

B. Reports of Conference Action

EDITOR'S NOTE: All who read the reports and action of the Iowa Annual Conference should understand the following. The Iowa Annual Conference is a legal ecclesiastical institution of The United Methodist Church as prescribed in *The Book of Discipline*. The items listed in this section were approved by majority vote of the official members of the Annual Conference and may not necessarily reflect the viewpoint of every member and constituent of the United Methodist congregations in Iowa.

IMPORTANT: A complete copy of the 2008 Pre-Conference Manual, as amended and adopted by the 2008 Iowa Annual Conference Session, is on file in the office of the Conference Secretary and also in the office of the Assistant to the Bishop for CCMC. Action Items as adopted are printed in this Reports Section.

For motions regarding the action of the 2008 Iowa Annual Conference please see the section entitled "Daily Proceedings" in this *Conference Journal*.

EDITOR'S NOTE ABOUT THE BUDGET: The 2009 Iowa Annual Conference Budget, as adopted by the 2008 IAC, may be found following Legislative Section 10 in this report. The budget detail may be found on the 2008 Journal CD or on the conference's website at www.iaumc.org/2009Budget

LEGISLATIVE SECTION ONE (1)

Editor's Note: Legislative Section One contained changes to the Plan of Organization and the Rules of Order. Please see the section of this Journal entitled "Plan of Organization/The Rules of Order" for what was adopted.

LEGISLATIVE SECTION TWO (2)

Board of Camp, Conference and Retreat Ministries

Action Item #201

2009 – 2010 Ministry Plan

The Camping & Retreat Ministries of the Iowa Annual Conference have a rich heritage of providing effective ministry in the outdoors with children, youth, young adults and older adults. The many years of results are seen in the number of disciples and Christian leaders, both lay and ordained, who have been both nurtured by and called into service through the program.

The team of Campsite Directors, the Board of Camp, Conference and Retreat Ministries and the Leadership Development Director for Camping and Christian Formation are committed to high quality Christian programming, screening and training staff, developing of each site's uniqueness, providing safe experiences, and maintaining hospitable facilities at each location.

In order to continue attracting persons to our beautiful outdoor settings where so many experience Jesus Christ in life changing ways, we need to continue our commitment to supporting fair salaries and benefits for skilled staff. Food costs, utilities and maintenance expenses continue to increase. Conference support through apportionments enables us to subsidize our fees, keeping them lower so that more persons can participate.

In 2007 we enjoyed ministry with over 3,700 summer campers. Over \$100,000 was given out in camperships helping people attend who would not have the opportunity otherwise. All five sites have maintained their accreditation by the American Camping Association.

During 2007, the Board also began addressing the need to structurally change the ministry to better serve while increasing accountability in fiscal stewardship. In 2007 the five camps' operating fund ended the year with a positive balance; however the campsites operating fund still carries a deficit of \$341,478 that has accumulated from previous years. The Board of Camps is developing a plan to recover this deficit.

The first major change occurred in the fall with the restructuring of Camp Golden Valley. The camp provides a valuable ministry, but the number of campers does not support having a full-time site director, so that position will no longer resource the camp. There will continue to be a professionally-lead summer programming while retreat facilities will be managed by an on-site caretaker.

In 2008 the Board will continue studying the structure and shape of the camping and retreat ministry, with the intent to be good stewards of both the Annual Conference's gifts and of the ministry it is called to enable. A Master Plan was developed ten years ago to guide the camping ministry in the years ahead. It is time to once again position ourselves for the changed world that lies ahead. By the end of the year, a new Master Plan will be in place to serve as the guide for another decade of effective and responsible ministry.

Apportionment funds are the foundation of our budget, allowing us to offer current, effective ministry at lower fees so more persons can participate. They also help us stretch to meet increased demand and new opportunities.

Campership Funds help us meet the increasing demand for help for campers coming from local churches, Mobile United Methodist Missionaries, church outreach ministries, agencies and families. Financial need should not deny any person a camp or retreat experience where God may bring faith and hope to their life.

Ministry Center Support Funds help us retain and reward, through salary and benefits, highly effective staff, as well as help fairly compensate our college youth on summer staff. It provides for office support of the registration and development systems. It also helps supplement the operational budgets of the campgrounds to help make the registration and facility costs affordable and attractive.

Maintenance and Improvement Funds are used to maintain current properties and facilities by keeping them repaired, safe and useable. Upgrading facilities helps us meet the expectations and needs of young people, families and adults. Facilities in good repair are good stewardship, they protect the conference investment and help us provide meaningful experiences for participants.

Marketing and Promotion Funds help provide the creation, printing and distribution of marketing materials such as the catalog, poster, brochures, Video/DVD and web sites. Increased costs of printing and postage along with the need for electronic communication make increased funding necessary if we are to effectively inform and encourage a wide spectrum of people to participate.

Sources of funding include apportionments, registrations, facility and meal fees, gifts, special offerings, interest on endowment and fund-raising.

As we continue to adapt our program to meet current day needs of all ages, improve our facilities and effectively market opportunities, we need the continued support of the Annual Conference. Fees alone cannot cover our costs and still make attendance affordable for our people. We ask the Conference to increase support to our vital ministry. The investment of apportionments helps camps and retreats fulfill the mission of making and nurturing disciples of all ages, training needed leaders, providing funding for Camperships, hiring and adequately compensating staff with specialized skills, keeping up with operating costs and

improving marketing so more persons can participate. Camps and retreats help strengthen the ministry and outreach of our local churches.

In return, the Board of Camp, Conference and Retreat Ministries pledges to be good stewards of the funds entrusted to this ministry and to fiscally accountable while being centered in the call to make disciples for the transformation of the world.

Action Item #202

2009 Apportionment for Camp and Retreat Ministries

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	Total 2009
Ministry Center Support	397,436	363,000	0	363,000
Maintenance & Improvements	188,167	225,700	0	225,700
Marketing and Promotion	19,737	37,500	3,500	41,000
Camperships	93,910	90,500	10,000	100,500
Leadership Dev	0	0	15,440	15,440
Partners in Camping			2,500	2,500
Maintenance Endowment Fund			1,100	1,100
Registration Fees & Other Income	0	0	1,390,765	1,390,765
Development/ Capital Funds Campaign	0	0	28,000	28,000
Campership Endowment Funds			8,505	8,505
TOTAL Camp and Retreat Ministry	699,250	716,700	1,459,810	2,176,510

Board of Church and Society

Action Item #203

2009 - 2010 Ministry Plan

Board of Church and Society: General Vision

- Continue to support peace efforts within the state and nation,
- Support Peace Education together with the Iowa Peace Network,
- Provide educational opportunities for United Methodists to learn to be advocates,
- Involve General Board of Church and Society staff as instructors to train Iowa Board members and district leaders so that we can best assist local congregations,
- Recognize individuals and/or churches for their significant contribution to the work of justice with the Beje Clark Justice Award.
- Recognize high school juniors and seniors for their contribution to the work of Peace with Justice with the Peace with Justice Scholarship Essay Contest,
- Seek ways to connect the church and members with ways to do both mission and justice,
- Continue to work with the Children and Poverty Task Force on the Poverty Summit to address systemic issues of poverty,
- Participating in the Justice Reform Consortium and the Iowans Against Death Penalty

Social Witness Ministry

- Educate Iowa United Methodists about the reasoned arguments for advocacy in our "Social Principles," General Conference Book of Resolutions and the Iowa Conference Book of Resolutions, and about the current experience of "the least of these,"

- Equip United Methodists to become grassroots advocates who work to affect public policy at all levels, local, state and national, and to advocate more effectively for “the least of these,”
- Strengthen the Social Witness Ministry’s collaboration with boards and agencies of the Iowa Conference,
- Inform and educate legislators of the church’s official position on issues,
- Continue and expand the annual ecumenical Advocacy Day (Lobby Day) and Moral Witness for Children at the state legislature,
- Continue to inform, educate and actively involve legislators in community activities that 1) support the church’s position on issues, and/or 2) involve members in the political process by organizing legislative or candidate forums
- Develop curricula on the Social Principles for confirmands, camps and new member classes.

Restorative Justice Ministry

- Support the emphasis on restorative justice, including the Women at the Well UMC at Iowa Women’s Correctional facility,
- Support criminal justice ministries and aftercare ministries or circles of support and accountability that help persons adjust as they leave the correctional system, as well as assist families of those persons in the correctional system,
- Support legislation for reform of state and national sentencing structures, more and better education and rehabilitation programs, and quality community-based corrections programs that assist offenders in successful reintegration into society,
- Support AMOS (A Mid-Iowa Organizing Strategy) as it develops leaders in churches and communities and works for justice and the common good. (Current areas of focus: health care, immigration, education and economic Justice)

These programs are supported with apportionments, charitable gifts to specific programs and Peace with Justice special offering funds.

Peace with Justice Offering (1/2 stays in Iowa, 1/2 to the General Church). This offering is restricted for use to items that relate to peace and justice. In the past years the funds have provided advocacy training for leaders of the Board. In 2007 a special grant was made to Justice For Our Neighbors.

Action Item #204

2009 Apportionment for the Board Church and Society

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	Total 2009
Justice Ministries	8,750	8,750	0	8,750
Peace w/Justice Offering			12,500	12,500
TOTAL Bd of Church and Society	8,750	8,750	12,500	21,250

Board of Discipleship

Action Item #205

2009 – 2010 Ministry Plan

Leadership Development

- ✦ *Leading from the Heartland* events offer leadership training in local church settings, regional and conference-wide (large group) experiences in response to emerging needs.

- ‡ Continuing education for advocates in CBOD core areas.
- ‡ CBOD display at the Annual Conference session.

CBOD Core Ministry Areas

The central focus of CBOD is to provide strong advocacy, support and ongoing opportunities to persons and local churches in the core areas. These focus points include:

- ‡ **Spiritual Formation:** offering 1 day, 5-day and 2-year Spiritual Academies, that deepen the spiritual life and ministry of participants.
- ‡ **Christian Education:** a Christian Education Academy has been designed and offered to assist and support leaders responsible for Christian Education; participating in the L3 leadership training program; promotion of Christian Education Sunday emphasis, local church training resources such as Disciple Bible Study, Companions in Christ, Faith Quest and Igniting Ministries designed to mature disciples.
- ‡ **Stewardship:** offering stewardship resources and training experiences such as the Stewardship Academy to assist local churches to be faithful stewards.
- ‡ **Evangelism:** highlighting faithful efforts of outreach and evangelism through Denman awards for youth, laity and clergy; networking of evangelism efforts through participation in events like the National Congress on Evangelism.
- ‡ **Worship:** offering the World Making Worship initiative to help congregations plan and design passionate worship that is indigenous to a local congregation; encouraging all ministries be done in the context of worshipful work.

Ministry Partnerships

Maintain strong ongoing partnership with the Iowa Religious Media Services (IRMS).

CBOD continues to strengthen its core ministries and be in discernment of God's direction for encouraging and supporting ministry in local churches, districts and the annual conference. Our goal is to have at least 30% of our budget directed toward new initiatives. This includes providing continuing education for the Board Advocates in each of the core areas, and participating in the L3 Leadership Development program. A portion of the Leading from the Heartland is used for emerging ministries allowing the Board to respond more quickly to ministry needs. The items with an asterisk (*) identify these new ventures being initiated or still in initial stages during the 2009 – 2010 program cycle.

Action Item #206

2009 Apportionment for the Board of Discipleship

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	Total 2009
Leading from the Heartland	6,000	7,500	1,000	8,500
Spiritual Formation	8,500	9,500	12,500	22,000
Academy for Christian Ed	4,000	4,000	5,000	9,000
Ministry Partnerships	7,000	8,000	0	8,000
*Continuing Ed for Advocates	1,500	1,500	0	1,500
*World Making Worship	2,500	2,500	0	2,500
Spiritual Formation Investment	0	0	375	375
Christian Ed Offering	0	0	15,700	15,700
TOTAL BOD	29,500	33,000	34,575	67,575

Action Item #207**A Resolution to the Iowa Annual Conference in Response to the Postville Raids**

WHEREAS: Jesus called his disciples and followers to “strive first for the kingdom of God and his righteousness,” (Matthew 6:33, New Revised Standard Version) and we are called, as disciples, to embody a new order of love and justice, and

WHEREAS: Raids on undocumented immigrants represent governmental failures in addressing complex national and international dynamics which close legal avenues and force immigrants into the shadows where they are subject to exploitation as we have a workforce, vital to our economy, without advocacy or voice, and

WHEREAS: Some employers knowingly hire undocumented immigrants, even to the point of providing false social security numbers or documents, and

WHEREAS: Raids, indefinite detention, and deportation tear families apart and create anguish and terror that is contrary to the Kingdom Jesus describes, and

WHEREAS: The United Methodist Church “affirms the worth, dignity, and rights of every person regardless of their nationality or legal status;” (Welcoming the Migrant to the United States adopted by the 2008 General Conference of the United Methodist Church), and

WHEREAS: The United Methodist Church believes in a process of holy conferencing that can model the sort of conversation that needs to occur in our nation;

THEREFORE, BE IT RESOLVED: That the Iowa Annual Conference of The United Methodist Church calls upon President Bush, the Presidential candidates, and Congress to put an immediate stop to these raids and to work for a just and humane comprehensive immigration reform;

FURTHER, BE IT RESOLVED: That the Iowa Annual Conference calls upon the federal government to hold accountable the ownership and management of Agriprocessors for knowingly violating current immigration laws for financial gain;

FURTHER, BE IT RESOLVED: That the Iowa Annual Conference of the United Methodist Church urge government officials to hold employers accountable in the hiring and documenting process of immigrants;

FURTHER, BE IT RESOLVED: That employers be liable to chargeable offenses if found to be part of the illegal process of hiring undocumented immigrants;

FURTHER, BE IT RESOLVED: That until immigration reform is enacted on a federal level, the Iowa Annual Conference urges Governor Culver and our State legislators to refrain from creating and enforcing legislation that would cause further disruption of the immigrant population in Iowa and to encourage our brothers and sisters in Christ to individually reach out to government officials to urge just immigration reform;

FURTHER, BE IT RESOLVED: That the Iowa Annual Conference urges all its churches to pray for the people whose lives have been torn apart by the Postville raid, to practice holy conferencing in our local communities, and on the county and state level, to receive a special offering for their families to be sent through the Conference Treasurer to St. Bridget's Hispanic Ministries in Postville and to encourage our brothers and sisters in Christ to individually reach out to government officials to urge just immigration reform.

Submitted by: Trinity (Des Moines) UMC, and Comunidad de Fe Las Americas.

LEGISLATIVE SECTION THREE (3)

Board of Global Ministries

The Board of Global Ministries works primarily through its committees. Each Standing Committee prepares its ministry plan. The total apportionment requests are displayed in a separate Action Item at the end of the Ministry Plans.

Standing Committee on Hispanic Ministries

Action Item #301

2009 – 2010 Ministry Plan

The fruits are shown in the maintenance and expansion of Hispanic Ministries in the Iowa Annual Conference. Hispanics will continue to receive ministerial care because of our efforts.

We will continue to support the multiple ministerial efforts across the Conference and provide leadership training through the Instituto Latino. We have learned that, with properly funded ministries, the needs of Iowa's Hispanic population can indeed be met and leaders can be trained. If our ministry plan is not fully funded, we will have to cut back on the ministries offered to meet the many needs of the Hispanic population in Iowa. Some of those needs will not be met. Some ministries may not be funded at all.

Standing Committee on Parish Development

Action Item #302

2009 – 2010 Ministry Plan

Parish Development is excited about the future. Using new models, we look forward to starting new churches and equipping existing churches in beginning new ministries. Providing the appropriate financial resources to churches is a major issue.

We will continue to expand the Academy for New Ministry Development in order to provide a strong ministry of leadership development. We will continue Builder's Call programs helping United Methodists help each other as churches grow and expand. We want to help ethnic/minority churches every way we can.

The committee will be deeply involved in providing expertise and consultation to those Districts where vision for the Matthew 25 Fund encompasses the development of new models of ministry in areas of poverty which could include new or existing congregations and worshipping communities.

Community and Institutional Ministry

Action Item #303

2009 – 2010 Ministry Plan

This standing committee will continue to consult with agencies and institutions that are a part of the conference's "Claimed Shared Ministry" and "Prophetic" ministries.

Apportionments comprise Community and Institutional Ministries' primary funding. We also use the Golden Cross and Rural Life Special Offerings to provide grant support to health ministries and rural ministries in the Conference.

The Community and Institutional Ministry Standing Committee directly funds those connectional ministries that most often minister to the marginalized of society. However, due

to the continuing shortage of apportionments paid, and previous restrictions placed upon our requests from the Iowa Conference, the final amounts distributed are far below the amounts apportioned. As an annual conference, it is important for us to address this disparity in a meaningful way.

Standing Committee on Mission Education

Action Item #304

2009 – 2010 Ministry Plan

The Mission Education Committee is responsible for providing education for congregations, on how to be a missional church through the Rainbow Covenant program of the Iowa Annual Conference. The Committee sets guidelines, and may assist churches in planning and implementing their mission plans. The purpose of the Rainbow Covenant program is to encourage congregations to diversify their mission giving with special emphasis of financial support to missionaries and mission personnel categories, and projects of the ADVANCE of the General Board of Global Ministries. The ADVANCE (the voluntary financial giving channel of the United Methodist Church supporting mission projects around the world) celebrates its 60th anniversary in 2008. In 2008, the ADVANCE will “renew” its commitment to extend “God’s love around the world, to cure the sick, to proclaim the Good News, and minister to those on the side of the road.” The ADVANCE supports Global Ministries mission personnel including missionaries in 63 countries and programs, projects, or other personnel in a total of 125 countries.

Paying apportionments in full is the FIRST priority of each church to support the shared ministries of the United Methodist Church, and is the FIRST step in becoming a Rainbow Covenant Church. The District Mission Secretaries and/or District Rainbow Covenant Contact Persons review annually the submitted Rainbow Covenant reports from each church. The conference recognizes Rainbow Covenant Churches yearly. The Rainbow Covenant booklet is available on the conference website.

The Mission Education Committee meets at least twice during the calendar year. Committee members are available as mission resources to local churches and as District mission leadership. Members encourage congregations and individuals to participate in Volunteer in Mission programs within Iowa, in the United States and around the world. We encourage congregations to support the UMCOR Depot in Baldwin, LA. Support includes monetary gifts, collection of kits at Annual Conference and at the Thanksgiving Ingathering sites, and by sending teams of volunteers to the Depot throughout the year. We encourage churches to take the One Great Hour of Sharing which is the primary source of funding for UMCOR (United Methodist Committee on Relief) in March. We encourage churches to promote and support the Special Offerings as listed in the Rainbow Covenant booklet.

Volunteers in Mission

Action Item #305

2009 – 2010 Ministry Plan

The Volunteers in Mission Committee will provide information, encouragement and support for local church and district involvement in volunteers in mission projects in a variety of ways. A weekend event called a Roundup will be offered each year to those who are interested in learning more about mission volunteering. Team Leader training will be offered at the roundups and at other times in response to need. Mission volunteers will be encouraged to attend North Central Jurisdiction events as well. Three newsletters per year will be sent to those on the Iowa VIM mailing list and the VIM page on the conference website will continue to provide information. A display booth at Annual Conference will offer information about opportunities for volunteering as well as other pertinent information. The Iowa VIM Committee will participate in the interaction and exchanges with members of the Rio Grande

Conference. Iowa VIM will provide funding in support of the North Central Jurisdiction office in the amount of three cents per year per Iowa Conference church member.

Iowa-Nigeria Partnership

Action Item #306

2009 – 2010 Ministry Plan

On a yearly basis the INP funds several programs such as the poultry program, Banyam Theological Seminary Scholarships, in-service training for church school teachers, installation of solar refrigerators and solar panels as well as working with water systems and placement of wells in needy villages. We desperately need funding to continue our vast projects that support the growing UMC in Nigeria.

Our priorities are to continue the Iowa-Nigeria Partnership until 2015. This will be 25 years in ministry with the United Methodist Church of Nigeria.

Plans are to organize a medical arm of the INP by sending medical persons from Iowa to work with the Rural Health Programs and mobile clinics. Medicine and medical supplies will be solicited for the volunteers to take with them.

We will continue to move forward with the digging and casing of village wells as funding is available. Our individual volunteer, Ronald Wilmot, plans to identify two villages in dire need of clean water and this village will be the recipient of a new well.

Commission on Conference Mission Personnel

Action Item #307

2009 – 2010 Ministry Plan

The Mission Personnel Committee continues to advocate for financial support of the Iowa Conference Field Share funding for Church and Community Worker, Alison Brown, regional attorney with Justice for Our Neighbors, which works with immigration issues in Iowa and Nebraska. Beverly Reddick, who has been directing the Interfaith Economic Justice Initiative in Ames/Story County addressing issues of poverty, privilege and the systemic root causes of poverty, has retired effective the first of January 2008.

The MPC continues to support the National Plan for Hispanic/Latino Ministries mission Personnel, Jim Perdue. Ron Whitlatch has moved to the Oregon/Idaho Conference. We have requested a new National Hispanic/Latino Plan missionary. If we do not receive a new missionary, the funds will be used to assist in continuing Ron's work with Hispanic/Latinos in our annual conference.

Four additional persons from Iowa began serving in the mission field during 2007. Rev. Linda Stransky is serving as a Church and Community worker in Virginia at Project Crossroads. Angie Cunigan directs Camp O'Cumberland in the Red Bird Missionary Conference. Rev. Jon Disburg and Rev. Leila Disburg are serving in the Alaska Missionary Conference. These persons would appreciate support from Iowa churches.

Action Item #308

2009 Apportionment for the Board of Global Ministries

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	Total 2009
Hispanic Min	100,000	125,000	10,000	135,000
Parish Dev	362,740	437,740	0	437,740
Community &				

Institutional Min	250,000	300,000	0	300,000
Mission Education	3,000	4,000	0	4,000
VIM	8,230	10,630	0	10,630
Iowa Nigeria Partnership	10,000	12,000	50,000	62,000
Mission Personnel	46,000	58,200	0	58,200
Conf Adv Specials Undesignated Giving	0	0	1,200	1,200
Neighbor Helping Neighbor	0	0	2,000	2,000
Church Loan Fd	0	0	30,000	30,000
UM Builders Call	0	0	100,000	100,000
Golden Cross	0	0	20,000	20,000
Rural Life Sunday	0	0	15,000	15,000
Hispanic/Latino Special Offering	0	0	2,000	2,000
Instituto Latino	0	0	1,000	1,000
Great Commission Fund*	0	0	40,125	40,125
Board of Global Ministries	779,970	947,570	271,325	1,218,895

*The amount noted represents anticipated interest of the Great Commission Fund. The Fund consists of bequests made to the conference for the purpose of mission support and the interest earned from those bequests. Each year, the Conference Board of Global Ministries uses a portion of the interest from the Fund to support a project or projects of its choosing.

