

AGENCIES OF THE ANNUAL CONFERENCE (Listed alphabetically by area of accountability)

Commission on Archives and History

Mary Edith Johnson, Chairperson

The 2020-21 year has proven very different from what was anticipated when the previous report was submitted early in 2020. Cancellation of the in-person Annual Conference meant that the planned lunchtime gathering of the historical society, noted in last year's report, did not take place. Commission members who were scheduled to leave at the end of the quadrennium in June were asked to serve another year. The world became virtual; the last in-person meeting attended by the chair being the Rehoboth Board of Directors meeting in early March 2020. Set for only a couple of weeks later, the in-person commission meeting at West Virginia Wesleyan College (WVWC) had to be cancelled when COVID hit West Virginia.

In addition, relocation of the West Virginia United Methodist Archives, housed at the Annie Merner Pfeiffer Library at WVWC, was postponed when the college decided to close the campus and move the spring semester to an online-only mode. The bulk of the Methodist Archives was finally returned to the library between November 2020 and January 2021, and staff have begun work to catch up on the months-long backlog of reference and research requests received while the archives and the library were inaccessible. As of January 2021, the library and archives remain closed to the general public and non-campus-affiliated individuals.

As reported last year, the commission has committed support for an incremental digitization effort to scan and make accessible the journals of the various branches of West Virginia Methodism stretching back to their establishment. The pandemic hindered the plan to send journals for the Methodist Episcopal Church (South) for digitization during 2020 and also delayed work on quality control, metadata creation, and final uploading of those journals digitized to date. Slow but steady progress has been made through the late fall of 2020 and early winter of 2021, however. As of January 2021, the Methodist Episcopal (North) journals 1848-1895 were available and full-text searchable through "Pages in Time" (WVWC's digital archival repository: <https://cdm16111.contentdm.oclc.org/digital/collection/p16111coll3>.) More journals are being added on a regular basis.

The Methodist Archives continues to accept records related to West Virginia Methodism, including minister papers, local church files (active churches), closed church records, extension and outreach ministry records, and other records. Questions about the Methodist Archives and proposed donations should be addressed to:

Brett Miller
Director of Library Services and Archivist
Annie Merner Pfeiffer Library
59 College Avenue, Buckhannon, WV 26201

COVID meant that the conference's heritage landmark Rehoboth was open to the public for a shorter period in 2020, but the site still served 604 visitors during the summer in its outdoor areas. In the fall, the Rehoboth board approved applying to participate in the Partners for Sacred Places' "New Dollars/New Partners for Your Historic Sacred Place" training program. Participants are eligible for planning and capital grants. Rehoboth was selected as one of ten entities in Central Appalachia for the program, which began in early 2021 (Logan Memorial UMC is one of the other ten). The 5-member team that is participating in the multi-session virtual training includes Anita Tracy, caretaker at Rehoboth and a member of this commission, and the chair of the commission. The goal for the Rehoboth team is both to gain skills that will cultivate relationships in the local and fundraising communities and to access grant funds that will pay for a professional evaluation of preservation needs of the church building.

With God's help, the commission and its associated facilities will be able to resume a more normal schedule once the COVID vaccination reaches herd immunity.

Assistant to Bishop Sandra Steiner Ball

The Rev. Dr. Ken Krimmel

It is a privilege to serve as the Assistant to Bishop Sandra Steiner Ball. The COVID pandemic has changed the way we all have done our work in 2020. Most of my work in the role of Assistant to the Bishop has been done virtually - either by zoom, Facebook Live, email, or telephone. My work areas have included the National Assistants to Bishops Association; LARCUM; West Virginia Council of Churches; CONAM; ELCC; Scouting; Facilitator for Annual Conference; and correspondence and research.

National Assistants to Bishops Group – Prior to COVID, the National Association of Assistants to Bishops met annually in-person and then through regular group email conversations between the annual meetings. In 2020 our annual meeting had to be cancelled due to COVID restrictions. Beginning in April of 2020, our group began meeting by zoom every other Thursday, and continues to meet in this way up to the present time. I have been able to attend all of these zoom meetings, and I enjoy the fellowship and common work that we share as we discuss ways that we can support our bishops in their work in our respective annual conferences. In between our every-other-week zoom meetings we continue to converse through participation in our group email.

West Virginia Council of Churches – The ecumenical work of the WVCC is very important and meaningful work, and I enjoy being part of this work very much. Our own bishop, Bishop Sandra Steiner Ball, serves as chairperson of the WVCC, and it is an honor to join with her in this important work of ecumenism. Our annual retreat and our annual assembly were cancelled this year as in-person gatherings, but they were held over Zoom and Facebook. Additionally, our Board meetings and Town Hall meetings were held over Zoom and Facebook. I was able to attend and participate in the Town Hall Meeting with Senator Joe Manchin on April 16, 2020, during which time we addressed concerns related to COVID, and how we, as faith communities in West Virginia, could be helpful. I also attended Board meetings on April 23, August 3, September 22, October 12, 2020, and

January 28, 2021. I participated in a question and answer Zoom call with Dr. Clay Marsh on August 4, 2020. On October 13, 2020, I participated in the Public Policy Forum, when we heard proposals to be included in the 2021 Public Policy Booklet. The Annual Assembly was held each week by Zoom. On October 8, 2020, I participated in the Assembly and our topic was “Issues Related to Prison Re-entry.” I was also able to participate on October 15, 2020, when our theme was “Faith, Scouting, and Foster Care.” And then on October 29, 2020, I was able to participate again, and our topic centered around the question, “What can the church do to end racism?” I participated in the Town Hall Meeting regarding COVID with Dr. Cathy Slemp on May 7, 2020. On February 16, 2021, I participated in the Town Hall Meeting on COVID, when we heard from a panel of leaders that included Dr. Clay Marsh, General James Hoyer, Dr. Ayn Amjad, and Dr. Bill Crouch.

Lutheran Anglican Roman Catholic United Methodists (LARCUM) is another ecumenical ministry in which I participate and give leadership as a member of the steering committee for the group’s annual conference. We had to cancel our September 2020 conference due to COVID. Our last in-person steering committee meeting was on September 11, 2019. Since then, we have been meeting by Zoom and our private Facebook page. Our most recent Zoom meeting was held on January 7, 2021. At this time, it is our intention to not hold a conference in May 2021 as we had originally hoped, but we are planning for the Fall of 2021 and Spring of 2022. The theme for our next conference will be “Evangelism.” Our next steering committee meeting will be in April or May of 2021 to finalize plans for a Fall 2021 conference. Our meeting place for the conference will be Saint John XXIII Pastoral Center in Charleston, WV.

Committee on Native American Ministries (CONAM) – As a member of our West Virginia Conference CONAM, I also represent our bishop in this important work. We had planned a “Service of Repentance and Reconciliation” to take place in the Point Pleasant area this year, but we had to cancel due to COVID restrictions. At this point, it is our hope to hold this service in the Spring of 2022. It is a joy to work with our chairperson, Elle High, and the other members of this committee as we lift up and address Native American concerns. On February 18 we held our last meeting over Zoom and then on February 20, four of us, (Elle High, Karen Tate, Rich Shaffer and I) attended the Northeastern Jurisdiction CONAM meeting by Zoom.

Ethnic Local Church Concerns Committee (ELCC) – This committee receives requests for grants from local churches, and this year we received two requests and did our work through emails. Angela Jones coordinates the work of this committee, and I am honored to serve with her and the other members of this team in order to provide grants to our ethnic local churches for capital improvements or new ministry initiatives. I also attended Zoom discussions on racial issues in our church and society.

The Bishop’s Award for Scouting – Each year, our bishop and I work with the Scouts to identify troops within our conference that may be deserving of special recognition. This year, the Black Diamond Girl Scout Council identified and nominated Girl Scout Troop 37400 from Immanuel UMC in White Sulphur Springs as a worthy recipient of The Bishop’s Award. Some of the achievements of the troop include stocking a blessing box in town; collecting and retiring American flags; maintaining a recycling box year round in City Park; wrapping gifts for needy families at a local hotel; and collecting cookies for

the local Children's Home Society. On November 14, we held a Zoom presentation of the award to the scout troop, when the troop was presented with The Bishop's Award by Bishop Steiner Ball. The video recording of this presentation by our bishop can be viewed on our conference website. Many churches within our annual conference have both Boy Scout and Girl Scout troops, and Bishop Sandra Steiner Ball encourages churches to partner with and charter scout troops wherever possible.

Remote Annual Conference Session – I was asked by Bishop Steiner Ball to serve as the Facilitator of our remote session of Annual Conference at United Methodist Temple in Beckley, WV. Everything went extremely well and we were able to conduct the necessary business of the Annual Conference in a new way in the midst of the coronavirus pandemic.

Correspondence and Research – Occasionally, Bishop Steiner Ball will charge me with the duties of correspondence or researching the *Book of Discipline*, which I am always happy to do. I consider it an honor and a privilege to serve Bishop Steiner Ball and the Annual Conference in the role of Assistant to the Bishop, and I wish to express my appreciation to the bishop for affording me this opportunity to serve.

Cabinet Report

Rev. Dr. Joseph S. Kenaston
Dean of the Cabinet

This has been the most challenging year of ministry in the 37 years since I graduated from seminary. I imagine those who have been serving longer will say this has been their most challenging year ever, too. There are events and eras that mark a generation and COVID has been it for us. When you look back over the past 100 years in US history a few events or challenges have caused generational change: WWI, the Depression, WWII, the much-delayed Civil Rights movement of the 1960s and 70s, and 9/11. If you ever talked to someone who lived through the Depression and WWII, you know that experience changed their lives, communities, churches, and the entire world. COVID will be the historical marker for our era and it has also changed our lives, communities, churches, and the entire world. When this report was written there have already been more Americans die of COVID in a little more than one year than all the US soldiers did in all the 20th Century wars combined. The death toll will be significantly higher by the first week of June. The long-term effects of the virus will linger for years. COVID has changed the way we communicate, learn, work, relate to one another, prioritize values, and do church.

As a Cabinet we are humbled and inspired by the creativity, commitment, flexibility, and passion of the laity and clergy that make up the churches of the WV Annual Conference. We have witnessed worship on websites, Facebook, radio, telephone messages, and in sermons mailed to the congregation. Sermons have been preached from empty sanctuaries, living rooms, under a shade tree, and from the back of a pickup truck. People have worshiped at home, in a parking lot, on a cell phone, on their back deck, and alone or with their quarantine family. When it has been acceptable to come to the church, we have worn masks, kept appropriate social distance, and experienced shortened worship without singing. Yet in it all, God has been glorified.

Discipleship is being encouraged and developed with a host of new approaches for sharing the message. Small groups have now included people who are traveling or unable to get to the church building. VBS, camps, and youth ministry have all continued, but in very different ways. Pastoral visiting now incorporates prayers being offered from the front porch, cell phones in the hospital rooms, and in sending a multitude of cards. Giving our tithes still is a part of our devotion to God, but instead of passing the offering plate, we mail our checks, give online, or arrange with our bank to transfer our giving on a regular basis.

The Cabinet has had to shift our work, too. We met in early March in 2020 and since then we transitioned to Zoom. We have continued to meet virtually until late February 2021 when several of us gathered at St. John 23rd in Charleston with a few others joining by Zoom. We took communion using the prepacked cups; it was an overwhelming spiritual and emotional moment. It had been the longest any of us had gone without communion in our entire ministries.

In addition to conducting our Cabinet meetings by Zoom, clergy meetings, cooperative parish gatherings, and District Conferences were all held online. Clergy and lay leadership development were held remotely. Emails, texts, tweets, Instagram, newsletters, and One Calls have kept the connection alive. We cooperated in a new experience as we held introductory meetings between new pastors and SPRC by Zoom. Plans are being made for those clergy and churches who are experiencing transitions to participate in “Beginning Well” online opportunities.

