations for each party. The Conference Health and Welfare Ministries Committee (Committee) will function as the point of contact between Ministry and the Conference.

Conference Expectations	Ministry Expectations
1. Communicate to Ministry the requirements and changes in The Book of Discipline of The United Methodist Church (current edition), the rules of the Conference, and the actions of the Conference and the General Conference of The United Methodist Church which may affect Ministry.	1. Be guided in decision making by The United Methodist Social Principles (current edition), The Book of Discipline of The United Methodist Church (current edition), and the investment policies of The United Methodist Church.
2. Communicate to Ministry the rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.	2. Abide by rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.
3. Maintain Conference membership and active participation in the United Methodist Association of Health and Welfare Ministries (UMA).	3. Maintain Ministry membership and active participation in the United Methodist Association of Health and Welfare Ministries (UMA).
4. The Resident Bishop will designate a member of the Ministry Board of Directors as the liaison between the Conference and the Ministry Board to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.	4. Nominate a member of the Ministry Board of Directors to be designated by the Resident Bishop as the liaison between Ministry and the Conference to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.
5. Encourage Ministry efforts to obtain accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA.	5. Obtain accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA.
6. Every 4 years in the spring following the UMC General Conference, review the relationship of the Conference and Ministry and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.	6. Every 4 years in the spring following the UMC General Conference, review the relationship of Ministry and the Conference and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.
7. Advocate and promote Ministry mission and programs through the communication channels of the Conference, including the Conference Journal, the Conference proceedings, the Golden Cross appeal, the Conference publications and website, and other means.	7. Provide for publication in the Conference Journal: (1) the Ministry mission statement and other foundational statements as amended from time to time; (2) an annual summary of operations including the financial amount of benevolent care provided; (3) a list of names, addresses, and church affiliations (if known) of members of the Ministry Board of Directors; and (4) descriptions of programs and services in response to emerging trends and community needs, particularly noting initiatives related to racial/ethnic groups, people with disability conditions, the disenfranchised, and undocumented immigrants.

8. Celebrate annually at the Conference session the contribution of Ministry to the mission of the church.	8. Identify in promotional materials that Ministry is affiliated with the Wisconsin Conference of The United Methodist Church.
9. Encourage collaboration among health and welfare ministries, Conference entities, and local churches to respond to health and welfare needs within the Conference.	9. Cooperate with the Committee, the Conference Board of Global Ministries, and congregations in the Ministry service area in creating new and expanded health and welfare ministries within the Conference.
10. Assist Ministry, when requested, in identifying persons to serve in spiritual leadership roles.	10. Provide high quality spiritual life resources to Ministry residents.
11. Make available to Ministry: (1) information regarding the availability of grants; (2) information regarding relevant resources available through Conference staff and General Church boards and agencies; (3) assistance through the Wisconsin UM Foundation with fund raising through grants, wills, trusts, and other methods of giving; (4) training resources for Ministry staff and Board of Directors in mutually identified areas of interest, for example governance and planning; and (5) fair consideration of requests for conference wide fundraising appeals.	11. Seek written approval of the Conference Council on Finance and Administration prior to engaging in conference-wide fund raising efforts.
12. Give consideration to the financial needs of all Conference related health and welfare ministries in the Conference's annual budget setting process.	12. Provide to the Committee a dissolution clause for the real property of Ministry which is consistent with The Book of Discipline of The United Methodist Church (current edition).
13. Instruct the Conference District Superintendent to engage in a face-to-face conversation with the CEO of Ministry at least once a year in order to be familiar with, and supportive of the Ministry mission and ministry.	13. Arrange an annual on-site visit with the Conference District Superintendent.
14. Instruct pastors appointed to the community in which Ministry is located that one of the missional reasons for their appointment to that community is to be involved in developing an active on-going relationship between their congregations and Ministry.	14. Link Ministry to the Annual Conference session by electing to the Ministry board of directors one or more lay or clergy members of the Annual Conference.
15. Have churches in Ministry service area annually report to the annual Church/Charge Conference their support (financial, promotion, volunteer, leadership, etc.) of Ministry.	15. Encourage local United Methodist pastors to participate in Ministry programs.
16. Indemnify and hold Ministry harmless from and against any claims, causes of action, and costs (including reasonable attorney's fees) which may arise from any Conference operations.	16. Indemnify and hold the Conference, its boards and agencies, volunteers, employees, and members harmless from and against any claims, causes of actions, and costs (including reasonable attorneys' fees) which may arise from any Ministry operations.
17. Carry general liability insurance in coverage amounts sufficient to insure the conference, its officers, employees, volunteers, and constituent boards and agencies from and against any claims by third parties for activities undertaken by the Conference.	17. Carry professional and general liability insurance in coverage amounts sufficient to insure Ministry, its officers, directors, employees, volunteers, and constituent boards and agencies from and against any claims from third parties for activities undertaken by Ministry.

Action Item wc104g: Relationship Statement Development Process and Guidelines for Expectations between Sheboygan Senior Community and the Wisconsin Conference of The United Methodist Church

Submitted by: John Lawson, Chairperson, Health and Welfare Ministries Committee

Conference Action:

Be It Resolved that the Wisconsin Conference of The United Methodist church adopt the following Relationship Statement Development Process and Guidelines for Expectations between Sheboygan Senior Community and the Wisconsin Conference of The United Methodist Church

A primary objective of a relationship statement between the Wisconsin Conference (Conference) and each United Methodist related health and welfare ministry (Ministry) within its borders is to identify mutually agreeable expectations for each party. The relationship statement will replace the covenant of affiliation developed in the 1980's. The process for developing the relationship statement will incorporate dialogue and consensus decision-making. The Conference Health and Welfare Ministries Committee (Committee) will function as the point of contact between each Ministry and the Conference.

A. Guidelines for Conference Expectations	B. Guidelines for Ministry Expectations
Matters relating to The United Methodist Church	Matters relating to The United Methodist Church
<ol style="list-style-type: none"> 1. Communicate with the Ministry the requirements and changes in The Book of Discipline of The United Methodist Church (current edition), the rules of the Conference, and the actions of the Conference and the General Conference of The United Methodist Church which may affect the Ministry. 2. Communicate to the Ministry the rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding the use of the name "The United Methodist Church" and the "Cross and Flame" insignia of The United Methodist Church. 3. Maintain membership and active participation in The United Methodist Association of Health and Welfare Ministries (UMA). 4. Support through the Liaison, the Ministry's efforts to evaluate the benefits of and the process to obtain EAGLE Accreditation. 	<ol style="list-style-type: none"> 1. Abide by rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding use of the name "The United Methodist Church" and the "Cross and Flame" insignia of The United Methodist Church. 2. <i>Take into consideration</i> the investment policies of The United Methodist Church as established by the General Conference of The United Methodist Church. 3. <i>Refer to</i> The United Methodist Social Principles (current edition) and The Book of Discipline of The United Methodist Church (current edition) <i>in decision making</i>. 4. Become and remain an <i>involved</i> member of The United Methodist Association of Health and Welfare Ministries (UMA). 5. Consider accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA.
Matters Relating to the Wisconsin Annual Conference	Matters Relating to the Wisconsin Annual Conference
<ol style="list-style-type: none"> 5. Periodically review the relationship of the Conference and the Ministry and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Relationship Statement. 6. The Resident Bishop will designate a liaison to work with the Ministry to facilitate information sharing and mutual accountability for the expectations agreed to by both parties. 	<ol style="list-style-type: none"> 6. Involve in all Ministry board meetings and other activities a liaison person designated by the Resident Bishop to facilitate information sharing and mutual accountability for the expectations agreed to by both parties. 7. Provide to the Conference for publication in the Yearbook and Journal an annual summary of

<p>7. Advocate and promote the Ministry's mission and programs through the communication channels of the Conference, including the Conference Journal, the Conference proceedings, the Golden Cross appeal, the Conference magazine or newsletter, and other means.</p> <p>8. Celebrate annually at the Conference session the contribution of the individual health and welfare ministries to the mission of the church.</p> <p>9. Give consideration to the needs of all Conference-related health and welfare ministries in the Conference's annual funding process.</p> <p>10. Encourage collaboration among health and welfare ministries, Conference entities, and local churches to respond to health and welfare needs within the Conference.</p> <p>11. Assist the Ministry in making high quality spiritual life resources available to Ministry clients.</p> <p>12. Make available to the Ministry: (1) advice and assistance with the recruitment of a chief executive officer; (2) information regarding the availability of grants; (3) information regarding general resources available through Conference staff and General Church boards and agencies; (4) assistance from the Conference's foundation with wills, trusts, and other methods of planned giving; and (5) fair consideration of requests for conference-wide fundraising appeals.</p> <p>13. Make available training resources for the Ministry staff and board of directors in mutually identified areas of interest, for example:</p> <ul style="list-style-type: none"> a. board membership and responsibilities; b) planned giving; c) providing spiritual life resources to clients; d) connectionalism within The United Methodist Church; e) strategic planning. <p>14. Instruct each Conference District Superintendent who has a Ministry in his/her district to engage in a face-to-face conversation with the Ministry CEO at least once a year in order to become familiar with, and supporting of the Ministry's focus and outreach.</p> <p>15. Instruct pastors appointed to communities where there is a Ministry that one of the missional reasons for their appointment to that community is to be involved in developing an active relationship between the congregation and the Ministry.</p>	<p>operations including the value of benevolent care provided.</p> <p>8. Seek written approval of the Conference Council on Finance and Administration prior to engaging in conference-wide fund raising efforts.</p> <p>9. Provide to the Committee a mission statement and other foundational statements and amendments made from time to time.</p> <p>10. Provide to the Committee articles of incorporation and by-laws and any amendments made from time to time.</p> <p>11. Provide to the Committee a dissolution clause for the real property of the Ministry which is consistent with The Book of Discipline of The United Methodist Church (current edition).</p> <p>12. Link the Ministry to the Annual Conference session by electing to the Ministry board of directors one or more lay or clergy members of the Annual Conference.</p> <p>13. Elect members of the United Methodist Church to one-third of the positions on the Ministry's board of directors.</p> <p>14. Provide to the Committee annually a list of names, addresses, and church affiliations (if known) of members of the Ministry board of directors.</p> <p>15. Identify in promotional materials that the Ministry is an outreach of the Wisconsin Conference of The United Methodist Church.</p> <p>16. Inform the Annual Conference session whenever the Ministry begins a new program of service in response to emerging trends and community needs, particularly initiatives related to racial/ethnic groups, people with disability conditions, the disenfranchised, and undocumented immigrants.</p> <p>17. Cooperate with the Committee, the Conference Board of Global Ministries, and local congregations in creating new and expanded health and welfare ministries within the Conference.</p> <p>18. Provide high quality spiritual life resources for Ministry clients.</p> <p>19. Have local churches report to the annual Church/Charge Conference their support (financial, Promotion, volunteer, leadership, etc.) of individual Ministries.</p>
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Relating to Legal Matters	Relating to Legal Matters
<p>16. Indemnify and hold the Ministry harmless from and against any claims, causes of action, and costs (including reasonable attorney's fees) which may arise from any of the Conference's operations.</p> <p>17. Carry general liability insurance in coverage amounts sufficient to insure the conference, its officers, employees, volunteers, and constituent boards and agencies from and against any claims by third parties for activities under taken by the Conference.</p>	<p>20. Indemnify and hold the Conference, its boards and agencies, volunteers, employees, and members harmless from and against any claims, causes of actions, and costs (including reasonable attorneys' fees) which may arise from any of the Ministry's operations.</p> <p>21. Carry professional and general liability insurance in coverage amounts sufficient to insure the Ministry, its officers, directors, employees, volunteers, and constituent boards and agencies from and against any claims from third parties for activities undertaken by the Ministry.</p>