Action Item #309

Re-authorization of Standing Item

Builder's Call

United Methodist Builders

GOAL: To promote enlistment in and support of United Methodist Builders and to establish and maintain guidelines for the program.

STRATEGY: The Standing Committee on Parish Development of the Conference Board of Global Ministries along with the Conference Board of Laity will continue to promote United Methodist Builders. The Standing Committee on Parish Development will work with Board of Laity to achieve the goal of 10,000 members. The following are reaffirmed as the Purposes and Priority Listing for a Call on United Methodist Builders and the Procedures and Guidelines for Securing Approval for a Call on United Methodist Builders—with the understanding that no more than two Calls will be issued in any one year.

Purposes and Priority Listing for a Call:

1. Establishment of new or strategically relocated congregations.
2. Establishment of new and unique ministries.
3. Funding of initial and exploratory steps in the establishment of new congregations and ministries.
4. Assimilation of one or more older congregations into a new situation or including the development of larger parishes and charge realignments.

5. Meeting of extreme emergency needs in congregations including parsonages, not covered by other funding sources.

Procedures and Guidelines for Securing Approval for a Call:

1. A Congregation, District Superintendent, the District Board of Church Location and Building, District Council on Ministries (or alternative structure) or the Parish Development Standing Committee may initiate a proposal for the Call
2. The proposal should be presented to the District Board of Church Location and Building for approval, or, if it has to do with program, the District Council on Ministries (or alternative structure).
3. Once the District has approved the proposal it is presented to the Standing Committee on Parish Development.
4. The Standing Committee will forward the proposal to the Administrative Cabinet and the Conference Board of Global Ministries with recommendation for approval.
5. Once the Administrative Cabinet and the Conference Board of Global Ministries have approved the proposal the Bishop will issue a Builders Call.

Action Item #310

Re-authorization of a Revised Standing Item Parish Development

Developed and Approved By Parish Development Standing Committee. January, 1994.
Revised 1996. Revised 1998. Revised 2006. Revised 2008

- I. Joint Strategy for New Church Development and Parish Revitalization**
- II. Guidelines for Church Extension and Revitalization**

I. Joint Strategy for New Church Development and Parish Revitalization

INTRODUCTION

A new direction regarding the birth and revitalization of congregations within the Iowa Annual Conference has begun to emerge, with numerous participants involved. This includes a new "Comprehensive Process" and "Ministry Covenant" benchmarks for starting healthy new congregations, as well as for revitalizing established churches with an emphasis on "Disciple Making Churches".

This document outlines that emerging strategy and sets it in a missional context.

From 1989 to 2005, we celebrate starting 28 new congregations, new merged congregations, and new ethnic ministries of presence, as well as supporting dozens of revitalization programs. The new congregations have 3,900 members and a combined average worship attendance of 2,300+. The combined value of their land, buildings, parsonages, and other equipment is over \$18,000,000. Their grand total giving last year exceeded \$9,000,000. The majority of those participating were previously unchurched/dechurched. Through the addition of new programs, new staff and new facilities, similar results are being realized through our revitalization efforts. In 1990, for the first time in 20 years or more, two of our districts showed a new increase in membership. In 1996, the Iowa Conference had a net increase of membership, the only conference in our jurisdiction to demonstrate membership growth. Throughout the Iowa Conference, persons are coming to Christ and being challenged to become responsible disciples through new faith communities. The reality is, however, in the past few years we have failed to sustain this forward momentum. Now is the time to renew our emphasis on answering Christ's call to "go and make disciples" (Matthew 28:19), welcoming people to a life with God, through Jesus Christ.

DEFINITIONS

The vision of Parish Development is for every congregation to develop as a missional church, where people are transformed into a relationship with God through Jesus Christ. This includes the planting of new churches, faith communities or ministries, and the revitalization of existing congregations. In all cases, the emphasis is on strengthening congregations and the gathering of previously unchurched/dechurched people for the purpose of worship, Christian formation and mission.

The birth of a new faith community begins with the identification of potential leaders (planters), who are gifted with a call and passion for bringing people to faith in God through Jesus Christ. Through the oversight and support of local churches, districts and the Annual Conference, these planters are matched through affinity factors with “like” unchurched/dechurched people in a given area; and if possible supported by a “mother” church/churches. (“Healthy churches birth healthy churches.”) This can be done in a variety of ways (satellite, multi-site, circuit ministry, “mother-daughter”, “aunts-niece” (more than one church starts a new church), adoption of declining existing church, “restart”, ...), while at the same time new models are continually being identified. However it is done, the birth process should enable a new faith community to claim its foundation in Jesus Christ, develop a missional outreach design, implement corresponding supportive ministries, and participate in the world-wide mission of the church.

Strong support for the development of new faith communities needs to come from the Bishop, the Cabinet, the districts and district committees, local churches and the District Parish Development Committee. Everyone needs to be “on board”, clearly understanding their part in helping a new start take root and grow. An accountability structure is a must, starting from the beginning.

Should a new faith community have a difficult beginning and/or need to renew its identity, it may again be classified as a new faith community (instead of labeling it a ‘restart’).

The revitalization of existing faith communities results from the renewal of spiritual vitality, clarity of purpose, and missional outreach. Many of our faith communities, old and relatively new, need to be relocated, merged, realigned, repaired, and redeveloped, both spiritually and physically. Our purpose is to assure maximum spiritual growth, adequate stewardship resources, and effective pastoral leadership for every local congregation. Revitalization will result in more effective faith communities strategically located where population shifts have occurred or where ministry opportunity exists, and makes us better stewards of funds, existing facilities, and human resources. Revitalization opportunities exist in rural and inner-city churches in transition, areas experiencing emerging populations (including ethnic communities), as well as churches facing unusual opportunities for mission, relocations, struggling faith communities, and other experimental ministries.

OUR VISION

A vision is ultimately a gift from God, discerned by the Body of Christ. It is prophetic, life-changing, and impossible to accomplish without God’s leading.

United Methodists in Iowa are immersed in an increasingly secular culture. People in our communities no longer can be expected to have even a most basic knowledge of the Bible or of our worship. Based on Bishop Palmer’s Vision for Audacious Christian Communities, our past experiences, and grounded in the current missional opportunity, we offer the following specific “pictures” of our future to the broader Annual Conference community. As an Annual Conference, we would:

1. Plant at least one new faith community per year within the Iowa Annual Conference. We need to discern and target growth areas and new un/underserved populations of opportunity, including ethnic communities,

2. Initiate new satellite/multi-site faith communities in each district, with particular attention to small towns, churches in transition/decline, emerging populations, and un/underserved areas/people; and
3. As a whole Church with all its resources, encourage every existing congregation to become mission centers through revitalized worship, relevant outreach and radical hospitality to and with the un/dechurched.

STRATEGIES

It is impossible to translate a vision into current reality without specific planning, funding and implementations strategies. Our specific recommendations include:

- A. The Chair of Conference Parish Development Standing Committee and one other member, two District Superintendents, Chp. of Planning and Research, and the Leadership Development Minister for Evangelism and New Ministry (LDM) will convene a work group to coordinate a conference-wide demographic study, for the purpose of (1) identifying potential sites for new congregations/ministries and (2) providing existing congregations with data on the internet to enable their revitalization and outreach.
- B. District leadership, including the district superintendent and the district parish development chairperson, develops a district strategy outlining new congregation/ministry and revitalization opportunities for the next five years. The plans would be shared and discussed with the entire Cabinet, LDM, and Parish Development Committee in an annual retreat designated for this purpose. The district strategy would be updated annually. The Parish Development Committee would assist in the coordination of district plans, especially as they relate to the findings of the demographic study and conference funding capabilities.
- C. Working with the Cabinet, the Parish Development committee develops an ongoing process for identifying and assessing, training, appointing, and supporting new church start (known as the "Comprehensive Process") and revitalization pastors (ordained and local pastors, full-time and less than full-time). (The Academy for New Ministry Development will be one of the places for identifying potential new church start pastors and revitalization pastors.)
- D. Once potential leaders are identified, they will go through several steps of assessment and training, including participation in the School for Congregational Development and new church start "boot camp", and develop their own "Ministry Action Plan" (MAP) for their new start. (See "New Church Starts—Flow Chart" for details{*)} A similar process for those pastors identified as "revitalization pastors" will take place, with a focus on becoming a "Disciple Making Church" (See "Disciple-Making Churches" plan.{*}). ({*} For details, contact the Leadership Development Minister for evangelism and new ministry.) Furthermore, District Superintendents have committed to participate in the new church start track of the School for Congregational Development Parish in order to help equip them to focus on congregational development and revitalization. In addition it is urged that selection of new district superintendents be made according to those who will give leadership to new congregation development and revitalization.
- E. Districts are encouraged to raise funds for congregational development and revitalization projects. This can be accomplished in several ways. First, district askings can be designated for new congregational development and ethnic congregations. Second, develop a district fundraising strategy such as a Church Planters network in consultation with Conference Council on Finance and Administration. Third, ¶1657.4 of the *2004 Book of Discipline* gives permission to district conferences to incorporate as a District Union, "under the laws of the state in which it is licensed to hold and administer real and personal property, receive and administer church extension funds for use

within the district..." The specific need, methodologies and timing will vary from district to district.

- F. Each new church start will receive a flexible cap of funding according to their missional design and potential size from the church extension fund for start-up costs for salary, benefits, and program over a 3-5 year period. Suggested grant caps range from \$100,000 to \$500,000. The exact total allotted will be determined according to the vision and mission of the new church. Technical support for program and administration will be provided. No parsonages or first building units will be purchased with start-up funds. Start-up funds could include housing allowances. This would not preclude additional assistance for the purchase of land, parsonages or church facilities from UM Builders calls or other sources.
- G. The Parish Development Standing Committee, in conjunction with the Iowa United Methodist Communications office, will develop a plan to share the story of church revitalization and new church starts with the United Methodists of Iowa. Ideas for this process of communication include a highlight on the Conference web page and other forms of Conference communication, occasional news articles for District Newsletters, mission interpreters telling the faith story, and a brochure sharing what our apportionment dollars are doing in this area. The goal of this communication plan would be to share how our partnership is moving us towards our vision.

CONCLUSION

The **2004 Book of Discipline** specifies in paragraph ¶1260.1 that a new local church shall be established only with the consent of the Bishop in charge and the Cabinet, and with due consideration of the conference entity assigned the responsibility for congregational development. However, this cannot be accomplished without a strong partnership with the Conference Board of Global Ministries. This partnership is outlined in paragraphs ¶1260 and ¶1632.14. Our Conference Rules of Order provide for a Parish Development Standing Committee of the Conference Board of Global Ministries. The Parish Development Committee is the primary avenue through which the conference coordinates and funds our new church extension efforts and revitalization projects.

Our past experience and our current missional opportunity are teaching us that the most effective evangelistic strategy today to reach the unchurched is by planting new churches and developing new ministries of outreach. We further believe that existing congregations need to catch a new vision for birthing new faith communities for their own growth and revitalization. Our belief is not simply a conviction or a neatly packaged vision, but a determination to collectively fulfill our vision and make it a living reality.

II. Guidelines for Church Extension and Revitalization

A. From the 2004 Book of Discipline.

¶1260.1 "A new local church or mission congregation shall be established only with the consent of the bishop in charge and the cabinet and with due consideration of the conference entity assigned the responsibility for congregational development. The bishop shall designate the district within whose bounds the church or mission congregation shall be organized. The district superintendent of that district or his or her designee, shall be the agent in charge of the project and shall recommend to the district Board of Church Location and Building (¶12518) the method of organization, and whether a specific site shall be selected or an area of organization be designated. The district superintendent shall avail him/herself of existing demographic, lifestyle and ethnographic information in the process of establishing a new congregation, or shall recommend to the board of trustees of a selected church that they share their facility with the proposed congregation. If there is a city or district missionary

organization or if funds for the project are anticipated from a conference organization, those bodies shall also be asked to approve the method of organization and location for a new congregation.”

- B. A Mission Church (see ¶1260.1a of the 2004 BOD) is a congregation with a specific missional focus for reaching community persons that no other ministry can reach. They are designated annually by the Board of Global Ministries and the Cabinet as a congregation that for missional purposes may be assisted by resources of the Annual Conference to fulfill their vision for ministry. A Mission Church could be:
1. An ethnic congregation or faith community that needs ongoing support, or
 2. A church or ministry experiencing unusual missional opportunities.

The Mission Churches shall be reviewed annually by the Parish Development Standing Committee and the Cabinet to monitor progress toward reaching their vision/mission. The general goal, where possible, is for each mission church to become financially self-supporting. We recognize that ethnic mission churches may require a longer term financial commitment. These churches will need to apply annually through the District Matthew 25 Funding process.

All Mission Churches, except new congregations, will be apportioned each year at the full 100% fair share level, while grant monies will not be counted in the expenses of the apportionment formula. Every Mission Church is expected to develop as a mission-sending church even while it is identified as a mission-receiving church.

A Mission Church may request to be designated as a Conference Advance Special. This begins with an application to the Mission Education Standing Committee and must be approved by the Conference Board of Global Ministries.

- C. The following will be the general guidelines for Church Extension and Revitalization:

1. Each District Superintendent, in consultation with his/her district Parish Development Committee and district Board of Church Location and Building, shall project all needs relating to developing new congregations and revitalizing congregations in his/her district for a period of not less than five years which is reviewed and updated annually. The District Superintendent's other responsibilities in developing new congregations are defined in *The 2004 Book of Discipline*, ¶1260. We recommend forming a working group consisting of two Parish Development people, two District Superintendents, and the LDM. This team will work with District Superintendents and district Parish Development Committees to identify potential “hot spot” locations for new faith communities. The chair of the Parish Development committee will convene this working group as needed. The Conference Planning and Research Committee will assist this team with geographical presentations of demographic data.
2. No new congregation shall be funded and no new church building or site shall receive support from the Conference, district(s), or any of their parties until everyone has signed the “Ministry Covenant” Pre-launch Strategies and Benchmark planning document. The “Ministry Covenant” includes a clear statement of the missional design and vision of each new start, along with supportive budget and funding statements, for up to four years, with “benchmarks” that will be achieved in order to help make the new start self-sustaining and vital in its ministry.
3. The Conference Board of Global Ministries, upon recommendation of the Cabinet and Parish Development Committee, may provide grant support to a

new congregation or a revitalized congregation for capital investment in land or building by a United Methodist Builders Call.

4. When funds are available, the Rotating Loan Fund administered by the Conference Board of Global Ministries Parish Development Committee, may be used to supplement Church Extension grants. For new congregations, the loan shall be interest free for the three years, and then assessing one-half the going rate in the fourth year and advancing 1% per year until the current rate is reached. For established congregations, the interest on the loan shall be the regular rate established by the conference Board of Global Ministries unless other provisions are approved by the Parish Development Committee and Board of Global Ministries. The Parish Development Committee has worked with the United Methodist Foundation Church Loan trust to lower interest rates for new church starts. Parish Development has invested escrow funds for this purpose.
5. The Iowa Annual Conference will follow the guidelines established in ¶1260 from the *2004 Discipline*. It is recommended that new congregations be constituted when their mission design potential is reached as defined in the "Ministry Covenant", in consultation with the District Superintendent/cabinet and Leadership Development Minister, and not before. After a new congregation is constituted by an initial Charge Conference, the congregation shall submit the required reports for the "Statistical Record and Summaries" printed in the Journal of the Iowa Annual Conference. Until the new congregation or ministry of presence is constituted and no longer receiving grant funds, they shall submit monthly reports of agreed upon indicators of vision and vitality to the Conference Parish Development Standing Committee via the Leadership Development Ministry for evangelism and new ministry.
6. The formula for determining apportionments payments will begin after a congregation is constituted with zero amounts for years in the four year average before chartering. All grants, loans, and advance special income given to mission congregations will be exempt from determining their fair share apportionment.
7. A new church will pay with the initial appointment 100% of direct billing for pensions and health insurance.
8. If the Conference Parish Development Committee, District Parish Development Committee and District Committee of Church Location and Building agree that the purchase of land is advisable before a new congregation is established, the land may be purchased and held for future development. The Conference Board of Trustees shall hold title to the property until such time as a new congregation is constituted/ chartered for that site. The new congregation shall purchase the land on contract from the Annual Conference with the value of the land being that at the time the land was purchased by the Conference. The new congregation shall negotiate the amount of the down payment with the Parish Development Committee.
9. Insofar as the Conference's financial resources allow, funding for a new church development shall be as follows:
 - a. Each new church start will receive a flexible cap of \$100,000 to \$500,000 total for start-up costs for salary, benefits, and program over a 3-5 year period. The exact total allotted will be determined according to the vision and mission of the new church. No parsonages or first units will be purchased with start-up funds. Start-up funds may include housing allowances. This would not preclude additional assistance for the purchase

of land, parsonages or church facilities from other grant or loan sources or UM Builders calls.

- b. Proposed building unit must have the approval of the district Board of Church Location and Building and the Conference Parish Development Standing Committee. (A good guideline to use in determining a building's feasibility is the 4/3 plan: the cost of the building is divided by 1/3 cash available, 1/3 pledges already in hand, and 1/3 assumed as a loan. The fourth 1/3 is that annual debt payment must not be larger than 1/3 of the church's total annual income.)
 - c. Volunteer labor may be available through the Volunteer In Mission Work Team program. New congregations are encouraged to seek this service for their building projects.
 - d. The decision to end funding of church extension funds for a struggling new faith community will be made jointly by the Cabinet, the Parish Development Standing Committee and the Leadership Development Minister (LDM) for evangelism and new ministry if the benchmarks of the "Ministry Covenant" are not being met, including: 1) there is an inability to build on the initial group of people in order to reach critical mass, 2) there is marginal in-roads to reaching the intended mission field, 3) there is limited financial ownership, 4) essential ministries are not taking off, 5) the new faith community seems permanently stalled, 6) there is a constant change of rules, strategies and direction, leadership, and/or 7) evidence of inappropriate or disabling behavior is pervasive. On-going coaching with the pastor and key lay leadership team will occur by the LDM, in consultation with Parish Development, as part of the "Ministry Covenant". A decision to end funding will occur only after all parties who signed the "Ministry Covenant" are well aware of the situation and the inability to turn it around (typically but not limited to six months).
10. Revitalization is defined as the process of an existing church becoming a fully developed and intentionally missional congregation. A revitalization process enables a congregation to recognize its foundation in Jesus Christ, develop a missional design, implement appropriate ministries within the church and community, participate in the worldwide mission of the Church in order to bear fruit (multiply – John 15:8). This process of rediscovery may lead to relocation, merger, new ministries, facility repairs or additions, renewed spiritual vitality, stewardship growth, and/or leadership development.

The Parish Development Committee shall evaluate congregational revitalization projects using the definition of revitalization along with the congregation's demonstrated commitment to church growth. The church growth may be in membership, spiritual development and outreach to the community. The congregation through supporting data and a written design must show potential for church growth and define how resources from the Conference can enhance that growth. A congregation seeking revitalization support from the Conference must develop specific goals and strategies to realize revitalization and must have an identifiable target audience that will benefit from the proposed program or project.

- a. Funding for capital improvements can come from Builders Call, Volunteer In Mission Work Teams, Rotating Loan Fund, and Legacy Fund.
- b. If the revitalization project includes new church staff, a grant may include complete support for the first year with the congregation assuming a larger share of the cost each succeeding year as negotiated. Funding for new church staff can come from a variety of sources; however, the primary funding source for new staff will be District Matthew 25 funds.

- c. If the revitalization project is a new program or a new parish ministry model, a grant may include complete support for the first year with the congregation assuming a larger share of the cost each succeeding year as negotiated. Funding for program development can come from a variety of sources; however, Matthew 25 funds, and/or Institutional Ministries are the primary funding sources for new parish ministry models.
 - d. The Board of Global Ministries financial secretary will receive and direct applications for grants or loans from funds administered by the various conference agencies, the General Board of Global Ministries, and the United Methodist Development Fund. Consultation with appropriate leadership on the local, Conference, and national levels will occur. The financial secretary will refer inquiries about other fund sources to the appropriate agency.
 - 1. Some sources of grants, donations or gifts:
 - a. Conference Accessibility Grant Fund
 - b. Conference Advance Specials
 - c. Conference Board of Trustees Abandoned Church Fund
 - d. Conference Board of Trustees Priscilla Fund
 - e. Conference BOGM Great Commission Fund
 - f. Conference BOGM Ethnic Minority Local Church Grant Fund
 - g. Conference Equitable Compensation Fund
 - h. Conference BOGM Church Extension Fund
 - i. Legacy Fund
 - j. District apportionments and goals or askings
 - k. Institutional Ministries grant funds
 - l. Local church foundations/bequests/investment funds
 - m. Local churches and their organizations, classes, groups
 - n. General Board of Global Ministries Church Extension Funds
 - o. UMVIM work teams
 - p. United Methodist Builders
 - q. Endowment funds allocated by Parish Development.
 - 2. Some sources of loans:
 - a. UM Foundation Church Loan Trust
 - b. Conference Board of Trustees Priscilla Fund
 - c. Rotating Loan Fund
 - d. Legacy Fund
 - e. Local church foundations/investment funds
 - f. General Board of Global Ministries Loan Fund
 - g. National Division United Methodist Development Fund
 - h. United Methodist Ministers' Service Credit Union
 - i. Commercial financial institutions
11. The Board of Global Ministries financial secretary will continue to update and monitor priority project lists and seek to relate projects to funds available from these sources.

Board of Higher Education and Campus Ministry
Action Item #311
2009 – 2010 Ministry Plan

The essential nature of our ministries is to develop leaders, make disciples and transform the world.