We recognize the importance of healthy transitions on the Cabinet as well as in local churches. We celebrate Martha Ognibene’s eight years on the Cabinet as a Conference Superintendent assigned to the Northern District as well as her serving as Cabinet Secretary for seven years. We will miss her passion for ministry and love of clergy families, and, if we are honest, some of her jokes! Okey Harless has served on the Cabinet for four years as Conference Superintendent assigned to the Western District. Okey has shared his passion for Christ and the United Methodist connection. We will miss his knowledge of the conference as well as Harleys and Mustangs! This conference marks the completion of my eighth year as a Conference Superintendent and fifth year as the Dean of the Cabinet. I have loved the work, but more importantly I have loved my Cabinet colleagues and the people of the Southern District. It has been a privilege and honor to serve on Bishop Sandra Steiner Ball’s Cabinet. I believe what the Cabinet will miss the most from me is my quiet and reserved demeanor (Not!). We welcome Neil Leftwich to the Cabinet and his assignment to the Northern District area. We are also excited to welcome Chip Bennett as a Conference Superintendent assigned to the Southern District area. Neil and Chip have already started attending and participating in the Cabinet’s work. I also want to acknowledge the change in Joe Hill’s assignment as he will superintend the Midland South and Western District areas. We tease him that he is the “I-64 DS” and he gets nervous when he sees that the interstate goes from Huntington to White Sulphur Springs.

Throughout this challenging year of Covid, we know that God will lead us in new ways as a Cabinet and as a church. We give God thanks that Bishop Sandra Steiner Ball will continue to be instrumental in guiding our conference to respond to the COVID pandemic and discovering a new way to do church.

Clergy Support

Rev. Jim McCune, Chairperson

The Clergy Support committee provides support services for all clergy and their immediate families in the areas of counseling funds, peer support, retreats and other opportunities for spiritual, emotional and physical wellness. The following are the Guidelines for Clergy Support counseling funds.



West Virginia Conference The United Methodist Church

GUIDELINES FOR CLERGY SUPPORT COUNSELING FUNDS

- 1) Who is eligible?
 - a) Clergy of the West Virginia Annual Conference.
(For these guidelines clergy is defined as: 1) Elders, 2) Deacons, 3) Licensed Local Pastors serving an appointment within the Conference.)
 - b) Immediate family members of clergy (spouse and dependent children)
 - c) Divorced or widowed spouses of clergy for a period of two years after death or divorce.

- 2) What are the qualifications of the provider?

People licensed by the state to provide professional counseling. Must be a State Licensed Psychologist, State Licensed Psychiatrist, State Licensed Professional Counselor or State Licensed Social Worker. (Exceptions to this rule, such as Spiritual Directors, must be pre-approved by Clergy Support.)

- 3) How much is available per family?

\$600 per calendar year.

- 4) What is the procedure for obtaining the funds?

The provider bills the clergy person's insurance where applicable and sends residual bill to:

Office of Ministry Support
West Virginia Conference of the UMC
Attn: Angela Jones
PO Box 2313
Charleston, WV 25328

(Note: Patients should NOT pay co-pays or any other fees to provider.)

- 5) Questions and Contact information: Rev. James McCune, Clergy Support Coordinator,
jmccune301@aol.com 304-813-1274

Rev. 3/2020



CONNECTIONAL MINISTRIES

Office of Connectional Ministries

Co-Directors of Connectional Ministry:

Bonnie MacDonald, Director of Leadership Formation and Ministry Staff

Ken Willard, Director of Congregational Vitality

Adaptive, flexible, liminal space, agile, creative, “you’re muted,” need to pivot, virtual, Zoom webinar, working from home, quarantine, masks, social distancing, new normal, no going back. Just a few of the words and phrases we heard and used ourselves as we found ourselves navigating in unprecedented times. (Oops, there’s another!)

While many things changed during the last year and more concerning ministry in the West Virginia Conference, one thing remained the same...our commitment to the Mission: “Our mission in the West Virginia Conference of The United Methodist Church is to **discover, develop, and deploy** passionate spiritual leaders who make disciples of Jesus Christ for the transformation of the world” (see Matthew 28:18-20).

We celebrate all of those throughout our conference with whom we have opportunity to partner in ministry: the congregations, leaders, and ministry teams that have worked faithfully to keep learning, growing, and spreading the love of Christ.

Our entire staff team has shown great flexibility and creativity in working in-office and off-site, depending on their circumstances. We give thanks to: Karen Thaxton, Chris Ridgway, Lisa Shafer, Angela Jones, Judi Kenaston, Shea James, Amy Mullins, Abbi Blosser, and Deborah Coble. We are also grateful to partner in ministry with the staff of the Treasurer’s office: Myra Bess, Kathy Damron, Cheryl Sutton, Paula Koontz, and Jamion Wolford.

One of the highlights of the past year was receiving training in Intercultural Competency from Kristina Gonzalez. We continue to learn how to grow in our ability to relate better with others from different racial and cultural backgrounds.

The following reports reflect your apportionment dollars at work in many ministries throughout the West Virginia Conference. We encourage you to take time to read the reports in this section and give thanks for the variety of ways ministry continues to happen, disciples are formed, and leaders are developed.

We are at your service and want to help you be the best spiritual leader you can be. Please contact us if we can be helpful to you as you grow yourself and your ministry.

CONNECTIONAL MINISTRIES

Rev. Dr. Bonnie Glass MacDonald

Director of Leadership Formation and Ministry Staff

Do not remember the former things or consider the things of old. I am about to do a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert.”

Isaiah 43:18-19

At this point in the pandemic, I am pleased to report, we are finding new ways to discover calling, develop passionate spiritual leaders, and deploy them to make disciples of Jesus Christ for the transformation of the world. Our tried-and-true methods of connecting with and equipping—with those exploring the breadth God’s calling, with those learning to be licensed local pastors, with seminary students, and with those in other aspects of the credentialing processes—all those practices have had to be adapted, and rapidly. All involved, from those beginning to the most experienced leaders, are learning new possibilities through this experience of letting go and trying new methods of bringing about desired results. This process has been challenging, and not without frustration. There have also been significant signs of God’s hope breaking through, reminding us that we are meant to risk and to trust in God’s grace.

I celebrate a few examples:

- **Certified Lay Ministry and Lay Servant** training opportunities being offered in new ways for new, exploring leaders. These opportunities for formation are so valuable for disciples wanting to explore how to use God’s gifts and follow God’s calling to serve. See the reports of Kristi Wilkerson (our Conference Lay Leader) and Kim Matthews (our Director of Lay Servant Ministries) for details on this good news.
- **A candidacy process** moving from in-person to online, involving 25 people participating in two mentor groups, all done via Zoom, phone, email, and supported by prayer. Reverends Chip Bennett, Janet Harman, and Carolyn Mash have been instrumental in mentoring.
- **Pastoral Ministry Licensing School** done completely online, in partnership with Candler School of Theology. By May 2021, 37 students will have completed PMLS since June 2020, offered in summer, 2020 (6-week format) and spring 2021 (8-week format), with the support of a host of spiritual leaders from throughout our Conference, offering guidance and evaluation. Rev. Gwen Wolford has given generously of her time as director.
- **Our Residency process**, moving covenant groups and large group learning and worship to online connections. Rev. Bart Thompson has led that shift.
- **Our District Committees on Ministry**, continuing their faithful work of connecting locally with pastoral leaders and candidates in various stages of process, all done

CONNECTIONAL MINISTRIES

by online means. Each DCOM chair and leadership team deserve credit for this shift in leadership and planning.

- **WV Pastoral leaders** participating in theological education have adapted to learning online, as seminaries and Course of Study schools are rapidly adapting as well. Reverends Scott Sears and Greg Markins have guided licensed pastors in this transition.

While the past year has been demanding for lay and clergy spiritual leaders at all levels of learning and credentialing, the opportunities for growth have been significant. Previous resistance to online learning is shifting to acceptance and acknowledgment that this format offers accessibility for those who could not accommodate face-to-face learning, due to other obligations or circumstance. What a gift it is for us to come to this understanding! What a gift to expand our toolbox for building bridges of discovering and developing passionate spiritual leaders who make disciples of Jesus Christ for the transformation of the world!

Ken Willard

Director of Discipleship, Leadership and Congregational Vitality

Cindy Boggs, Chair of Congregational Vitality Team

“Don’t be conformed to the patterns of this world, but be transformed by the renewing of your minds so that you can figure out what God’s will is—what is good and pleasing and mature.”

Paul the Apostle, Romans 12:2, CEB

How has God been transforming you and your ministry lately? For the Congregational Vitality team, 2020 was a year of transformation. As the pandemic moved into a phase where it was clearly not going away quickly, most of the conference churches made the transition to some form of online worship. In partnership with our communications team, we made the decision to start offering grants to congregations for technology. In May, we issued grants to 79 churches totaling over \$38,000; and, in October, we had another round of grants to 34 churches totaling over \$15,000. The stories from churches who received these grants and were able to use new technology to reach not just their current congregation at home, but new people as well, have been very exciting to hear. We were also able to partner once again with Jason Moore in June to facilitate his Telling the Old Story in a New Way webinar to help equip people in the West Virginia Conference to better utilize technology and online options to offer more creative forms of worship.

The new Congregational Vitality team officially came together (via Zoom) in September of 2020. Cindy Boggs is the chair of our team. Ellis Conley is the Conference Coaching Coordinator, and Joe Webb serves as our New Ministry Coordinator. Joining them are: Stephanie Bennett, Bart Thompson, Les Fish, Martha Hill, Lisa Fox, Carolyn Romine, Alan Hulley, Todd Hurley, Clifford Curry, Katherine Huffman, and Jake Steele. This team is committed to equipping and supporting pastors, laity leaders, and everyone in our conference

CONNECTIONAL MINISTRIES

in any way we can to glorify God and reach ONE more for God's Kingdom (see Luke 15:3-7). Our areas of focus include, but are not limited to: discipleship, leadership development, coaching, new ministries, evangelism, Conference Leadership Standards, Portico, and more.

PORTICO

a place to learn and grow

For over a year we have been researching a way for the conference to offer online courses. This has consistently been a request from laity and clergy throughout our area. While there are many great options available to everyone from other sources, we felt that it would be important for us to have one specific to the needs of our ministries. In June, we entered into a partnership with the West Virginia United Methodist Foundation for a learning management system platform we are calling Portico. After several months of training, and several additional months of piloting the system with people around the Conference, we have now launched this online learning platform to everyone. If you have not done so already, we encourage you to register today and begin taking courses. (wvumc.org/portico)

In order to support the mission of the West Virginia Conference to: **Discover, Develop, and Deploy** passionate spiritual leaders who make disciples of Jesus Christ for the transformation of the world...

We, the Congregational Vitality team, commit to the following goals for 2021.

1. Launch our new Learning Management System (LMS), Portico to the whole Conference and end the year with at least 50 courses and 450 registered learners.
2. Expand our emphasis on coaching through a focus in four main areas: training at least 50 people in basic coaching level one; 12 people complete level two; 8 people seeking some level of certification; and 25 people engaged with our coaches.
3. Prepare for the launching of new churches and new ministries of all types through the use of Portico courses and hosting an in-person or online event for training and discernment.
4. Grow the number of churches using VitalSigns online reporting system to 100.
5. Sponsor at least one person to be certified in the Simplified Accountable Structure process so that they can offer training and coaching throughout our Conference.
6. Support the Conference pastoral transitions process by providing coaching, training, and other resources.

See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland. – Isaiah 43:19

God is doing a new thing! 2021, 2022, and beyond will NOT be like 2019 and before. God is calling us forward. We may not see the end of the journey, but we are all on the journey together. Please let us know how we can support you and your ministry on the trip.

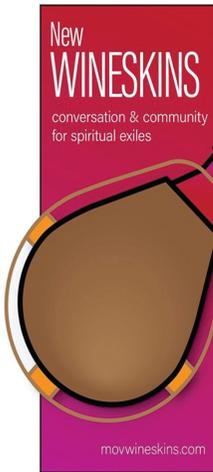
CONNECTIONAL MINISTRIES

New Ministries & Faith Communities: Office of Congregational Vitality

Rev. Joe Webb

*Pastor, New Wineskins Community (Little Kanawha District)
Conference Coordinator for New Faith Communities*

Part 1: New Wineskins & Accidental Tomatoes: Building Contextual Community around Content



**Everyone
welcome!**

**Doubters
Seekers
Rejects
Outcasts
Wounded
Wondering
Wandering
Sinners
Saints
Survivors**

In May 2014, I launched New Wineskins (movwineskins.com) as a “pub theology” discussion group meeting every other Sunday in a local brewpub’s private functions space. For the next five years, the group grew and friendships bonded around conversations regarding the intersections of faith and culture. It was, and remains, a community designed for those we refer to as “spiritual exiles”—people who have, for any of a number of reasons, either left the institutional church or remain despite their misgivings about their continued ability to participate.