Action Item wc104h: Covenant of Affiliation between United Methodist Children’s Services of Wisconsin, Inc. and the Wisconsin Conference of the United Methodist Church

Submitted by: John Lawson, Chairperson, Health and Welfare Ministries Committee

Conference Action:

Be It Resolved that the Wisconsin Conference of The United Methodist church adopt the following Covenant of Affiliation between United Methodist Children’s Services of Wisconsin, Inc. and the Wisconsin Conference of the United Methodist Church

The primary objective of the Covenant of Affiliation (Covenant) between the Wisconsin Conference of The United Methodist Church (Conference) and United Methodist Children’s Services of Wisconsin, Inc. (UMCS), a United Methodist related health and welfare ministry within its borders, is to identify mutually agreeable expectations for each party. The Conference Health and Welfare Ministries Committee (Committee) will function as the point of contact between UMCS and the Conference.

Conference Expectations	UMCS Expectations
1. Communicate to UMCS the requirements and changes in the Book of Discipline of The United Methodist Church, the rules of the Conference, and the actions of the Conference and the General Conference of The United Methodist Church which may affect UMCS.	1. Be guided in decision making by The United Methodist Social Principles (current edition) The Book of Discipline of the United Methodist Church (current edition), and the investment policies of the United Methodist Church.
2. Communicate to UMCS the rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.	2. Abide by rules and regulations established by The General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.
3. Maintain membership and active participation in The United Methodist Association of Health and Welfare Ministries (UMA).	3. Maintain membership and active participation in the United Methodist Association of Health and Welfare Ministries (UMA), provided availability of funding resources.
4. The Resident Bishop will designate a liaison to work with UMCS to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.	4. Involve in all UMCS Board meetings and other activities a liaison person designated by the Resident Bishop to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.
5. Encourage UMCS efforts to obtain accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA at such time as Standards for Community Services Ministries are developed.	5. Work towards accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA at such times Community Services Standards are developed and as funds are available.
6. Every 4 years in the spring following the UMC General Conference, review the relationship of the Conference and Ministry and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.	6. <u>Every 4 years in the spring following the UMC General Conference, review the relationship of Ministry and the Conference and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.</u>
7. Advocate and promote UMCS’s mission and programs through the communication channels of the Conference, including the Conference Journal, the Conference proceedings, the Golden Cross appeal, the Conference magazine or newsletter, and other means.	7. Inform the Conference whenever UMCS begins a new program of service in response to emerging trends and community needs. Provide information about UMCS programs to the Conference.
8. Encourage collaboration among health and welfare ministries, Conference entities, and local churches to respond to health and welfare needs within the Conference.	8. Cooperate with the Committee, the Conference Board of Global Ministries, and congregations in creating new and expanded health and welfare ministries within the Conference.

9. Make available to UMCS (1) advice and assistance with the recruitment of an Executive Director; (2) information regarding availability of grants; (3) information regarding general resources available through Conference staff and General Church boards and agencies; (4) assistance from the Conference's foundation with wills, trusts, and other methods of planned giving; and (5) fair consideration of requests for Conference wide fundraising appeals.	9. Provide to the Conference for publication in the Yearbook and Journal an annual summary of operations and benevolent care provided. Seek written approval of the Conference Council on Finance and Administration prior to engaging in Conference wide fund raising efforts.
10. Celebrate annually at the Conference session the contributions of UMCS to the mission of the church	10. Provide an educational and promotional display during Annual Conference.
11. The Conference shall work with UMCS to support relationship building with local churches and to develop and distribute material to promote advance special giving.	11. UMCS shall provide promotional materials to encourage advance special giving.
12. Give consideration to the financial needs of UMCS in the Conference's annual budget. Provide information regarding funding sources applicable to UMCS.	12. UMCS shall provide the Conference its mission statement and other foundational statements, complete funding applications, and provide financial information necessary for the Conference's budgeting process.
13. Make training resources available to UMCS staff and board of directors in mutually identified area of interest, for example: (a) board membership and responsibilities; (b) planned giving; (c) connectionalism within The United Methodist Church; (d) strategic planning.	13. UMCS will provide to the Committee its needs regarding training and training resources. 51 % of the UMCS Board of Directors shall be members of the United Methodist Church with at least one lay or clergy member of the Annual Conference.
14. Each Conference District Superintendent shall engage in a face-to-face conversation with the Executive Director of UMCS at least once a year in order to be familiar with and promote UMCS mission and programs within their District.	14. Arrange an annual meeting with each Conference District Superintendent to provide them with information necessary to promote the work of UMCS within their District.
15. Pastors appointed to local churches will be involved in developing an active relationship between their congregation and UMCS.	15. UMCS will provide information, promotional materials, and speakers to local churches to assist them as they work to develop and strengthen the relationship between their congregation and UMCS.
16. Have local churches annually report to the annual Church/Charge Conference their support (financial, promotional, volunteer, leadership, etc.) of UMCS.	16. UMCS shall provide an annual report to local churches highlighting the ways in which local churches have supported UMCS.
17. Indemnify and hold UMCS harmless from and against any claims, causes of action, and costs (including reasonable attorney's fees) which may arise from any Conference operations.	17. Indemnify and hold the Conference, its boards and agencies, volunteers, employees, and members harmless from and against any claims, causes of action, and costs (including reasonable attorney's fees) which may arise from UMCS operations.
18. Carry general liability insurance in coverage amounts sufficient to insure the Conference, its officers, employees, volunteers, and constituent boards and agencies from and against any claims by third parties for activities undertaken by the Conference.	18. Carry professional and general liability insurance in coverage amounts sufficient to insure UMCS, its officers, directors, employees, and volunteers from and against any claims from third parties for activities undertaken by UMCS.
19. Identify in promotional materials that the Wisconsin Conference of The United Methodist Church is affiliated with UMCS.	19. Identify in promotional materials that UMCS is affiliated with the Wisconsin Conference of The United Methodist Church.
20. The Conference shall require UMCS to furnish a dissolution clause for its real property which is consistent with The Book of Discipline of The United Methodist Church.	20. UMCS shall provide to the Committee a dissolution clause for its real property which is consistent with the Book of Discipline of The United Methodist Church.
Wisconsin Conference of the United Methodist Church	United Methodist Children's Services of Wisconsin, Inc.
Resident Bishop	President, Board of Directors
Date	Date

Action Item wc104i: Model Covenant of Affiliation between Evergreen Retirement Community, Inc. and the Wisconsin Conference of The United Methodist Church

Submitted by: John Lawson, Chairperson, Health and Welfare Ministries Committee

Conference Action:

Be It Resolved that the Wisconsin Conference of The United Methodist church adopt the following Covenant of Affiliation between Evergreen Retirement Community, Inc. and the Wisconsin Conference of the United Methodist Church

The primary objective of the Covenant of Affiliation (Covenant) between the Wisconsin Conference of The United Methodist Church (Conference) and a Health and a United Methodist related health and welfare ministry (Ministry) within its borders, is to identify mutually agreeable expectations for each party. The Conference Health and Welfare Ministries Committee (Committee) will function as the point of contact between Ministry and the Conference.

Conference Expectations	Ministry Expectations
1. Communicate to Ministry the requirements and changes in The Book of Discipline of The United Methodist Church (current edition), the rules of the Conference, and the actions of the Conference and the General Conference of The United Methodist Church which may affect Ministry.	1. Be guided in decision making by The United Methodist Social Principles (current edition), The Book of Discipline of The United Methodist Church (current edition), and the investment policies of The United Methodist Church.
2. Communicate to Ministry the rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.	2. Abide by rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.
3. Maintain Conference membership and active participation in the United Methodist Association of Health and Welfare Ministries (UMA).	3. Ministry will consider options to strengthen its relationship with the Wisconsin Conference of the United Methodist Church, e.g. UMA membership.
4. The Resident Bishop will designate a member of the Ministry Board of Directors as the liaison between the Conference and the Ministry Board to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.	4. Nominate a member of the Ministry Board of Directors to be designated by the Resident Bishop as the liaison between Ministry and the Conference to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.
5. Encourage Ministry efforts to obtain accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA.	5. Ministry will consider options to strengthen its relationship with the Wisconsin Conference of the United Methodist Church, e.g. Eagle Accreditation.
6. Every 4 years in the spring following the UMC General Conference, review the relationship of the Conference and Ministry and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.	6. Every 4 years in the spring following the UMC General Conference, review the relationship of Ministry and the Conference and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.