The Board of Higher Education and Campus Ministry supports work with college and university students, faculty and staff that result in four basic gifts:

Gift One:	Nurturing Church Leaders
Gift Two:	A Faith Home for Students
Gift Three:	Seedbed for Service and Outreach
Gift Four:	Relevant Christian Witness

At the top of the list and at the heart of our work is nurturing Christian leaders for work in the world. We engage the whole university / college community in faith conversation; and particularly with students, we develop leaders, provide leadership opportunities and have intentional dialogue around their vocational lives.

This work stands in the long tradition of United Methodism of seeing the importance of education in answering the call of impacting the world for Jesus Christ.

The Board of Higher Education and Campus Ministry is the institutional link to the direct work with students, faculty and staff at Iowa's four United Methodist Colleges: Cornell, Iowa Wesleyan, Morningside, and Simpson, and our four Wesley Foundations: at Drake University, the University of Northern Iowa, the University of Iowa, and Iowa State University. The Board also oversees scholarships, connection with Rust College and strategic planning to consider our faithful response to the new realities of community colleges.

Essential Task: Develop Leaders, Make Disciples:

Campus ministry seeks to pass on the faith to young adults and nurture their development as Christian leaders as we work with them and the faculty and staff of United Methodist colleges and at the universities. We engage students in a relevant witness, evangelizing every day. We work to be the presence of local United Methodist congregations as we serve the needs of their students attending our universities and church-related colleges.

Program: Supporting United Methodist Colleges

Our Iowa United Methodist colleges provide a place for students to grow holistically. **Cornell, Iowa Wesleyan, Morningside** and **Simpson** each provide ministry and chapel programs that act as full partners in the development of a student's critical, intellectual, aesthetic, and moral character. In 2007 and 2008, these religious life activities include such things as leadership groups with decision-making councils, student chaplains, deputation (drama, music, or service) teams, Bible studies, Christian concerts, student worship, mission trips, prison ministry, interfaith understanding and care for those outside Christian tradition and involvement with organizations like Habitat for Humanity. Each college provides varying opportunities for individual growth.

While the four United Methodist-related colleges in Iowa receive only a fraction of 1% of their operating budgets from the Annual Conference, they have dedicated themselves to honoring their United Methodist heritage by providing for a spiritual dimension as an integral part of a student's college experience. An Iowa Conference/College Covenant affirms this continuing relationship. The colleges have upheld their responsibilities to provide a place to receive an education in a Christ-centered atmosphere. The Conference is called upon to uphold its commitment to help ensure chaplaincy, church relations, faith formation, and student ministry programs. Annual Conference support affirms our belief that the church, in partnership with

its colleges, can provide a value-centered education which will promote the development of leaders who proclaim the gospel and transform the world.

Beyond monetary support, there must be greater Annual Conference awareness of the colleges' need for UM students. The Annual Conference needs to stress to its local church members the benefit of the small-sized, liberal-arts colleges related to its own denomination. At these colleges there is a high likelihood that students will finish an undergraduate degree in 4 years. With available grants and scholarships the cost at a UM-related college can be equal to or lower than the cost of 5 years at a state university.

Our United Methodist colleges can include in their campus life the essence of Christ's mission, without separating out faith from everyday education and work.

Program: Providing Full-time Campus Ministry through Four Wesley Foundations

The Wesley Foundations are mission fields in the Annual Conference's own backyard at a critical juncture when students are making life and vocational choices. Wesley Foundations witness to the faith of Jesus Christ and Christ's call to transform the world with students, faculty and staff on a daily basis, seeking to impact students and the world. Wesley Foundations are the United Methodist voice on campus. Annual Conference funds are an investment in the future of the church and in the future of the world. The money received from the annual conference helps supply trained clergy and other staff, program materials, spiritual retreats and evangelistic outreach. Continuing this support will continue programs of:

Worship: Vespers, prayer services, and worship, as well as helping university students connect with local congregations.

Caring ministry: Initiating contact with UM students on the campus; also programs of fellowship and support, including social activities and the availability of pastoral and vocational counseling.

Evangelism: Sharing the Gospel message with students who have given up on the church, as well as providing a relevant Christian witness to those who think the church has nothing to say to them or today's world.

Education: Providing Bible studies and other opportunities to enrich one's faith and deepen an understanding of Christ's meaning for one's life.

Social witness: Providing experiences to become immersed in developing understanding and relationships with those on the margins of society, including the poor, refugees, those who are oppressed and hurting; and helping students participate and develop responses to work on justice as well as charity.

Call to professional ministry: Intentionally inviting students to consider professional ministry as a vocational choice as well as providing support and information to make that call a reality; and

Leadership training: Training students in basic leadership skills, providing opportunities to lead and engaging students in Christian approaches to leadership.

Program: Capital Improvement Funds for the Four Wesley Foundation Buildings

The four Wesley Foundation buildings range in age from 50-78 years old. All have structural and maintenance needs that demand attention. These funds help to ensure that the Wesley Foundation properties will be maintained, preserved, and protected -providing a safe, structurally sound and accessible environment.

Program: Student Forum and United Methodist Student Movement

The Student Forum is an annual event held during May at a college or university campus (the site rotates by Jurisdiction). United Methodist college-aged students from all over the country meet for worship, study, social action, and fellowship. The Iowa Conference can send nine students each year for the purpose of developing leadership. Out-of-state travel costs are supplemented to enable students to attend. This program also provides some

financial support to the Iowa United Methodist Student Movement and the North Central Jurisdiction United Methodist Student Movement.

Program: United Methodist College Experience for Youth

This program was initially envisioned as a bus trip for local church youth group members to visit the four United Methodist colleges in Iowa. In consultation with the college admission officers, it was changed to a gas-card incentive program to encourage high school juniors and seniors to visit the United Methodist colleges during Iowa Private College week. These funds cover promotion of the program and pre-paid gas cards which are distributed by the college chaplains.

Program: United Methodist Student Day Offering

The General Church United Methodist Student Day Offering is taken each year for scholarships, loans and support of United Methodist Colleges. A percent of the offering received from our conference is returned and is distributed as scholarships to young adults in the Iowa Annual Conference.

Funding for these scholarships does not come from apportionments, and is distributed back through this board to students from our conference.

Program: Rust College

The goal is to continue the historic relationship between Rust College and the Iowa Annual Conference through local church offering and involvement opportunities.

Action Item #312

2009 Apportionment for Board of Higher Education and Campus Ministry

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	Total 2009
UM Colleges in Iowa	260,000	265,980	0	265,980
Wesley Foundations	747,472	764,664	0	764,664
Capital Funds: Wesley Foundations	50,000	50,000	0	50,000
Student Forum/UM Student Movement	7,000	7,000	0	7,000
UM College Experience for Youth	1,000	1,000	0	1,000
Cutting Edge Programming	8,000	0	0	0
UM Student Day	0	0	3,500	3,500
BHECM	1,073,472	1,088,644	3,500	1,092,144

LEGISLATIVE SECTION FOUR (4)

Board of Laity

Action Item #401

2009 – 2010 Ministry Plan

The Board continues to sponsor and promote the School for Lay Ministry, enrolling persons at three locations: Simpson College, Morningside College, and Cornell College. The School

for Lay Ministry has produced 216 graduates through 2007, and another 35 will graduate during the 2008 Annual Conference Session. At present, about 133 persons are enrolled in 9 classes at three locations.

The Board of Laity is proud to be the “organizational home” of two shining stars of lay mission involvement in the Iowa Annual Conference: Thanksgiving Ingathering and Heifer International. Both of these efforts are entirely lay led and use no apportionment funds. These are important examples of United Methodists responding to Christ’s call to care for those in need.

The Board grants tuition/retreat/school scholarships to lay persons seeking to become more skilled in various aspects of lay ministry. Applications must be received by the Conference Lay Leader no less than 45 days before the event.

The Board supports Lay Speaking Ministries through the Conference Director of Lay Speaking Ministries.

We continue to expand shared ministry dialogue with the Bishop and Ministry Cabinet and connectional relationships with United Methodists world-wide, and to provide resources to train and educate local church Lay Leaders and laity.

The Board supports the Conference Council on Youth Ministries, United Methodist Men, and United Methodist Women in their connectional ministries within the Iowa Annual Conference.

Action Item #402

2009 Apportionment for the Board of Laity

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	Total 2009
School for Lay Ministry	7,000	7,000	65,040	72,040
Lay Leadership Development	13,000	13,000	0	13,000
TOTAL Bd of Laity	20,000	20,000	65,040	85,040

Commission on Archives and History

Action Item #403

2009 - 2010 Ministry Plan

The task of collecting and preserving History is a mandate of the General Conference. In Iowa, this has been the responsibility of the Commission on Archives and History. Accomplishments over the years have been the establishment of the Archives on the campus of Iowa Wesleyan College, Mt. Pleasant, Iowa, and the employment of a part-time Archivist.

We need to begin setting funds aside for publishing the updated history of the United Methodist Church in Iowa. This history will cover the period of time between John Nye’s book *Between The Rivers* (1986) and the publishing date.

From time to time we are able, with the assistance of the districts, to provide training workshops for local church historians to help them identify and care for historically meaningful material.

We continue to struggle with limited financial resources to expand space for our collection and to preserve it. At present, we simply do what we can with what is available. Another need is getting people to be aware of historically significant items and information that should be passed on to our Archives.

Another important accomplishment was the hosting of the four-day 2007 North Central Jurisdictional Convocation on History and Archives. We developed the program, obtained speakers and leaders, and did it with no financial assistance from the Conference.

Action Item #404

2009 Apportionment for the Commission on Archives and History

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	Total 2009
TOTAL Archives and History	28,345	28,345	0	28,345

Commission on Christian Unity and Interreligious Concerns

Action Item #405

2009 – 2010 Ministry Plan

The Commission will continue to identify a lay and clergy person to receive the Bishop's Award for Ecumenism.

We will continue to identify the most helpful formats to enable meaningful dialogue within our congregations and communities around ecumenical, interfaith, justice and social concerns.

We will seek ways to be faithful in honoring our neighbors of all religions and to build Christian community with those among whom we live, acting boldly to support and protect Christians and other persons of faith whenever they are harassed and persecuted.

*During 2007, this committee was not active. At the end of the year there were carry-over funds totaling \$1,747. These funds, with anticipated 2008 income, will provide adequate funding for committee activities. The committee will be able to request funding for 2010 at the 2009 Annual Conference Session.

Action Item #406

2009 Apportionment for the Commission on Christian Unity and Interreligious Concerns

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	Total 2009
TOTAL CUIC	2,600	0	0	0*

Commission on Ministry with Persons with Disabilities

Action Item #407

2009 – 2010 Ministry Plan

Our future plans are to continue to develop workshops and give seed grants for churches that would like to take on a disability project and to develop other learning experiences for

the commission members to take into the districts and give camping grants to persons with disabilities who would like to have a camping experience. We also will work to develop new ways to encourage each church to set aside time once a year in a worship service to educate people about everyone’s uniqueness as a child of God regardless of their abilities.

Action Item #408

2009 Apportionment for the Commission on Ministry with Persons with Disabilities

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Disability Awareness	1,500	1,500	0	1,500
Sunday Offering	0	0	10,000	10,000
TOTAL Ministry w/ Persons w/ Disabilities	1,500	1,500	10,000	11,500

Commission on Religion and Race
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Action Item #409

2009 – 2010 Ministry Plan

For the next three years, CORR would like to maximize resources on enabling and empowering racial ethnic laity and local churches for the ministry of racial reconciliation and celebration. Also,

- A) Continue to work with Bishop, Cabinet, conference boards and agencies, clergy and congregations in cross-racial appointments.
- B) Continue working with Racial Ethnic Minority Fellowships and or Caucuses.
- C) Continue administering Ethnic Minority Self-Determination Fund.
- D) Continue to identify churches with racial ethnic membership.
- E) By the end of 2008, the leadership training for racial ethnic laity is held.
- F) By the end of 2009, at least fifteen churches in each District are recruited to study “The Ministry of Racial Reconciliation.”
- G) By the end of 2010, a ministry action team of racial ethnic laity is organized to promote empowerment and leadership ministry.
- H) By the end of 2011, recruit thirty churches more in each District to study “The Ministry of Racial Reconciliation.”
- I) Continue to enhance partnership with Churches that have racial ethnic membership and constituency.
- J) Continue to support racial ethnic lay led ministries in local churches.
- K) Deploy racial ethnic laity in conference and district leadership roles.

Action Item #410

2009 Apportionment for the Commission on Religion and Race

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Ethnic minority self-determination	27,500	27,500	0	27,500
Ethnic advocacy and monitoring	8,000	8,000	0	8,000
Cooperation w/ NCJ CORR	2,000	2,000	0	2,000
TOTAL Religion and Race	37,500	37,500	0	37,500

LEGISLATIVE SECTION FIVE (5)

Commission on the Status and Role of Women

Action Item #501

2009 – 2010 Ministry Plan

- a. Continue formal monitoring and reporting at the Annual Conferences.
- b. Make available materials at a display table at the Annual Conferences.
- c. Continue to update the Iowa COSROW brochure, which explains our purpose and program and increase its availability.
- d. Continue to monitor the need for changes to THE GUIDE.
- e. Continue to develop the use of the Conference website.
- f. Continue to share information and work with our Partners.
- g. Continue to monitor the Camp Programs and their effect on young girls.
- h. Seek nominations for the AMBASSADOR AWARD.
- i. Coordinate with General COSROW on developing materials on language inclusiveness in the Church.
- j. Encourage use of inclusive language in local church worship services.
- k. Participate in General COSROW'S jurisdictional conference calls.
- l. Continue to support district representatives in their work with district superintendents and local churches.

Action Item #502

2009 Apportionment for the Commission on Status and Role of Women

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
TOTAL Status and Role of Women	1,745	1,745	0	1,745

Council on Age Level Ministries

Action Item #503

2009 – 2010 Ministry Plan

Mission Statement of The Conference Age Level Council of the Iowa Annual Conference: "The purpose of The Conference Age Level Council is to encourage Local Churches, Districts, and the Conference to include all ages in the planning, implementation, and participation in activities and programs; and to be sensitive to the needs, interests and abilities of all individuals and families." There are representatives from each District, a Youth Representative, and At- Large Members: Children's Advocate, Adult Advocate, and Family Advocate. We meet several times a year to share how our Districts are reaching out to persons of all ages. We discuss plans of how we as a conference might be more inclusive and have looked at developing programs that might help us in that endeavor. During our spring meeting we review upcoming Annual Conference Legislation making sure the Conference is including persons of all ages. We encourage others to advocate in the same way.

We have a Web Page for the Age Level Council at www.iaumcagelevelcouncil.org. We have seen our commitment to Older Adults expand to have the formation of the Conference Council on Older Adult Ministries in 2005. We held a workshop "Mature Adults Ministry" on

April 8, 2006, with workshops on Pets in Long Term Care Facilities, Hospice, Grief Care, Mature Adults, Theological Foundation of Older Adult Ministries.

We plan to continue to expand advocating for programs that are inclusive of all ages in Conference activities and in other activities in our state; continue to find ways to disseminate information concerning age level ministries; and are tentatively planning a workshop to address family ministry in the near future. We will continue to gather information on how the conference is supporting all age levels via a bi-annual survey, and we will continue to send members to conferences and workshops that will equip them to be better advocates for their area of interest.

*During 2007, this committee was not active; at the end of the year there were carry-over funds totaling \$4,324. These funds, with anticipated 2008 income, will provide adequate funding for committee activities. The committee will be able to request funding for 2010 at the 2009 Annual Conference Session.

Action Item #504

2009 Apportionment

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
TOTAL Age Level Council	1,150	0	0	0*

Conference Council on Youth Ministries

Action Item #505

2009 – 2010 Ministry Plan

Resourcing Local Churches:

Enables the publication and distribution of “Something to Start With” - a regular youth ministry newsletter, the printing and distribution of additional youth ministry resources and mailings, resourcing the CCYM display at Annual Conference, the hosting of YSF Day at Adventureland, and other miscellaneous and emerging ministry expenses associated with conference youth ministry.

Adult Coordinator Continuing Education & Resourcing:

Enables training opportunities, resourcing, and a continuing education pool for District Youth Coordinators, Adults in Conference Youth Leadership and - as funds are available - other adult youth leaders.

Leadership Development with Young People:

Provides resourcing and funding for registration and transportation costs associated with Iowa Conference representation at jurisdictional Young People gatherings and other United Methodist youth events, housing and meal expenses associated with youth members’ attendance at Annual Conference. Will provide funds for developing a new youth leadership development event and for the growth of an internship program for Young Adults.

Youth Strike for Christ:

Provides a faith building experience for youth by offering high-energy worship, teaching, small group learning, and Christian community growth opportunities.

Training for Youth Workers:

Provides for the Academy for Youth Ministry – an annual training for a class of participants who gain knowledge and experience in youth ministry theology and practice, Safe Sanctuaries trainings, and other youth related training opportunities.

Youth Service Fund:

Enables the promotion, administration and granting of Youth Service Funds.

Action Item #506**2009 RECATEGORIZED Apportionment for Conference Council on Youth Ministry**

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
*Resourcing Local Churches	5,000	5,000	0	5,000
**Adult Coordinator Continuing Ed & Resourcing	12,000	12,000	0	12,000
Youth Service Fund	0	0	4,500	4,500
Youth Annual Conf	5,000	0	0	0
***Leadership Development with Young People	15,500	15,000	0	15,000
Youth Strike for Christ	5,000	5,000	75,000	80,000
Training for Youth Workers		3,000	0	3,000
Council on Youth Ministries	42,500	40,000	79,500	119,500

* This fund was formerly known as CCYM Connections.

**This fund was formerly known as District Empowerment.

***This fund was formerly known as Developing Leaders.

District Councils and Matthew 25 Fund
Action Item #507**2009 – 2010 Ministry Plan**

During the past year, all of the district councils have been reorganizing due to the changes in district boundaries and district staffing that were part of the legislation adopted at the 2006 Annual Conference Session in response to the recommendation of the Task Force on Leadership and Logistics. They are working on their assigned tasks in their localized areas. At the same time, representatives from each district council are meeting with one another with the goal of making recommendations to the 2009 Annual Conference Session for a more functional, streamlined and uniform district structure.

Funding

The work of the district councils is supported by four primary sources:

- Apportioned programming funds, divided equally between the districts, that are requested of and recommended by Program Review and the Connectional Ministries Council
- Apportioned funds for Matthew 25, which are requested by the Connectional Ministries Council and allocated according to a formula that is adopted by the Connectional Ministries Council

- Voluntary District Askings, which are requested and designated by the District Conferences and approved by the Conference Council on Finance and Administration
- Registration fees and other special event income.

1) District Councils on Ministries activities

The mission of the Iowa Annual Conference is to develop leaders who proclaim the gospel and transform the world...so that every Iowa United Methodist congregation and faith community can fulfill its mission through its primary task of making disciples.

District Councils on Ministry provide learning and sharing opportunities dealing with a variety of topics, as well as personal and spiritual growth opportunities that help equip clergy and laity for making disciples for Jesus Christ.

The essential ministry and program focus of each District is to play a supportive role in helping the conference faithfully fulfill its defined mission and support each local church in faithfully fulfilling its mission to make disciples. This is done by:

- 1) listening to the local churches needs,
- 2) providing local churches access to needed resources,
- 3) providing training and spiritual formation events for leaders of local churches, and
- 4) challenging and supporting leaders in their growth and churches in their mission.

Each District divides its ministry responsibility into committees in a way that meets its needs. The primary areas of programming and ministry covered by these committees include:

- 1) Leadership Development
- 2) Parish Development –new ministry and revitalization ministry projects
- 3) Mission Education and Promotion
- 4) Social Witness
- 5) Hispanic Ministries
- 6) Youth Ministries
- 7) Evangelism
- 8) Spiritual Formation and Education Ministries
- 9) Communications

2) District-Based Matthew 25 Initiative

In 2004, the Annual Conference adopted the Matthew 25 Initiative. This Initiative is intended to provide funding to address the needs to which Jesus refers in Matthew 25:31-46. In that passage, Jesus instructs us to feed the hungry, give drink to the thirsty, welcome the stranger, clothe the naked, care for the sick and visit the prisoner. There are a number of principles which underpin the Initiative. One of these principles reads as follows:

“[L]ocal churches, working through and with District structures should engage directly in the many hands-on ministries which propel us as the body of Christ toward the Kingdom of God. ...[T]his is best supported by significantly sharing of expertise and resources across the various Districts.”

As part of the Matthew 25 Initiative, the Annual Conference created a two-year transition period (2005-2006), during which the grant funding process was managed at the conference level. After the two-year period, beginning with the 2007 program and funding year, responsibility for the Initiative moved to the Districts. 2008 represents the second funding year in which Matthew 25 Funds are allocated to the Districts and the Districts distribute them.

District allocations are made based on a formula approved by the Connectional Ministries Council. This formula takes into account persons in each district who are living in poverty, who are of non-European ancestry, non-English-speaking, or recent immigrants, and who are elderly.

For a complete description of the Matthew 25 Initiative, please refer to pages 157 – 160 of the *2004 IAC Journal*.

3) *Individual District Plans and voluntary askings*

The 2009 Districts askings are:

Central \$2.00 per member (\$58,534)

- \$0.70 District Initiated Ministries (Bidwell Riverside Center, Children & Family Urban Ministries and Hawthorn Hill Ministries)
- \$0.50 Little Red Schoolhouse Scholarship in Nigeria
- \$0.80 Forming new faith communities with in district

East Central \$3.00 per member (\$82,383)

- 40% Emerging Ministries
- 25% Leadership Development
- 20% Justice for Our Neighbors
- 10% World Mission
- 5% Communications and Networking

North Central \$1.25 per member (\$37,491)

- 76% Hispanic Ministry in NC district
- 12% Women at the Well
- 12% Diadango Bible Institute (Iowa Nigeria Partnership – salaries only)

Northeast \$2.75 per member (\$63,734)

- \$1.55 Ministry Grants for Congregations
- \$0.40 Scholarships for Leadership Training
- \$0.35 New City Ministries in Waterloo
- \$0.35 Meskwaki Ministry of Presence
- \$0.10 Contingency Fund for DCOM

Northwest \$1.50 per member (\$35,754)

- 25% Hispanic Ministries
- 25% Iowa Nigeria Partnership
- 25% Shesler Hall
- 25% Justice for Our Neighbors

South Central \$2.00 per member (\$42,714)

- \$1.00 Hispanic Ministry
- \$1.00 MUMMS

South East \$2.40 per member (\$46,147)

- \$0.30 Justice for Our Neighbors
- \$0.30 Community of Joy, Bettendorf
- \$0.30 Golden Valley Camp and Retreat Center
- \$0.30 St. Paul's Hispanic Worship Center, Muscatine
- \$0.30 La Escuelita Tutoring Center, Muscatine
- \$0.30 Iowa Wesleyan College
- \$0.60 Mobile United Methodist Ministries

- Southwest \$4.00 per member (\$79,524)
- \$2.50 Carter Lake
- \$1.00 SW District Hispanic Committee
- \$0.25 Aldersgate Camp & Retreat Center
- \$0.25 Other District Programming

4) Registration fees and other income

Registration fees are charged for some district events in order to defray costs and to recover individual participant costs such as expenditures for meals and materials.