In October 2019 New Wineskins was designated as a ¶259.1.a Mission Congregation within the West Virginia Conference of The

United Methodist Church under the office of Congregational Vitality. We began to imagine new ways to grow both as a local, nontraditional “fresh expression” type of faith community and as a physical expression of a contextual kinship that was emerging in the online space around content I was creating and curating for a newly launched podcast and website called Accidental Tomatoes (accidentaltomatoes.com).

We had begun experimenting with some different ways to engage our group around that content when the global pandemic hit in early 2020. Like our traditional church counterparts, New Wineskins began meeting online via Zoom in March and quickly shifted from bi-weekly to weekly gatherings to help people feel more connected and involved. Within the first few months of online interaction, people who lived outside of the local area began to join us...some were former residents who had moved away, and others were friends and acquaintances from other cities and states. A few were folks who found us online through our websites and social media.

With a theology of worship rooted in the holiness of authentic conversation and deep relationship, alongside a liturgy built on both traditional and nontraditional spiritual practices, New Wineskins has grown both in numbers of regular attendees (from an average

CONNECTIONAL MINISTRIES

of 18 in-person pre-pandemic to 27 per week at the end of our first year of online meetings) and in the spiritual formation of our individual members and our community as a whole. Because of the non-proximal nature of our participants, we have committed to continue to meet exclusively online even after in-person gatherings again become possible.

Meanwhile, we are exploring new ways to integrate content creation/curation with generative community formation. During 2021, I am adding more writers and guest podcast hosts to the Accidental Tomatoes team to offer a broader range of perspectives to the online conversation. As people engage with the content, they will discover intentional avenues for participation in New Wineskins and the ministries that will be multiplied out of it as numerical growth and leadership development evolve. The vision is for New Wineskins to serve as a hub of sorts for new communities—both physical and online—that will be birthed out of it as participants grow in their own pathways of discipleship.

Part 2: Creating New Ministries and Faith Communities

Within my role as the Conference's New Faith Communities Coordinator, I spent much of the past year learning from other church planters and ministry leaders about trends, techniques, and strategies for creating new ministries and faith communities in the era of COVID and emerging online contexts.

Those educational opportunities, along with my experience in planting the New Wineskins community, have led to the creation of a course for our Portico online learning system to help leaders create new contextual faith communities and build discipleship pathways within those communities. Future Portico coursework on creating generative ministries and a learning academy for new ministry discernment are planned for late 2021.

This role is also evolving into a resource for both clergy and lay leadership in imagining new contextual ministries within their existing congregations and communities. Through both formal consultations and organic relationship development, leaders are learning how to create long-term engagement with new participants in their online church services, create small group ministries for folks who aren't likely to attend traditional services, create content as a source for connecting with new people, and use social media more effectively as a tool for engagement and conversation.

Goals for 2021-22, beyond those mentioned above, include holding more formal one-on-one new ministry consultations with leaders and/or churches, at least one seminar or webinar on forming new generative contextual communities, and identifying new leaders for fresh expressions types of ministries.

ACCIDENTAL
TOMATOES

finding faith beyond the fences



CONNECTIONAL MINISTRIES

Rev. Deborah Coble

Director of Communications

Dear Members of the West Virginia Annual Conference,

I sit down to write this year's communications report 52 weeks, almost to the day, after shutdowns began and the implications of the global pandemic were settling in. The whole world was/is and will be changed, and yet, all is not lost, as Charles Dickens so famously reminds us:

*It was the best of times, it was the worst of times, it was the age of wisdom,
it was the age of foolishness, it was the epoch of belief, it was the epoch of
incredulity, it was the season of Light, it was the season of Darkness, it was
the spring of hope, it was the winter of despair...*

(Tale of Two Cities, Dickens 1859)

Your conference communications team, which is represented by nine District Communications Coordinators, at-large members with an array of gifts, and conference staff: Deborah Coble, Conference Director of Communications, and Abbi Blosser, ½ time Conference communications specialist, have experienced all of the emotions above with a few extras for good measure - just as folks in our local churches and communities have experienced!

Because we are Appalachians, we are resilient, risk-taking, and creative people. We bring with us a wide variety of skill sets and life experiences that make *times such as these* ripe for innovative and generative leadership.

On March 22, 2020, two churches began using FM transmitters to gather people in their parking lot for worship so that they could share the Good News of Jesus Christ. Now, through the summer heat, winter snow squalls, and everything in between, more than four dozen churches broadcast from their parking lots, picnic shelters, and even the back of a pickup truck. And it's working, thanks to the innovation of the local church.

Since March 2020, over 30 new websites have been launched using the West Virginia Conference branded local church website template. The template allows for quick turnaround from initial meeting to launch, and the WordPress platform is user-friendly, allowing local church communications teams to adapt and add what works for their context.

Over the past year, two new Facebook groups have launched: WVUMC FM Transmitter Group and WVUMC Website Developers, each with a unique audience. Both groups provide encouragement and a place for discussion and collaboration that allows for hope in the midst of a stressful season.

Finally, a partnership between the Congregational Vitality team and The United Methodist Foundation of West Virginia has allowed over 100 churches to improve their online worship capabilities with grants for new equipment. Many of these churches sought out your WVUMC communications team for advice, best practices, and suggestions for new equipment to put into service.

CONNECTIONAL MINISTRIES

While the 2020 Annual Conference looked different, it was your WVUMC Communications team that took on the task of producing the live segments from the campus of West Virginia Wesleyan College. We are grateful to the Annual Conference Program Committee and Bishop Steiner Ball for the vote of confidence to coordinate both the live stream and the feeds to the various live sites in districts across the conference.

Our communications team has hosted tech-talk Zoom meetings and produced how-to videos to assist local churches with everything from selecting the best microphone for recording a worship service to how to use OBS (a free video production software) to produce online worship.

We look forward to continuing these gatherings online and hopefully, one day soon, at in-person district workshops. Your West Virginia Conference Communications team was honored with five United Methodist Communications awards for writing, print and digital special publications, social media content, and video production. We are blessed with exceptional talent and commitment to our mission.

Deborah recently led an advanced lay servant course on Worship in the Wesleyan Tradition that included a deep dive into online worship best practices. One of the “aha moments” in any of these gatherings is reminding church leaders that a communications team can be a great disciple-making system for the local church.

We are grateful for Bishop Sandra’s engagement with our conference with videotaped daily prayers from Laity Sunday through Epiphany, and now the weekly *Psalms Saturday* and *Wednesday Witness* prayers and teachings. We’ve been blessed to also be part of the production of *Conversations from the Front Porch* and a myriad of other innovative projects that address the spiritual needs of our communities of faith.

This season did not come without great sacrifice and loss. We mourn the death of two of our annual conference communications teammates, Rev. Glen Pysell and Rev. Mark Smith, due to Covid-related illness. Their deaths were made all the more difficult because we were unable to gather together to grieve.

As churches start the move back into their buildings, we will continue to empower and support our creative and innovative local churches to find ways to engage with their online worshipping community. We believe that online worship is here to stay. Your online worshippers are a vital new faith community that should not be an afterthought, but an opportunity to share and participate in stories of faith, hope, and transformation.

To that end, we are here to serve and walk alongside your church and your communications needs. We look forward to collaborating with you.

To God be the Glory!

CONNECTIONAL MINISTRIES

Rev. Shea James

Director of Young Disciples and Outdoor Ministries

The most common phrase in scripture, used over 300 times, is some version of “do not be afraid.” This past year was filled with uncertainty and fear; yet, the West Virginia Conference remained innovative and hope-filled. Our young people followed Jesus and rallied together to support one another, their schools, and their communities. They listened to the Spirit and did things they had never done before; it was challenging, and it was holy.

At the beginning of the shutdown, we had over fifty local churches open their building so that displaced students could complete their online schoolwork.

The Conference Council on Youth Ministry (CCYM) began meeting once a week via zoom in March and has continued to meet regularly. Our students used the pandemic to think creatively about our annual fall youth event, Fall Workshop. They brought worship, fun, and fellowship to over 150 folks at eleven sites throughout the conference. I am incredibly proud of our young leaders who helped us plan and vision for this event. Our young people hosted sites, chose music, and created games for this drive-in-style event! For details about Fall Workshop, please see the CCYM report.

Our campus ministries discovered ways to offer prayer services, worship, and pastoral counseling online. Many summer internships, camps, and programs were canceled. Campus ministries stood in the gap and met throughout the summer, offering life-giving connections for young people who felt isolated, especially those whose home lives were not healthy. Campus pastors have continued this faithful work amid zoom fatigue and changing college campus guidelines.

Going online was the theme of the year, and I’m incredibly proud of the Camp@Home program offered by Spring Heights Camp and Retreat Center. Over 400 children and youth learned about prayer and had daily devotions and evening worship brought into their homes so their families could grow in faith together. Read more about this ministry in the Spring Height’s report.

Another first was Safe Sanctuary training via zoom and creating recommendations for the supervision of children, youth, and vulnerable adults while also following COVID guidelines. I’m pleased to say we will provide an option for Safe Sanctuaries training online in 2021! Our Safe Sanctuary Coordinator, Christie Hill, and I hope this will enable more people to be prepared to keep our vulnerable population safe, so they have the opportunity to grow as disciples of Jesus Christ.

Growing leaders requires intentionality, and all of these ministries have developed leaders who are flexible, passionate, and willing to try new things. An exciting next step is a Youth Cohort. We will partner with Ministry Architects to help train youth workers in each district to support and resource other youth workers in their area. We’ve also launched a Facebook group for youth workers, which is open to anyone ministering to youth (12-18 years old) in our conference. Join us @ WVUMC Youth Ministry Network for help with Bible studies, games, mission opportunities, and more!

The future is unclear, but God is at work. I am not afraid because God is with us as we build bridges of hope into the future.

COVENANT COUNCIL RECOMMENDATIONS APPROVED BY ANNUAL CONFERENCE 2021

Global Ministries

1. All congregations are encouraged to:
 - a. Enlist financial and in-kind support for the Conference Advance Specials.
 - b. Visit at least one of the mission projects and/or Church and Community Workers site and/or invite one of the directors to your church during the year.
 - c. Have at least one person attend the Conference United Methodist Women's Mission U held annually at Cedar Lakes, Ripley, WV.
 - d. Conduct a United Methodist Women mission study at least once during the year.
 - e. Participate in Celebration of Mission Event (C.O.M.E.) which is recommended to be held on the fourth Saturday of April.
 - f. Receive an offering for Global AIDS.
 - g. Visit Global Ministries – The United Methodist Church website: www.umcmmission.org.
 - h. Observe Undie Sunday, October 17, 2021.
 - i. Observe World AIDS Day, December 1, 2021.
 - j. Receive an offering for Black Methodists for Church Renewal, February 6, 2022.
 - k. Observe United Methodist Volunteer in Mission (UMVIM) Awareness Sunday, February 22, 2022.
 - l. Receive an offering for Disabilities Sunday, March 6, 2022.
 - m. Observe UMCOR Sunday, March 27, 2022.
 - n. Receive an offering for Golden Cross to benefit Burlington United Methodist Family Services and observe it on Sunday, April 10, 2022. [Churches may also celebrate Golden Cross on any "5th Sunday" and/or any Sunday during Advent.]
2. The following guidelines and applications where appropriate to be published on the conference website: www.wvumc.org.
 - a. Disaster Response Guidelines
 - b. Humphreys Memorial Scholarship Guidelines and Application
 - c. Hunger Grant Guidelines and Application
 - d. Revolving Loan and Grant Fund Guidelines and Applications
 - e. Mission Ministries Grant Guidelines and Application
 - f. Virginia Higgins Grant Guidelines and Application
3. Jeff Matheny to serve as Conference Secretary of Global Ministries

Conference Advance Specials		
<p>A conference advance special is an entity where a special relationship exists between that entity and the conference, encouraging the conference to be in prayer as well as support those that are listed.</p>		
Global Ministries	Church & Community Workers	Special Emphasis
<ul style="list-style-type: none"> • Ebenezer Community Outreach • Heart and Hand House, Inc. • Heart + Hand Outreach Ministries • House of the Carpenter • Scott’s Run Settlement House • Tyrand Cooperative Ministries • Upshur Parish House • Disaster Response • Hunger Ministries • Volunteers in Mission 	<ul style="list-style-type: none"> • Clarksburg Parish – Anna Troy 	<ul style="list-style-type: none"> • Global Health • Africa University Endowment • Congregational Vitality • Living Hope High School
Coordinators		
	Coordinator	Naming Party/Organization
Disaster Response	Revs. Dan and Sue Lowther	Global Ministries
Global AIDS	TBD	Global Ministries
Global Health Ministries	Rev. Clare Sulgit	Global Ministries
Disabilities Ministries	Rev Michael D. Ludle	Global Ministries
Hunger Ministries	TBD	Global Ministries
Refugee and Immigration Ministries	Cheryl Davis	Global Ministries
Volunteers in Mission	Rev. David Stilgenbauer	Global Ministries
Celebration of Missions Event	Rev. Cliff Schell	Global Ministries
Conference Youth Coordinator	Rev. Joseph Hill	Conference Council on Youth Ministries
Conference Scouting	Mr. Ralph Herron	United Methodist Men
Conference Stewardship Coordinator	Rev. George Webb	Conference Nominations Committee (Quadrennium)
Conference Prayer Coordinator	TBD	Conference Nominations Committee (Quadrennium)
Conference Child Protection Standards Coordinator	TBD	Conference Sexual Ethics Team

Episcopacy

Judi M. Kenaston, Chairperson

The Conference Committee on Episcopacy gathers four times a year to provide support to and evaluation of our Episcopal leader. They share with the bishop from their perspectives throughout the conference. Bishop Steiner Ball currently serves as Resident Bishop of the West Virginia Area. In this capacity she provides spiritual leadership for the entire conference, appoints clergy to local churches, charges, and extension ministries, and sets the vision and direction for the work of the conference.