<p>7. Advocate and promote Ministry mission and programs through the communication channels of the Conference, including the Conference Journal, the Conference proceedings, the Golden Cross appeal, the Conference publications and website, and other means.</p>	<p>7. Provide for publication in the Conference Journal: (1) the Ministry mission statement and other foundational statements as amended from time to time; (2) an annual summary of operations including the financial amount of benevolent care provided; (3) a list of names, addresses, and church affiliations (if known) of members of the Ministry Board of Directors; and (4) descriptions of programs and services in response to emerging trends and community needs, particularly noting initiatives related to racial/ethnic groups, people with disability conditions, the disenfranchised, and undocumented immigrants.</p>
<p>8. Celebrate annually at the Conference session the contribution of Ministry to the mission of the church.</p>	<p>8. Identify in promotional materials that Ministry is affiliated with the Wisconsin Conference of The United Methodist Church.</p>
<p>9. Encourage collaboration among health and welfare ministries, Conference entities, and local churches to respond to health and welfare needs within the Conference.</p>	<p>9. Cooperate with the Committee, the Conference Board of Global Ministries, and congregations in the Ministry service area in creating new and expanded health and welfare ministries within the Conference.</p>
<p>10. Assist Ministry, when requested, in identifying persons to serve in spiritual leadership roles.</p>	<p>10. Provide high quality spiritual life resources to Ministry residents.</p>
<p>11. Make available to Ministry: (1) information regarding the availability of grants; (2) information regarding relevant resources available through Conference staff and General Church boards and agencies; (3) assistance through the Wisconsin UM Foundation with fund raising through grants, wills, trusts, and other methods of giving; (4) training resources for Ministry staff and Board of Directors in mutually identified areas of interest, for example governance and planning; and (5) fair consideration of requests for conference wide fundraising appeals.</p>	<p>11. Seek written approval of the Conference Council on Finance and Administration prior to engaging in conference-wide fund raising efforts.</p>
<p>12. Give consideration to the financial needs of all Conference related health and welfare ministries in the Conference's annual budget setting process.</p>	<p>12. Evergreen Retirement Community, Inc. will make provisions in its By Laws at Evergreen's Board of Directors discretion for the Wisconsin Conference of the United Methodist Church to be recognized as a recipient in the case of dissolution.</p>
<p>13. Instruct the Conference District Superintendent to engage in a face-to-face conversation with the CEO of Ministry at least once a year in order to be familiar with, and supportive of the Ministry mission and ministry.</p>	<p>13. Arrange an annual on-site visit with the Conference District Superintendent.</p>

<p>14. Instruct pastors appointed to the community in which Ministry is located that one of the missional reasons for their appointment to that community is to be involved in developing an active on-going relationship between their congregations and Ministry.</p>	<p>14. Link Ministry to the Annual Conference session by electing to the Ministry board of directors one or more lay or clergy members of the Annual Conference.</p>
<p>15. Have churches in Ministry service area annually report to the annual Church/Charge Conference their support (financial, promotion, volunteer, leadership, etc.) of Ministry.</p>	<p>15. Encourage local United Methodist pastors to participate in Ministry programs.</p>
<p>16. Indemnify and hold Ministry harmless from and against any claims, causes of action, and costs (including reasonable attorney's fees) which may arise from any Conference operations.</p>	<p>16. Indemnify and hold the Conference, its boards and agencies, volunteers, employees, and members harmless from and against any claims, causes of actions, and costs (including reasonable attorneys' fees) which may arise from any Ministry operations.</p>
<p>17. Carry general liability insurance in coverage amounts sufficient to insure the conference, its officers, employees, volunteers, and constituent boards and agencies from and against any claims by third parties for activities undertaken by the Conference.</p>	<p>17. Carry professional and general liability insurance in coverage amounts sufficient to insure Ministry, its officers, directors, employees, volunteers, and constituent boards and agencies from and against any claims from third parties for activities undertaken by Ministry.</p>
<hr/> <p>Resident Bishop Wisconsin Conference of UMC</p> <p>Date: _____</p>	<hr/> <p>Board Chair Ministry</p> <p>Date: _____</p>

Action Item wc105: Resolutions Related to Clergy Compensation

Submitted by: Joint Board of Pensions, Insurance & Equitable Compensation

Conference Action:

BE IT RESOLVED that the 2020 Wisconsin Annual Conference approves the following Action Items:

Action Item wc105a: Resolution Adopting Past Service Annuity Rate for 2021

Action Item wc105b: Resolution Setting Minimum Compensation for 2021

Action Item wc105a: Resolution Adopting Past Service Annuity Rate for 2021

Submitted by: Joint Board of Pensions, Insurance & Equitable Compensation

Conference Action:

BE IT RESOLVED the Past Service Annuity Rate (PSR) for 2021 shall be \$773.

Action Item wc105b: Resolution Setting Minimum Compensation for 2021

Submitted by: Joint Board of Pensions, Insurance & Equitable Compensation

Conference Action:

WHEREAS the formula for establishing the minimum compensation for ordained clergy, local pastors, and student local pastors appointed to charges in the Wisconsin Annual Conference may be based on one of the following two factors, or combination of the two: 1) the minimum salary for the previous year for each category, plus the cost of living factor established by the U.S. Government for Social Security purposes, plus up to 1%; or, 2) the percentage change in the Conference Average Compensation for the previous year; and

WHEREAS this formula was approved by the 2012 session of the Wisconsin Annual Conference for implementation starting in January 2014 and is Conference Policy 110.1.0; and

WHEREAS the most recent cost of living increase established by U.S. government was 2.8% and the Conference Average Compensation increased by 1.72%,

THEREFORE BE IT RESOLVED the Minimum Compensation for Elders, Provisional Members, and Associate Members serving full time for 2021 shall be \$43,705. The Minimum Compensation for Local Pastors serving full time shall be \$39,540. This is a 1.72% increase.

Action Item wc106: Disaffiliation Agreement Pursuant To ¶ 2553 of the Book of Discipline as Approved by the 2019 General Conference of The United Methodist Church

Submitted by: Disaffiliation Task Force

Conference Action:

Background of the Disaffiliation Agreement

The people of the United Methodist Church have struggled over matters of human sexuality for decades. People of deep faith disagree, and this has divided us. A special General Conference was held in February 2019 to attempt a resolution. This special General Conference adopted petition 90066, which added a new ¶ 2553 to *The Book of Discipline*.

Since the beginning of Methodism, our church has had a “Trust Clause” which has barred churches from leaving the denomination with their buildings and other property. This new Paragraph 2553 allows a local church to leave The United Methodist Church “over issues related to human sexuality.” It gives churches which disagree with the denomination’s position on human sexuality a window of time between now and December 31, 2023, to leave the denomination and keep property belonging to that local church. They may do so only if they pay their share of certain Annual Conference expenses, including long-term, unfunded pension obligations, any unpaid apportionments for the 12 months prior to leaving the UMC and an additional 12 months of apportionments.

- A local church’s desire to leave must be in writing in a binding agreement called a “Disaffiliation Agreement.” (A copy of this agreement is on the following pages in this workbook for your information.)
- Some of the terms of the agreement are required by this new ¶ 2553 in *The Book of Discipline* and cannot be changed by the Annual Conference.
- Other terms are matters of law in the state where the local church is located.
- The Annual Conference does have a choice in how to calculate the fair share of the pension liability for a church that wants to leave the denomination.
- The Annual conference could also add additional terms to the Disaffiliation Agreement.
- Bishop Jung created a Disaffiliation Task Force to review the ¶ 2553 Disaffiliation Agreement and develop any additional terms required by our conference rules and Wisconsin law.

The Disaffiliation Task Force determined the most equitable method to calculate a church’s share of the aggregate unfunded pension obligations (AUPO) would be to use the apportionment percentage calculated for the local church for the year in which the local church votes to leave the UMC multiplied by the Annual Conference’s AUPO as determined as of the first day the month preceding the month in which the church votes to leave the denomination. Wespeth, the UMCs agency which handles matters related to pensions, is required by ¶ 2553 to determine the Annual Conference’s AUPO using market factors similar to a commercial annuity provider.

RESOLUTION: Be it resolved that the 2020 Session of the Wisconsin Annual Conference of the United Methodist Church, meeting on October 24, 2020 adopts the calculation for unfunded pension obligations of a disaffiliating local church from the Wisconsin Annual Conference of the United Methodist Church to be:

“An amount equal to Local Church’s pro rata share, using the Annual Conference apportionment formula, of Wisconsin Conference’s unfunded pension obligations, based on the Wisconsin Conference’s aggregate funding obligations as determined by Wespeth, using market factors similar to a commercial annuity provider. The calculations shall be determined as of the 1st of the month preceding the month in which the church conference to vote on disaffiliation is held. Such calculation shall be incorporated into the Disaffiliation Agreement in accordance with Paragraph 2553 of the Book of Discipline.”

[Editor's Note: The following Draft of the Disaffiliation Agreement is provided for your information and reference. Because it is a legal document, it is not part of the Resolution presented in Action Item wc106, and is not subject to amendment by the Annual Conference.]

DISAFFILIATION AGREEMENT PURSUANT TO ¶ 2553

This Disaffiliation Agreement Pursuant to ¶ 2553 (“Disaffiliation Agreement”) is entered into this _____ day of _____, 20__, by and between _____ (“Local Church”) and _____ (“Wisconsin Conference of The United Methodist Church”).

WHEREAS, Local Church is a United Methodist church within the boundaries of the Wisconsin Conference;

WHEREAS, Local Church has held a church conference, in compliance with ¶¶ 246.8, 248, and 2553.2-.3 of *The Book of Discipline of The United Methodist Church* (“*Discipline*”), at which at least two-thirds (2/3) of the professing members present at the church conference of Local Church voted to disaffiliate from The United Methodist Church “for reasons of conscience regarding a change in the requirements and provisions of the *Book of Discipline* related to the practice of homosexuality or the ordination or marriage of self-avowed practicing homosexuals as resolved and adopted by the 2019 General Conference, or the actions or inactions of its annual conference related to these issues which follow.”

WHEREAS, pursuant to ¶ 2501.1 of the *Discipline*, Local Church holds its real and personal, tangible and intangible property “in trust for The United Methodist Church and subject to the provisions of its *Discipline*.”