Action Item #508

2009 Apportionment for District Ministries

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
DCOM	90,360	80,000	0	80,000
Matthew 25 Initiative	316,705	325,000	0	325,000
District Askings	0	0	*TBD	*TBD
Other Dist. Min	0	0	48,710	48,710
Total District Ministries	407,065	405,000	*48,710	*453,710

LEGISLATIVE SECTION SIX (6)

Episcopal Office

Action Item #601

2009 - 2010 Ministry Plan

The Episcopal Office budget supports the work of the resident bishop in fulfilling his or her presidential duties. This office is funded by both the General Church and Iowa Conference apportionments.

By action of the 2006 Annual Conference the Ministry Cabinet was created. Responsibility and support for it is housed in the Episcopal Office.

Annual, periodic and special one time seminars are organized and sponsored by the resident bishop. Examples include retired clergy and spouse gatherings and events for senior pastors of large churches and an annual meeting with those to be ordained at the upcoming annual conference session.

The Episcopal Office has major disciplinary and annual conference responsibility in the area of ministerial ethics. This includes responding to complaints filed against clergy and providing trained response teams to local churches when some form of ministerial misconduct has occurred. The Episcopal Office also oversees the design and implementation of conference-wide mandatory clergy training in healthy relations at least once a quadrenium.

The Episcopal Office also oversees the funds for the General and Jurisdictional Conference delegation.

In addition to the presidential duties of the resident bishop, the Iowa Conference places the Communications Services and Resources Office under the direct supervision of the Episcopal Office.

2009 Communication Ministry Plan includes:

- Facilitating conversation to prioritize the “Conference message”
- Refining and enhancing the website, including easier access to resources and the Conference calendar
- Conduct staff training
- Initiate, “advertise” and support “virtual communities”
- Establish a corps of district communicators
- Publish, bi-weekly, an Iowa Conference edition of The United Methodist Reporter
- Publish a regular series of bulletin inserts
- Support major events such as the Annual Conference session and Conference-wide/district-wide gatherings
- Be a communications link to the General Conference (April/May 2008) and North Central Jurisdictional Conference (July 2008)
- Create and support an engaging, interactive State-Fair presence (August 2008)
- Support special askings such as the Builder’s Call and Nothing But Nets campaigns
- Offer communications workshops including media use in the local church and the welcoming ministry of United Methodist Communications’ “Igniting Ministry”
- Provide timely news coverage, share success and “It Works for Us” stories and support communications from the Bishop, Conference and district leadership
- Create and distribute DVD video and CD audio resources
- Create a free-access media library of graphics suitable for use in congregational and district/Conference worship experiences
- Provide web-meeting support to boards/agencies/committees

Action Item #602**2009 Apportionment for Episcopal Office**

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Episcopal Office	317,885	299,335	67,500	366,835
Communication Services & Resources	506,509	568,327	7,000	575,327
New Professionals in Ministry	2,840	500	1,500	2,000
Retired Clergy Fellowship	0	500	2,500	3,000
Large Church Pastors	0	0	3,000	3,000
Ministerial Ethics	43,077	24,750	3,000	27,750
Ministry Cabinet	11,834	12,500	0	12,500
Intentional Interim Ministry	0	1,000	0	1,000
Special Task Forces	11,361	12,000	0	12,000
Episcopacy Committee	2,840	5,000	0	5,000
General/Jurisdictional Delegation	13,254	6,350	0	6,350
TOTAL	909,600	930,262	84,500	1,014,762

Episcopal Office – Connectional Ministries Staff, Operations and Support
Action Item #603**2009 – 2010 Ministry Plan**

The work of the Connectional Ministries Council falls in four primary areas:

- 1) Serving as the umbrella agency for the ministries of the program boards, agencies, councils and commissions of the annual conference
- 2) Providing grant assistance for localized ministries
- 3) Providing support staff for the program boards, agencies, councils and commissions, and
- 4) Providing leadership to the whole annual conference through the work of the Leadership Development Ministers in the areas of Young Adult and Generational

Ministry, Evangelism and New Ministry Development, Camping and Christian Formation, and Social Justice and Mission.

The Program Boards, Agencies, Commissions and Councils

The work of each of the program boards, agencies, commissions and councils is described elsewhere in the pre-conference journal, along with their budget requests. These plans were reviewed and recommended by the Program Review Committee, adopted by the Connectional Ministries Council at their February 2nd meeting, and reviewed by the Council on Finance and Administration.

Grant Assistance for Ministry

The grant assistance is administered through the standing committees on Parish Development, Community and Institutional Ministries and Hispanic Ministries. Also, funding for the Matthew 25 grants is assigned from the connectional ministries budget and is allocated by the districts. In 2008, nearly \$695,000 will be granted to localized ministries.

Support Staff Assistance

The connectional ministries support staff provides logistical and administrative assistance for the programming boards, agencies, commissions and councils, as well as support to the Leadership Development Ministers and the Assistant to the Bishop for Connectional Ministries.

Leadership Development Ministry

In 2006, the Annual Conference session adopted a new structure and staffing alignment for the leadership staff of the annual conference. The Report of the Task Force on Leadership and Logistics in the *2006 Iowa Annual Conference Journal* states that the purpose of the restructuring is "to lead the church in making and maturing disciples, developing leaders and transforming the world." Specifically, the Leadership Development Ministers are charged to provide expertise in specific areas and to build capacity for leadership development in the conference by:

- 1) Providing expertise in their assigned areas
- 2) Resourcing District Superintendents and Field Outreach Ministers
- 3) Provide leadership training on a conference-wide/regional scale, and
- 4) Develop Christian stewards.

Since beginning on July 1, 2007, the Leadership Development Ministers, have been working primarily in the first three areas. As a group, they have held listening sessions in all of the districts; the Five Practices seminars that will be held across the annual conference are a direct outcome of those sessions. As individuals, they have worked with the boards and agencies in their areas of specialization and met with individuals and groups across the conference for consultation and ministry development assistance. They meet with the Field Outreach Ministers on a regular basis and meet with the Cabinet, and participate in the Ministry Cabinet for the purpose of communication, resourcing and development of collaborative ministry.

The Leadership Development Ministers also meet weekly for two hours and monthly for a Day Apart with the Assistant to the Bishop for Connectional Ministries. During these times, they study the Bible, pray for and encourage one another and share what they are learning as they work with different groups and persons around the annual conference. In each meeting, time is spent in discernment and planning as the Leadership Development Ministers and the Assistant to the Bishop for Connectional Ministries strive to be faithful to the mission of Jesus Christ as they function in their roles.

Some of the activities of the Leadership Development Ministers in their first several months include the Children and Poverty Summit, the Moral Witness for Children and Lobby Day;

teaching at School for Lay Ministry and District Leadership events; assisting the Board of Camps in preparing to develop a Master Plan and reduce budget deficits; working with Parish Development on a new vision for the Academy for New Ministry Development; assisting the committees in the areas of youth, young adult and older adult ministries in developing leadership and clarifying their purpose. In 2009 and beyond, it these roles will continue to grow and develop.

Connectional Ministries Budgets

The CCMC Resource and Program Delivery Fund provides financial support for the compensation and daily operations of the connectional ministry staff.

The CCMC Program Ministry Resource Fund provides administrative support for program boards, commissions, councils and agencies so that these groups can use their budgeted funds to support ministry. This fund also supports our ecumenical commitments to the Iowa Religious Media Services and The Church Center for Land and People.

The Emerging Program Ministries Contingency Fund is a pool of funding that can be made available to support new ministries that are consistent with the goals of the annual conference, the CCMC and the Matthew 25 Initiative. This fund is administered by the CCMC Executive Committee.

The CCMC Deficit Reduction Fund was created for the purpose of implementing the deficit reduction plan developed by CCMC in 2006. By Annual Conference session action, this deficit is to be eliminated by 2010; this was accomplished at the end of 2007. Because of this, there is no budget request for deficit reduction in 2009.

Accountability

By church discipline CCMC is accountable to the bishop and to the annual conference for its programs, expenses and activities. All of CCMC's work is to be consistent with the mission and ministry of The United Methodist Church; the CCMC and the Council on Finance and Administration are responsible to administer this provision.

Action Item #604

2009 Apportionment for Episcopal Office – Connectional Ministries Staff and Operations

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Program Ministry Resource (support) Fund	164,023	195,000	0	195,000
Program Resource and Delivery (operations) Fund	1,045,190	1,105,106	0	1,105,106
Emerging Ministries Fund	30,376	30,500	0	30,500
CCMC Deficit Reduction Fund	49,571	0	0	0
TOTAL EP/CMS&O	1,289,160	1,330,606	0	1,330,606

LEGISLATIVE SECTION SEVEN (7)

Episcopal Office – District Staff and Operations

Action Item #701 (includes District Staff and Operations portion of Apportionment Request)

2009 – 2010 Ministry Plan

In 2009 the Districts of the Iowa Annual Conference shall be organized into eight districts with a District Superintendent, Field Outreach Minister and an Administrative Secretary in

each District Office. The District Superintendent’s salary, as set by the standing items and recommended by CFA (*Book of Discipline* par. #613.1), for 2009 shall be \$78,605. The Salary Structure for the Field Outreach Ministers and the Administrative Secretary for the year 2009 will be set by the Human Resources Committee in compliance with the Conference Personnel Policies.

The role of the District Superintendent shall be to oversee the ministry of the district as a whole concentrating on proclamation, spiritual leadership, district missional strategy and supervision/appointments of all pastors and churches.

The role of the Field Outreach Minister shall be to resource local churches to provide effective leadership, ministry programs and mission outreach within their local community and around the world.

Each District shall have a District Stewardship Team that will be available to every local church which needs help with interpretation of Conference needs or which finds it difficult to pay its portion to the Annual Conference.

The District shall establish Local Ministry Action Teams whose primary purpose will be to work cooperatively to reach out to persons who are not currently being reached by the ministry of our churches. Their purpose is not intended to replace the ministries of local churches, but to do together what individual local churches may not be able to do alone.

District Ministries – Clergy Support Ministries

Action Item #702 (Includes Clergy Support Ministries portion of Apportionment)

2009 – 2010 Ministry Plan

In addition to the funding for the district offices, some funds are managed by the appointive cabinet that directly supports the ministry of the clergy. These funds include the moving fund, the appointment consultation fund used for the first meeting of the clergy and the Staff Parish Committee of the new appointment and funds to recruit qualified ministry for the Iowa Conference.

The appointive cabinet also manages the Sustentation Fund whose purpose is defined in *2004 Book of Discipline* paragraph 625, missional support fund used when a congregation needs a clergy with a particular skill but will not qualify for equitable compensation, the ministry intervention or transition fund and the disability condition support fund that provides grants to local congregations whose appointed clergy have special needs relating to a disability.

2009 Apportionment Episcopal Office, Staff and Operations and Clergy Support Funds

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
District Staff & Operations Action Item #703				
Cabinet Administration	1,053,127	1,095,252	0	1,095,252
District Administrative Secretary Comp Fund	450,945	463,320	0	463,320
Field Outreach Ministers	1,042,075	1,070,784	0	1,070,784
District Office Funds	453,880	466,440	0	466,440
Subtotal	3,000,027	3,095,796	0	3,095,796
Clergy Support Min.				

Action Item #704				
Recruitment Fund	2,105	25,000	0	25,000
Appointment Consultation	6,731	6,500	0	6,500
Missional Appt. Support Fund	36,841	36,000	0	36,000
Sustentation Fund	36,841	36,000	0	36,000
Disability Condition Support Fund	26,315	25,000	0	25,000
Clergy Moving Fund	473,670	493,500	0	493,500
Ministry Intervention Fund	21,052	21,000	0	21,000
Subtotal	603,555	620,000	0	620,000
Total	3,603,582	3,738,796	0	3,738,796

Action Item #705

Moving Policy

1. Moving Expenses: Expenses for moving clergy and their families shall be administered under the following policies:
 - a. The moving fund shall assist in paying the moving expenses for household goods, office furniture, and equipment of itinerant clergy appointed to a pastoral charge, a conference staff position, or as district superintendent. Clergy included in this provision shall include full members, probationary members, associate members, local pastors, seminary students appointed to a local charge, one move of a retiring clergy person to his/her retirement residence, and those under disability leave. If a clergy person receives payment for a retirement move and later is appointed to serve a local charge, additional retirement moves will not be paid.
 - b. The moving expenses for the first move for divorced spouses from the parsonage shall be paid by the conference not to exceed the average of all moves from the previous year (excluding self move) plus 5% or the actual cost of the move, whichever is less. The District Superintendent shall notify the Director of Administrative Services when this provision becomes applicable.
 - c. Surviving spouses and/or dependents of clergy who die while under appointment to a local charge, conference staff position, or a district superintendent may have their moving expenses paid by the conference within the provisions of this policy. The total amount paid shall be determined by the District Superintendent in consultation with the Director of Administrative Services.
 - d. Clergy under suspension or clergy leaving appointment in Iowa for leave of absence, honorable location, extension ministry, transfer to another conference or denomination will not be eligible for moving expense payments.
 - e. The move shall be performed by regular licensed moving firms listed on the Conference's Approved Movers List (AML). The person being moved shall select a mover from the AML. If any other means of conveyance is used, a certificate of insurance shall be deposited in advance of the move with the Director of Administrative Services by the person or persons being moved. Failure to use a mover on the AML or to deposit a certificate of insurance for an alternative conveyance will result in the denial of moving expense payments.

- f. The Director of Administrative Services will follow the Internal Revenue Service's (IRS) regulations in issuing the proper tax forms to those whose move does not meet tax exempt requirements.
- g. Clergy couples being moved shall be given an additional moving expense allowance up to \$500. The allowance may be used for additional costs related to moving a clergy couple. The Conference will also pay for the cost of stops at either an additional residence and/or church office required to move a clergy couple.
- h. Clergy moving to Iowa from the 48 contiguous states are eligible to receive a maximum moving cost as designated within our current guidelines. Once the clergy is appointed, the Director of Administrative Services will assign a moving company to arrange for the move. The moving company will be on the Approved Mover's List.
- i. Clergy moving to Iowa from outside the 48 contiguous states will have a moving company assigned by the Director of Administrative Services to arrange for the move. The moving company will be on the Approved Mover's List.
- j. Retiring pastors moving out of Iowa are eligible to receive a maximum moving expense allowance not to exceed the average of all moves from the previous year plus 5% (excluding self-moves and out-of-state moves) or the actual cost of the move whichever is less.
- k. The IAC contract with the movers states that if a residence is found unsatisfactory, the mover will contact the Conference and the move is subject to cancellation until it is corrected. Residence must be free of insects and animal waste. Loading and unloading cannot take place if floors are wet. No garbage bags will be accepted as packed items.
2. Approved Mover List: The Conference shall maintain an Approved Mover List (AML). Conference moves may be made only by movers who are on the AML unless the move is a pre-authorized self move. Moving expense payments will only be made to movers who are on the AML. To qualify for inclusion on the AML, the mover must meet the following criteria:
- a. Be licensed by the State of Iowa under applicable laws.
 - b. Have signed a contract with the Iowa Annual Conference and agree to abide by the policies established by the Iowa Annual Conference.
 - c. Submit weight tickets for a move before payment is made.
 - d. Give a minimum bottom line discount on all Conference moves, such discount to be established by the Conference Council on Finance and Administration.
3. Expense Payment Parameters: The following parameters shall apply to the payment of moving expenses:
- a. The total move weight shall be 17,000 pounds or less.
 - b. The total packing and unpacking or crating cost shall be \$500 or less. (For clergy couples see item 1.g.)
 - c. The total insured cost shall be full replacement value at \$5.00 per pound with the Conference paying for 17,000 pounds and/or \$85,000 maximum valuation whichever is less. There will be a \$500 deductible. If the goods being moved are greater than 17,000 pounds, the clergy may buy more insurance.

- d. Charges for only one piano and/or organ and/or other large musical instrument or packing and crating a large appliance shall be paid.
- e. The limitations listed in 3.a., b., c., and d. may be exceeded in the move; however, the person being moved shall pay the mover upon completion of the move.
- f. The Director of Administrative Services shall remit to the AML mover the amount due for the move within the parameters described herein and upon receipt of the following:
- A Detailed Invoice with line items to be charged
 - Weight tickets
 - A bill of lading signed by the person being moved or an authorized family member
- g. The cost of appliance hook-ups or third party services shall be the responsibility of the clergy
- h. The Conference shall not pay for "extra carry" charges, storage or delays unless approved before the move.
- i. Charges for vehicles, motorcycles, canoes, firewood, lumber, potters clay, kilns and other oversize or overweight items shall be the responsibility of the person being moved.
- j. An extra expense allowance not to exceed \$300 shall be made available to graduating seminary students from outside Iowa or to persons transferring from another conference accepting appointment in the Iowa Conference. This amount will be set by the receiving District Superintendent after determining financial need and after consultation with the Director of Administrative Services.
- k. Reimbursement of the cost of motel, meals and mileage during the actual days of the move are to be negotiated between the local charge, the District Superintendent and the person being moved. Any reimbursement may be taxable.
4. Self Moves: Self moves must be authorized in advance of the move by the Director of Administrative Services. The appropriate certificate of insurance (see 1.e.) must also be on file before the Director of Administrative Services may authorize the move.
5. Exceptions: Exceptions to any of the above may be approved or denied by the Director of Administrative Services after consultation with the District Superintendent, if appropriate. Appeals of any decision by the Director of Administrative Services may be directed to the Conference Council on Finance and Administration (CFA). CFA shall have the final authority to interpret the moving policy and make decisions regarding its implementation.
6. Procedures: The Director of Administrative Services shall establish and administer all procedures for implementing the moving policy contained herein. The Director of Administrative Services shall be the only person to authorize a move with an AML mover.

LEGISLATIVE SECTION EIGHT (8)

Board of Ordained Ministry

Funding for Clergy Care

Action Item #801

2009 - 2010 Ministry Plan

Through our designated areas of action and ministry we seek to meet the needs of all who come under our care at all stages of their journey in ministry. It is our intention to enhance the vitality of our connection in all its forms by appropriately being a nurturing and challenging presence. In the areas funded below are many ongoing efforts, including but are not limited to:

- Increasing our financial support of seminary students and maintaining that support for the future;
- Analyzing and continuing our support of students in Licensing School and Course of Study;
- Supporting the development of the new Upper Midwest Extension Course of Study School, to be offered at Morningside College, Sioux City, Iowa, through Garrett-Evangelical Theological Seminary of Evanston, Illinois. This school will begin in the fall of 2008.
- Addressing and communicating the need for background checks;
- Petitioning General Conference to update language in the Discipline particularly in regards to Deacons;
- Facilitating Residency In Ministry Covenant Groups and Training Events;
- Identifying and communicating our Iowa Conference standards for Distance Learning at our seminaries, especially when it varies from the University Senate;
- Updating as needed an Orientation Manual for lay persons (and perhaps clergy) who are newly appointed to the Board of Ordained Ministry;
- Helping with funds for the Preaching Academy initiated by Bishop Palmer; and
- Collaborating with the Appointive Cabinet to offer outstanding Leadership Development for our Iowa clergy. An example of this collaboration was the Alban Institute "Leading Size Transitions" held in January at minimal cost to participants.
- Collaborating with other Conference groups, ministries and professionals to creatively and effectively accomplish the work our Savior calls us to undertake.

Action Item #802

2009 Apportionment for Conference Board of Ordained Ministry

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Administration	9,473	12,000	0	12,000
*Clergy Recruitment:	16,631	15,800	0	15,800
District Committee Training	1,842	1,750	0	1,750
Preaching Academy	4,842	4,600	**4,500	9,100
Total	32,788	34,150	4,500	38,650

***Clergy Recruitment includes Assessment and Guidance, Interviewing and Enlistment and Recruitment.**

****The "Other" \$4,500 allocated for the Preaching Academy is from Iowa's share of the Ministerial Education Fund**

Action Item #803**Ministerial Education Fund Plan**

The *2004 Book of Discipline* ¶816.1 states, "Of the total money raised in each annual conference for the Ministerial Education Fund, 25 percent shall be retained by the annual conference that raised it, to be used in its program of ministerial education as approved by the annual conference and administered through its board of ordained ministry." The Board of Ordained Ministry recommends the following budget for this share:

a. Grants	\$50,000	For financial assistance to seminary students who are certified candidates in the Iowa Annual Conference
b. Continuing Education	\$11,100	For continuing education for professionals in ministry
c. Mentor Training	\$2,000	For inquiring candidates retreats and for administration of the mentor program
d. School for Ministry	\$5,000	To help support the Iowa Conference School for Ministry
e. Recruitment/Enlistment	\$4,000	To help local churches and district Committees on Ministry promote awareness of the need for persons to respond to God's call to ordained ministry, and to fund events within Iowa and help persons attend national events where individuals can explore a call to ordained ministry
f. Licensing School	\$5,800	For financial assistance to persons attending local pastors' licensing school
g. Order of Elders	\$3,000	For regular meetings of the Order of Elders, including honoraria for speakers, postage, and other administrative expenses
h. Order of Deacons	\$2,000	For an annual gathering of deacons and other administrative expenses related to the Order of Deacons
i. Fellowship of Local Pastors and Associate Members	\$1,000	To be used for the professional and spiritual benefit of the Fellowship
j. Residency In Ministry Program	\$2,000	For peer group meetings, mentoring of probationary members and continuing education for persons who are beginning full-time ministry
k. Course of Study Support	\$18,000	For financial assistance to local pastors who are attending the Course of Study School
l. Healthy Itinerancy (formerly Start Up/Culmination)	\$2,500	For ministry which helps pastors who are changing appointments understand the dynamics involved in leaving one parish and beginning ministry in another
m. Ethnic Minority Recruitment (Ministry Candidate)	\$500	For the education expense of an ethnic candidate in the ministry process
n. Preaching Academy	\$4,500	To help underwrite the expense for the Academy, making this vital leadership development experience more affordable for clergy

Commission on Equitable Compensation

Action Item #804

EDITORIAL NOTE: An error has been detected in the Equitable Compensation figures. Those which were given in the Pre-Conference Manual were not figured on the 2009 DAC (Denominational Average Compensation). The correct 2009 figures appear below.