When I wrote this report last year, we were anticipating General Conference in May and Jurisdictional Conference in July. At Jurisdictional Conference, the Northeastern Jurisdictional Committee on Episcopacy recommends assignments for bishops. In 2020, we were preparing for two possibilities: that Bishop Steiner Ball might return as the West Virginia Area bishop for a third quadrennia, or that we might receive a new bishop. One of the responsibilities of the Episcopacy Committee is to help in these transitions.

Bishops are elected and assigned by and within the Northeastern Jurisdiction and they serve the entire church through the Council of Bishops. Assignments are recommended by the NEJ Committee on Episcopacy which meets regularly to have discussions with bishops and with representatives from all the conferences in the jurisdiction so that the committee is prepared for making assignments for the new quadrennium. The recommended assignments are then approved by the entire Jurisdictional Conference. Assignments are made based on the needs of the entire jurisdiction. Bishops are assigned for four-year terms and can stay for up to a total of 12 years.

Like so many other areas, COVID changed the plans for General and Jurisdictional Conference. First, General Conference was delayed until 2021, and later until 2022. Jurisdictional Conference will occur after General Conference. This has created some unexpected challenges, including requiring that three bishops who would have retired continue to serve the areas to which they were assigned. Provisions are being made that would allow bishops to retire, but since we cannot elect new bishops until Jurisdictional Conference can meet, it will be necessary for the current College of Bishops (the bishops who are elected and serve in the Northeastern Jurisdiction) to provide coverage for all the areas, with six rather than nine bishops.

We have 10 conferences and nine episcopal areas in the Northeastern Jurisdiction. Already, we have one bishop who serves two annual conferences. Our current situation will mean that there will have to be creative ways that bishops can cover multiple areas. The Council of Bishops (comprised of all United Methodist bishops from around the globe), and the various Colleges of Bishops (bishops in the five jurisdictions in the U.S. and all the Central Conferences) are evaluating the role of the bishop and how our bishops can best provide leadership for the entire denomination. These are not new conversations, but they possess new urgency because of the current situation.

In addition to not having conferences meet, there is also the challenge of funding for bishops. The 2016 General Conference recommended providing funding for five additional

bishops for the central conferences in Africa. The General Conference also established a Jurisdictional Study Committee, which was tasked with looking at the episcopal needs for the jurisdictions (regional areas within the United States). The Study Committee has proposed to the 2020 General Conference to discontinue a membership-based formula for determining the number of bishops in a jurisdiction and replace it with a process whereby each jurisdiction determines the number of bishops it needs and can financially support. If this legislation is approved (whenever General Conference meets), it may change the number of bishops that are available for assignment in the Northeastern Jurisdiction. The way we manage the assignments in the coming years before we elect new bishops could impact the decisions of the Jurisdictional Conference in the future. It is my hope that we will be faithful in our attempts to provide the most effective episcopal leadership possible. The proposal of the Jurisdictional Study Committee and other petitions before the General Conference could greatly impact the West Virginia Conference, as the jurisdictions consider where our bishops can best serve to promote mission and ministry.

The Conference Episcopacy Committee also assists the Conference Trustees in caring for the Episcopal Residence. We have requested to have a member of the Conference Trustees included on the Conference Episcopacy Committee to help with this effort.

Although the changes accompanying the pandemic have been forced upon us, we are grateful that the current situation has allowed Bishop Steiner Ball to remain in the West Virginia Conference. We are blessed by her leadership. The Episcopacy Committee is prepared to work with her and to provide support for whatever new challenges may arise in providing expanded coverage in the Jurisdiction. She has set the vision for the conference to focus on its mission to discover, develop and deploy passionate spiritual leaders who make disciples of Jesus Christ for the transformation of the world.



Bishop Steiner Ball addresses the 2021 Annual Conference Session

Equitable Compensation

Michael Q. Atkinson, Chairperson

Members of the West Virginia Annual Conference: I bring you greetings on behalf of the Equitable Compensation Team and I thank God for your faithfulness and determination in paying your fair share gifts to the West Virginia Annual Conference. It is through this connectional giving that we can assist in the appointment of full-time clergy throughout our annual conference who are well educated and equitably compensated. Whether it is long-term support, renewal leave, family leave, or short-term emergency situations, our team is ready to help and support the local church. The 2016 Book of Discipline charges the Commission on Equitable Compensation to support full-time clergy serving as pastors in the charges of the annual conference by: a) recommending conference standards for pastoral support; b) administering funds to be used in base compensation supplementation; and c) providing counsel and advisory material on pastoral support to District Superintendents and committees on pastor-parish relations. To fulfill these responsibilities, members of the team meet to review applications from churches needing assistance in meeting the minimum base compensation for their pastors, review the conference application process, establish budgetary needs for the coming year, and recommend to the WV Annual Conference the minimum salary schedule as it relates to the definition of a full-time appointed clergy. We monitor and distribute information, as needed, to the Bishop and Cabinet for help in the appointment process and the long-term strategic development of the WV Annual Conference.

As part of this report to the Annual Conference, it is important for you to know the extent to which Equitable Compensation Funds are being used to supplement base compensation for full-time clergy and provide support to charges whose clergy person is on leave. The following tables show income and expenses for the previous six years and a detailed breakdown of claims and expenses. As you review these tables, it would be helpful to remember that Equitable Compensation funds are distributed on a claim basis; control of expenses is not an exact science and will differ from year to year.

	2015	2016	2017	2018	2019	2020
Budget	\$150,000	\$150,000	\$150,000	\$150,000	\$142,500	\$142,500
Fair Share Income	\$131,831	\$129,359	\$128,827	\$127,857	\$119,840	\$113,476
Expenses	\$154,310	\$107,514	\$ 77,635	\$ 77,906	\$ 47,587	\$ 31,188
Year-End Balance	\$311,452	\$333,296	\$384,489	\$434,440	\$506,693	\$588,981
Claims	35	34	22	16	15	11

2020 Claim Breakdown

	Claims	Expenses
Medical	2	\$4,000
Renewal	2	\$3,300
Salary Supplement	7	\$23,888

As indicated by the charts above, we celebrate with you that for the fifth year now our claims have totaled less than our Fair Share Income! Through your faithfulness in apportioned giving and fewer claim expenses, we have been able to increase the reserve fund to better serve the annual conference.

We urge our Bishop and Cabinet to continue to work with charges to eliminate the need to rely on Equitable Compensation as a subsidy so that Equitable Compensation is more readily available for renewal/medical leave, emergency situations or, for missional reasons, provide supplemental base compensation beyond the minimum base compensation (2016 BOD, Paragraph 625.6).

To fulfill our responsibility to the 2016 Book of Discipline and the WV Annual Conference, the Equitable Compensation Team is required to recommend for approval a definition of a full-time appointment for a charge within the boundaries of the annual conference. The current (2020-2021) definition of a full-time appointment (adopted previously by the West Virginia Annual Conference) is as follows:

1. Base Compensation according to the following schedule:
 - a. Category I (Full/Provisional Members) \$37,000.00
 - b. Category II (Associate Members) \$35,000.00
 - c. Category III (Full-Time Local Pastors) \$34,000.00
2. CRSP Defined Benefit
3. CRSP Defined Contribution
4. Comprehensive Protection Plan
5. Accountable Reimbursement Plan (No less than \$2,000)
6. Minimum of 70% of conference medical insurance plan
7. Parsonage as recommended by the Conference Parsonage Standards
8. Parsonage utilities as defined by Conference Fiscal Policy #6
 - a. Gas
 - b. Electric
 - c. Water/Sewer
 - d. Fuel Oil
 - e. Coal/Wood
 - f. Basic Telephone and Internet Service

During the February meeting of the Equitable Compensation Team, it was decided to recommend the following definition of a full-time appointment to the West Virginia Annual Conference for adoption. *These recommendations, amended by the 2021 onference session, begin January 2022.*

1. Base Compensation according to the following schedule:
 - a. Category I (Full/Provisional Members) \$37,800.00
 - b. Category II (Associate Members) \$35,800.00
 - c. Category III (Full-Time Local Pastors) \$34,800.00
2. CRSP Defined Benefit
3. CRSP Defined Contribution
4. Comprehensive Protection Plan
5. Accountable Reimbursement Plan (No less than \$2,000.00)

6. Minimum of 70% of conference medical insurance plan
7. Parsonage as recommended by the Conference Parsonage Standards
8. Parsonage utilities as defined by Conference Fiscal Policy #6
 - a. Gas
 - b. Electric
 - c. Water/Sewer
 - d. Fuel Oil
 - e. Coal/Wood
 - f. Basic Telephone and Internet Service

You will note that the only difference between the current definition of a full-time appointment and the recommendations offered by the Equitable Compensation Team is the Base Compensation schedule for Category I, II, and III. Category I would increase by \$1,000, Category II would increase by \$800, and Category III would increase by \$600. This increase would roughly reflect a 2.7% increase in Category I, a 2.3% increase in Category II, and a 1.8% increase in Category III. (**NOTE: Annual Conference action increased all salary recommendations by \$800.**)

When the Equitable Compensation Team met to consider their recommendation to the Annual Conference, the team identified several reasons for increasing the Base Compensation (salary structure) of the definition of a full-time appointment. First, the current salary structure has not changed in the last four years. Secondly, the team recognizes the increased financial burden pastors are experiencing related to education and the additional financial impact the recent increases in conference medical insurance premiums have had on clergy families. Third, the team recognized that the cost of living continues to increase but the minimum Base Compensation (salary structure) has remained the same. Finally, the team reasoned that this increase would be a small step toward attracting new clergy to the annual conference thereby offering some hope for the future of The United Methodist Church in West Virginia.

The Equitable Compensation Team recognizes the delicate balance between a fair and equitable compensation amount for pastors and the additional financial burdens on local churches. When considering this recommendation, the team understood that there would be increased financial burden placed upon the local church. In short, the team's recommendation comes from the team's loving response to the cries for help raised on behalf of clergy at or near the current salary structure. Further, the team reasons that given the large reserve in the Equitable Compensation Fund Account and this small increase in the salary structure, the reserve account is adequately funded to help charges affected, if the need arises.

Finally, I want to stress to you that this recommendation does not set the salary of any clergy. Only the Charge Conference has the authority to determine the salary of full-time clergy. In other words, the Charge Conference can increase the salary of a full-time clergy, even if the definition of a full-time appointment remains the same. In fact, we encourage all churches at or near this definition to consider such an increase if the charge has the financial means available to them.

As a helpful resource during our discussion regarding the definition of a full-time appointment, I have provided you a chart that illustrates the history of the salary structure adopted by the Annual Conference for the last ten years.