WHEREAS, property subject to ¶ 2501.1 “can be released from the trust, transferred free of trust or subordinated to the interests of creditors and other third parties only to the extent authority is given by the *Discipline*.” (¶ 2501.2)

WHEREAS, ¶ 2553 provides a specific circumstance in which property subject to ¶ 2501.1 can be released from the trust imposed by that paragraph.

WHEREAS, ¶ 2553.4 requires the terms and conditions of Local Church’s disaffiliation from The United Methodist Church to be “memorialized in a binding Disaffiliation Agreement.”

WHEREAS, Local Church and the Wisconsin Conference wish to (1) resolve all matters between them, and Local Church wishes to acquire from the Wisconsin Conference all of Annual Conference’s interest, on behalf of The United Methodist Church, in the real and personal, tangible and intangible property held by Local Church and (2) comply with the requirements of ¶ 2553 and Judicial Council *Decision* 1379.

NOW, THEREFORE, in consideration of the foregoing and all the mutual covenants herein contained, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Local Church and the Wisconsin Conference agree as follows:

1. Conditions Precedent. Local Church and Wisconsin Conference acknowledge and agree:

- a. *Church Conference Vote*. At least two-thirds (2/3) of the professing members present at a church conference of Local Church must vote to disaffiliate from The United Methodist Church “for reasons of conscience regarding a change in the requirements and provisions of the *Book of Discipline* related to the practice of homosexuality or the ordination or marriage of self-avowed practicing homosexuals as resolved and adopted by the 2019 General Conference, or the actions or inactions of its annual conference related to these issues which follow.” Local Church must provide documentation, to the satisfaction of the Wisconsin Conference, which evidences the result of the disaffiliation vote taken at the church conference. Such documentation must be certified by an authorized officer of Local Church and shall be included as an exhibit to this Disaffiliation Agreement.
- b. *Wisconsin Conference Vote*. This Disaffiliation Agreement must be “ratified by a simple majority of the members . . . present and voting” at a duly-called session of the Wisconsin Annual Conference, as required by Judicial Council *Decision* 1379 and ¶ 2529.1b(3).

Should either of the above not occur, this Disaffiliation Agreement shall immediately become null and void.

2. Applicability of ¶ 2501.

Local Church acknowledges and agrees that pursuant to ¶ 2501 of the *Discipline*, Local Church holds all property, real and personal, tangible and intangible, in trust for the benefit of The United Methodist Church.

3. Date of Disaffiliation.

Should Local Church timely comply with all of its obligations as set forth herein, Local Church's disaffiliation from The United Methodist Church will be effective on _____, 20__ ("Disaffiliation Date"). Such Disaffiliation Date must be subsequent to the Wisconsin Conference's ratification referenced in Section 1 above.

4. Local Church's Obligations.

Unless a different date is specified, Local Church shall, by no later than the Disaffiliation Date, do the following:

- a. *Payments.* Prior to the Disaffiliation Date, Local Church shall pay to Wisconsin Conference, in a manner specified by Wisconsin Conference, the following:
 - i. Local Church shall have the right to retain its real and personal, tangible and intangible property without charge. Any costs relating to Local Church's retention of its property will be borne by Local Church.
 - ii. Any unpaid apportionments for the twelve (12) months immediately prior to the Disaffiliation Date, as calculated by Wisconsin Conference, totaling _____;
 - iii. An additional twelve (12) months of apportionments, as calculated by Wisconsin Conference, totaling _____;
 - iv. An amount equal to Local Church's pro rata share, using our apportionment formula, of Wisconsin Conference's unfunded pension obligations, based on the Wisconsin Conference's aggregate funding obligations as determined by Wespah, using market factors similar to a commercial annuity provider. The calculations shall be determined as of the 1st of the month preceding the month in which the church conference to vote on disaffiliation is held.
 - v. Any pastoral benefits (pension, CPP and medical) for the twelve (12) months immediately prior to the Disaffiliation Date.
 - vi. All unpaid obligations of any kind (loans, etc.) immediately prior to the Disaffiliation Date.
- b. *Other Liabilities.* Local Church shall either satisfy all of its debts, loans, and liabilities (including, but not limited to, loans and mortgages) or assign or transfer such obligations to its new entity. Local Church must provide sufficient documentation of same to Wisconsin Conference.
- c. *Intellectual Property.* Local Church shall cease all use of "United Methodist," the Cross & Flame insignia, and any other intellectual property of the denomination and Wisconsin Conference, including the removal of all signage containing the same."
- d. *Group Tax Exemption Ruling.* As of the Disaffiliation Date, Local Church shall cease to use, and also shall ensure that any affiliates of Local Church which have been included in the group tax exemption ruling shall cease to use, any and all documentation stating that Local Church is included in the denomination's group tax exemption ruling administered by the General Council on Finance and Administration of The United Methodist Church. Local Church and any of its affiliates which have been included in the group tax exemption ruling will be removed as of the Disaffiliation Date.
- e. Prior to disaffiliation the Conference Archives shall be given the original permanent records of the local church that according to the Book of Discipline ¶2549.4 are to come to the Commission on Archives and History in the case of a local church closing. Permanent records include legal and property records, membership records, minutes, church histories and historical documents related to baptism, membership, marriages, and funerals. Financial records for the previous seven (7) years are to be provided to the Conference Treasurer's Office. The District Superintendent and Conference Archivist shall have the right and access to examine records and determine their disposition.

If a church has a cemetery or columbarium, the church should provide continued maintenance after disaffiliation, and continued access for families and loved ones of the United Methodists buried there.

5. Organizational Transition

Local Church shall take all steps necessary to dissolve any legal entities and to settle, liquidate, or transfer all assets and obligations of such entities, or to establish any new legal entities as needed to effectuate its disaffiliation from The United Methodist Church, to the satisfaction of Wisconsin Conference. The new entity shall obtain a new Employer Identification Number (EIN) from the Internal Revenue Service. Local Church shall indemnify, defend, and hold harmless Wisconsin Conference and its officers, directors, agents, and employees from any liability or costs (including reasonable attorney’s fees) resulting from any claim, action, or cause of action for damages to persons or property resulting from Local Church’s failure to take all necessary steps as required by this Section 5.

6. Property.

On the Disaffiliation Date, Local Church will have full ownership of the property and assets listed in currently held in trust under The United Methodist Discipline Trust Clause and reported annually at Charge Conference: Report of Finance Committee & Report of the Trustees. The parties shall ensure all necessary transfers or other transactions relating to the above properties are completed prior to the Disaffiliation Date. Any costs resulting from such transfers or other transactions shall be borne by Local Church. Wisconsin Conference shall fully cooperate with Local Church, as needed and applicable, to ensure that such transfers and other transactions convey all of Wisconsin Conference’s interest – both for itself and on behalf of The United Methodist Church – in the real and personal, tangible and intangible property of Local Church. The Conference will receive documentation of said transfers/transactions prior to the Disaffiliation Date from the Church.

7. Release of Claims

Upon the completion of all their respective obligations herein, Wisconsin Conference and Local Church, for themselves and their agents, representatives, members, trustees, employees, successors, attorneys, and assigns, hereby fully and forever covenant not to sue each other, and release and discharge each other, and their current and former trustees, officers, representatives, employees, an assigns, in both their official and individual capacities, from any liability for any and all causes of action and claims, including any statutory or common law cause of action, tort or contractual claims, any claims for attorneys’ fees, expenses and all other damages, whether known or unknown, foreseen or unforeseen, which Wisconsin Conference or Local Church ever had, now has, hereafter may have or claim to have against any of the above-named entities or persons in any way arising out of their relationship with each other. The parties further represent they have no pending lawsuit, charge, complaint, or other action against each other. Notwithstanding the foregoing releases and covenants not to sue, the parties may take action to enforce this Disaffiliation Agreement in any court where jurisdiction and venue are proper.

8. Time Limit.

Should the Local Church fail to satisfy all of its obligations set forth herein by December 31, 2023, this Disaffiliation Agreement shall be null and void.

9. Continuing as Plan Sponsor.

Nothing in this Disaffiliation Agreement shall prevent Local Church, after the Disaffiliation Date, from continuing to sponsor benefit plans from Wespath, to the extent permitted by federal law, and provided that Local Church has not expressly resolved that it no longer shares common religious bonds with The United Methodist Church.

10. Non-Severability.

Each of the terms of this Disaffiliation Agreement is a material and integral part hereof. Should any provision of this Disaffiliation Agreement be held unenforceable or contrary to law, the entire Disaffiliation Agreement shall be deemed null and void.

Local Church

Date

District Superintendent

Date

Bishop

Date

Action Item wc107: Resolutions Affirming the Discontinuance/Closing of Local Churches

Submitted by: The Cabinet

Conference Action:

BE IT RESOLVED that the 2020 Wisconsin Annual Conference approves the following three Action Items:

- Action Item wc107a Discontinuance of The United Methodist Church of Alma, located in Alma, Wisconsin*
- Action Item wc107b Closing of the Emerald United Methodist Church, located in St. Croix County, Wisconsin*
- Action Item wc107c Discontinuance of the Brandon United Methodist Church, Brandon, WI*

Action Item # wc107a: Discontinuance of The United Methodist Church of Alma, located in Alma, Wisconsin

Submitted by: The Cabinet

Conference Action:

WHEREAS The United Methodist Church of Alma, located in Alma, Wisconsin has had a long and proud history; and

WHEREAS the Church Conference of The United Methodist Church of Alma voted on June 2, 2020 to discontinue as a church effective June 30, 2020; and

WHEREAS the district superintendent and the cabinet acknowledge The United Methodist Church of Alma's church conference action and recommend discontinuance of The United Methodist Church of Alma, encouraging the remaining membership to join with another United Methodist Church; and,

WHEREAS consent for the discontinuance has been granted by the presiding bishop, a majority of the district superintendents, the district board of church location and building, and in compliance with all proper Disciplinary requirements,

THEREFORE BE IT RESOLVED that The United Methodist Church of Alma, located in Alma, Wisconsin, be discontinued effective June 30, 2020.

BE IT FURTHER RESOLVED THAT all assets of The United Methodist Church of Alma be transferred to the Wisconsin Annual Conference of The United Methodist Church; and

BE IT FURTHER RESOLVED THAT the Trustees and other Officers of the Wisconsin Annual Conference are authorized and directed to take any and all actions necessary to transfer all assets as directed in this motion, and to carry out all procedures described in The Book of Discipline, including but not limited to the sale of the church property and the transfer of members to other congregations, and to accomplish all of the intent of this motion.