2009 – 2010 Ministry Plan

While the church is receiving Equitable Compensation assistance, they are required to pay their apportionments in full.

1. Travel Reimbursement for all pastors serving a local charge will be at the IRS mileage rate currently in force.
2. A minimum of \$500 shall be allowed for continuing education for all pastors serving a local charge.
3. Each charge is encouraged to work with their pastor to establish:
 - (1) an accountable reimbursement account to cover job related expenses such as continuing education, educational materials, travel, meals and lodging, and (2) a cafeteria plan in accordance with Internal Revenue Code Section 125.

Administrative Services and the Cabinet shall provide information to the local church concerning these plans.

In accordance with Para. 342.1-2 and Para. 333.1-2 of the *2004 Book of Discipline*, the following provisions are recommended to become policy for the 2009 conference year.

- a. The 2009 Minimum Base Compensation, which may be any combination of cash, utilities, or pastor's share of benefits, shall be set at 60% of the 2009 Denominational Average Compensation as calculated by the General Board of Pensions and Health benefits. The minimum for 2009 will be \$34,936.
- b. The Minimum Base Compensation for full-time pastors as identified in the *2004 Book of Discipline* shall be increased \$400 for each year of prior service in any annual conference of the United Methodist Church or other international Methodist communion up to a total of \$4,000. Pastors and elders coming from other denominations will be given the same consideration.
- c. Minimum Base Compensation shall be increased by \$400 for each additional church served by the pastor in the charge.
- d. Minimum Base Compensation shall be increased by \$525 for a pastor who is in Full Connection.
- e. The new Minimum Base Compensation takes effect January 1, 2009.

Minimum Base Compensation Tables for 2009

For pastors who are **not in Full connection** in the Annual Conference.

	One Church	Two Churches	Three Churches
Entry Level	\$34,936	\$35,336	\$35,736

Add four hundred dollars (\$400) for each additional year of service up to a total of \$4,000.

For pastor who **are in Full Connection** in the Annual Conference.

	\$35,461	\$35,861	\$36,261
Entry Level			

Add four hundred dollars (\$400) for each additional year of service up to a total of \$4,000.

- a. All pastors appointed to their first appointment on or before July 1 of the preceding year will meet qualifications of "second year in ministry".

- b. Each church should make an effort to provide minimum base compensation. However, churches that are unable to provide minimum base compensation may apply for equitable compensation funds as follows:

Missional grants of up to 20% of the minimum compensation are given to enable strategic ministry where the skills of the pastor and/or the demands of the situation indicate special need. Examples are: new church development, cooperative parish leadership, inner city ministry, rural ministry, and other specialized ministries. These grants are not limited in terms of duration.

All other equitable compensation grants for up to 20% of minimum compensation depending upon the year of asking as follows:

Year of Asking	% of Min Compensation
1	20%
2	20%
3	20%
4	15%
5	10%

By year 6, the local church should be prepared to cover its pastor’s full salary or use alternative staffing plans.

1. A church must be off Equitable Compensation for 3 years before the sequence can begin again. If they are off 3 years or less, they resume where the sequence stopped. If they are off 4 or more years, they start over as a newly funded church.
2. The funding period for equitable compensation grants will be from July 1st of the current year to June 30th of the following year. It is expected that all charges receiving funds will furnish a copy of the following year’s pastoral support form to the equitable compensation commission to verify that the minimum salary has been met.
3. All pastors under appointment who are in good standing and are appointed by the Bishop to less than full-time service under the provision Para.624.3 and Para. 333.2 of the *2004 Book of Discipline* shall have a claim and the right to receive compensation in quarterly increments.
4. Before a local charge can receive annual funding from the Equitable Compensation Fund, an application form must be completed and consultation shall be held with the Executive Council of the District Council on Ministries or the District Stewardship Team. The charge shall share its program goals for the coming year. The recommendations of the Executive Council or District Stewardship Team, with proper signatures, shall be forwarded to the District Superintendent for his/her signature. The District Superintendent shall forward the recommendations to the Chairperson, Commission on Equitable Compensation, no later than December 1, 2008.

Action Item #805

2009 Apportionment for Commission on Equitable Compensation

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Equitable Compensation	234,730	254,730	0	254,730

Office of Pastoral Care and Counseling

Action Item #806**2009 – 2010 Ministry Plan**

The Office of Pastoral Care and Counseling is committed to the making of justice by the healing and care taking of mind and spirit in the work of professional ministry.

Action Item #807**2009 Apportionment for Office of Pastoral Care and Counseling**

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Office of Pastoral Care and Counseling	184,205	191,573	0	191,573

LEGISLATIVE SECTION NINE (9)

Board of Pensions

Action Item #901**2009 - 2010 Ministry Plan****A. Annuity Corrections and Cafeteria Plan**

1. **Annuity Years Corrections.** The Conference Board of Pensions reports and recommends the following additions and/or corrections of annuity credit years:
 Jerry D. Oliver -- add eleven years
 Peter J. Peterson – add one year
2. **Cafeteria 125 Plan also known as Flex Plans for Clergy and Laity.**
 - a. **Purpose.** The cafeteria plan sponsored by the Iowa Annual Conference is under the supervision of the Conference Board of Pensions, Inc. The plan includes before tax Conference health insurance premiums and medical care, dependent care, and insurance premium reimbursements accounts.
 - b. **Clergy Eligible for Cafeteria 125 Plan Participation.** Clergy appointed full-time or part-time to an Iowa Annual Conference charge, including a student local pastor and clergy appointed full-time or part-time to an Iowa Annual Conference appointment to extension ministries, such as a district superintendent or conference staff person, are eligible to participate.
 - c. **Diaconal Ministers and Lay Employees Eligible for Cafeteria 125 Plan Participation.** Diaconal ministers and lay employees of an Iowa United Methodist church and other organizations affiliated with the Iowa Annual Conference and conference staff may participate in the Plan provided that they work no less than 20 hours per week.
 - d. **Administrative Costs.** The Administrative costs of this plan are covered by the Health Insurance Fund.

B. The 2008 Pension Plans

1. **Pre 1982 Pension Plan.** The pre-1982 pension plan is a defined benefit plan. Clergy with service years prior to January 1, 1982 are entitled to a monthly pension benefit at retirement calculated as years of service times the annuity rate divided by twelve. Each year the Iowa Annual Conference sets the annuity rate. The 2009 annuity rate for pre-1982 service will be \$557, which is 1% of the Conference Average Compensation (CAC) as suggested in the *2004 Book of Discipline*. Each year the Conference Board of Pensions, Inc., in consultation with General Board of Pensions and Health Benefits (GBOPHB), evaluates the funding for this plan. The Conference is responsible for funding the plan at 100% by the year 2021. If a deposit is required to fund the plan it will be annualized over the years remaining to fund it at 100%. It is anticipated that for 2009 the plan will be fully funded and no deposit will be required.

2. **Ministerial Pension Plan.** The pension plan for January 1, 1982 through December 31, 2006 is a defined contribution plan where each employer contributed to the pension plan. All full-time and part-time clergy appointed to an Iowa Conference appointment were required by the General Church to participate in this pension plan. Upon retirement the clergy's assets in the plan are converted to an annuity. At some future time if the assets currently invested in this plan will not fund the promised annuities the Iowa Annual Conference may be responsible to fund its share of the unfunded portion. Currently there is no unfunded liability in the plan.

3. **Clergy Retirement Security Program (CRSP) and Comprehensive Protection Plan (CPP).** Effective January 1, 2007 all clergy appointed full-time or part-time to an Iowa Annual Conference charge or position on the conference staff will participate in the Clergy Retirement Security Program (CRSP). The plan provides a core benefit at retirement with two components. The first component is a monthly payment, payable for life, calculated by multiplying 1.25% of the annual Denominational Average Compensation (DAC) at the time of retirement times the years of credited service after January 1, 2007, divided by 12. The second component is a cash distribution from an account balance held in each clergy person's name.

Eligible clergy will also participate in a death and disability program that is known as the Comprehensive Protection Plan (CPP). The plan provides a death benefit for eligible active and retired clergy and a disability benefit for active clergy who meet the General Board of Pensions and Health Benefits (GBOPHB) definition of disability. The plan also includes a death benefit for spouses of active and retired clergy and for minor dependent children of active or retired clergy. Specifics of both plans are detailed in the plan documents available from the GBOPHB.

Anticipated contributions to the plans for 2007: 2007 actual contributions:

CPP	\$ 852,176	\$ 802,019
	CRSP	
Defined Benefit	2,885,341	2,825,068
Defined Contri	<u>852,176</u>	<u>802,019</u>
Total Cost	4,589,693	4,429,106

Anticipated receipts for 2007:		2007 actual receipts:
Direct Bill	\$3,124,644	2,987,124
Interest on Income	188,761	578,715
Transfer from earnings of		
Retiree Benefit Fund	<u>1,276,288</u>	<u>863,267</u>
Total	4,589,693	4,429,106

Anticipated contributions for 2008:		Anticipated contributions for 2009:	
CPP	\$ 837,996		\$ 866,488
CRSP			
Defined Benefit	3,019,691		3,214,469
Defined Conti.	<u>837,996</u>		<u>866,488</u>
Total Cost	4,695,683		4,947,445
Anticipated receipts for 2008:		Anticipated receipts for 2009:	
Direct Bill	\$3,351,985		\$3,465,952
Interest on Income	197,550		210,292
Transfer from earnings of			
Retiree Benefit Fund	<u>1,146,148</u>		<u>1,271,201</u>
Total	4,695,683		4,947,445

For 2009 every local church/charge or conference agency with an appointed clergy eligible for participation in the plans shall be billed directly for 12% of the clergy's plan compensation as defined by GBOPHB. Since the direct billing does not fund the entire amount needed for this plan, the balance shall be funded from the earned income of the Retiree Benefit fund.

4. **United Methodist Personal Investment Plan (UMPIP).** The Iowa Annual Conference offers to its Conference lay employees and diaconal ministers a pension plan known as the United Methodist Personal Investment Plan. The plan allows both the employer and the employee to make contributions into this plan. The Conference will contribute into this plan for every permanent full-time and part-time employee of the Conference, providing the part-time employee works at least 1000 hours per year. A participant may also decide to contribute by way of a payroll deduction into the plan either as a before tax or after tax contribution. The employing agency is responsible for the cost of the plan.

The GBOPHB offers this same plan to local congregations for their lay employees. The plan is designed to accept both employer and employee contributions, but eligible employees may contribute through payroll deductions even if the local congregations choose not to make an additional contribution. A local congregation may set up the plan to suit their particular working environment. For example, the church may choose the specific eligibility requirements, employer contribution rates and whether the enrolled employee must contribute to the plan to order to qualify for the employer contribution or the church may offer the plan only as a payroll deduction. Plan agreements may be obtained by contacting the GBOPHB.

Clergy of the Iowa Conference may choose to participate in this plan as either a before tax or after tax payroll deduction. Specifics of the plan and eligibility requirements are detailed in the plan documents are available from the GBOPHB.

5. **Basic Protection Plan (BPP).** The Iowa Conference offers to its Conference lay employees and diaconal ministers the Basic Protection Plan. The plan is available for those who meet eligibility requirements. The employing agency is responsible for the cost of the plan. The plan offers death and disability benefits to its participants. Local congregations and church affiliated organizations of the Conference may also elect to participate in this plan. Specifics of the plan and eligibility requirements are detailed in the plan documents and are available from the GBOPHB.

C. Iowa United Methodist Health Insurance Plan

1. **Eligibility.** The Board of Pensions of the Iowa Annual Conference of the United Methodist Church shall enter into a contract to provide a fully insured health

insurance program for the period January 1, 2009 to December 31, 2009. All clergy whose compensation is $\frac{3}{4}$ or more of the minimum compensation for no years of service in the Conference and serving only one church as set by the Commission on Equitable Compensation and who are appointed to a local congregation or a position in which the compensation is paid directly by the Conference Central Treasury will be enrolled in this program. All conference lay employees whose compensation is paid directly by the Conference Central Treasury and whose salary is at least $\frac{3}{4}$ or more of their salary level midpoint will be enrolled in this plan. The Board of Pensions will offer the standard Preferred Provider Organization (PPO) and a High Deductible Health Plan (HDHP) options from which the participant may choose coverage; the choice of the participant will not affect the Appointment Fee which is billed to the churches. During the enrollment time, from October 1 to November 15, participants may select which plan they want for the year 2009.

2. **Billing.** The Board of Pensions will set the rates, informing churches and participants by September 1 of each year. Each Charge will be billed an Appointment Fee for each appointed clergy who meets the compensation requirements. Each agency of the conference will be billed for those clergy and lay staff whose compensation is paid directly by the Conference Central Treasury and who meets compensation requirements.
3. **Family Participation.** Clergy and Annual Conference lay staff may elect to participate in a family plan and will be billed an additional amount. The health insurance bill is eligible to be part of a payroll deduction through the Section 125 Cafeteria Flex Plan.
4. **Special Circumstances.** There are some special circumstances when a person may be enrolled in either a single plan or family plan. The cost for these enrollments will be the same as they are for an appointment fee or an additional amount for the family enrollment.
 - a. A clergy who is in a retired relationship with the Annual Conference but is still serving a congregation or a Conference agency and whose salary is $\frac{3}{4}$ or greater of the minimum compensation and is therefore not eligible for Medicare. The billing will be the same as for any appointed clergy.
 - b. A clergy not in the retired relationship with the Annual Conference and was on the plan by May 1, 2004 whose compensation is less than $\frac{3}{4}$ of minimum compensation. The clergy will be billed the entire cost. Charges are encouraged to pay a percentage of the premium equal to the percentage of time they serve.
 - c. Clergy on leave of absence during the first 12 months of leave. The clergy will be billed the entire cost.
 - d. Clergy on incapacity leave, until the person is eligible for social security disability, at which time the person will be transferred to the Iowa UMC Medicare Supplement Plan. Apportionments shall pay the clergy's coverage but the clergy will be billed the same additional amount as active clergy if they have a family plan. The apportionment amount for 2009 is \$140,000.
 - e. Clergy who are retired members of the Iowa Annual Conference and not serving a congregation or whose spouse is under the age of 65. They will be billed according to policy that was in effect the year of their retirement. All clergy who have retired after December 31, 2005 pay the total cost of the premium.
 - f. Surviving spouses of clergy and their children, except eligibility shall expire if the surviving spouse is remarried provided that all children are otherwise insured. The spouse shall be billed 1/3 of the cost.
 - g. Employees of the conference who are retired but under the age of 65 or whose spouse is under the age of 65. Personnel policies govern how cost is paid.

5. **COBRA and Conversion:** Although the Iowa UMC Health Plan is exempt from compliance with Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) regulations, the Board of Pensions will voluntarily comply with the intent of COBRA. Any person who becomes ineligible to continue participation in the Iowa UMC Health Plan will be sent a letter explaining his or her COBRA rights, including the right to participate under COBRA for up to 18 months. The premium will be charged by our insurance carrier.

D. Health Insurance for Retirees

1. **Plan Contract.** The Board of Pensions will contract with an insurance carrier to offer a Medicare Supplement Plan or alternative plans to the retired clergy, conference staff and spouses.
2. **Coverage.** Currently the Medicare Supplement Plan is provided by Wellmark Blue Cross Blue Shield of Iowa in which all the contracts are single. The services paid are "usual, customary and reasonable." Chiropractic services and Hospice care are included in the plan. The Supplemental Plan does not include a prescription drug program although alternative plans may. Our provider(s) will provide the premium cost for the coming year by November 1 of the current year, depending on the Centers for Medicare Services' approval of rates.
3. **Eligibility.** Clergy, lay employees of the Conference and their spouses who are on the active health insurance plan at the time they become Medicare eligible may participate in the supplemental insurance plan. Clergy, lay employees of the Conference and their spouse who retired before being Medicare eligible but were on the active health insurance for a minimum of five years before retirement are eligible to participate in the conference Medicare Supplement insurance plan when they qualify for Medicare.
4. **Billing.** The clergy participant, conference lay staff and spouse who are on the Medicare Supplement Plan shall have 2/3 (two-thirds) of the cost of the plan paid by the Conference Board of Pensions through apportionments providing they have served in the Iowa Conference or some other Connectional Ministry for twenty years. If the service has been less than twenty years the amount will be prorated according to the number of years served. The participant shall be billed 1/3 (one third) of the cost or their prorated share, whichever is larger. All others who may be part of the Medicare Supplement Plan shall be billed 100% of the cost.

Retired clergy who are serving an appointment within the Iowa Conference and whose compensation is $\frac{3}{4}$ or more of the minimum compensation as set by the Commission on Equitable Compensation shall have that charge or Annual Conference agency billed at the same rate as an active clergy is billed per appointment. Those who participate in an alternative plan offered by the conference shall have the same amount paid by the conference as if they were in the Medicare Supplement Plan.

5. **Postretirement Health Benefits Liability.** The Iowa Annual Conference of the United Methodist Church calculates the liabilities associated with providing postretirement medical benefits to current and future retirees in accordance with the terms of its existing plans to be \$38,131,581. The postretirement benefit expenses under Financial Accounting Standards Rule 106 are determined under the Projected Unit Credit actuarial cost method. Under this method, benefits are projected for life and their present value is determined. The present value is divided into equal parts, which are assumed to be earned over the period from date of hire to the full eligibility date. Currently the Conference Board of Pensions has \$8,369,077 invested to help offset this liability.

The apportionment for health insurance for retirees shall be \$900,000.

E. Premium Delinquency.

1. **Participants Share.** Participants in the Iowa UMC Medical Insurance Plan whether active or retired who are more than two months or sixty days delinquent in the

payment of their portion of the premium shall be notified by the Benefits Officer. Within ten days of the notification they shall have their policy cancelled unless arrangements have been made with the Benefits officer for payment.

2. **Charge.** Congregations who are more than two months or sixty days delinquent in the payment of their health insurance bill shall be notified by the Benefits office and the District Superintendent of their district shall be notified. Arrangement will then need to be made among the congregation, the District Superintendent and the Benefits Officer for payment. Failure to make arrangements for payments may jeopardize future clergy appointments to the charge

F. Direct Bill Assistance Program

A fund is established to assist local congregations in meeting their church direct bill for pensions and health insurance costs. The fund is available for congregations who throughout a year have experienced unexpected difficult financial situations. The fund is available for use by application. Due to the current status of this fund, no additional money will be apportioned in 2009 for this ministry.

G. Waivers of Participation in the Clergy Retiree Security Plan

The General Conference of the United Methodist Church allows some itinerant clergy persons and local pastors whose participation is mandated by the *2004 Book of Discipline* to elect to waive their participation in the pension plan. The Iowa Annual Conference hereby adopts the policy that a clergy person who is an ordained member and is appointed to less than full time service or a clergy person who is a part-time or student local pastor or other denomination may voluntarily elect not to participate in the pension plan providing:

- 1) A Waiver of Participation form is signed by the participant and the participant's spouse.
- 2) The Waiver of Participation form is filed with the GBOPHB, the district superintendent and the Conference Board of Pensions, Inc.
- 3) The request for waiver is approved by the Conference Board of Pensions, Inc.

The Pension plan is a benefit offered to all clergy under appointment in the Iowa Annual Conference and, as such, no United Methodist Church in Iowa may deny their clergy participation in this plan. A participant may not be coerced into signing the waiver and signing the waiver cannot be a condition of the clergy person serving that congregation.

The clergy who elects not to participate in the pension plan understands that because of their election, no contributions will be made to this plan on their behalf, nor will any benefit accrue for them. The waiver is binding on them and their heirs and on all other persons who might otherwise claim benefits because of their participation.

The waiver is effective on the first day of the month after the date the "Waiver of Participation" is signed and shall remain in effect until the date the clergy elects to revoke this decision. Any revocation shall apply only to future contributions. The Conference, the Board of Pensions, Inc. or the local church will not be required to make retroactive contributions to cover any of the employment prior to the date that the waiver is revoked. A clergy may enroll in the plan only if all eligibility requirements are met as set forth in the plan document. Any revocation of the waiver must be made in writing to the Conference Board of Pensions of the Iowa Annual Conference.

The Conference Board of Pensions, Inc. may choose not to honor this waiver if participation in the plan is necessary in order for the plan to satisfy the requirements of any section of the Internal Revenue Code.

H. Conference Wellness Program

The Wellness Program of the Iowa Annual Conference is sponsored by the Conference Board of Pensions, Inc. The purpose of the Wellness Program is to assist the participants of the Conference health plans in maintaining and improving their comprehensive health status. The Wellness Program may offer resources, personnel, and events in the areas of physical, emotional/mental, and spiritual wellness. These resources and events will be administered by the Wellness Coordinator as directed by

the Wellness Committee of the Conference Board of Pensions, Inc. The goals of the wellness program are to (1) provide an Annual Conference Health event during the time of the Annual Conference (2) provide information about wellness in District Newsletters and other publications of the Conference (3) compile statistical data about the wellness and health habits of the Conference clergy. The apportionment for the Wellness Program shall be \$45,000.

I. Resolution Relating to Rental/Housing Allowances for Retired or Disabled Clergy Persons of the Iowa Conference

The Iowa Conference (The "Conference") adopts the following resolution relating to rental/housing allowances for retired or disabled clergypersons of the Conference:

WHEREAS, the religious denomination known as The United Methodist Church (the "Church"), of which this Conference is a part, has 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 retired and disabled Clergypersons are considered to be deferred compensation and are paid to 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 retired and disabled Clergypersons who are or were members of this Conference;

NOW, THEREFORE, BE IT RESOLVED:

That an amount equal to 100% of the pension 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 the General Board of Pensions and Health Benefits ("GBOPHB"), during the year 2008, 2009 and 2010 by each retired 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

THAT the pension or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the Discipline, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the Discipline, that result from any service a Clergyperson rendered to this Conference or that a retired or 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 retired 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 Clergy person’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 Clergy person 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.