	Category I	Category II	Category III
2012	\$31,900.00	\$29,900.00	\$29,200.00
2013	\$33,200.00	\$31,150.00	\$30,400.00
2014	\$34,500.00	\$32,300.00	\$31,500.00
2015	\$35,000.00	\$32,800.00	\$32,000.00
2016	\$35,500.00	\$33,300.00	\$32,500.00
2017	\$36,000.00	\$33,800.00	\$33,500.00
2018	\$37,000.00	\$35,000.00	\$34,000.00
2019	\$37,000.00	\$35,000.00	\$34,000.00
2020	\$37,000.00	\$35,000.00	\$34,000.00
2021	\$37,000.00	\$35,000.00	\$34,000.00

ELIGIBILITY/APPLICATION FOR EQUITABLE COMPENSATION:

(Guidelines are established by the Annual Conference)

Eligibility for Equitable Compensation Funds:

1. Charges must have a minimum of 125 members.
2. Charges must pay at least 70% of the total compensation of the pastor.
3. Charges are expected to pay their Fair Share giving or be moving in that direction.

Application for Equitable Compensation Funds:

1. The charge must contact their District Superintendent for advisement and counsel.
2. The charge must submit an Equitable Compensation request form through the District Superintendent.
3. The charge must submit the current budget for the charge, including an ARP for pastor expenditures.
4. The charge must submit a plan that outlines the intention of the charge to underwrite the budget.

Limitations of Financial Support:

1. The maximum amount paid to the charge from Equitable Compensation Funds will not exceed 30% of the total compensation (base compensation, medical insurance over 70%, personal pension contribution).
2. No Charge receiving funds from the General Board of Global Ministries, the Conference Board of Global Ministries, Ethnic Ministries, or other funds from conference agencies for compensation support is eligible.
3. Exceptions include receiving non-recurring grants from the General Board of Global Ministries for church extension ministries.
4. No charge shall receive Equitable Compensation Funds for more than four years per continuous appointment of the same clergy.

Goals:

Charges receiving Equitable Compensation Funds shall assume an increasing share of the total compensation in each of the four years as follows: 70% year one, 80% year two, 85% year three, and 90% year four. To meet these expectations, charges are encouraged to initiate evangelism programs that will promote membership growth, implement programs that are designed to meet the social, physical, and spiritual needs of church members as well as persons in the surrounding community, and develop an effective program of Christian stewardship. As always, a support team consisting of a District Superintendent, one member of the Commission on Equitable Compensation team, and a member from the Lay Ministry Team responsible for stewardship shall be available to visit each charge upon request.

GUIDELINES FOR PROCESSING FORMS: Every charge requesting compensation support for a pastor shall submit all forms listed in the Eligibility/Application for Equitable Compensation section above to their District Superintendent. These forms are to be submitted 6 weeks prior to the beginning of the appointive year or when a new appointment is made and assistance for financial support is needed to maintain the minimum compensation support set by the Annual Conference. Changes in classification must be cleared through the Board of Ordained Ministry upon recommendation of the District Committee and approved by ministerial members in Full Connection. The timetable for processing charge request forms is as follows:

May 15: The District Superintendent will forward ALL forms to the Conference Treasurer's office to the attention of the Chairperson of the Equitable Compensation Commission.

June 15: The Chair of the Equitable Compensation Commission will review and submit forms to the Conference Treasurer's office for processing.

Fall: To expedite the processing of forms in a timely manner, District Superintendents shall place Church/Charge Conferences that are requesting support from the Commission on Equitable Compensation at the beginning of their Charge Conference Schedules.

November 1: The District Superintendent shall forward all new charge request forms or continuation forms requesting financial assistance for the Commission on Equitable Compensation to the Conference Treasurer's office to the attention of the Chairperson of the commission for processing. The pastor of each church/charge receiving compensation assistance shall also submit a progress report to the District Superintendent on or before November 1 of each year. Failure to process the request forms on time will cause delay in payment of assistance to the charge.

Again, it is our desire to serve this annual conference in every way possible. If we can assist in any way, please don't hesitate to contact me or one of our team members.

ETHNIC MINISTRIES

WV CONAM

(Committee on Native American Ministries)

Elle High, Chairperson

Because of the COVID pandemic, the WV CONAM held its meetings via Zoom and had to make many changes in its activities, especially those focused on in-person community and church get-togethers. The CONAM again financially supported Mother Earth Beat Drum, a West Virginia Native Women's drum group, to participate in the Eastern Native American Women's Drum Gathering to be held in South Carolina. This event was canceled because of statewide quarantining. The CONAM looks forward to Mother Earth Beat attending this celebration of Native Women's drums when it is rescheduled in the future.

We continued developing the Pt. Pleasant weekend activities we had planned for Fall of 2020. These include potential presentations on the Adena people and on the indigenous tribes originally in the Pt. Pleasant area, exhibits of Native artifacts, information about missing and murdered Indian women, a round-table discussion of Indian mascots in our schools, a film about "The Doctrine of Discovery," a feast (pitch-in dinner), Native drumming and singing, and a Native American Sunday service in area churches. These plans had to be tabled, but we are hoping to make them a reality in 2022.

At this year's Annual Conference, the CONAM again was asked to welcome participants to the meeting, also acknowledging that we come together on the traditional lands of indigenous peoples who have lived in what we now call West Virginia for thousands of years, including the Cherokee, Shawnee, Lenni Lenape, Monacan, and other tribes and their ancestors. We are proud that the WV Annual Conference has shown such leadership and has opened its meetings in this way for many years.

The WV CONAM attended online the yearly Northeastern Jurisdiction of Native American CONAMs (NEJNAMC) which represents ten CONAMs stretching from Maine to West Virginia. We were well represented and spoke on several key issues. Elle High, who had previously served on the treasurer's and social justice committees, was elected to a two-year term as secretary for this regional organization.

She and RoBear Wilson (chairperson, Western Pennsylvania CONAM) wrote a position paper concerning the full inclusion of LGBTQ+ People within The United Methodist Church, drawing upon the Native American traditional acceptance and honoring of "Two Spirit" tribal members. Their document was submitted to the NEJ for further revision and development. At a special meeting held by Zoom in February 2021 (the WV CONAM was well represented), the paper was voted upon, unanimously accepted, and a press release about this position can be viewed on the NEJNAMC website.

While many activities of the WV CONAM have been curtailed by COVID restrictions, our members have continued actively to promote our ministries and to be involved in many ways. One of our members, Ed Grant, loaned several Native artifacts

(focused on the Ft. Ancient people) for the American Exhibit at the Huntington Museum of Art. The exhibit covered American life from pre-contact times through the 1860s.

Rich Shaffer led our effort to write a letter opposing the Department of the Interior's action that, as part of the Trump administration, attempted to dis-establish the Mashpee Wampanoag's tribal reservation. This letter also was sent to our state senators, as well as to Bishop Steiner Ball. More recently, CONAM members individually sent letters supporting Rep. Deb Haaland's nomination to become Secretary of the Interior in the new Biden administration. If confirmed, she will be the first Native American woman to hold a cabinet-level position. Heading the Interior Department is especially important because it includes the Bureau of Indian Affairs. Such advocacy work for Native peoples is an important part of our function as CONAMs on state, regional, and national levels.

The COVID pandemic has taken a terrible toll on many of us in WV. To recognize our loss and honor the loved ones who had died, Elle High led this year's Peace Tree Ceremony at WVU. Working from Native American traditions, she and her neighbors in Preston County made around 500 tobacco prayer ties, each one representing an individual who had died of the virus in the state as of the first week in November when the ceremony was held on campus. A garland of the prayer ties was put on the Peace Tree as part of the ceremony and will remain there for a year. A couple of months later, Elle and others in the Bruceston United Methodist Church also made Native prayer ties for a memorial at the death of their longtime and much-loved minister, Rev. Vicki Sheppard.

The pandemic may have changed things, but it has been unable to stop us from expressing our love for one another and the need for our churches to remain strong in our faith and in our caring for each other. It remains an exciting time to be a member of the WV CONAM as it strives to take part in that effort.

Committee members are: Ellesa "Elle" High (chairperson), Tracey Brown-Dolinsky (secretary), Ed Grant, Ellen Krimmel, Ken Krimmel, Jay Lacaria, Jay Parkins, and Rich Shaffer.

GLOBAL MINISTRIES

Global Ministries

Judy Raines, Chairperson

God is doing a new thing in the church because of COVID. Global Ministries is no exception to this statement. Like all ministries in the West Virginia Conference, we have had an unusual year. Most committee members, Global Ministries included, were asked to remain in their position until 2021. Everyone in Global Ministries did that except the chairperson who was moving to another committee. I became chairperson of this awesome group in August of 2020. I am happy to be working with Global Ministries as mission is my real passion. I believe this is God's place for me at this time in my life. I am truly blessed.

You will read wonderful and inspiring reports of those involved in Global Ministries on the pages to follow. You will read how the directors of our seven mission projects have continued to be the hands and feet of Christ to communities that are struggling. I know that you will be as thankful for them and the work they are doing as I have been.

You will learn of the amazing work done by Church and Community Worker Anna Troy, and you will learn about the hope of a new Church and Community Worker coming to the Hope Center in Sophia in the Southern District. We are blessed to have committed servants doing the job of meeting needs and giving hope in our communities.

I hope you will find new information about grants, about New Vision Depot and the Disaster Response team and all the work they have been doing. You will learn of the projects Volunteers in Mission have been involved with. You will see Rev. Cliff Schell's thanks for the wonderful outpouring for the Celebration on Mission Event. The United Methodist Church in West Virginia has been working to meet the needs of many hurting people during the pandemic. Through prayers, grants and social media information, Global Ministries is doing the work God is laying on the hearts of its many leaders. You can even learn how to have a missionary visit your church through the means of social media.

Yes, God is doing a new thing and much of that is being done through your Global Ministries team. Thank you for your support and your prayers,

Conference Secretary of Global Ministries

Jeff Metheny, Conference Secretary of Global Ministries

At the risk of being redundant and mentioning what a weird year it has been I will quickly move on, but it has been so different for our missionaries in service around the world. The pandemic has changed the way we have kept in contact with them through video conferences rather than in person itineration. I was very encouraged to see the MonValley District come together and listen to a missionary in Africa working in agriculture talk to us here in West Virginia about their work and mission. While international travel has not been possible for us or our missionaries on itineration, we are finding new and exciting ways to stay in touch. If you have an interest in connecting with a missionary for your church, please let me know and I will be happy to assist in making the connection.

GLOBAL MINISTRIES

I feel it is also important to mention the service of a faithful missionary who retired this year, Larry Kies who was a professor of Agriculture at Africa University. Larry and I were able to connect over our common backgrounds of growing up on a farm and my visits to Old Mutare over the past several years. His wife, Jane, is still in service teaching students at Africa University who have English as a second language. There are very few people I know who have had a greater impact on the lives of people on the continent of Africa than Larry. He not only taught students how to grow wheat and chickens but also shared his faith in Christ in a humble and caring way.

Refugee and Immigration Ministries

Cheryl Davis, Coordinator

There has been little action regarding Refugee and Immigration Ministries in 2020 due to the effect of the pandemic on churches. It is believed that activity in this area will increase in 2021 as the impact of the pandemic on churches lessens.

In addition, the new presidential administration has expressed plans to increase refugee resettlement in the United States, which may impact our work.

Global Health Ministries

Clare J. Sulgit, Global Health Ministries Coordinator

Our global church has been busy this last year with ongoing efforts to serve those most in need around our world. Some examples are:

- Working to positively impact the lives of women and children around the world, Abundant Health, The United Methodist Church's global health initiative, has achieved and exceeded its goal of reaching 1 million children with lifesaving interventions by 2020. According to data reports, the United Methodist contribution to the global effort to end preventable deaths of newborns, children and adolescents reached 1,075,732 children as of October 2020.
- Seeking to help the global community as the world responds to the COVID pandemic, more than 8,350 people recently donated \$1.7 million to the Sheltering in Love campaign coordinated by the United Methodist Committee on Relief (UMCOR) of United Methodist Global Ministries.

Thanks to donations to the Sheltering in Love campaign and other funding from Global Ministries, a total of \$2,329,785 through 230 grants to 43 countries and 43 U.S. states and territories has been awarded in support of 105 local churches, 54 episcopal areas and 52 nonprofit organizations.

GLOBAL MINISTRIES

The United Methodist Committee on Relief established the fund to provide rapid response grants to help churches and partners assist vulnerable populations dealing with pressing needs related to the pandemic, such as food security, healthcare, job stability and water, sanitation, and hygiene.