BE IT FURTHER RESOLVED THAT proceeds from the sale of the church property shall be cared for in compliance with *Wisconsin Conference Policy 10.13.0 – Church Closings (¶548)*.

Action Item # wc107b Closing of the Emerald United Methodist Church, located in St. Croix County, Wisconsin

Submitted by: The Cabinet

Conference Action:

WHEREAS the Emerald United Methodist Church located in St. Croix County, first incorporated in 1904 as the Free Methodist Church, had a long and proud history; and

WHEREAS the congregation in recent years has declined to the point that the congregation can no longer continue to fulfill its mission; and

WHEREAS the district superintendent, in consultation with pastor and a member of the congregation present in a church-wide conference on September 15, 2019, declared the abandonment of building by the church members in accordance with ¶ 2549.3 and recommended the closing of the Emerald United Methodist Church on November 17, 2019.

WHEREAS the district superintendent, pastor, and members in attendance celebrated the ministry of the Emerald United Methodist Church at the closing ceremony on November 17, 2019; and

WHEREAS the district superintendent, in consultation with pastor and a member of the congregation, recommended the transfer of membership of the Emerald United Methodist Church to Glen Hills Parish United Methodist Church and the church records to Commission on Archives and History of Wisconsin Annual Conference; and

WHEREAS the district superintendent, in consultation with pastor and a member of the congregation, recommended the transfer of property to Willow River Parish United Methodist Church; and

WHEREAS the consent to close has been granted by the presiding bishop, a majority of the district superintendent, and the district board of church location and building, and all proper Disciplinary requirements have been complied with;

THEREFORE, BE IT RESOLVED, that the Emerald United Methodist Church be closed effective November 17, 2019 and the church property be transferred to Willow River Parish United Methodist Church of Wisconsin Annual Conference.

Action Item # wc107c Resolution on the Discontinuance of Brandon United Methodist Church, Brandon, WI

Submitted by: The Cabinet

Conference Action:

WHEREAS Brandon United Methodist Church discerned that its life as a worshipping community ceased; and

WHEREAS Brandon United Methodist Church held its last worship service on November 17, 2019, and subsequently abandoned the church pursuant to ¶2549 of the *2016 Book of Discipline*; and

WHEREAS pastoral care has been given to the members of the Brandon United Methodist Church and efforts have been made to transfer their membership to other United Methodist Churches; and

WHEREAS all historical and legal documents and records have been provided to the Conference Archives in Sun Prairie; and

WHEREAS the District Superintendent has recommended discontinuance of the Brandon United Methodist Church; and

WHEREAS the consent to discontinue has been granted by presiding Bishop Hee-Soo Jung and by consent of the District Superintendents, and all proper Disciplinary requirements have been complied with; and

WHEREAS a service of deconsecration was held on May 16, 2020.

THEREFORE, BE IT RESOLVED that the Wisconsin Annual Conference of the United Methodist Church, meeting October 24, 2020 in a virtual conference session in Wisconsin, declares the Brandon United Methodist Church discontinued as of November 17, 2019 and directs the North East District Superintendent to be the officer of the Conference to implement this action.

BE IT FURTHER RESOLVED that the net proceeds of the sale of the church property and all remaining assets be first used to cover any remaining local obligations and apportionments due, and the remaining amount were used to support the salary obligations for Rev. Stephanie Taylor through June 30, 2020.

Action Item wc108: 2021 Proposed Conference Budget
Submitted by: Council on Finance and Administration
Conference Action:

WISCONSIN ANNUAL CONFERENCE - UNITED METHODIST CHURCH
2021 BUDGET REPORT
SUMMARY

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
APPORTIONMENTS				
Gross Apportionments	8,272,974	8,272,974	7,980,630	7,980,630 (1)
Unpaid	(1,489,135)	(2,012,142)	(1,604,107)	(1,672,440)
Percent Paid	82.0%	75.7%	79.9%	79.0%
NET APPORTIONMENTS	6,783,839	6,260,832	6,376,523	6,308,190
EXPENSES				
<u>LOCAL CONGREGATIONAL DEVELOPMENT</u>				
New Ministry Strategy Board	307,300	309,194	285,789	280,123
CIRCUIT MINISTRY				
Ethnic Local Church Concerns Committee	14,170	8,715	11,253	11,253
Committee on Hispanic/Latino Ministries	10,000	4,318	9,300	9,300
The Cabinet	1,458,028	1,462,825	1,488,729	1,456,162
Total	1,789,498	1,785,052	1,795,071	1,756,838
<u>GLOBAL CONNECTIONAL MINISTRIES</u>				
Africa University Fund	25,601	20,993	24,831	25,605
Black College Fund	114,394	93,776	110,956	114,410
Episcopal Fund	251,448	206,187	243,890	251,484
General Administration Fund	100,822	82,674	97,791	100,836
Interdenominational Cooperation Fund	22,428	18,391	21,754	22,431
Jurisdictional Conference Fund	13,332	13,339	13,339	14,000
Ministerial Education Fund	286,781	235,661	278,161	286,821
World Service Fund	849,082	696,247	823,560	849,203
Total	1,663,888	1,367,268	1,614,282	1,664,790 (2)
<u>CLERGY AND LAY LEADERSHIP</u>				
Connectional Table	35,700	8,619	14,415	64,415 (3)
Connectional Table Resource Team	0	0	32,550	2,050
Board of Higher Education & Student Ministries	52,700	50,849	45,570	45,070
Board of Laity	17,800	17,945	20,135	17,100
Board of Ordained Ministry	75,400	47,395	70,122	63,100
Nominations Committee	0	79	0	0
Joint Board of Pensions, Insurance & Equitable Compensation	428,400	422,137	428,400	399,064
Conference Youth Council	4,000	1,916	2,790	2,790
CLERGY COVENANT TASK FORCE				
SUSTENTATION				
Total	614,000	548,940	613,982	593,589
<u>CONNECTIONAL MINISTRIES</u>				
Board of Camp & Retreat Ministries	95,000	88,174	90,675	93,000
Board of Church & Society	3,700	1,002	4,185	3,000
Board of Global Ministries	280,500	274,165	285,254	285,350
Commission on Religion & Race	13,100	10,725	10,509	10,509
Commission on the Status & Role of Women	500	0	465	100
Commission on Unity & Interreligious Relationships	41,750	41,228	39,525	40,300
Communications - moved IT to Finance/Administration	161,218	36,548	139,500	36,000
Delegation	6,000	4,655	4,300	4,300
Ministry & Outreach	10,500	6,493	12,905	12,500
Personnel Committee	1,578,384	1,404,597	1,482,785	1,389,357
Petitions Committee	0	0	0	0
Program & Arrangements Committee	23,000	(40,347)	0	0
Vision and Quality Improvement Team (Eliminated in 2012)	0	0	0	0
Total	2,213,652	1,827,240	2,070,103	1,874,416

**WISCONSIN ANNUAL CONFERENCE - UNITED METHODIST CHURCH
2021 BUDGET REPORT
SUMMARY**

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET	
<u>CONFERENCE SUPPORT MINISTRIES</u>					
Board of Trustees	109,350	92,164	101,696	166,900	(4)
Commission on Archives & History	4,000	6,425	4,185	4,185	
Conference Office plus IT support	137,251	118,523	127,498	184,472	(5)
Conference Secretary	16,200	13,727	16,275	20,000	
Statistician	0	0	0	0	
Council on Finance & Administration	42,000	52,817	37,293	50,000	
Episcopacy Committee	6,000	0	8,138	3,000	
Rules Committee	0	0	0	0	
CONTINGENCY	0	0	0	0	
Cash Reserve (Interest and other income)	188,000	448,676	(12,000)	(10,000)	
Total	502,801	732,332	283,085	418,557	
TOTAL EXPENSES	6,783,839	6,260,832	6,376,523	6,308,190	
UNBUDGETED EXCESS (DEFICIT)	(0)	0	(0)	(0)	

Footnotes:

- (1) Gross Apportionments remain the same as last year.
- (2) Budgeted 100% of General Conference Apportionments.
- (3) Connectional Table approved \$50,000 line item to be added to the budget to be used by Connectional Table in conjunction with other agencies to aid in the transformation of the Wisconsin Conference on race relations.
- (4) Rental income has been removed from the budget as we no longer have renters in the building.
- (5) IT & Software costs moved from the Communications