J. Exceptions.

In special or unique circumstances the Board of Directors of the Board of Pensions is authorized to make exceptions to some of the above requirements not covered by contract, rule of order or *Book of Discipline*. The Benefits Officer is authorized to make interpretations and adjustments in some individual situations.

K. Board of Pensions Administration Costs

The cost of maintaining these various plans as well as audit and legal fees, fiduciary insurance cost, meeting costs, bank fees, contract with Conference offices for services and other normal administrative costs shall be apportioned. The amount of the apportionment shall be \$130,000.

Action Item #902

2009 Apportionment for Board of Pensions

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Administration	136,838	130,000	20,200	150,200
125 Flex Plan	84,208	0	0	0
Pension Benefit	0	0	4,947,445	4,947,445
Health Insurance	0	140,000	6,228,207	6,368,207
Medicare Suppl.	947,341	900,000	459,680	1,359,680
Direct Bill Assistance	10,526	0	0	0
Wellness Program	47,367	45,000	0	45,000
Reserve for retired clergy benefits	0	0	1,066,660	1,066,660
Total	1,226,280	1,215,000	12,722,192	13,937,192

Administrative Committees

Action Item #903

2009 - 2010 Ministry Plan

Administrative Committees Ministry Plan Includes:

- Designing, planning and implementing the annual conference session, and editing and publishing the record of the session through the Annual Conference Journal
- Coordinating the nomination of volunteer leaders for conference boards and agencies
- Coordinating lay and clergy leadership development
- Developing personnel policies and assisting in personnel searches for conference staff positions. Contracting with a Human Resources consultant to assist the committee in

developing personnel policies, in training of personnel and in employment related issues

- Managing the resolutions process for the annual conference
- Maintaining and updating the conference rules of order

Action Item #904

2009 Apportionment for Administrative Committees

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Annual Conference Session Planning	426,035	351,550	40,000	391,550
Conference Secretary	6,154	7,185	0	7,185
Resolutions Committee	426	500	0	500
Rules of Order Committee	663	650	0	650
Nominations Coordinating Committee	4,260	4,500	0	4,500
Leadership Development Committee	947	1,450	5,000	6,450
Human Resources Committee	20,828	40,000	0	40,000
Journal Publication Committee	0	3,000	26,425	29,425
TOTALS	459,313	408,835	71,425	480,260

Board of Trustees

Action Item #905

2009 – 2010 Ministry Plan

1. The Conference Board of Trustees has the responsibility to provide equipment for the District Offices. The current budget in this area supports copier leases for the offices and replacement of some furniture. The District Parsonage maintenance fund is for the upkeep of the six district parsonages owned by the Conference. Each quadrennium, the district is given \$10,000 to care for the maintenance of the property. When a change is made in the Central District and the East Central District the Trustees will be required to construct a district parsonage. The Annual Conference authorizes the Conference Board of Trustees in these districts to purchase a lot, construct a house similar to those constructed for other district parsonages that meet the Conference Parsonage standards for accessibility and function, and to mortgage the property if necessary to care for the cost of such purchase or construction.

2. The Conference Operation under the care of the Board of Trustees can be described by dividing the operation aspects of the conference into some sub sections:
 - a. The Trustees in cooperation with the Council on Finance and Administration have the responsibility to maintain a computer network system that is suitable for the work of the

entire Conference. The system is always in the process of upgrading to improve its capabilities so that only the technology may be provided that is helpful to the work of the Conference. The computers for the District Ministry Teams were purchased rather than pay the cost of leasing computers with its increased interest costs. Conference computers are on a three year cycle of replacement with some being replaced each year.

- b. The Trustees are responsible for the maintenance and operations of the Conference Center. Earlier a comparison of cost associated with the lease costs was provided for the items common to the previous lease. Other costs are funded through conference operations including postage, telephone service, internet service, energy estimates and maintenance of the equipment within the Conference Center. The operation of the central services which is the printing, mailing and purchasing agent for many supplies is included in operations of the Conference.
3. The Trustees are responsible for an insurance program that includes property and casualty insurance for all the property owned by the Conference including district parsonages, the five camps, the conference center and the district leased offices. Also, the Conference insurance must include bonding for employees and some volunteers, directors and officers, malpractice, employment practices, sexual harassment and fiduciary insurance. There is a conference wide program of workers compensation insurance in which all congregations within the Conference are required to participate. The reason for this requirement is because by buying a group plan, the cost is reduced for every congregation and in this way all congregations are protected.

The Trustees encourage all local congregations to carry as a minimum \$100,000 in sexual misconduct insurance. The Trustees maintain a Sexual Misconduct Insurance policy that covers all local congregations for claims in excess of \$100,000; the Conference cover the next \$250,000 as a retention deductible and then insurance covering up to \$1,000,000/\$2,000,000 aggregate for each year. The Trustees recommend that the policy continue with the funding coming through the apportionments. Local congregations should carry more than the minimum amount for sexual misconduct insurance, if their current insurance policies allows.

4. The Trustees continues to maintain the Episcopal Residence.
5. From time to time the Conference Board of Trustees is asked to assist a local congregation with some specialized needs. These needs can relate to property development, risk management, specialized insurance needs, and compliance with the "Trust Clause" as defined in the *2004 Book of Discipline*. The Board of Trustees is willing to help provide some guidance in local church property issues.
6. The Trustees will continue the Insurance Program for the Annual Conference and encourage all churches to have minimum coverage as defined later in this report.
7. The Trustees in cooperation with the Conference Connectional Ministries Council, the New City Ministries and Jubilee United Methodist Church will continue to develop a ministry center in Waterloo supporting the Matthew 25 initiative in which the building will be owned by the Conference, with many different community based ministries occurring within the structure, including a worshipping congregation.

Local Church Property - Crime - Liability - Automobile Insurance Recommendations

Background

The *2004 Book of Discipline*, Paragraph 2532.2 instructs every local church as follows: “The board of trustees shall review annually the adequacy of the property, liability and crime insurance coverage on church owned property, buildings and equipment. The board of trustees shall also review annually the adequacy of personnel insurance. The purpose of these reviews is to ensure that the church, its properties and its personnel are properly protected against risks. The board shall include in its report to the charge conference the results of its review and any recommendations it deems necessary.”

Insurance coverage should receive a high priority due to:

- >the recognition of the many and various risks that each local church faces,
- >the increase costs associated with replacing a building,
- >the need for some specialized insurance coverage such as “Directors and Officers”,
- >the expanding ministry of many local churches that goes beyond the actual church building, and
- >inflation and changing attitudes affecting the size and frequency of liability claims.

Action Item #906

Recommended Minimum Policy Limits for All United Methodist Churches

The Conference Board of Trustees recommends that all United Methodist Churches in Iowa have the following minimum insurance coverage’s.

**RECOMMENDED MINIMUM COVERAGE STANDARDS
CHURCH INSURANCE**

Property Insurance	Minimum Standard
Building and Business Personal Property (BPP) Including Appurtenant Structures: Replacement Cost; Rebuilding at another site permitted; Agreed Amount; Blanket Limit; “All Risk” Perils	\$ Replacement Cost
Permanently Installed: Pipe Organ, Furniture, Fixtures	Included
Glass, Including Stained Glass Windows	Included
Water Back Up from Sewer or Drain	\$25,000
Personal Property of Others	\$25,000
Outdoor Signs	\$25,000
Plants, Trees and Shrubs (Including Wind Coverage)	\$25,000
Newly Constructed Property on described “premises” - 90 days	\$1,000,000
Newly Acquired Property - 90 days •Each Building •Church Personal Property	\$1,000,000 \$ 500,000
Building Ordinance or Law, Demolition Cost, and Increased Costs of Construction	\$250,000
Property at an Unscheduled Location	\$25,000

Property in Transit	\$25,000
Valuable Papers and Records	\$25,000
Accounts Receivable	\$25,000
Business Income, Including Rental Income	\$25,000
Extra Expense	\$25,000
Fire Department Service Charge	\$5,000
Pollutant Clean Up and Removal – Land and Water	\$25,000
Debris Removal / Supplemental Limit	\$25,000 plus 25%
Preparation of Statement of Loss	\$10,000
Computer/Electronic Data Processing - \$500 Deductible •Hardware	Included in Contents
1. Data/Media and Extra Expense	\$25,000
2. In Transit	\$25,000
3. Equipment Breakdown	Full Limits
4. Fire Extinguisher System	Actual Loss
5. Full Glass Breakage	Included
6. Lock Replacement/Rekeying	\$5,000
7. Reward Coverage	\$5,000
8. spoilage	\$1,000
9. Utility Services Direct Damage	\$25,000
Fine Arts Coverage As Needed	Schedule Separately \$25,000
Flood and Earthquake Coverage	As Needed
Boiler and Electrical Equipment Breakdown	Separate Policy / Or Included
Crime Insurance	Minimum Standard
Employee Dishonesty	\$25,000
Money & Securities: Inside Limit / Outside Limit	\$10,000 / \$10,000
Depositors Forgery	\$5,000
Computer Fraud	\$50,000
Volunteers as Employees	Included
Forgery or Alteration	\$15,000
Computer Fraud	\$15,000
Money and Securities	\$10,000
Liability Insurance	
Commercial General Liability (CGL) Extended General Liability Endt. Coverage A - Bodily Injury and Property Damage	If Available

I. Each Occurrence Limit	\$1,000,000
a. General Aggregate – Other than Products	\$3,000,000
a. Products and Completed Operations	\$3,000,000
Aggregate	
4. <u>Including:</u>	
l. Corporal Punishment	
l. Church-Operated Day Care Centers	
l. Physical or Sexual Abuse	
9. Additional Insured: Officers and Trustees, Employees, Volunteers, Church Members with respect to duties as such	
Additional Insured: Sponsored Athletic Activity Participants	
Newly Acquired or Formed Organizations – Protection is Automatic for 120 days	
10. Intentional Bodily injury and Property Damage resulting from reasonable force to protect persons or property	
Non-owned Watercraft - Boats under 51 feet	
Non-owned Aircraft	
Property Damage Liability – Elevators	
Bodily Injury to co-employees (coverage provided for supervisors, higher rank)	
Mental Anguish as Bodily Injury	
Incidental Medical Malpractice	\$1,000,000
Property Damage Legal Liability	
l. (Fire, Lightning, Explosion, Sprinkler Leakage)	\$1,000,000
Coverage B - Personal and Advertising Injury	\$ 10,000
Coverage C - Medical Payments – per Person Limit	
Coverage for Athletic Participants	
Children in Church Sponsored Day Care Operations	
<u>Pastoral Professional Liability</u>	
Limit Each Claim / Annual Aggregate	\$1,000,000/\$3,000,000
<u>Directors and Officers Liability – Claims Made Coverage</u>	
Limit Each Claim / Annual Aggregate	\$1,000,000/\$1,000,000
<u>Employee Benefit Liability - Claims Made Coverage</u>	
Annual Aggregate	\$1,000,000
Bodily Injury and Property Damage Liability - Limit Per Accident	\$1,000,000
Hired and Non-ownership Auto Liability	
Church-Owned or Leased Vehicles - Optional Coverage	
<u>Umbrella Excess Liability - Limits of Liability:</u>	<u>Highly Recommended</u>
\$1,000,000 Per Occurrence	
\$1,000,000 Aggregate Where Applicable	Higher Limits available upon request.
<u>Workers Compensation / Employers Liability</u>	State Law Requirement Conference Plan Mandatory
<u>Employment Practices Liability-Claims Made</u>	\$1,000,000
E.G.: Sexual Harassment, Wrongful Termination, Failure to Promote, Illegal Discrimination, Etc.	

United Methodist Foreign Mission & Outreach Projects Insurance for trips and projects outside the U.S.A.	\$1,000,000 Available if Needed
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Full Replacement cost on property insurance will provide the church with a sense of security that money will be available for any part of the building in the event of destruction by fire or windstorm. Also, it is good to remember that with a windstorm many church members may have damage to their personal property and not be able to provide extra funds for church damage. Replacement cost helps to alleviate these concerns.

Liability Insurance has important functions. They provide legal defense for the church, employees, board members and volunteers. They can provide some medical care even though there was no legal obligation. Judgment settlements are getting higher and more frequent and so adequate coverage is important because it can promote good will and help reduce the likelihood of an expensive lawsuit. The size of a congregation or its ability to pay has no bearing on the final legal settlements; therefore, all congregations need to provide adequate coverage.

Builders Risk is necessary for a congregation when they are involved in new construction or remodeling. The risk insurance can help guarantee that the church will not be left with undue costs caused by a contractor's default.

Annual Insurance Review by the Board of Trustees shall include:

1. A careful review and evaluation of the replacement value of church owned property.
2. An understanding of the nature of the organization's activities in carrying out its mission.
3. Review insurance to focus on exposures to loss and quality of the current insurance.
4. Evaluate the cost of insurance considering what reduced insurance coverage could mean for a congregation with a loss.
5. Budget the amount for the premiums which can be inexpensive compared to the surprise cost of a large uninsured loss.

Action Item #907

Discontinuation or Abandonment Local Churches

Discontinuation or Abandonment of Local Church Property shall proceed following these guidelines:

a. The *2004 Book of Discipline* ¶2548 outlines some of the procedures for discontinuation or abandonment. The district superintendent shall obtain and consider an opinion of legal counsel as to the existence of any reversion, possibility of reverter, right of reacquisition or similar restrictions to the benefit of any party.

b. Consent for discontinuation or abandonment must be received from the following:

- 1) Vote of local charge conference
- 2) Consent of the presiding bishop
- 3) Consent of the majority of the district superintendents
- 4) Consent of the district board of church location and building

c. When a local church is discontinued, the district superintendent shall select another United Methodist Church and transfer its members thereto, or to such other churches the members may select.

d. If the property is sold, an appraisal or other reliable data should be obtained to aid in determining a fair sale price. It is recommended that information be forwarded to the chairperson of the Conference Board of Trustees for examination and for the purpose of creating a Deed of Transfer/Sale.

e. The Disposition of Property shall occur as follows:

- 1) If the church is discontinued but a local board of trustees remains active, the sale and/or other disposition of the property and the building contents shall be the responsibility of that active board of trustees in consultation with the district board of church location and building.
- 2) If the church does not have an active board of trustees, the church shall be declared abandoned and the Conference Board of Trustees becomes responsible for the property. Its disposition shall be in conjunction with the district board of church location and building.
- 3) Proceeds from the sale of the property shall be disbursed in the following order of priority:
 - a. Any outstanding local bills such as utility, telephone, salary etc.
 - b. Outstanding pension or health insurance direct bills
 - c. Any unpaid apportionments for the previous 10 years
 - d. Remaining amounts shall be disbursed at the discretion of the active board of trustees which may include placing in the Conference Legacy Fund. If a church is abandoned, the remaining amounts shall be placed in a "Legacy Fund", invested and managed by the Conference Board of Trustees, whose use will be determined by the Conference Board of Global Ministries upon recommendation of the Standing Committee for Parish Development working in consultation with district parish development committees, for the sole purpose of honoring the legacy and heritage of the saints of that discontinued/abandoned church by starting new churches/new ministries within the Conference (as prescribed by the *2004 Book of Discipline* paragraph 2548).
 - e. An amount will remain in a the Conference Abandoned Church Fund to be disbursed by the Conference Board of Trustees for the purpose of paying the cost of selling, removing or other related costs of an abandoned church
 - f. Unless in conflict with compliance of provision from *The Book of Discipline*.
- 4) All deeds, records and other official and legal papers, including the contents of the cornerstone of the church, shall be collected by the district superintendent and deposited for permanent safekeeping with the Commission on Archives and History.
- 5) Any gift, legacy, bequest, devise, annuity or other benefit to a pastoral charge or local church that accrues shall become the property of the Conference Board of Trustees. The trustees shall, in so far as possible, honor the original intent of the gift, legacy, bequest, devise, annuity or other benefit. When that is not possible or the use of the asset is undesignated these funds will also be placed into the "Legacy Fund", as prescribed in 3e, above.
- 6) The district superintendent will be asked to present to the Annual Conference any resolution for a local church(es) to be declared abandoned and/or discontinued.

Action Item #908

2009 Apportionment for Board of Trustees

Ministry Area	2008 Approved Apportionment	2009 Requested Apportionment	2009 Other Anticipated Income	Total 2009 Anticipated Available
Dist Office Equip Rsv	47,367	40,000	0	40,000
Conf. Computer Equip. Reserve	57,893	60,000	0	60,000
Dist. Parsonage Maintenance Rsv	26,315	20,000	0	20,000

Dist. Parsonage Replacement Rsv	21,052	20,000	0	20,000
Episcopal Residence Reserve	26,315	25,000	10,000	35,000
Administration	4,734	3,000	0	3,000
Conference Insurance	200,710	300,000	60,000	360,000
Conference Operations	444,970	450,000	30,000	480,000
Conference Center Equipment Reserve	9,467	10,000	0	10,000
Central Services	94,675	60,000	30,000	90,000
Conference Center Maintenance Reserve	0	0	3,000	3,000
Priscilla Investment	0	0	5,500	5,500
Garland Trust	0	0	30,000	30,000
Beinke Trust	0	0	1,000	1,000
Total	933,498	988,000	169,500	1,157,500

Action Item #909**PROPERTY MATTER – RESOLUTION FOR DISCONTINUANCE OF HIGHLAND UNITED METHODIST CHURCH**

WHEREAS the **Highland United Methodist Church** located in **Adair** County was founded in 1886 and has had a long and proud history; and

WHEREAS the charge conference of the **Highland United Methodist Church** voted on **June 3, 2008** to discontinue the church; and

WHEREAS the district superintendent, in consultation with the local church, has recommended discontinuance of **Highland United Methodist Church** and transfer of membership of persons who do not indicate otherwise within 1 year of the discontinuance date to **Fontanelle United Methodist Church**; and

WHEREAS the superintendent, in consultation with the local church, has recommended that the property be **transferred to John M. Bass and Bernice I. Bass, their heirs, assigns or executors**; and that the trustees of **Highland United Methodist Church** remain in office and accept responsibility for the disposition of the furnishings, the demolition of the building, the transfer of the property and any other business associated with the closing of the church. **At the completion of which, the Highland Board of Trustees will disband. If the process is not completed within 3 years of the date of discontinuance, the property will be considered abandoned and the Iowa Annual Conference Board of Trustees will assume responsibility for all remaining property; and**

WHEREAS the consent to discontinue has been granted by the presiding bishop, a majority of the district superintendents, and the Southwest District Board of Church Location and Building and all proper Disciplinary requirements have been complied with;

THEREFORE, BE IT RESOLVED, that the **Highland United Methodist Church** be discontinued effective **November 2, 2008** and that the church property shall be transferred to **John M. Bass and Bernice I. Bass, their heirs, assigns or executors.**

LEGISLATIVE SECTION TEN (10)

Iowa United Methodist Foundation

Action Item #1001

2009 - 2010 Ministry Plan

The Foundation will focus assistance in a number of areas to local churches. The Local Church Consultant/Development Officer will work with 250 churches to assist in establishing permanent endowment committees, planning capital campaigns, investment education, stewardship programs, Estate Planning seminars, Personal Finance seminars and Investment and Retirement Planning seminars for individuals.

Additionally, the Foundation will seek to add a minimum of \$1 million in funding for United Methodist ministries through gifts from individuals. We will seek gifts for local church ministries, seminary scholarships, undergraduate scholarships, mission work, capital projects and more.

In the investment programs, the Foundation will seek a minimum return of 7.5% for the Main Fund and 10% in the Growth Fund. It will pay excellent returns in the Fixed-rate Fund. Staff will manage and grow the Iowa United Methodist Church Building Fund Trust.

Almost 98% of all gifts made to the Foundation are restricted to particular ministries. The 2% received by the Foundation represents less than 10% of our budget needs.

The Foundation is requesting a continuation of funding at the \$50,000 level.

Action Item #1002

2009 Apportionment for Iowa United Methodist Foundation

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Foundation	47,337	50,000	0	50,000

General Church Apportionments

Action Item #1003

2009 - 2010 Ministry Plan

United Methodists will continue to be in mission and ministry around the world. *The Discipline* requires that general church apportionments be passed on to local church congregations without reduction in the conference budget.

Iowa United Methodist churches are requested to have a Rust College Day offering. The Conference shall set the date for this offering not less than three weeks after the Human Relations Day Offering. The Conference Board of Higher Education and Campus Ministry is responsible for promoting this offering.

Every Iowa United Methodist church shall observe the six special church-wide Sunday offerings as listed in ¶263 and 264 of the *2004 Book of Discipline of The United Methodist Church*. They are Human Relations Day, One Great Hour of Sharing, Native American Awareness Sunday in which 50% of the offering remains in the Iowa Annual Conference under the supervision of the Committee on Native American Ministry, Peace with Justice Sunday in which 50% of the offering remains in the Iowa Annual Conference under the supervision of the Conference Board of Church and Society, World Communion Sunday and United Methodist Student Day.

Four special Sundays without church-wide offerings are to be observed as listed in ¶265 of the *2004 Book of Discipline of the United Methodist Church*. They are Heritage Sunday, Laity Sunday, Men's Ministry Sunday and Organ and Tissue Donor Sunday.

In addition to these special Sundays, churches in the Iowa Annual Conference are encouraged to provide offering opportunities as listed in the ¶266 of the *2004 Book of Discipline of the United Methodist Church*. They are Golden Cross Sunday (with promotion and supervision by the Conference Board of Global Ministries), Christian Education Sunday (with promotion and supervision by the Conference Board of Discipleship), Rural Life Sunday (with promotion and supervision by the Conference Board of Global Ministries), and Disability Awareness Sunday (with promotion and supervision by the Conference Commission on Ministry with Persons With Disabilities), and Hispanic/Latino Ministry Sunday (with promotion and supervision by the Conference Board of Global Ministries).