Examples of Sheltering in Love grants include:

- In Texas, the Good Neighbor Settlement House of Brownsville, the sole food pantry open in the area during the height of the pandemic, was able to provide for the unhoused population, unemployed families, furloughed restaurant workers and people who have suffered layoffs. The grant covered purchasing food, disposable carry-out and cleaning supplies needed to continue their program.
- In Puerto Rico, where 45% of the population lives under the poverty level, a grant helped the Methodist Church of Puerto Rico provide food to families and personal protective equipment gear to first responders (volunteers) of local churches distributing food and supplies.

In our conference, I continue to gather information about health ministries in order to provide a data base accessible to those who are seeking information. If you know of churches with effective health ministries, please pass that information along to me.

Thank you!

Disaster Response Ministries

Revs Dan and Sue Lowther

WV Conference Disaster Response Co-Coordiators

Like all other ministries around the West Virginia Annual Conference, conference year 2020-2021 has been a unique and complicated time for our Disaster Response Ministries. The end of 2020 brought with it the end of the disaster recovery to the June 23, 2016, flood event that affected multiple counties throughout the annual conference. I want to lift a special "Thank You" to the Disaster Case Managers, Construction Coordinators, Director of Disaster Recovery, Executive Disaster Recovery Director, Volunteers in Mission, and to all the volunteers who helped this ministry bring some much-needed recovery for our neighbors who were affected.

Our Conference Disaster Response Ministry continued to help in assorted ways in the COVID Pandemic. Working through New Vision Depot, the Disaster Response Ministries supplied cleaning and disinfecting supplies to many churches throughout the annual conference, as well as to fire departments, police departments, ambulance services, 911 centers, and some personal homes. New Vision Depot was also able to supply n-95 masks

GLOBAL MINISTRIES

and surgical masks to county health departments, hospitals, doctors' offices, and emergency agencies. The West Virginia Conference Disaster Response Ministries purchased six fogging/disinfecting machines with the help of West Virginia United Methodist Foundation, and the WV Volunteers in Mission. These foggers are being placed on loan to churches throughout the annual conference to help with disinfecting for special events. Many congregations made use of this resource that enabled them to be the Church in a very troubled time.

As the vaccination clinics for COVID have increased, the Conference Disaster Response Ministries has been working with WV VOAD (Voluntary Organizations Active in Disaster) to provide volunteers to clinics in many counties. Duties for these volunteers have included traffic control, directing people, doing intake work and some clerical work. As the clinics continue, our volunteers continue to step up to the challenge. We cannot thank you enough.

In mid-February of 2021, extreme winter weather touched many southern and western counties of the West Virginia Conference. Through New Vision Depot, our Conference Disaster Response Ministries provided cots, pillows, and blankets to open a shelter in Raleigh County. Cots were sent to Summers County to assist with sheltering from the same event. Lincoln County received four pallets of water from New Vision Depot as many people's wells were affected by the extreme weather conditions that resulted in many power outages.

The year 2020-2021 has helped us to see that disasters come in many different forms and take on many different shapes. Through the generosity of many, in the form of monies, goods, and time, the West Virginia Conference Disaster Response Ministries has been able to respond and reach the hand of Christ to many. We cannot do what we do without you. Thank You.

Disabilities Ministries

Michael D. Ludle, Conference Disabilities Ministries Coordinator

Disability- 1. A disabled condition.

2. That which disables, as an illness or physical limitation.

Disabled—having a physical or mental disability.

(both definitions from Webster's Dictionary)

I greet you in the name of our Lord and Savior Jesus Christ. The last year has been a very trying one for everyone. Our buildings have been closed, then opened, then closed again. We have zoomed, streamed, called, and many other things that have kept us as safe as we could with social distancing, mask wearing and washing and sanitizing. In all of this we continue to share the Gospel in new ways. In it all, we have also seen stress levels rise, anxiety grow, and our mental fitness be tested to the limits. Our children, especially those with special needs, have felt this the most. Yet we have seen an increase in all of this across

GLOBAL MINISTRIES

the board. As we see things continue to improve as we get vaccinated and gradually move to a new normal, the Church needs to continue to remember those that fit the above definitions because during this pandemic the numbers have grown.

As we move back into our buildings, we need to continue to assess how we do things and how we need to move forward in including all people no matter their abilities. The United Methodist Church Disabilities Ministries Committee has a way for churches to evaluate their buildings and grounds and can be certified as a Bronze, Silver or Gold status church for disability. The United Methodist Annual Accessibility Audit Form can be found on the conference website at www.wvumc.org/change-the-world/justice-and-advocacy/disabilities-ministries/. I encourage you to look at this form. No matter the size of your church there is someone that could be diagnosed with a disability, so we are called to do all we can for all of God's children.

God has called us and, as a church, we are called to Make Disciples for Jesus Christ to Transform the World. This includes all God's children no matter who they are, where they come from, disabled or not. They/we are all God's children. God bless us all!

Church and Community Workers

Judy Raines, Church and Community Advisory Committee

For more than 130 years West Virginia has been blessed to have Church and Community Workers. They are missionaries commissioned by the General Board of Global Ministries. West Virginia has had as many as 100 in the past. Times have changed, but the need remains.

We now have only one Church and Community Worker, Anna Troy with the Clarksburg Cooperative Parish. You will find her report in this section and see all the wonderful work she has done during these trying times of pandemic. We are blessed to have Anna with us.

We are excited about a new Church and Community worker coming to Hope in the Mountains in the Southern District. The position has already been approved and we are hoping to have a worker on site soon.

We are happy for the Church and Community Workers who have been a real part of the ministry in West Virginia and pray for Anna and our new worker to come who commit themselves to be the hands of Christ in their community.

GLOBAL MINISTRIES
Church and Community Worker
Greater Clarksburg Cooperative Parish
Rev. Anna Troy

What a year! Like many, I never expected the surprises and challenges we faced in 2020. But with a wonderful group of flexible volunteers, we have continued to serve our community throughout this time, providing relief and hope to our neighbors and families via phone and email. Despite the obstacles 2020 brought, Open Heart Ministries (OHM) witnessed several special blessings over the year:

- A new church partner, Lumberport UMC
- A new volunteer
- Two grants
 - UMCOR – Sheltering In Love (\$20,000)
 - Your Community Foundation (\$3,750)

With the support of the parish and partner churches, OHM provided over \$73,000 in service to our neighbors in 2020. Due to the nature of needs because of COVID-19, this assistance was essential not only in keeping families safe and healthy, but also keeping them housed. OHM worked closely with local organizations (Central Community Action, Salvation Army, and DHHR) and churches to maximize support as we assisted our neighbors. This became critical once “shut-off” notices began to be sent out and large bills became due with no way for families to pay as they had no income due to loss of work. These partnerships and grants made it possible to bring hope to our neighbors in their time of need.

OHM also saw an increase in neighbors who had never needed assistance before and were new to navigating the resources available. The volunteers worked to provide information on food pantries, housing information, and more, depending on their needs. This was vital to the families as they learned where and how to provide for their children while keeping home life as stable as possible.

In addition to financial assistance, OHM facilitated the distribution of several special donations in 2020. Each year, “Undie Sunday” is an important time for churches in the conference to collect for the mission projects. The collection from the Southern District was distributed in our community via the Mustard Seed, one of our partner organizations that has a clothing bank. They were excited and grateful for the boxes of new undies!

The second special donation OHM distributed in 2020 was two series of backpacks collections. The first was a Lenten project by the parish churches which filled 40 backpacks with items requested by CPS for children taken from homes in emergency situations. The second was collected by one of our partner churches, Centerbranch Assembly of God, as a children’s ministry project. These 64 backpacks were filled with non-perishable food items for children that OHM then shared with the local food pantries.

The year 2020 may have been difficult in many ways, but that did not stop God from doing amazing things in Harrison County! We give thanks for the wonderful work of the spirit and the people who responded to God’s call in these times.

GLOBAL MINISTRIES

Missions Coordinator

Gayle Lesure, Deaconess, Missions Coordinator

*‘If your neighbor is hungry, feed them; if they are thirsty, give them something to drink...’
‘Do not neglect the needs of the poor ...says the Lord your God.’*

We are blessed in West Virginia to have seven (7) conference mission projects that are in ministry with the poor, the hungry, the thirsty, the lonely, the homeless, the lost and the least. As the COVID virus wore on month after month, your projects found new ways to minister to the people and the communities they serve. We had a massive pandemic that was claiming the lives of so many: people we knew, folks we served with, friends, colleagues, and members in our own families. It has been some hard times this past year. But I am hopeful, because we know that “God is with us” and we are told by the prophets of old: “Be of good courage, don’t be afraid, for God goes before you(us).”

Each of our mission projects has shared their annual reports in this section of Global Ministries. I encourage you to please take the time to read them and then give thanks to God for their tenacity and courage in face of such challenging times. Remember, these are **your** mission projects as they continue to be the hands and heart of Jesus and reflect God’s concern for those who cry out daily for help and hope in their need. Our seven Project Directors/and Church and Community Worker, their staffs, boards of directors, volunteer staff and others have given endless hours to be sure that the mission is done, and the work of the church went forward. They have weathered adversity with resilience and Christ-like leadership, and for that we are so thankful.

In other news of the year the evaluation and review for Ebenezer Outreach Community Center in Huntington was completed. Director of ECOC, Celes Sheffield, gave her response / update on the progress they had made in concurring with the recommendations of the Global Ministries Lead Team. The full written report will be submitted at a later time. In the spring of 2021, the Global Ministries Team will be conducting a review and evaluation of The Upshur Parish House in Buckhannon. Director Kristi Wilkerson and her staff, along with members of the Global Ministries Team, will be conducting the review. Also, Rev. Cliff Schell reported that even in the midst of a worldwide pandemic, the **Celebration of Mission Event** raised over \$77,000.00 last year to support our mission projects and Church and Community Worker. How awesome is that? God is good!

On the conference website, you will find the policies and procedures for the Grant/Revolving Loan Funds available to the local churches/charges of our West Virginia Annual Conference.

The West Virginia Conference Board of Global Ministries also oversees two financial Loan/Grant programs. These loans/grants function on a first come, first served basis. The guidelines and procedures of these programs are available on the conference website (www.wvumc.org)

GLOBAL MINISTRIES

If you have questions, please feel free to call upon me; contact information is on the application form.

- ❑ **Capital Improvement Revolving Loans** --- are available to local churches, WV Conference mission projects, cooperative parishes, district camps, and the WV Conference camp. Maximum amount of loan is \$50,000.
- ❑ **Capital Improvement Grants** --- are available to local churches, WV Conference Mission Projects, cooperative parishes, district camps, and the West Virginia Conference Camp, when all other avenues have been exhausted, and an emergency or extreme need is shown to exist. Maximum amount of grant is \$12,500.

“Let us not grow weary of doing good, for in due season we will reap, if we do not give up.” Gal.6:9

Celebration of Mission Event

Cliff Schell, Coordinator

The Celebration of Mission Event is an outreach ministry of the Conference Global Ministries Team that supports ten mission ministries within the West Virginia Annual Conference. The year 2021 marks the 24th year the Events have been held in the districts across the West Virginia Annual Conference. Since the Events normally take place in late spring, it is not possible to provide 2021 financial reports for the Conference Workbook. Due to COVID, 2020 Celebration of Mission Events experienced a strange, distant, and difficult year. Not a single district was able to hold an Event or have an in-person District Conference. During ordinary years, a major part of the cash funds and most of the tangible goods are collected at these Events. Nevertheless, the WV Conference Churches found ways to continue support for our conference mission ministries, primarily motivated by district leadership and the desire of churches to find ways to fund our Mission Ministries. Amazingly, **\$77,010.85** was raised by emphasizing the 2020 Celebration of Mission Event needs within local churches. Although this amount is \$26,000.00 less than the previous year, it is a great response, considering there were few, if any, in-person services and churches had to find creative ways to continue their support. The Mission Ministries also reported they received an abundance of tangible goods from district “drop-off” locations.

The cash gifts provided \$7,377.00 for each of our seven Conference Mission Projects, Volunteers in Mission, the New Vision Depot and \$3,688.00 for our one Church and Community Ministry. One hundred percent of all cash gifts were distributed to our Mission Ministries. Over the past twelve years, the Celebration of Mission Event has raised

GLOBAL MINISTRIES

a total of **\$1,240,817.63** in cash and, in addition, an estimated 40-50% of that amount in food and other tangible goods. **It is important to note** that undesignated cash gifts are used to provide an equal amount of support for each mission ministry, while all of the tangible goods are given to the ministries assigned to a particular district.