**WISCONSIN ANNUAL CONFERENCE - UNITED METHODIST CHURCH
2021 BUDGET REPORT
DETAIL**

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
APPORTIONMENTS				
Gross Apportionments	8,272,974	8,272,974	7,980,630	7,980,630
Unpaid	(1,489,135)	(2,012,142)	(1,604,107)	(1,672,440)
Percent Paid	82.0%	75.7%	79.9%	79.0%
NET APPORTIONMENTS	6,783,839	6,260,832	6,376,523	6,308,190
EXPENSES				
LOCAL CONGREGATIONAL DEVELOPMENT				
<u>New Ministry Strategy Board</u>				
Administration	3,000	858	2,989	2,000
District Strategy Teams	2,000	1,203	2,377	2,000
MissionInsite/Research	4,623	4,623	4,623	4,623
Leadership Specific Training	5,377	9,880	5,000	3,000
Emergency Fund (NEW ACCOUNT)				5,000
New Faith Ministry Starts	400,000	502,733	403,500	428,200
Less: C038 Fund for Discipleship Immediate Use	(80,000)	(99,157)	(80,000)	(90,000)
Less: C635 Madison Calvary Endowment (moved to Cabinet)	(25,000)		(25,000)	
Less: C1172 Reedstown New Church	0		0	0
Less: C1181 SW District-Church Starts & Develop.	0	(15,000)	0	0
Less: C1188 Capital District New Starts & Development	0		0	0
Less: C713 Revolving Loan Fund/Ministries Board Grant Fund	0		0	(53,000)
Less: C1216 Metro District New Faith Endowment	(1,200)		(1,200)	(1,200)
Less: C1292 Gotham UMC New Start/Ministry	0		0	0
Less: C1388 Wyoming Valley UMC New Start	0		0	0
Less: General Church Grants	(20,000)	(96,800)	(39,000)	(24,000)
Institute of Congregational Development	50,000	3,948	42,000	34,000
Less: Registration Fees-Institute of Congregational Devel	(34,000)	(5,524)	(34,000)	(34,000)
Instituto de Desarrollo Congregacional (IDC)	6,500	6,170	6,000	5,000
Less: Registration Fees-Instituto de Desarrollo Congregacional (IDC)	(4,000)	(3,740)	(1,500)	(1,500)
Total	307,300	309,194	285,789	280,123
<u>Ethnic Local Church Concerns Committee</u>				
Administration	500	0	300	300
Promotion	300	0	300	300
Leadership & Program Development	2,000	0	2,000	2,000
Jurisdictional & National Meetings	700	2,208	500	500
Scholarships	2,670	2,507	3,000	3,000
Summer Developers Program	10,000	4,000	11,153	11,153
Ethnic Local Church Grants	0		0	0
Less: Donations to Summer Developers Program	0		0	0
Less: Fundraisers	(2,000)		(2,000)	(2,000)
Total	14,170	8,715	11,253	11,253
<u>Committee on Hispanic/Latino Ministries</u>				
Administration	2,000	121	1,650	1,650
Leadership Development-Second Generation of H/L Min	0	0	0	0
Leadership Development-Implement Imagine W/ Anew	2,000	436	1,650	1,650
Intentional Advocacy & Presence in the Life of WAC	0			
Intercultural & Intergenerational Awareness in Leadership	0		0	0
Academy para Desarrollo de Lideres (Academy for Leadership	7,000	4,228	7,000	7,000
Deep Waters Incubator Program for Hispanic/Latino Youth	2,000	700	2,000	2,000
Monitor & Evaluate	0			
Training Spiritual Effective Leaders	0		0	0
Less: Participant/User Fees/Grants	(1,000)		(1,000)	(1,000)
Less: Registration Fees for Academia para Desarrollo de Lideres	(2,000)	(1,167)	(2,000)	(2,000)
Less: Grants from Other Conference Agencies			0	0
Less: Grant from Natl Plan for Hispanic/Latino Ministires	0		0	0
Less: Grant from Conference Strategy Board	0		0	0
Less: Grant from WUMF	0		0	0
Total	10,000	4,318	9,300	9,300

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
The Cabinet				
Salaries--District Superintendents	418,500	421,537	426,000	439,500
Housing--District Superintendents	116,235	113,199	118,235	122,050
Pension--District Superintendents	67,911	67,912	69,118	67,386
Health Insurance--District Superintendents	83,720	76,740	77,520	77,100
Death & Disability Insurance--District Superintendents	16,042	16,042	14,695	15,162
Workers Compensation--District Superintendents	3,208	2,538	2,623	2,700
Travel for District & Cabinet Meetings	86,000	98,809	90,000	55,000
Supplies	0		0	0
Equipment	7,000	0	9,000	5,000
Rent	44,000	42,054	25,000	2,700
Consultation	16,000	13,061	6,000	12,000
Legal Immigration Fees (Moved from Council on Finance in 2018)	30,000	77,139	11,825	11,825
Hospitality	0	648	3,000	3,000
Professional Development-District Superintendents	5,000	5,586	7,500	7,500
Professional Development-Regional Office Administrators				1,500
District Administration	0		0	0
Full Cabinet Expenses				1,000
District Expenses	18,289	16,620	25,000	20,000
Assistant to the Bishop				
Salary	83,700	81,063	85,200	87,900
Housing Allowance	23,247	25,884	23,647	24,410
Pension	13,582	13,582	13,824	13,477
Health Insurance	16,744	15,348	15,504	15,420
Death, Disability, & Worker's Comp Insurance	3,850	3,716	2,939	3,032
Travel	9,000	2,702	8,000	5,000
Professional Development	1,000	1,363	1,500	1,500
Office Expenses	1,500	1,114	1,500	1,500
Moving Director				
Administration	500	63	600	500
Transition Workshop	0	217	0	0
Moving Expenses	200,000	167,892	175,000	170,000
Movant CRSP & CPP Expense	0		22,500	0
Less: Excess Moving Expenses Reimbursement	0	(1,500)	(7,000)	0
Sustentation	20,000	22,150	10,000	20,000
Sustentation Plus	0		10,000	0
Critical Ministry Support	139,000	141,800	145,000	145,000
Less: Critical Ministry Donations	0	(280)	0	0
Restructuring	0		0	0
Revitalization (Moved from Conf Strategy Bd in 2016)	52,000	56,952	110,000	140,000
Less: C736 BTRU Parsonage Fund	(18,000)	(21,126)	(15,000)	(15,000)
Less: Other Income	0		0	0
Total	1,458,028	1,462,825	1,488,729	1,456,162
TOTAL CIRCUIT & LOCAL CONGREGATION DEVELOPMENT	1,789,498	1,785,052	1,795,071	1,756,838
PERCENT	26.4%	28.5%	28.2%	27.9%
GLOBAL CONNECTIONAL MINISTRIES				
Africa University Fund	25,601	20,993	24,831	25,605
Black College Fund	114,394	93,776	110,956	114,410
Episcopal Fund	251,448	206,187	243,890	251,484
General Administration Fund	100,822	82,674	97,791	100,836
Interdenominational Cooperation Fund	22,428	18,391	21,754	22,431
Jurisdictional Conference Fund	13,332	13,339	13,339	14,000
Ministerial Education Fund	286,781	235,661	278,161	286,821
World Service Fund	849,082	696,247	823,560	849,203
Underpayment estimate				
TOTAL GLOBAL CONNECTIONAL MINISTRIES	1,663,888	1,367,268	1,614,282	1,664,790
PERCENT	24.5%	21.8%	25.3%	26.4%

CLERGY AND LAY LEADERSHIP

Connectional Table

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
Administration	300	1,660	1,000	1,000
Leadership/Training Events	40,000	5,123	18,915	18,915
Conference-wide Training & Resourcing Events	2,700	2,715	0	0
Learner Leader Academy	7,500	2,125	0	0
Academy for Spiritual Formation	0	30,355	0	0
School for Ministry	15,000	21,473	0	0
Boundaries Training	0	3,494	1,000	1,000
Publishing/Media/Mailing/Supplies	1,000	0	1,000	1,000
Books, Media, Resources	500	20	500	500
Radical Inclusion and Racial Justice Quadrennial Initiative (NEW)				50,000
Less: User Fees-Conf-wide Training & Resourcing Events	(2,000)		0	0
Less: Learning Leader Academy	(7,300)	(5,200)	0	0
Less: School for Ministry Registration <i>(moved to CT Resource Team in 2019)</i>	(15,000)	(28,497)	0	0
Less: Academy for Spiritual Formation Registrtrion		(22,710)		
Less: Boundaries Training Registrations	0	(1,939)	(1,000)	(1,000)
Less: Books, Media, Resource Sales	0		0	0
Less: Designated Funds:				
C708 Leadership Training	0		0	0
C709 Program	0		0	0
C710 Christian Education Sunday	0		0	0
C711 Wentworth	0		0	0
C712 Stewardship	(1,000)		0	0
C1675 Discipleship, Stewardship, Leader. (Prev C708 - C711)	(6,000)		(7,000)	(7,000)
Total	35,700	8,619	14,415	64,415

Connectional Table Resource Team

Administration	0		1,000	1,000
School for Ministry	0		28,550	28,550
Learner-Leader Academy	0		7,500	0
Learning Day at Annual Conference	0		1,500	0
Academy for Spiritual Formation	0		0	22,000
MCCI Coaching and Leadership Training	0		29,000	0
Less: School for Ministry Registrations	0		(27,500)	(27,500)
Less: Learner-Leader Academy Registrations	0		(5,500)	0
Less: Learner-Leader Foundation Grant	0		(2,000)	0
Less: Academy for Spiritual Formation	0		0	(22,000)
	0		0	0
Total	0	0	32,550	2,050

Board of Higher Education & Student Ministries

Administration	700	736	1,070	570
Campus Ministry	52,000	49,350	48,500	48,500
Leadership Development	0	0	0	0
University Christian Ministries Vocation Program	20,000	14,894	20,000	20,000
Less: Lilly Grant for UCM Vocation Program	(20,000)	(14,131)	(20,000)	(20,000)
Less: Donations	0		(3,000)	(3,000)
Less: Transfer from Foundation Accts	0		(1,000)	(1,000)
Total	52,700	50,849	45,570	45,070

Board of Laity

Administration	800	885	1,100	200
Connectional Dues & Travel	1,600	2,669	2,100	2,100
Lay Leadership Development	200	325	835	800
CBOL Training & Resourcing	400		1,000	500
AC Expenses / Resources	1,500	731	1,500	500
Laity Convocation	3,300	4,369	3,600	2,000
Lay Equalization for AC	7,000	6,869	11,000	11,000
Faith Alive!	26,000	5,097	0	0
Less: Registration Fees-Faith Alive!	(23,000)		0	0
Less: Grants for Laity Convocation	0	(3,000)	(1,000)	0
Total	17,800	17,945	20,135	17,100