Action Item #1004

2009 Apportionment for General Church Apportionments

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Episcopal Fund	338,795	329,814	0	329,814
Ministerial Ed Fund	421,036	419,952	0	419,952
Gen Church Admin	114,042	135,296	0	135,296
NCJ Administration	25,560	26,582	0	26,582
Interdenominational Coop Fund	33,254	32,729	0	32,729
World Service Fund	1,295,484	1,214,207	0	1,214,207
Black College Fund	167,655	167,535	650	168,185
Africa University Fund	37,023	37,496	5,500	42,996
Contingency 100% payment to General Church	0	355,000	0	355,000
Human Relations	0	0	30,000	30,000
One Great Hour	0	0	95,000	95,000
World Communion	0	0	30,000	30,000

UM Student Day	0	0	25,000	25,000
GBGM Advance Specials	0	0	550,000	550,000
Native American	0	0	15,000	15,000
Peace with Justice	0	0	12,500	12,500
Total	2,432,849	2,718,611	763,650	3,482,261

Other Conference Ministries

Action Item #1005**2009 - 2010 Ministry Plan**

The Conference Board of Global Ministries will continue to promote and encourage the support of the Advance for Christ and His Church. Many programs supported by the Advance can be identified in the Rainbow Covenant Book published by the Annual Conference or the Partnership in Ministry Book published by the General Conference Board of Global Ministries.

Native American Offerings help support the Iowa Annual Conference initiatives to the Meskwaki Settlement and the Sioux City Native American Center. The offering is promoted by Iowa Conference Committee on Native American Ministry.

The Iowa Annual Conference receives many gifts from members of local congregations to support the various ministries of the Conference. These gifts are given to specific institutions such as Wesley Foundations, Colleges, Retirement Communities, Hospitals, Hawthorn Hill Ministries and Bidwell Riverside.

The Conference also receives many gifts that are designated for a specific ministry within the Iowa Annual Conference. A few examples of these gifts include (but are not limited to) support for the camp and retreat ministries, special projects within the conference, congregational development and advocacy programs.

The Iowa Annual Conference, through promotion of the Conference Board of Laity has had a long time relationship with Heifer Project. Many congregations provide work teams to help out at the Heifer Project Ranch, and also raise money to fund this program.

The Thanksgiving Ingathering has been one of the most successful mission and outreach programs of the Iowa Annual Conference. An Ingathering Committee supports and promotes this very special mission. Each fall Iowans gather to celebrate God's generous blessings for us and share those blessing with the world.

The Iowa Conference supports the efforts of higher education through its scholarship funds. Many of these funds are administered by the Iowa United Methodist Foundation and they provide incentives for our members to attend an institution of higher education.

Women at the Well UMC ("Prison Congregation"), located within the Women's Correctional Facility at Mitchellville, has partner relationships with a number of Iowa UMCs "on the outside." The Annual Conference serves as the fiscal agent for this new church start.

Action Item #1006**2009 Income for Other Conference Ministries**

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Conf Adv Specials	0	0	140,000	140,000
Native American Offering	0	0	15,000	15,000
UM Institutional Gifts	0	0	9,500	9,500
Other Benevolences	0	0	130,000	130,000
Heifer Project	0	0	100,000	100,000
Thanksgiving Ingathering	0	0	1,012,000	1,012,000
College Scholarship End.	0	0	13,000	13,000
Louise Reep Scholarship	0	0	2,135	2,135
Westmar Endowment Fd.	0	0	25,000	25,000
Women at the Well	0	0	55,000	55,000
TOTAL	0	0	1,501,635	1,501,635

Council on Finance and Administration**Action Item #1007****2009 - 2010 Ministry Plan**

The Council on Finance and Administration makes the following recommendations:

1. Mileage for conference staff shall be reimbursed at the IRS mileage rate in force.
2. Reimbursements for persons attending conference board and agency meetings shall be:
 - a. 15 cents per mile for one person in the vehicle attending a conference meeting, 25 cents per mile for two persons in the vehicle attending a conference meeting, and 35 cents per mile for three persons or more in the vehicle attending a conference meeting.
 - b. \$85 per night for lodging and meals.
 - c. A meeting that is projected to last 8 hours or less is a one day meeting. Exceptions may be made by the board or agency chairperson to allow an overnight for those traveling long hours to the meetings, for those with handicapping conditions, or other extenuating circumstances.
 - d. Encourage persons attending conference board and agency meetings to use World-Wide Web and conference call technology as a means to save money.
3. The Conference Council on Finance and Administration (CFA) is granted authority to make necessary editorial adjustments in the 2009 conference budget.

Everything in Action Item #1007 shall comply with all applicable requirements of the current *Book of Discipline* and shall be interpreted and implemented, and modified if necessary, to comply with those requirements.

If Council on Finance and Administration in consultation with the Bishop discerns that an item needs to be reconciled with *The Discipline*, the members of the Iowa Annual Conference will be notified.

4. The Council on Finance and Administration has examined the 2006 fiscal year audit reports as submitted by McGladrey & Pullen, LLP and hereby reports the audit to be acceptable and in order.

5. A clergy person appointed by the Iowa Annual Conference to develop churches not yet officially constituted, or to positions within the Conference where compensation is paid from the Central Treasury, shall have the housing exclusion, as defined under Section 107 of the Internal Revenue Code, determined by CFA prior to the beginning of each New Year or prior to the beginning to each clergy's employment. The housing exclusion may vary depending upon individual circumstances.
6. Apportionment Formula:
 - a. The budget adopted by the Annual Conference shall be apportioned to the congregations of the Annual Conference in accordance with Paragraph 247.14 and 614 of *The 2004 Book of Discipline*.
 - b. As soon as practicable after the Annual Conference Session, the Conference Treasurer shall notify each local congregation's pastor and treasurer the amount that is their portion of our United Methodist Church's Shared Ministries, using the following method:
 - 1) A percent of the three year average (a four year average will be used beginning in 2010 when the statistics are available) of income as reported on Table 3 Item 1, computed by applying the Consumer Price Index for the most recent rolling 12 months.
 - 2) Adjusted if local congregations have not reported Table 3 or reported less income on Table 3 Part 1 than they spent for Pastoral Ministries, Operating Expense and Program Expense. The adjustment shall be made by using the expenses reported by those completing Table 3 and a percentage differential being applied.
 - 3) A congregation failing to report any information for the statistical tables shall have their apportionment amount increased by 10% from the previous year's apportionment.
 - 4) Adjusted so that no congregation's apportionment shall by more than 10% increase or decrease per year during a four year transition using their 2007 apportionments as the base line for beginning this transition.
 - 5) The percent of income needed to meet the Conference apportioned budget shall be determined by the Council on Finance and Administration after it completes the budget building process in accordance with Paragraph 612, 613, and 614 of the *2004 Book of Discipline*.
7. In order to provide additional incentives for all local congregations within the Iowa Annual Conference, an application process for an apportionment incentive shall be developed for the year 2010. This incentive shall be available for local congregations who are beginning new outward-focused (outreach) ministries and taking risks necessary to reach out to their communities. Each church whose application is approved may be granted an income credit toward their apportionments for each year (up to three years) to help offset the cost of these new ministries. (Examples might include a community-wide children's after school ministry, a new worship service, an Ethnic-Hispanic outreach, an evangelism campaign, a satellite ministry, a new church start, or a mission outreach center.) The Bishop will appoint a Task Force that will develop the criteria and process for this incentive as it relates to the conference apportionments. The process will be reported to the 2009 Annual Conference.
8. Each congregation is to make payment of 100% of their connectional giving apportionments a priority for the year 2008.
 - a. To aid in reaching this goal the office of Communications, CFA, CCMC and the appointive cabinet shall develop apportionment interpretation materials that may

be used in each local congregation. The appointive cabinet, CCMC and CFA will determine if a link exists between ministerial appointments and non-payment of apportionments. If a link is determined to exist the appointive cabinet and the bishop's office may seek an explanation and depending upon the results of the explanation further remedies may be sought.

- b. Each district shall have a District Committee on Stewardship which shall review the record of payments for each congregation quarterly. If the congregation is in arrears, the committee shall contact the congregation to determine what assistance is needed to help the congregation meet its connectional giving responsibilities. Following the initial contact the Committee may consult with local church leaders on a number of remedial actions which could include but would not be limited to locating a partner church within the District, providing outside financial consultants, offering stewardship education opportunities, utilizing a Conference Benevolence/ Conference Ministries/ speaker's bureau that is coordinated through the Assistant to the Bishop for Connectional Ministries.
9. Additionally, the Iowa Annual Conference, being a model of accountability for local congregations, shall pay its General Conference Apportionments in full. These apportionments shall be the first benevolent responsibility of the Annual Conference.
 10. An unrestricted reserve fund in the amount equal to 10% of the Annual Conference apportionment budget will be maintained. The purpose of the reserve fund is to provide the Conference with a comfortable cash-flow throughout the whole year. Placed in each year's budget for each apportioned fund shall be a line item for the unrestricted reserve fund until the reserve fund reaches 10% of the apportioned budget.
 11. The budget that is presented to the Annual Conference includes all receipts and information regarding prior years' short fall in apportionment receipts. Each fall CFA based on the previous years' apportionment receipts, will instruct each board or agency to prioritize its spending for the coming year and submit the revised spending budget to CFA. If the board or agency has a program that needs to be funded at 100%, the balance of the remaining programs may be funded at a ratio of the remaining budget.
 12. The Annual Conference authorizes CFA, if necessary, to negotiate a line of credit from a commercial lender for the remainder of 2007 and 2008 to cover lease contracts, salaries, equitable compensation grants and grants to Connectional agencies, institutions and missional churches. The amount of the line of credit shall not exceed \$1,200,000. If the line of credit becomes necessary, the repayment plan will become an additional obligation of the Annual Conference and may be reflected in increased apportionments as well as plans for reduction in spending. (*2004 Book of Discipline ¶612.9*)

Action Item #1008

2009 Apportionment for Council on Finance and Administration

Ministry Area	2008 Apportionment	2009 Apportionment	2009 Other	2009 Total
Admin Services	949,964	997,462	100,000	1,097,462
CFA Admin	60,118	60,000	200	60,200
Working Capital Rsv	179,936	100,000	30,000	130,000
Total	1,190,018	1,157,462	130,200	1,287,662

**IOWA ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH
2009 BUDGETS**

	Actual		Budget		
	2006	2007	2007	2008	2009
REVENUES AND SUPPORT:					
Apportionments					
Ministerial support ministries	5,804,274	5,655,915	5,655,915	-	-
Administration ministries	3,107,952	3,353,312	3,353,312	-	-
World service and conference benevolences	5,746,875	6,188,477	6,188,477	-	-
Africa University and Black College fund	213,479	203,362	203,362	-	-
General Church	-	-	-	2,432,849	2,718,611
Conference Ministries	-	-	-	10,110,033	10,299,414
Conference Missions	-	-	-	3,133,825	3,328,754
Total amount apportioned	14,872,580	15,401,066	15,401,066	15,676,707	16,346,779
Less amounts not collected	(2,341,419)	(1,817,804)	(3,116,157)	(2,281,456)	(2,718,677)
Apportionment received	12,531,161	13,583,262	12,284,909	13,395,251	13,628,103
District askings	200,682	196,796	202,797	166,845	435,126
Charitable contributions	3,312,309	3,205,259	3,320,085	3,162,668	2,873,255
Fees for services	1,434,269	1,513,019	1,674,045	1,665,610	1,580,190
Contributions to benefit plans	9,434,156	9,037,978	10,655,065	10,085,512	10,155,339
Investment earnings	3,590,428	2,441,666	1,632,225	1,688,160	2,753,633
Gain (loss) on sale of assets	344,729	1,729,496	6,300	6,300	13,050
Miscellaneous receipts	1,036,578	272,530	360,900	297,750	191,250
Total revenues and support	31,884,312	31,980,006	30,136,326	30,468,096	31,629,946
EXPENSES:					
Program services:					
General church support ministries:					
Apportionments paid to general church	1,827,311	1,913,677	1,734,609	2,613,590	2,238,581
Gifts and offerings paid to general church	741,250	781,389	776,046	738,400	759,050
Total general church support ministries	2,568,561	2,695,066	2,510,655	3,351,990	2,997,631
Clergy support ministries:					
Salary and wage expense	1,265,697	1,182,868	1,318,735	978,303	1,020,649
Fringe benefit expense	402,160	353,588	523,640	323,005	367,847
Occupancy expense	142,402	198,663	120,355	191,470	235,456
Office expense	78,596	77,226	70,980	54,550	56,650
Program supplies and food expense	-	386	-	850	850
Professional fee and contract labor expense	24,497	26,944	53,700	64,473	61,800
Insurance expense	1,689	(8,302)	10,000	10,000	20,000
Staff hotel, travel, meals and entertainment expense:	538,389	706,695	491,957	543,890	620,385
Conference, conventions, and meeting expense	59,952	54,791	44,550	50,150	48,815
Expendable equipment expense	38,510	71,239	47,925	36,650	38,000
Capital asset expense	590,406	1,478,540	8,000	9,000	9,000
Cost of sales	2,772	-	-	125	500
Miscellaneous expense	10,133	8,919	44,034	62,326	63,835
Pension Benefit Expense	4,142,104	4,542,178	4,720,000	4,775,173	4,947,445
Health and welfare benefit expense	7,439,366	7,177,735	8,246,555	7,545,749	7,679,887
Grants to local church ministries	257,546	235,212	273,001	251,250	275,300
Grants to other United Methodist ministries	-	1,447	-	-	-
Grants to other ministries	146,771	184,913	124,093	138,000	155,000
Total clergy support ministries	15,140,990	16,293,043	16,097,525	15,034,964	15,601,419
Local church support ministries:					
Salary and wage expense	1,545,308	1,674,727	1,574,856	1,830,871	1,860,896
Fringe benefit expense	501,158	501,603	476,957	549,484	546,465
Occupancy expense	185,375	203,913	150,880	151,100	182,961
Office expense	98,494	85,515	129,024	120,675	107,215
Program supplies and food expense	233,556	221,464	267,295	262,545	262,827
Professional fee and contract labor expense	32,848	28,923	53,780	51,485	44,170
Insurance expense	84,413	80,646	94,460	98,160	89,940
Staff hotel, travel, meals and entertainment expense:	65,469	110,329	131,670	124,892	124,058
Conference, conventions, and meeting expense	271,430	261,654	315,343	313,170	305,003
Expendable equipment expense	104,926	111,496	83,140	80,800	81,560
Capital asset expense	623,298	162,527	79,950	51,520	36,280
Cost of sales	45,389	30,769	53,575	52,430	54,195
Miscellaneous expense	54,286	91,654	57,984	53,542	47,451
Grants to local church ministries	596,435	629,818	739,327	792,122	963,541
Grants to other United Methodist ministries	777,202	517,090	357,209	428,884	623,940
Grants to other ministries	47,014	24,036	27,518	20,300	30,300
Total local church support ministries	5,266,602	4,736,164	4,592,968	4,981,980	5,360,802

IOWA ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH
2009 BUDGETS

	Actual		Budget		
	2006	2007	2007	2008	2009
<u>Institutional support ministries:</u>					
Salary and wage expense	-	-	-	-	-
Fringe benefit expense	-	-	-	-	-
Occupancy expense	-	-	-	-	-
Office expense	24	399	900	2,625	2,213
Program supplies and food expense	58	-	1,150	1,150	650
Professional fee and contract labor expense	-	-	-	-	-
Insurance expense	-	-	-	-	-
Staff hotel, travel, meals and entertainment expen:	-	3,258	-	500	500
Conference, conventions, and meeting expense	2,247	7,743	3,620	6,100	6,388
Expendable equipment expense	-	-	-	-	-
Capital asset expense	-	-	-	-	-
Cost of sales	-	-	-	-	-
Miscellaneous expense	318	1,915	125	225	1,208
Grants to local church ministries	-	-	-	-	-
Grants to other United Methodist ministries	804,044	1,002,705	981,038	1,062,909	1,071,918
Grants to other ministries	99,003	98,754	98,119	90,755	100,770
Total institutional support ministries	<u>905,694</u>	<u>1,114,774</u>	<u>1,084,952</u>	<u>1,164,264</u>	<u>1,183,647</u>
<u>Other program ministries:</u>					
Salary and wage expense	174,943	197,336	208,231	189,415	182,505
Fringe benefit expense	62,160	67,456	82,770	71,335	71,335
Occupancy expense	6,000	5,500	6,000	13,200	6,000
Office expense	12,812	12,346	11,105	10,955	10,408
Program supplies and food expense	1,228	-	-	-	-
Professional fee and contract labor expense	4,350	5,891	5,200	15,000	5,200
Insurance expense	-	-	-	-	-
Staff hotel, travel, meals and entertainment expen:	4,909	8,929	8,800	5,200	4,200
Conference, conventions, and meeting expense	1,037	9,639	28,950	31,600	7,690
Expendable equipment expense	1,529	1,055	2,800	1,800	2,800
Capital asset expense	1,104	-	-	-	-
Cost of sales	-	-	-	-	-
Miscellaneous expense	213	1,367	176	1,125	135
Grants to local church ministries	9,305	9,950	26,000	55,900	24,000
Grants to other United Methodist ministries	1,176,323	793,068	850,367	834,729	822,000
Grants to other ministries	617,199	515,603	547,886	528,861	542,436
Total other program ministries	<u>2,073,113</u>	<u>1,628,140</u>	<u>1,778,285</u>	<u>1,759,120</u>	<u>1,678,709</u>
Total program services	<u>25,954,959</u>	<u>26,467,187</u>	<u>26,064,384</u>	<u>26,292,318</u>	<u>26,822,208</u>
<u>Supporting services:</u>					
<u>General and administrative services:</u>					
Salary and wage expense	975,736	979,213	991,192	1,030,834	1,042,613
Fringe benefit expense	340,484	349,768	394,616	367,965	383,271
Occupancy expense	112,706	115,466	88,400	135,400	104,900
Office expense	385,986	391,123	369,949	356,158	335,640
Professional fee and contract labor expense	247,890	387,311	343,495	404,415	401,535
Insurance expense	53,807	265,712	82,235	300,000	300,000
Staff hotel, travel, meals and entertainment expen:	169,608	191,840	114,290	165,550	180,440
Conference, conventions, and meeting expense	344,822	264,388	384,137	385,561	307,175
Expendable equipment expense	148,705	119,631	128,025	109,200	124,700
Capital asset expense	38,641	81,244	21,000	26,100	19,500
Cost of sales	15,194	15,012	3,900	4,730	2,230
Miscellaneous expense	435,407	769,898	368,924	382,430	393,109
Total general and administrative supporting servi	<u>3,268,987</u>	<u>3,930,607</u>	<u>3,290,163</u>	<u>3,668,343</u>	<u>3,595,113</u>

IOWA ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH
2009 BUDGETS

	Actual		Budget		
	2006	2007	2007	2008	2009
Fund raising services:					
Salary and wage expense	39,053	37,680	78,320	78,320	-
Fringe benefit expense	12,593	14,817	31,085	31,085	-
Occupancy expense	-	-	-	-	-
Office expense	21,047	32,305	35,728	33,525	24,839
Professional fee and contract labor expense	61,318	43,424	40,500	42,290	42,500
Insurance expense	-	-	-	-	-
Staff hotel, travel, meals and entertainment expen:	4,945	14,310	20,900	21,400	25,100
Conference, conventions, and meeting expense	10,273	5,425	10,500	10,500	4,500
Expendable equipment expense	-	11	3,500	4,500	300
Capital asset expense	-	-	-	-	-
Cost of sales	1,078	-	-	-	-
Miscellaneous expense	115,893	139,784	111,000	112,775	1,081
Total fund raising supporting service	266,198	287,755	331,533	334,395	98,320
Total supporting services	3,535,185	4,218,362	3,621,696	4,002,738	3,693,433
Total expenses	29,490,144	30,685,549	29,686,080	30,295,056	30,515,641
Excess revenues and support over expenses	2,394,168	1,294,457	450,246	173,040	1,114,304
Interfund transfers	-	0	-	(5,000)	-
Balance forward from prior year	38,272,630	40,666,799	40,528,129	41,961,258	42,129,297
Ending Balance	40,666,798	41,961,257	40,978,375	42,129,298	43,243,602
Unrestricted	35,977,742	37,632,974	36,480,441	37,443,114	38,699,789
Temporarily Restricted	2,490,047	2,127,239	2,422,664	2,610,903	2,468,533
Permanently Restricted	2,199,008	2,201,043	2,075,270	2,075,280	2,075,280
Ending balance	40,666,797	41,961,257	40,978,375	42,129,297	43,243,602

FUNCTIONAL EXPENSE SUMMARY

Salaries and benefits expense:					
Salaries and wage expense	4,000,736	4,071,824	4,171,334	4,107,743	4,106,663
Fringe benefit expense	1,318,556	1,287,232	1,509,068	1,342,874	1,368,918
Total salaries and benefits	5,319,292	5,359,057	5,680,402	5,450,617	5,475,581
Grant expense:					
Grants to local church ministries	863,286	874,980	1,038,328	1,099,272	1,262,841
Grants to other United Methodist ministries	5,326,130	5,009,376	4,699,269	5,678,512	5,515,489
Grants to other ministries	909,987	823,306	797,616	777,916	828,506
Total grant expense	7,099,403	6,707,662	6,535,212	7,555,700	7,606,836
Other expenses:					
Occupancy expense	446,483	523,542	365,635	491,170	529,317
Office expense	596,960	598,915	617,686	578,488	536,965
Program supplies and food expense	234,842	221,850	268,445	264,545	264,327
Professional fee and contract labor expense	370,902	492,493	496,675	577,663	555,205
Insurance expense	139,909	338,055	186,695	408,160	409,940
Staff hotel, travel, meals and entertainment expens:	783,321	1,035,361	767,617	861,432	954,683
Conference, conventions, and meeting expense	689,760	603,639	787,100	797,081	679,571
Expendable equipment expense	293,670	303,432	265,390	232,950	247,360
Capital asset expense	1,253,449	1,722,311	108,950	86,620	64,780
Cost of sales	64,432	45,780	57,475	57,285	56,925
Miscellaneous expense	616,250	1,013,538	582,243	612,423	506,819
Pension Benefit Expense	4,142,104	4,542,178	4,720,000	4,775,173	4,947,445
Health and welfare benefit expense	7,439,366	7,177,735	8,246,555	7,545,749	7,679,887
Total other expenses	17,071,449	18,618,830	17,470,466	17,288,739	17,433,224
Total expenses	29,490,144	30,685,549	29,686,080	30,295,056	30,515,641
total expenses per row 146	29,490,144	30,685,549	29,686,080	30,295,056	30,515,641
difference	-	-	-	-	-
Ending balance per general ledger	40,666,798	41,961,257	40,978,375	42,129,298	43,243,602
difference	-	-	-	-	-