Ten percent of undesignated funds received are deposited in the UM Foundation Trust Fund for Mission Projects (\$6,929.85 in 2020). Of that, 3.5% of the average market value for the past 12 quarters is distributed to our Conference Mission Ministries each year (\$1,082.00 for each project for 2020). At the close of 2020 the market value of the Trust Fund was **\$402,314.71**. Individuals, churches, and groups are encouraged to contribute to this fund and help it grow for the long-term support of our Mission Ministries. These contributions can be made to the UM Foundation.

Proceeds and donated goods from the Celebration of Mission Events support the seven conference mission projects, the conference Church and Community Ministry, the Volunteers in Mission and the New Vision Depot. **All Celebration of Mission Event cash gifts are remitted to the Conference Treasurer.** Local churches or individuals may send cash gifts for the support of the projects before and/or following the Event, accompanied by the proper remittance number. The numbers for 2021 support are:

- | | |
|---|---|
| #875--Undesignated Gifts | #887 – Scott's Run Settlement House |
| #880--Heart + Hand Outreach Ministries (was CDOM) | #888 – Tyrand Cooperative Ministries, Inc. |
| #881--Ebenezer Community Outreach Center | #889 – Upshur Parish House |
| #883--Heart and Hand House, Inc. (Philippi) | #892 – Volunteers in Mission |
| #884--The House of the Carpenter | #893 – New Vision Depot |
| | #896 – Greater Clarksburg Parish C&C Ministry |

There are Celebration of Mission Event coordinators providing leadership in all of our nine districts. Additional information and district schedules can be downloaded at district websites and from the conference website under Change the World-Special Ministries-Celebration of Mission Event.

GLOBAL MINISTRIES

**WEST VIRGINIA ANNUAL CONFERENCE
CELEBRATION OF MISSION EVENT**

**DISTRIBUTION OF 2020 CELEBRATION OF MISSION EVENT FUNDS
RECEIVED THROUGH DECEMBER 31, 2020**

MISSION PROJECT	DESIGNATED FUNDS	UNDESIGNATED FUNDS	TOTAL DISTRIBUTION
UM Foundation Trust (Formerly CDOM)	\$ 0.00	\$6,929.85	\$ 6,929.85
Heart+Hand Outr Min	\$ 50.00	\$7,327.00	\$ 7,377.00
Ebenezer	\$ 300.00	\$7,077.00	\$ 7,377.00
Heart & Hand – Phil	\$ 800.00	\$6,577.00	\$ 7,377.00
House of Carpenter	\$ 1,175.00	\$6,202.00	\$ 7,377.00
Scott’s Run	\$ 700.00	\$6,677.00	\$ 7,377.00
Tyrand Coop. Min.	\$1,785.00	\$5,592.00	\$ 7,377.00
Upshur Parish House	\$ 825.00	\$6,552.00	\$ 7,377.00
VIM	\$ 100.00	\$7,277.00	\$ 7,377.00
Clarksburg Parish	\$ 0.00	\$3,688.00	\$ 3,688.00
New Vision Depot	\$2,038.00*	\$5,339.00	\$ 7,377.00
TOTALS	\$7,773.00	\$69,237.85	\$ 77,010.85

*Includes \$100.00 Direct Gift to New Vision Depot

Submitted by Cliff Schell
WV Conference Celebration of Mission Event Coordinator
January 5, 2021

GLOBAL MINISTRIES

**2021 CELEBRATION OF MISSION EVENT
DISTRICT ROTATIONS**

DISTRICT	EMPHASIZED MISSIONS
Greenbrier	Heart + Hand Outreach Ministries-S. Charleston Greater Clarksburg Parish
Little Kanawha	Tyrand Cooperative Ministries Heart + Hand Outreach Ministries-S. Charleston Volunteers in Mission
Midland South	Scott's Run Settlement House New Vision Depot Disaster Response
Mon Valley	Ebenezer Community Outreach Center New Vision Depot Disaster Response
Northern	Upshur Parish House The House of the Carpenter
Potomac Highlands	Upshur Parish House Scott's Run Settlement House Volunteers in Mission
Southern	Tyrand Cooperative Ministries Heart and Hand House-Philippi
Wesleyan	The House of the Carpenter Heart and Hand House-Philippi
Western	Ebenezer Community Outreach Center Greater Clarksburg Parish

PLEASE NOTE: The Rotation List is for the designation of **tangible goods only.**

- Cash gifts may be designated, but undesignated giving is encouraged.
- Undesignated cash gifts will be divided to provide an equal amount for all Conference Mission Projects and Volunteers in Mission.
- A 1/2 share of cash gifts will be distributed to the Greater Clarksburg Parish.

GLOBAL MINISTRIES

Burlington United Methodist Family Services, Inc.

120 Hope Lane, Burlington, WV 26710; cpmullett@bumfs.org (304) 289-6010

“Changing lives by preventing harm and providing hope & healing to hurting children and families.”

Our agency’s guiding scripture is Jeremiah 29:11, “For I know the plans I have for you,” says the Lord. “I have plans to prosper you, not to harm you. I have plans to give you a future filled with hope.” This verse comes at the end of a chapter in which God reminds the people of Israel that they are to prosper and increase even though they are in captivity. In the midst of a difficult time, they are given the assurance that God will bring them a future filled with hope. That promise has been very relevant to BUMFS this year.

Since submitting this report last year, Burlington United Methodist Family Services (BUMFS) has seen a lot of changes.

- BUMFS began a work-from-home policy in March for all non-essential staff due to COVID.
- On April 1st Chris Mullett arrived as our next President and CEO.
- On April 20th we purchased seven acres in Mineral county to create an additional recovery residence for women in need of help with addiction.
- Three days later, on our Burlington campus, a terrible fire destroyed the maintenance building in which our apple butter has been made for decades. We had already begun to build a new maintenance building, which was completed in May.
- In May of 2020, we began the construction of a fitness center on the Burlington campus.
- In June, we dedicated Mill Meadow Group Home (the former Alkire Mansion.) This will house seven boys in Keyser.
- In June, we also said, “Farewell,” to long-time and much-loved President and CEO, Mike Price, who retired after 24 years with BUMFS.
- In July, construction began on our women’s recovery center on the Knobley Rd. site.
- In September, we said farewell to a very faithful executive assistant, Sandra Stump, and welcomed Jennifer McGreevy to that role.
- Our Keyser Foster Care team moved into the chapel on our Knobley Rd. property which is now called Hope Meadows in January 2021.
- In February 2021 ground was broken to rebuild what had been the maintenance building on the Burlington campus. It will be a larger building that will house the Apple Harvest Festival and the Auxiliary’s other activities. If the Lord is willing, we will have an Apple Harvest Festival this October!

GLOBAL MINISTRIES

Those are some of the highlights since our last report. However, as is the case every year, the real highlights have everything to do with our 315 amazing team members who house children safely and with love in our ten cottages, find homes for foster children, place children with adoptive families, help teens transition to independence, coach parents to enrich their children, come alongside new parents to help their babies have a great start to life, help teens stay in their communities through case management, help adults with disabilities to live independently, provide therapy to children and adults, care for children who have been horribly abused, aid in the recovery of women who are struggling with addiction, and, finally, the incredible supporting team in accounting, PRDM, billing, HR, administration, IT, maintenance and management who keep everything together so that this ministry works!

As the new CEO, I am incredibly grateful to be doing this work. Only with the help of God and each of you can we keep it going. Please remember us in prayer! We are walking toward that hopeful future!

Rev. Christopher P. Mullett

Ebenezer Community Outreach Center, Inc.

1660 8th Ave, Huntington, WV 25703 ebenoutreach@hotmail.com 304-523-2882

What a year 2020 has been!! COVID has been something else for all aspects of our program. We have had to turn away donations for our clothing closet, our volunteers have been drastically reduced, we have lost children due to parents losing their jobs or they have been able to work at home, and the after-school program was not able to do any of their summer activities, programming or field trips. But through the grace of God, we have been blessed and we are surviving!!

Fifty-six children are enrolled in the Learning Center, including preschool and the after-school program.

Through the generous support of First UMC (Huntington), and individuals from the community, Ebenezer was able to continue to provide Christmas gifts to 65 children.

School Supplies, including backpacks and binders, were given to over 70 children.

On a monthly basis, approximately 300 people are served through the various programs and services we offer to parents, children, and the community. This was a reduction due to some programs not being offered due to COVID.

We received a grant from the United Methodist Foundation to provide new and updated science and math supplies and equipment for the various classrooms. Hopefully during the summer, we will be able to take the kids either to Heritage Farm or the zoo to learn about the animals and their habitat live in person.

GLOBAL MINISTRIES

A special thank you to ECOC's Board of Directors, the Conference Board of Global Ministries, West Virginia Annual Conference, Western District Office, local United Methodist churches and individuals for their continued support of Ebenezer's mission to our parents, children and the community. These programs continue to provide a relief for many families on a daily basis with your support. Thank you!!

Please remember the mission projects work is not complete and would not survive without **YOU!** The Lord's work still needs to be done whether it is through your skills, time, or money; please continue to reach out and help those in need.

May you be blessed in all that you do!

“Reaching Out To Others”

Celes L. Sheffield

Executive Director

Heart and Hand House, Inc.

PO Box 128, Philippi, WV 26416 brenda@heartandhandhouse.org 304-457-1295

While 2020 was a year filled with challenges, there were also many blessings along the way. We had to adapt and change the way we did some things, but by God's grace and generous provision, we were still able to continue serving those in our community who were in need. The COVID pandemic affected some of our ministry programs more than others, but, overall, we were able to avoid any significant, long-term closure or interruption of most services (exceptions are noted below). That was a blessing! Our work in 2020 included:

- *Distribution of more than 1,275 food boxes through our walk-in food pantry, as well as through mobile food pantries we conducted in two locations throughout the county;*
- *Assisting 146 families with utility payments, rent, and prescription purchases; providing hygiene kits and cleaning items to 128 families;*
- *Helping 60 families with baby-care essentials through our Layette Program and Baby Pantry*
- *Completion of one new home and two housing repairs through our Home Repair and Construction Program; This program was, perhaps, most affected by the pandemic, with COVID restrictions preventing almost two-thirds of our volunteer work teams from coming, resulting in a major reduction of the number of repair projects undertaken.*
- *Receiving and distributing countless new and used items of clothing, shoes, furniture, and other household goods through our thrift stores; Vouchers for free clothing and household items were given to over 220 individuals and many other items were given to those in need. The thrift stores were closed for approximately six weeks, from mid-March through April, and have maintained shorter hours of operation since re-opening.*
- *Provision of safe, convenient access to fresh, local produce and other items through*

GLOBAL MINISTRIES

our Community Garden Market; Over 150 vendors participated, collectively earning more than \$160,000 in 2020. Continued funding for the SNAP Stretch program and increases in SNAP (food stamp) benefits during the pandemic resulted in a significant increase in low-income customers coming to the market to buy fresh fruits and vegetables. We were also able to partner with WVU Extension Service to offer a FARMacy Program to 30 individuals working with healthcare providers at two local clinics and provided produce for Kids' Markets at the elementary schools.

- *Provision of supplemental food to 160 elementary and middle school children each week through our Backpack Feeding Program*; When schools were closed due to the pandemic, we were able to provide food to children participating in remote reading programs sponsored by the local library for the remainder of the year. In November, we also implemented a "Senior Backpack Program," where we partnered with the local Senior Center to provide supplemental food boxes for the elderly.
- *Distribution of food and cleaning items to 216 families at Christmas*; Because of pandemic restrictions, we did have to rethink our annual Christmas program, but were still able to hand out boxes of food for a holiday meal, plus tote bags full of hygiene and cleaning items to local families via a "drive by pick up" event. The process was quite different but worked better than we imagined it could!

We thank God for the continued support and prayers of our Annual Conference family and the blessings we receive so that we can be a blessing to others.

Grace and peace,
Brenda Hunt, Executive Director

Heart + Hand Outreach Ministries

212 D Street, South Charleston, WV 25303
executivedirector@hhomwv.org 304-342-0029

Heart + Hand essential services never ceased or even paused throughout the pandemic. Requests and services are now managed and delivered differently but the outcomes are the same. We continued to prevent homelessness by helping with rent evictions, utility termination notices, and restored utilities to homes. We provided low-income families with vouchers to our thrift store for needed clothing, linens, household items, and furniture. We provided diapers, formula, and other baby needs. We supported those that needed help with work requirements of steel toe work boots, nonskid shoes, scrubs, and clothing.