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
<u>Board of Ordained Ministry</u>				
Administration:				
Administration of the Board	8,500	6,573	8,022	7,000
Meetings	29,500	14,101	27,000	24,000
Executive Committee	0	0	500	250
Ministry Orders/Clergy Covenant Team	1,000	47	700	350
Staff Support:				
Exec Secretary Continuing Education	900	345	900	900
Board Training	2,500	0	2,250	1,500
Recruitment/Screening/Nurture:				
Mentoring	500	392	500	500
Provisional Members Residency Program	6,500	6,753	6,500	6,500
Inquiring Candidates Retreats/Orientation to Ministry	7,500	3,456	7,500	7,500
Ordination/Commissioning Service Expenses	3,000	1,790	2,750	2,100
Psychological Assessment Services	38,000	29,177	36,000	35,000
Background Checks	1,000	430	750	750
Recruitment/Seminary Visits	500	248	1,000	1,000
New Ministry Orientation	3,000		1,500	1,500
Less: Meeting Costs Reimbursements	(1,000)	(1,010)	(1,000)	(1,000)
Less: Provisional Members Residency Registration Fees	(500)		(500)	(500)
Less: Inquiring Candidates Registration Fees	(2,000)	(735)	(2,000)	(2,000)
Less: New Ministry Orientation Registration Fees	(1,000)		(1,000)	(1,000)
Less: Psychological Assessment Fees from Candidates	(7,500)	(3,750)	(8,250)	(8,250)
Less: Other Income	0		0	0
Less: Designated Funds:				
C732 Ministerial Educ Fd-For Inq Cand Retreats	(7,500)	(3,422)	(7,500)	(7,500)
C732 Ministerial Educ Fd-For Recruit/Seminary Visits	(1,000)	(247)	(1,000)	(1,000)
C732 Ministerial Educ Fd-For Provisional Residency	(6,500)	(6,753)	(6,500)	(6,500)
Total	75,400	47,395	70,122	63,100
<u>Nominations Committee</u>				
Administration	0	79	0	0
Total	0	79	0	0
<u>Joint Board of Pensions, Insurance & Equitable Compensation</u>				
Administration	8,000	4,628	8,000	6,000
Sabbatical Clergy Death/Disability Premium	1,400	-	1,400	1,400
Hardship	1,500	-	1,500	1,500
Health Ins. Premiums-Surviving Spouse-Active Clergy	5,000	-	5,000	5,000
Retired Clergy Health Insurance Premiums	600,800	600,800	584,941	600,800
Disabled Clergy Health Insurance Premiums	100,000	96,650	100,000	90,000
Health Ins. Premiums-Voluntary Transition Program	7,500	-	7,500	4,000
Equitable Compensation	5,000	5,000	5,000	5,000
Less: Contribution from East Wis. Pension Trust	(100,000)	(100,000)	(100,000)	(100,000)
Less: Designated Funds:				
C730 Permanent Pension Fund	(124,890)	(114,211)	(114,212)	(132,161)
C348 Ministerial Pension Memorial Fund	(59,312)	(54,782)	(54,782)	(63,397)
C044 Ministerial Insurance Memorial Fund	(16,598)	(15,948)	(15,947)	(19,078)
Total	428,400	422,137	428,400	399,064

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
Conference Youth Council				
Youth Ministries Administration & Program	1,000	20	1,000	1,000
Wis. Adults in Youth Ministry Admin & Program	3,000	3,999	500	500
Young Adult Ministries Admin & Program				
CYC Executive Board	0		0	0
CYC District Teams	0		0	0
Youth & Adult Continuing Education	0		0	0
Youth Events	0	22,664	4,290	4,290
Less: User Fees from Conference-wide Events	0	(24,767)	(3,000)	(3,000)
Total	4,000	1,916	2,790	2,790
TOTAL CLERGY & LAY LEADERSHIP	614,000	548,940	613,982	593,589

PERCENT 9.1% 8.8% 9.6% 9.4%

CONNECTIONAL MINISTRIES

Board of Camp & Retreat Ministries

Camps Operating Expense	680,500		666,072	0
Camps Operating Revenue	(557,400)		(542,972)	0
Camp Administration	0		0	0
Transfer to Designated	0		0	0
Less: Gifts & Grants	(40,100)		(40,100)	0
Less: Transfer from Designated Funds	(83,000)		(89,825)	0
Camp Insurance	36,000	32,264	36,000	35,000
Camp Property Taxes	59,000	55,910	61,500	58,000
Less: Funds from Other Sources	0		0	0
Total	95,000	88,174	90,675	93,000

Board of Church & Society

Administration	1,000	40	1,685	500
Marketing	0		0	0
Training/Education	1,200	962	1,500	1,500
Justice with Zeal Grants	1,500	0	1,000	1,000
Peace with Justice Grants	5,000	7,000	5,000	5,000
Less: Designated Funds C705 BOCS Peace with Justice	(5,000)	(7,000)	(5,000)	(5,000)
Total	3,700	1,002	4,185	3,000

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
Board of Global Ministries				
Administration-Board Meetings	400	620	404	500
Emerging Needs (Less Donations)	0		0	0
Health & Welfare:				
Administration-Meetings, Dues	700	105	500	500
Golden Cross Offering Expenses	3,400	4,066	3,500	3,500
Northcott Neighborhood House	80,000	80,000	80,000	80,000
UM Children's Services	151,000	151,000	151,000	151,000
UMCS Transitional Living				
UM Hospital Ministry	0	0	3,400	3,400
Harbor House Crisis Shelter	25,000	25,000	25,000	25,000
Less: Foundation Grant	0	(4,000)	0	0
Mission Motivation:				
Administration	200	223	500	500
Conference Partnerships				
Conference Partnership: In Mission Together	0		0	0
Conference Partnership: Native American Ministries	0		0	0
Conference Partnership: Dongbu Conference	5,000	1,358	0	0
Conference Missions Secretary	200		450	450
Mission Education & Interpretation	500	219	900	900
Mission Itineration	300		250	250
Immigration Task Force	0	40	0	0
District Mission Secretaries	500		1,250	1,250
Rainbow Covenant	500	40	300	300
District Training	500		0	0
Regional Training	0	45	0	0
Less: Mission Itineration Donations	0		0	0
Less: Immigrant Assistance Fund Donations	0		0	0
Less: Mission Motivation Donations	0	(46)	0	0
Community Ministries:				
Interfaith Conference of Greater Milwaukee	2,000	2,000	2,250	2,250
Mentoring Connections-Madison Urban Ministries	750		700	700
Emerging Needs	0		0	0
Volunteers in Mission-National:				
Administration	550	826	500	500
Background Checks	1,100	1,092	1,000	1,000
Early Response Team-Chain Saw	0		0	0
Scholarships	500	11,600	475	475
Donation to Jurisdictional VIM	500	500	475	475
Transfer Donations to Foundation Account	0		0	0
Less: Donations NVIM	0	(921)	0	0
Less: Donations for Scholarships-NVIM	0	(500)	0	0
Volunteers in Mission-International:				
Administration	400		500	500
Background Checks	200	122	0	0
IVIM Training	200		0	0
Scholarships	0	300	500	500
Donation to Jurisdictional VIM	200	200	0	0
Transfer Donations to Foundation Account	0		0	0
Less: IVIM Training Revenue	0		0	0
Less: IVIM Background Checks Revenue	0		0	0
Less: Donations for Scholarships-IVIM	0		0	0
Less: Transfer from IVIM Fund Balance	0	(300)	0	0
Disaster Task Force				
Administration	1,350	538	1,400	1,400
Disaster Task Force	0	551	0	0
Disaster District Coordinator Training	1,000	111	1,400	1,400
Less: Disaster Task Force-Revenue	0	(624)	0	0
Total	280,500	274,165	285,254	285,350

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
<u>Commission on Religion & Race</u>				
Administration	300	9	300	300
Programming	300	254	300	300
Caucuses:				
Caucus-Asian	800	1,229	1,500	1,500
Caucus-Black	2,200	1,475	2,500	2,500
Caucus-Hmong	2,700	1,311	2,500	2,500
Caucus-Hispanic	1,800	2,241	2,000	2,000
Caucus-Korean	3,000	3,977	2,700	2,700
Caucus-Native American	800	800	1,000	1,000
Cross Cultural Training	500	429	2,000	2,000
Jurisdictional Commission Dues	700	0	1,000	1,000
Jurisdictional Learning Event	0		0	0
Immigration and Refugee Task Force	0		0	0
Just Be Hope Ministry	0		209	209
Clergy of Color Retreat	0		(2,500)	(2,500)
Less: Participant Fees	0		0	0
Less: Donations for Asian Caucus	0		(1,500)	(1,500)
Less: Donations for Black Caucus	0		(500)	(500)
Less: Donations for Hmong Caucus	0		(1,000)	(1,000)
Less: Donations for Korean Caucus	0	(1,000)	0	0
Less: Donations for Native American Caucus	0		0	0
Less: Transfer from Designated Funds - Black Caucus	0		0	0
Total	13,100	10,725	10,509	10,509
<u>Commission on the Status & Role of Women</u>				
Administration/Meetings	500		465	100
Training	0		0	0
Bridge Builder Award	0	0	0	0
Communications	0		0	0
Less: C901 W.A.T.E.R. Fund	0		0	0
Total	500	0	465	100
<u>Communications - moved IT to Finance/Administration</u>				
Administration	4,500		4,500	3,000
Marketing Materials	48,000	6,437	27,700	10,000
Conference Equipment & Network	58,300	20,023	29,300	0
Conference Phone, Internet, Software, Systems & Licenses	0		29,000	0
Training Events	3,000		8,000	8,000
Annual Conference Session IT Services	5,000	80	5,000	5,000
Web, Video, Photography, Database, Equipment	39,918	12,508	36,000	10,000
Newsletter	2,500		0	0
Total	161,218	36,548	139,500	36,000
<u>Commission on Unity & Interreligious Relationships</u>				
Administration	1,000	253	1,750	500
Wis. Chaplaincy Association	0		0	0
Interfaith Bus Tour	5,500	25	5,500	5,500
Interfaith Study	0		0	0
WI Council of Churches:				
Board of Directors	0		0	0
Membership	40,950	40,950	37,975	40,000
Less: Participant Registration Fees	(5,700)		(5,700)	(5,700)
Less: Other Income	0		0	0
Total	41,750	41,228	39,525	40,300
<u>Delegation</u>				
Administration	6,000	5,397	4,300	4,300
Listening Session	0		0	0
NC Delegates Meeting	0		0	0
Less: WUMF Grant	0	(742)	0	0
Total	6,000	4,655	4,300	4,300