**IOWA ANNUAL CONFERENCE
THE UNITED METHODIST CHURCH
2009 ADOPTED BUDGET**

Apportionment Analysis

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>Percent Change</u>
<u>General Church Apportionments</u>				
Episcopal Fund	312,579	338,795	329,814	-2.65%
Ministerial Education Fund	418,331	421,036	419,952	-0.26%
General Church Administration	105,138	114,042	135,296	18.64%
North Central Jurisdictional Administration	25,560	25,560	26,582	4.00%
Interdenominational Coop Fund	32,389	33,254	32,729	-1.58%
World Service Fund	1,215,691	1,295,484	1,214,207	-6.27%
Black College Fund	166,577	167,655	167,535	-0.07%
Africa University	36,785	37,023	37,496	1.28%
Total General Church Apportionments	<u>2,313,050</u>	<u>2,432,849</u>	<u>2,363,611</u>	<u>-2.85%</u>
Contingency to pay General Church Apport. at 100%	-	-	355,000	0.00%
Adjusted General Church Apportionments	<u>2,313,050</u>	<u>2,432,849</u>	<u>2,718,611</u>	<u>11.75%</u>

Conference Ministries

Board of Ordained Ministries	31,150	32,788	34,150	4.15%
Board of Pensions	1,215,000	1,226,280	1,215,000	-0.92%
Board of Trustees	997,000	933,498	988,000	5.84%
Commission on Equitable Compensation	170,000	234,730	254,730	8.52%
District Funds	2,376,750	3,000,027	3,095,796	3.19%
Clergy Support Ministries	437,735	603,555	643,000	6.54%
Episcopal Funds	1,113,500	909,600	930,262	2.27%
Pastoral Care and Counseling	170,000	184,205	191,573	4.00%
Conference Administrative Committees	560,500	459,313	408,835	-10.99%
Council on Finance and Administration	1,061,040	1,010,082	1,057,462	4.69%
Iowa United Methodist Foundation	50,000	47,337	50,000	5.63%
Connectional Ministries Council	1,853,800	1,289,160	1,330,606	3.21%
Cash Reserves Replenishment	82,080	179,942	100,000	-44.43%
Total Conference Ministries	<u>10,118,555</u>	<u>10,110,517</u>	<u>10,299,414</u>	<u>1.87%</u>

Conference Missions

Board of Camp, Conference and Retreat Ministries	669,155	699,250	716,700	2.50%
Board of Church and Society	8,630	8,750	8,750	0.00%
Board of Discipleship	29,060	29,500	33,000	11.86%
Board of Global Ministries	779,970	779,970	947,570	21.49%
Board of Higher Education and Campus Ministries	966,590	1,073,472	1,088,644	1.41%
Board of Laity	16,330	20,000	20,000	0.00%
Commission on Archives and History	24,630	28,345	28,345	0.00%
Commission on Christian Unity and Interreligious Concerns	1,550	2,600	-	-100.00%
Commission on Ministries with Persons with Disabilities	1,500	1,500	1,500	0.00%
Commission on Religion and Race	37,500	37,500	37,500	0.00%
Commission on Status and Role of Women	1,735	1,745	1,745	0.00%
Council on Age Level Ministries	1,075	1,150	-	-100.00%
Council on Youth Ministries	42,300	42,500	40,000	-5.88%
District Councils on Ministries	90,360	90,360	80,000	-11.47%
Matthew 25 Fund	299,080	316,705	325,000	2.62%
Total Conference Missions	<u>2,969,465</u>	<u>3,133,347</u>	<u>3,328,754</u>	<u>6.24%</u>

Recap:

General Church apportionments	2,313,050	2,432,849	2,718,611	11.75%
Conference Ministries	10,118,555	10,110,517	10,299,414	1.87%
Conference Missions	2,969,465	3,133,347	3,328,754	6.24%
Total	<u>15,401,070</u>	<u>15,676,713</u>	<u>16,346,779</u>	<u>4.27%</u>

C. Other Reports

2008 IOWA ANNUAL CONFERENCE LAIY ADDRESS - JUNE 6, 2008 NORMA MORRISON CONFERENCE LAY LEADER

Let's begin with prayer.

Holy and forgiving God, we love You and we thank You this day for your faithfulness to your people and to The United Methodist Church in Iowa. Forgive us for the many ways we have failed you in our witness and in our lack of witness. Yet in spite of our failings, you have blessed us with a promise of hope. Help us truly to comprehend that Your plans for us are for good and not harm and that if we will follow where You lead us, our beloved United Methodist Church in Iowa will have a bright future with hope. Help us get it right. Amen.

The weekend before General Conference, the Association of Annual Conference Lay Leaders met in Ft. Worth, and a highlight was our national speaker, Ray Buckley.

Ray is a United Methodist Native American storyteller who inspired us with great truths through his calm, soothing storytelling. He shared story after story of his Lakota, Tlinget, Scots heritage and the way his parents and grandmother taught him deep Christian truths through native traditions and beliefs.

He told of growing up on a reservation in South Dakota, personal tragedies, and persecutions experienced by his family and friends. But the stories were not about the heartache and pain or the wrongness of the offenders but of the Christian response he learned through the ways of the Lakota.

One story that spoke to me was about when he was learning how to make baskets as a young boy. His grandmother gave him the materials and let him begin. It wasn't long until he realized this basket was not quite the way a basket should be. Did his grandmother criticize him, make fun of him, complain about him to her friends, or scold him for his mistakes? No, instead she simply came by his side, and said, "That's not quite right. Let's go back and do it together."

What a lesson for the Church. "That's not quite right. Let's go back and do it together."

General Conference followed the Lay Leader meeting and since it was my first time there, I didn't really know what to expect. But over and over I heard people say, "This General Conference feels different than those in the past." And many followed with their perceived reason. "It's obvious the Council of Bishops and the Boards and Agencies worked together to carry the theme throughout all we are doing."

Could it be they were saying to the delegates, "General Conference and the Church hasn't been quite right. Let's go back and do it together"?

General Conference was an intriguing experience. I came to realize it was much like being in another country and the return home has been much like experiencing culture shock, complete with jet lag. Every person there experienced it differently and how we survived or thrive depends on our attitudes and what we choose to focus on.

Our days officially began at 8:15 with inspiring worship and continued until 11 pm with music, addresses, legislative committees, offering challenges and calendar items. Meal breaks were times of service like the Society of St. Andrew potato drop, eating with friends and learning lunches with authors and national speakers, making friends with the homeless, praying in the prayer room, shopping at Cokesbury, napping, even sharing fun and meals with Bishops from around the world. Sometimes conversations continued late into the night. By the end of Conference, The Daily Christian Advocate, the manuals we worked from, totaled 2812 pages. We had worked through more than 1500 petitions. Through Nothing but Nets, 42,803 lives were saved from malaria!

Adam Hamilton, founding pastor of the Church of the Resurrection in Kansas City summarized it well in a blog on his church website.

"I came away from the conference feeling genuine hope for our denomination. This conference felt different to me. The preaching and worship was, for the most part, outstanding. The Council of Bishops, along with the heads of several of the General Boards,

cast a vision for our denomination that was compelling, and set goals that will both stretch us, but which are also attainable and which will have an impact upon the world. They spoke of Four Areas of Focus which, as a denomination we will pursue in the next four years: 1. Developing outstanding leaders, both clergy and lay,

2. Starting new churches while renewing existing churches in order to reach new people for Christ, 3. Addressing root causes of poverty, 4. Fighting killer diseases of poverty including malaria and HIV/AIDS. I found it energizing to think about all 34,000 United Methodist Churches uniting together around these four visions." I did too!

Fellow United Methodists in Iowa, as we've witnessed the decline in our churches, as we've become less than Christian in some of our dealings with one another, perhaps we too should heed the words of Ray's grandmother, "That's not quite right. Let's go back and do it together."

Perhaps this is what the Council of Bishops and General Conference unknowingly have done for us. They have said, "That's not quite right. Let's go back and do it together." We, as local churches and as an Annual Conference, can unite as one in our mission statement and 4 Areas of Focus, living them out with Wesley's 3 simple rules.

Our mission... to make disciples of Jesus Christ for the transformation of the world.

Our 4 areas of focus... develop outstanding leaders, both clergy and lay; start new churches while renewing existing ones in order to reach new people for Christ; address root causes of poverty; fight killer diseases of poverty including malaria and HIV/AIDS.

How? Though the 3 simple rules... do no harm, do good, and stay in love with God.

Does this sound like a workable possibility? What is stopping us? What are the stumbling blocks that are keeping it from happening?

There are probably several but I believe the biggest issue is our unwillingness to love each other and work together as brothers and sisters in Christ. On some things, for the sake of Christ, we must agree to disagree, and get on with our mission. We must stop the gossip, dividing into camps, and judging one another for our beliefs and priorities. It's the elephant in the room that few want to admit or own up to.

Perhaps we've been hurt by the actions of others; perhaps we have unintentionally been doing the hurting. In these past four years as Conference Lay Leader, I've heard story after story of pain, hurt, frustration, and anger in the brokenness of relationships... I've heard the animosity and judgments between clergy and laity... the judging of other's motives and beliefs. I have tried to help build bridges between people and found that many don't really want to build them.

Another truth that Ray shared through story is, "When we choose to step out of relationship... with God and others... life becomes unbalanced... the Church becomes unbalanced. When we cease to be what God intended, that is sin."

Every week, perhaps every day, we say the words of Jesus, "Forgive us our trespasses as we forgive those who trespass against us." Do we mean it?

A most powerful illustration of transformation through forgiveness and reconciliation is the story of a Catholic Bishop and Jean ValJean, the main character in the story *Les Miserables*. Though betrayed and physically hurt by Jean ValJean, the Bishop's Christian witness and love transforms a person who then transforms his world in incredible ways.

Be inspired and challenged with me...

(Video clip, 8:00 - 9:45, *Les Miserables*. Final sentence: Jean Valjean, my brother. With this silver I have ransomed you from fear and hatred. And now I give you back to God.)

Bishop and members of the Iowa Annual Conference, Jesus Christ has ransomed us from fear and hatred... personally and as The United Methodist Church in Iowa. No longer do we need to fear that our church will die... that we will not have enough money to continue... that our ministries to the poor and marginalized will not be effective... that people will continue to leave and new ones will not come... that we cannot be the Church Jesus Christ calls us to be.

No longer do we need to hate those who don't think like us... those who God has called into a ministry in the body of Christ different than our own calling... those who are liberal or who are conservative, progressive or traditional... those who are clergy or who are laity.

I have been praying and meditating for months about what God wanted me to say this year for this address, and the message has not changed from my first thoughts... that if we

truly want to be God's people who will transform the world, we first need to recognize and admit our own failings as a people of God. We need to acknowledge our animosity toward one another... and change it.

We cannot be the Church of Jesus Christ with a message of Good News to the world if we are spending portions of our energies gossiping and condemning one another. Just as in 2002 we shared in a service of repentance and reconciliation for racism, even more we must repent and be reconciled with one another in this Annual Conference. We must not lose sight of whose ministry we are about.

Please don't misunderstand me. All is not doom and gloom. There are many wonderful, meaningful things happening in Iowa, many signs of hope.

One beacon of hope I see is the enthusiasm around the workshops in our Conference focusing on the book "Five Practices of Fruitful Congregations." Several hundred people came together for the first sessions in April and were energized and empowered through their interactions with each other. It's not too late for every church to participate in the next workshops on September 20 and November 8. There's even a study guide available in August from Cokesbury for use in local congregations.

Then, mark your calendars for January 10, 2009! Bishop Schnase, the author of the book, will be with us to share his thoughts on the 5 practices... radical hospitality, passionate worship, intentional faith development, risk-taking mission and service, and extravagant generosity. Could we get 500 people to come? 800? 1000? It's up to us! What difference could this make to the future of our churches in Iowa?

Another practice that may give us a future with hope is an item that was passed at General Conference. Pastors, especially, please take note. Our membership vows have an addition! People who join The United Methodist Church from now on will promise to be faithful in "their prayers, presence, gifts, service, and witness." From early Methodism, witness was an integral part of the laity's role, in member's participation in the life of the church. Because congregations repeat these vows along with new members, a pledge to "witness" will remind all attenders to be witnesses in their communities. That is another hopeful thought.

At General Conference, Karen Dungan and I were in the Faith and Order Committee with the difficult task of discussing the issue of homosexuality related to ordination. You can't get much more controversial and painful than that. Yet in spite of the pain, we truly experienced holy conferencing. It was not a time of one speech for and one against with a one minute time limit like we experienced in the plenary. We listened and heard one another. We cried, prayed, sang together in Swahili and English, and hugged one another after the vote.

In a few minutes we will begin a time of Holy Conferencing. We too can listen and hear each other if we choose. What a wonderful time to begin our future with hope. Then the challenge will be can we carry the same spirit into our plenary sessions? What we do does matter.

In the days ahead, may we say, "You know, we weren't doing it quite right. But look at us now. We are doing it together... and the future is bright with hope."

Amen. So may it be.

**2008 IOWA ANNUAL CONFERENCE
TREASURER'S REPORT – JUNE 6, 2008
DR. CHARLES W. SMITH
CONFERENCE TREASURER AND STATISTICIAN**

Bishop Palmer, lay and clergy members of the Iowa Annual Conference as I was reflecting on our Conference theme "A Future with Hope" and considering the statistics that have been sent to the Conference this year, words of the prophet Isaiah kept repeating themselves to me. Babylon is knocking at the gate of Jerusalem and some of the people of Judah are becoming refugees. All seems lost and hopeless and then Isaiah in Chapter 40 provides words of comfort to God's people. After God reminds them of all that has been done for the people, then God through the prophet ends the chapter with these words

"Have you not known? Have you not heard?"

The Lord is the everlasting God, the Creator of the ends of the earth.
 He does not faint or grow weary, his understanding is unsearchable.
 He gives power to the faint, and strengthens the powerless.
 Even youths will faint and be weary, and the young will fall exhausted;
 But those who wait for the Lord shall renew their strength,
 They shall mount up with wings like eagles,
 They shall run and not be weary; they shall walk and not faint.

Isaiah 40:28-31

When you hear some of the statistics that are to be reported this year, it is easy to grow weary and fall exhausted. We ended the year with 186,464 professing members a decrease of 2,310 members. Worship attendance decreased by 3,225 for an average total of 63,651. When we combine the total numbers for Christian formation groups such as church school, after school programs, long and short term study groups our attendance decreased by 2,288 to 80,630.

We had 2,738 baptisms this year, a decrease of 131 from the previous year, and we received by profession of faith 2,788 which is a 560 decrease from 2007. This year 297 of our congregations did fulfill the great commission from Christ to baptize them and 343 congregations did not go into the world to make new disciples by receiving them into the congregation as members.

These numbers could cause one to wring our hands in despair just as the people of Jerusalem did so long ago when the Babylonians were knocking on the gates. Yet, the words of Isaiah, have we not heard that the Lord is the everlasting God, the Creator of the ends of the earth. We must remember that once before the membership of our three predecessor denominations were less than 200,000 and the Methodists, Evangelicals and United Brethren used that number as a platform, a spring board if you will, to remind Iowa that God's understandings is unsearchable. One must remember that in earlier times Iowa's demographics changed just as they are today. That is why for example, in the 1850's and 60's the Upper Iowa Conference once had two German language districts. If we remember that God gives power to the faint, and strengthens the powerless then we really do have a future of hope.

What do the income and asset statistics tell us about the Iowa United Methodist Church. The value of all of our owned church property (land, buildings, contents) increased by 5.57% for a total value of \$869,582,077

The United Methodists of Iowa spent a total of \$104,305,110 for all causes in 2007. This is an increase of 8.79%. Of that amount \$88,833,719 was retained and spent within the local congregations. \$13,611,704 was received and used as apportionments for the Iowa Conference and the General Church and \$1,859,677 was given as pass thru for our ministry projects within Iowa, the world and nation.

The percentage division of this spending is that 85.18% of the money received was used in the local level, 13.05% for the apportionments and 1.77% for ministry projects.

Since we now have collected data regarding income for the previous two years, I wanted to report the numbers that are part of Table Three on our statistical tables. **Part One** is the annual operating budget and benevolence giving funding source. The total for 2007 was \$78,348,062 a 3.38% increase from the year 2006. **Part Two** of the table is funding sources for capital and other special projects showed an increase of 18.59% for a total of \$18,458,583. **Part Three** which describes funding sources from the districts, annual conference and general church or institutional gifts that is given back to local congregations was a total of \$727,656, an increase of 45.26%.

Although all of these numbers show an increase if we depend on our own wealth resources, our own financial security we will be disappointed. Our future will make us as the youth who becomes faint and weary and falls with exhaustion. Again when we remember that it is God's creation, God's future, then we can experience a future with hope.

Traditionally in this report I also share with you the 2007 apportionment receipts. In 2007 our percent of apportionments received was 88.38% a 3.63% increase from the previous year. In the four apportionment categories Ministerial Support received \$5,199,631 for 91.93%. Administrative Ministries received \$2,967,283 for 88.49%. World Service and Conference Missions received \$5,263,026 for 85.02%. The Black College Fund and Africa University received \$181,585 for 89.02%; however, we also received enough money for Africa University that for the second year in row, the Iowa Conference paid more than 100% of that General Church apportionment.

I am pleased to report that income from apportionments for this year is greater in dollar amounts and percentages than last. Wouldn't it be great if that trend continues and next year I could report that our apportioned receipts were greater than 90%?

The ministries that are supported by these funds are thankful to all of you for your efforts in supporting these projects beyond the local setting. The improvement in receipts makes our connection stronger. Yet, I know that there are some who would say because we have not received 100% of that which was apportioned we should not ask or expect more. Again, the words of Isaiah sound in my head because those who wait for the Lord will be renewed and strengthened. God has blessed us with so much in gratitude we cannot help but be expected to share more.

Let me close with a true story from my family. Our son and his family live near Phoenix. Where they live one can stand on the patio and see into the open desert. One day this spring when I was there with my son and grandson we saw a couple of large birds gliding and swooping over the desert. My son said, "It looks like a vulture," a bird that is a scavenger and picks at the carcasses of the dead. My five year old grandson looking at the same birds said, "I think it is a golden eagle," a bird that lifts us to high heavens and only looks for that which is alive.

So our statistics is a matter of perspective. Some may hear the statistics of decreased numbers of people and think that as a church we are getting ready for the vulture because Babylon is close to the gate; but I believe if we use our numbers, our membership, our assets and run with God, we will not grow weary and faint. If we mount ourselves and resources on wings of an eagle God will raise us up and make us shine like the sun. We will be held in the palm of God's hand and we really will have a future with hope.

Thank you.

IOWA ANNUAL CONFERENCE APPORTIONING BASIS

The basis for apportioning the 2009 Conference budget adopted by the Iowa Annual Conference at the 2008 Conference Session is as follows:

The formula used to apportion the Conference apportionment budget to the congregations of the Iowa Annual Conference shall be the three year average on selected income of the local church. The selected income shall be the items from the Statistical Table 3 Item 1, computed by applying the Consumer Price Index for the most recent rolling 12 months. If local congregations have not reported Table 3 or reported less income than spent for Pastoral Ministries, Operating Expense and Program Expense the amount shall be adjusted using the expenses reported by those completing Table 3 and a percentage differential being applied. As a percent of that congregation's share of the three year average total of all congregations selected local expenses and income. The percent share of each congregation shall be the percent share of the Conference apportionment budget. Once the calculation is made, if the

apportionment would increase or decrease more than 10% from the 2007 apportionment, the amount apportioned to the congregations will be limited to the 10% increase or decrease.

NOTE: Following is an example only.

Anywhere, Iowa – United Methodist Church

Using the statistical reports for the most recent previous three years, the next years apportionments are calculated as follows:

- (1) The selected church income from Table 3 Item 1 adjusted for inflation for the year.

Year 3	\$49,250	
Year 2	\$51,250	
Year 1	<u>\$52,250</u>	
	\$152,750	Average \$50,917

- (2) All local congregations' expenses (minus the exceptions) and selected income for the appropriate years are added together for all churches in the conference and averaged over four years.

Year 3	\$71,250,000	
Year 2	\$75,150,000	
Year 1	<u>\$76,850,000</u>	
	\$127,285,000	Average \$74,416,667

- (3) The Conference apportioned budget is divided by the four year average of local church selected expenses and income to determine a percentage.

\$15,000,000	Apportioned Budget	
-----		= 20.16%
\$74,416,667	Four Year Average	

- (4) The percentage of the total church selected expenses and income to the apportioned budget is multiplied by the four year average of the local church selected expenses and income to determine the total amount of apportionments for that church.

$$\$50,917 \quad \times \quad 20.16\% \quad = \quad \$10,265$$

- (5) The \$10,265 is compared to the 2007 apportionment and if it is an increase or decrease greater than 10% the apportionment is adjusted to equal only a 10% increase or decrease. In this example the decrease or increase is less than 10%

- (6) The percent of the total for each apportioned fund is determined by dividing each by the total amount apportioned.

General Church Apportionments	\$3,000,000/15,000,000	=	20.00%
Conference Ministries	\$8,000,000/15,000,000	=	53.33%
Conference Benevolences	<u>\$4,000,000/15,000,000</u>	=	<u>26.67%</u>
	\$15,000,000		100.00%

- (7) The total amount of the local church apportionments are multiplied by each apportioned funds percentage.

General Church Apportionments	\$10,265	x	20.00%	=	\$ 2,053
Conference Ministries	\$10,265	x	53.33%	=	\$ 5,474
Conference Benevolences	\$10,265	x	26.67%	=	<u>\$ 2,738</u>
					\$10,265

Note: If a congregation fails to report any information for the statistical tables, the apportioned amount for that congregation shall increase by 10% from the previous year's apportionment.

These numbers are for illustration purposes only. Actual calculation factors may vary.