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
<u>Ministry & Outreach</u>				
Administration	2,000	587	1,500	1,000
Grants & Scholarships	2,000	4,116	2,000	2,000
Ongoing Ministry Support	2,000	1,270	1,905	2,000
Special Program Support	3,500	600	2,500	2,500
Dongbu Task Force	0		5,000	5,000
Total	10,500	6,493	12,905	12,500
<u>Personnel Committee</u>				
Meetings	800		800	800
Administration	3,500	7,855	3,500	3,500
Ministry & Outreach:				
Salaries	287,875	215,157	248,667	199,894
Housing	68,413	41,138	47,294	24,410
Social Security	5,266	6,533	9,115	8,911
Pension	43,302	30,200	35,562	25,752
Health Insurance	116,604	85,446	100,570	61,680
Death & Disability Insurance	10,109	6,235	7,433	3,811
Worker's Compensation Insurance	1,653	1,898	1,539	1,500
Communications Only (IT now outsourced)				
Salaries	185,497	73,000	91,994	85,000
Social Security	12,060	4,856	7,038	6,503
Pension	20,405	8,030	10,119	9,350
Health Insurance	43,539	18,126	30,637	15,420
Death & Disability Insurance	2,948	693	1,761	300
Worker's Compensation Insurance	925	872	478	300
Independent Contractors	0		0	0
Finance and Administration:				
Salaries	271,045	315,904	272,995	355,033
Housing (1 staff)	22,804	27,592	23,647	24,410
Social Security	18,590	18,124	16,212	22,348
Pension	33,812	38,680	34,071	42,612
Health Insurance	42,303	37,785	42,535	46,260
Death & Disability Insurance	3,826	6,254	4,744	3,858
Worker's Compensation Insurance	1,328	1,231	1,543	1,800
Independent Contractors	0	10,880	32,000	0
District Offices:				
Salaries	174,658	98,816	101,780	104,833
Social Security	13,161	7,381	7,786	8,020
Pension	19,212	10,870	11,196	11,532
Health Insurance	37,503		0	0
Death & Disability Insurance	7,359	2,566	3,544	2,000
Worker's Compensation Insurance	908	834	529	600
Camp & Retreat Ministries Leadership Team:				
Salaries	98,883	100,646	103,665	108,387
Social Security	7,165	5,972	7,930	8,292
Pension	13,596	13,839	14,254	14,903
Health Insurance	44,248	41,616	44,945	15,420
Death & Disability Insurance	1,329	1,474	1,486	1,500
Worker's Compensation Insurance	5,083	5,071	5,328	5,000
Ordained Ministries:				
Salary	43,126	45,383	45,211	46,567
Housing Allowance	22,804	21,759	23,647	24,410
Pension	8,373	8,527	8,745	8,517
Health Insurance	16,744	15,348	16,576	15,420
Death & Disability Insurance	1,978	2,014	2,066	1,916
Worker's Compensation Insurance	293	316	358	600

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
Congregational Development:				
Salary	85,525	78,281	89,661	83,415
Housing Allowance	22,804	23,592	23,647	24,410
Social Security	633		664	0
Pension	13,617	12,938	13,288	12,939
Health Insurance	16,744	15,348	16,576	15,420
Death & Disability Insurance	3,002	3,056	3,139	2,911
Worker's Compensation Insurance	563	401	589	600
Conference Secretary:				
Salary	13,241	13,477	13,881	28,595
Social Security	0		0	0
Pension	0		0	3,431
Death & Disability Insurance	0		0	772
Worker's Compensation Insurance	59	62	72	75
Organizational Restructuring	(200,000)		0	0
Contingency for Health insurance				15,420
Less: C736 BTRU ParsonageFund	(18,000)	(15,844)	(19,707)	(20,000)
Less: From Group Health Ins Plan (Finance Staff)	(28,747)	(28,747)	(28,747)	(30,000)
Less: From Pension/ CPP Plan (Finance Staff)	(24,377)	(24,377)	(24,378)	(30,000)
Less: Accounting Service Revenue	0	(4,250)	(10,200)	0
Less: Funding for Archives Work	(19,707)	(8,261)	0	(15,000)
Less: Insurance Claim Settlement	0		0	0
Less: Funding from Foundation	0		(19,000)	(25,000)
Total	1,578,384	1,404,597	1,482,785	1,389,357

Program & Arrangements Committee

Administration	950	940	1,000	1,000
Food Plan Expenses	36,000	18,269	36,000	36,000
Plenary	24,000	17,152	24,000	24,000
Worship	24,000	17,813	26,000	26,000
Speakers	10,000	4,343	10,000	10,000
Printing	500	300	1,000	1,000
Local Arrangements	6,000	129	8,000	8,000
Technical	47,000	32,876	45,000	45,000
Visiting Delegation	0		0	0
Scholarships	1,000	918	1,000	1,000
Registration	6,000	9,296	9,000	9,000
Child Care	5,000	1,712	7,000	7,000
Camp in the Community	0		0	0
Facilities & Design	5,500	5,050	12,000	12,000
Less: Registration Reimbursement	(115,000)	(127,232)	(148,750)	(148,750)
Less: Food Plan Reimbursement	(25,450)	(16,393)	(25,000)	(25,000)
Less: Display Table Rent	(2,000)	(3,845)	(3,000)	(3,000)
Less: Child Care Use Fee	(500)	(265)	(600)	(600)
Less: Camp in the Community	0	(350)	0	0
Less: Lanyard Sales	0	(1,060)	0	0
Less: Hotel Commissions	0		(2,650)	(2,650)
Total	23,000	(40,347)	0	0

TOTAL CONNECTIONAL MINISTRIES

2,213,652	1,827,240	2,070,103	1,874,416
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PERCENT	32.6%	29.2%	32.5%	29.7%
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CONFERENCE SUPPORT MINISTRIES

Board of Trustees

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
Administration	1,400	1,340	1,400	1,400
UM Center:				
Utilities	60,000	46,097	51,000	51,000
Cleaning Supplies & Services	29,000	28,242	26,000	28,000
Grounds Maintenance	17,000	12,886	12,000	12,000
Building Repairs & Maintenance	35,000	33,259	36,000	36,000
Administration & Misc. Building Expenses	1,000		500	500
Taxes	0		2,000	2,000
Insurance	8,800	10,157	10,500	11,000
Tenant Improvements	2,000		1,000	0
Insurance	18,000	14,147	20,000	20,000
Capital Expense Reserve	11,189		17,646	20,000
Less: Rent	(40,000)	(18,682)	(40,000)	0
Less: Rent from Regional Office	(12,144)	(12,144)	(15,000)	0
Less: Donation from Episcopal Account	(6,140)	(6,324)	(6,350)	0
Less: Rent from Wis. UM Foundation	(15,755)	(15,755)	(15,000)	(15,000)
Less: Other Income	0	(1,059)	0	0
Less: Transfer from Capital Expense Reserve	0		0	0
Total	109,350	92,164	101,696	166,900

Commission on Archives & History

Meetings	400	698	300	300
Archival Supplies	1,800	2,630	2,685	2,685
Archives Outreach	1,800	1,193	3,200	3,200
Archives Support Fund Expenses	0		0	0
Conference Museum	15,000	19,758	30,000	30,000
Sanford Archives Center	20,000		20,000	20,000
Archives Retreat Expenses	0	2,474	0	0
Less: Archives Retreat Registrations	0	(1,910)	0	0
Less: Grant from WUMF		(7,585)		
Less: Flashbacks Revenue	0		0	0
Less: Museum Income	0		0	0
Less: Outreach Income	0	(2,320)	(2,000)	(2,000)
Less: Designated Funds:				
C728 Research	0		0	0
C885 Weiler Memorial	(15,000)	(6,526)	(30,000)	(30,000)
C1341 Archives Support Fund	0	2,265	0	0
C1439 Archives Sanford Center	(20,000)	(4,252)	(20,000)	(20,000)
Total	4,000	6,425	4,185	4,185

Conference Office plus IT support

Travel	58,778	39,870	48,576	30,000
Professional/Staff Development	11,947	6,026	10,102	8,000
Supplies & Services	54,880	71,365	56,812	63,000
Postage	20,110	16,400	21,243	16,000
Telephone/internet	18,258	15,201	14,086	18,000
Equipment	11,322	3,490	11,329	4,000
IT services - Horstman Networks				50,472
IT equipment purchases				10,000
Software costs				10,000
Less: Service Fees	(38,044)	(33,829)	(34,650)	(25,000)
Total	137,251	118,523	127,498	184,472

	2019 BUDGET	2019 ACTUAL	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
<u>Conference Secretary</u>				
Administration	2,000	5,555	4,000	3,000
Printing	9,500	6,546	9,400	15,000
Equipment	2,000		4,375	2,000
General Conference Election Expenses	4,500	1,626	0	0
Less: Sales	(1,800)	0	(1,500)	0
Total	16,200	13,727	16,275	20,000
<u>Statistician</u>				
Administration	0	0	0	0
Total	0	0	0	0
<u>Council on Finance & Administration</u>				
Administration/Meetings	600	254	250	250
Audit Fees	23,000	22,500	23,000	30,000
Legal Fees	0		0	0
Legal Fees Relating to Immigration Issues (Moved to Cabinet 2018)	0		0	0
Legal Fees Relating to Other Issues	7,900	20,514	5,793	10,000
Program Initiatives	3,000	2,324	1,500	1,500
Bank Service Charges	7,000	7,260	6,500	8,000
Miscellaneous	500		250	250
Less: Donations	0	(35)	0	0
Total	42,000	52,817	37,293	50,000
<u>Episcopacy Committee</u>				
Administration	400	0	150	0
Episcopal Office	1,600	0	1,600	0
Professional Development for Bishop	1,000	0	1,000	0
Episcopal Residence Reserve Fund	3,000	0	3,000	3,000
Celebrations, Changes of Episcopal Assignments	0	0	2,388	0
Total	6,000	0	8,138	3,000
<u>Rules Committee</u>				
Administration	0	0	0	0
Total	0	0	0	0
<u>Cash Reserve (Interest and other income)</u>				
Add Back to (Use from) Cash Reserve	200,000	462,685	0	0
Less: Interest Income	(12,000)	(11,476)	(12,000)	(10,000)
Less: Other Income	0	(2,533)	0	0
Total	188,000	448,676	(12,000)	(10,000)
TOTAL CONFERENCE SUPPORT MINISTRIES	502,801	732,332	283,085	418,557
PERCENT	7.4%	11.7%	4.4%	6.6%
TOTAL EXPENSES	6,783,839	6,260,832	6,376,523	6,308,190
Percent	100.0%	100.0%	100.0%	100.0%
UNBUDGETED EXCESS (DEFICIT)	(0)	0	(0)	(0)