We helped with food insecurity in several ways:

(1) Low-income residents of South Charleston, St. Albans, Dunbar, Institute, Tornado, Alum Creek, and Davis Creek were eligible to receive free food from our pantry monthly.

GLOBAL MINISTRIES

(2) With the help from a grant and two West Virginia State University Social Work interns, we checked in bi-weekly with a group of seniors living alone and with no transportation or local family. The interns called them for their store list, shopped for them, and delivered requested food (and more) to their porches. This program ran through the last 16 weeks of 2020.

(3) 279 Kanawha County families received Christmas food boxes.

(4) 110 Putnam County families received Christmas food boxes.

(5) FEMA funds designated for Putnam County were used to partner with churches and pantries to supplement feeding programs in Putnam County.

In July, we celebrated the 55th anniversary of Heart and Hand and a ribbon cutting for our new elevator. We proudly wore t-shirts with a special anniversary logo and thanked the community for coming together to fund our elevator, basement renovation, and our mission for the past 55 years.

On the first Sunday in October, we held our annual Kay Hall Hike for Hunger. We planned a “virtual event” and hoped for the best. Over 200 people came in person! We raised a record amount for this longtime event.

Christmas 2020 is a great memory for 636 children as the community partnered with us to provide toys, clothing, and food to those living in situations that most cannot imagine.

Like other retailers, our thrift store was closed for two months beginning March 15th due to the statewide shutdown of non-essential businesses. This was a difficult time. Our thrift store provides so much for so many. The community donates their no longer needed items to benefit their neighbors through Heart + Hand. Volunteers and staff sort donations and stock the store. Our caseworker provides vouchers to those in need of clothing. The store also operates as a year-round fundraiser covering a large portion of our building expense and other operating costs.

We welcome volunteers to come to our large facility and serve others with adequate social distancing. Thanks to all of you for supporting the mission of Heart + Hand Outreach Ministries.

Most sincerely,
Vicki Ballengee
Executive Director

GLOBAL MINISTRIESHouse of the Carpenter

200 S. Front St., Wheeling, WV 26003
 mlinger26@gmail.com 304-233-4640



During the COVID Pandemic, the House of the Carpenter continued our ongoing focus of ministering to the most vulnerable in the community. Along the way, we also reached some significant milestones.

After lengthy discussion, the HOC made the decision to modify some of our services in order to comply with COVID recommendations. We closed the Thrift Store for a while, and moved **our food pantry to curbside**. In addition to going curbside, we made a choice to increase the amount of food being distributed with a particular emphasis toward families having children home for extended periods. We also supported feeding children by providing **the weekend backpacks** to the students at Madison Elementary on the same days the county food distribution was taking place, by being a **summer food distribution center**, and providing **Christmas food boxes** to the families.

Recognizing that as of January 2021, the WV Department of Education estimated that over 50% of children/youth were failing at least one class and that students in poverty were at greater risk for failing, the HOC partnered with the faculty/staff of Madison to host **a Learning Lab**. The students were transported to the facility where they had breakfast, assistance in logging on to class session, tutoring, access to counseling and speech therapy, exercise, and lunch. Food bags were provided for the days the students were not at the Center. Over 40 students caught up and learned during this time. **Christmas Kids** was also done during the season including working with those in **Domestic Violence Shelters** during Christmas. At Christmastime, **Cougar Cocoa** was also created. The HOC provided ceramic Madison Cougar mugs, hot cocoa mix and books as gifts to the students. The faculty delivered the gifts to all 265 students and performed a wellness check on each one. The **Anchor 2.0 Middle School After School** program was also established.

The **thrift store and the underwear room** reopened. **Utility assistance** was provided. During the pandemic, many people with addictions struggled tremendously. In response, the **AA meetings** were expanded to be available three days a week. We have also provided **nutritional supplements** to our seniors and to our homeless population.

We also faced staff changes as Shara Robinson left the HOC in order for her husband to pursue a better opportunity. *Ms. Mia Williams* was hired as our Program Director. Mia is a graduate of Tulsa University with a degree in Communications, and is in their Hall of Fame as the point guard for the basketball team. We also hired *Mr. Joshua Spurlock* as our Education Coordinator. Josh is from Greenbrier Co and graduated from West Liberty University with a degree in education and was a member of the wrestling team. We moved *Michael Johnson and Ron Wensyel* from part-time to full-time. Combined, the two have

GLOBAL MINISTRIES

worked tirelessly to clean, disinfect, sanitize, and take all of the measures necessary to keep our staff, our reduced number of volunteers, and neighbors safe.

We also completed the \$2.7 million **Toni and Nancy Bedway Center for Youth**. We are carrying a \$500,000 mortgage but the facility has greatly expanded our ability to do ministry. The programs had starts and stops during the pandemic. However, the programs designated to begin in 2021 are: archery, art class, basketball camp, bike rodeo, dance classes (tap, jazz and ballet), day camp, drama, guitar, reward day of Gaga Ball with Madison, pickleball, volleyball, walking program and yoga (Christian and trauma). We are working on Senior Health and Wellness Education and Bible Study programs.

We want to thank you for your prayers and support as we continue our work to those most in need.

Rev. Michael D. Linger
Executive Director

Scott's Run Settlement House

PO Box 590, Pursglove, WV 26546 admin@srsh.org 304-599-5020



Scott's Run Settlement House is continuing to serve those in need in Monongalia County through the COVID pandemic. All services have shifted to curbside. In 2020, a week's worth of groceries was provided to 7,014 individuals and 700 children in 11 schools were provided over 15,000 bags of food during the school year.

Our seasonal outreach programs also continue to make a huge impact in Monongalia County. In 2020, a total of 802 individuals enjoyed a Thanksgiving meal; 102 children in 48 families were sponsored at Christmas; and 112 children received a new backpack full of supplies for school. SRSH's supplemental senior food program also provided 2,654 boxes of food to seniors in need in 2020.

The services provided by Scott's Run Settlement House continue to make a difference in the lives of those who struggle to meet their most basic needs in Monongalia County. Your continued generosity and unwavering support of our work are what makes all this possible.

Jana Stanfield said, "I cannot do all the good that the world needs. But the world needs all the good that I can do." This demonstrates how important and significant your support has been; each donation, no matter how big or small, makes a real impact on someone's life. You have made it possible for Scott's Run Settlement House to provide greatly needed services to those most in need.

Thank you for illustrating God's grace and abundance through your continued support of our programs.

Shay Petitto
Executive Director

GLOBAL MINISTRIES**Tyrand Cooperative Ministries, Inc.**

PO Box 365, Mill Creek, WV 26280 tcm@frontiernet.net 304-335-2788

Tyrand Cooperative Ministries continues to meet the needs of the less fortunate in Randolph County. During COVID the staff have remained steadfast and dedicated to work toward alleviating hunger and other emergency needs of the less fortunate. We are short on volunteers due to the COVID Virus, but we are praying that will soon change and we can get all of our previous volunteers back. We have installed plexiglass dividers for the offices and the Thrift Store in order to provide a safe work environment for our staff and volunteers. The Year 2020 was a year of uncertainty. We had to cancel our Home Repair Program, our Day Camp, and other programs because of safety protocols. The cancellation of our Annual Auction was devastating to our ministry because that is our biggest fund raiser of the year. Support from the Conference United Methodist churches was down but God still provided and it is by God's grace that we were able to continue to serve God's people.

We were able to have the Ham & Bean Dinner in March of 2020 before things started shutting down. This dinner is sponsored annually by the Highland Cooperative Parish.

We were blessed with a grant from the Benedum Foundation that was for food insecurities for Senior Citizens. Those seniors who benefited from this grant were very appreciative.

The drug epidemic continues to be a problem in our area. We continue to provide a safe work environment for all our staff and volunteers. Our volunteers have been trained to stay safe and still offer the love of Christ to those with addictions. We have panic buttons in the Thrift Store and the offices. We work closely with the Randolph County Office of Emergency Management in being prepared for any situation that should arise. We are included in the weekly COVID updates in the county and we also continue to work with the RCOEM in Disaster Preparedness.

We continue to sell items on E-bay to help fund our programs. Our seller name is: tyrand2009

If you shop on Amazon, you can select a charity to donate to through Amazon Smile. Donations can also be made through PayPal at tcm@frontiernet.net We are grateful for any donations.

Our slogan "Faith and Action Joined in Love" is a constant reminder for us to be disciples of Christ and to help our brothers and sisters in need. We are appreciative of the Highland Cooperative Parish, the Wesleyan District, the other denominational churches that participate and all the churches in the WV Annual Conference for their continued support. I encourage each of you to visit and support Tyrand and all your Mission Projects.

Keep all of us in prayer as we struggle to keep serving the less fortunate.

Blessings,

Belinda Toms, Executive Director

GLOBAL MINISTRIES

Upshur Cooperative Parish House

68 College Ave.; Buckhannon, WV 26201 krlwilkerson@gmail.com 304-472-0743



As we all know, the last year has been anything but “normal” given our current pandemic situation. Through it all, we have been constantly reminded that God’s presence surrounds us, our service and our work, in remarkable ways.

The staff have been extraordinary since the pandemic began in March 2020. They have met every challenge and kept our service to neighbors-in-need as their primary focus. With guidance from the Conference, we established new procedures

and practices in response to COVID. Through the suggestions of staff and volunteers, we also revised other processes, allowing for better efficiency and efficacy. We now conduct a significant portion of our services by phone. We created curbside distribution for the food pantry, our holiday meal boxes, and backpack distribution. We welcomed new volunteers who were not at high-risk for the virus.

Despite several challenges, the pandemic also included silver linings, all of which will have a lasting impact on Upshur County. We established a new partnership with our local WVU Extension Office and its Nutrition Program. We received UMCOR funding in response to COVID and were able to provide additional assistance with neighbor’s water bills, food pantry items, and children’s hygiene products. In cooperation with our Conference, we continued to fight food insecurity among senior citizens. We partnered with WV VOAD, the Pallottine Foundation, and CJ Maggies Restaurant to provide takeout meals to local residents in July and August 2020, serving an average of 125 meals each evening.

I am particularly grateful for Buckhannon native Sean Crites, now a junior in college, who volunteered in our food pantry upon his return to the area when his Spring 2020 semester went fully virtual. Sean’s care and compassion for neighbors in need was evident from the first day he served in the food pantry. As he learned more about our mission and ministry, he naturally stepped up and assumed additional responsibility, quickly becoming an incredible asset for the Parish House and our neighbors. When his summer internship was cancelled due to COVID, he began an internship with us. His passion for increasing the quality of life for neighbors, for encouraging them to adopt healthier lifestyles, and for listening and understanding their unmet needs while simultaneously searching to find solutions provided a sense of hope and optimism for all those he encountered. He also used the opportunity to further discern his own calling to attend medical school with a focus on public health and assisting low-income families. Without a doubt, Sean’s arrival and service were Heaven-sent.

GLOBAL MINISTRIES

With tremendous gratitude, the Upshur Parish House was awarded several grants over the last year. The United Methodist Foundation of West Virginia and Weyerhaeuser provided funding for a complete technology upgrade. The Rotary Club of Buckhannon Upshur sponsored a matching challenge grant for shelter and utility financial assistance. The United Way of Lewis, Gilmer and Upshur and Philanthropy West Virginia both provided grants for our food pantry and holiday food boxes. We also renewed our participation in the WV Neighborhood Investment tax credit program.

I am grateful for those who have partnered with us along the journey of 2020, and especially for the United Methodist Churches of the West Virginia Conference. I am appreciative of the opportunity to get to know other WV UMC mission project directors better, to learn from them, and to be mentored by them through bi-monthly zoom meetings. One of our greatest challenges was our largest revenue source, the Clothes Closet thrift store, being closed for two and a half months due to COVID; however our community including many churches and businesses were gracious and generous in their support, which allowed us to remain open and continue providing essential services.

All of these grants and partnerships were particularly important as we responded to increases in need. Requests for backpacks and school supplies saw an increase of 27%. Christmas food box distribution increased 15%. And the most shocking statistic includes requests from new families rising 300% due to the pandemic.

We look forward to a time when we resume more of our typical activities including our salad luncheons during Annual Conference. We also hope to soon offer expanded hours one evening or weekend day each week, and we yearn for fellowship again during our Monday/Wednesday/Friday lunches. Until then, we continue to serve our Upshur County brothers and sisters as best we can through our revised processes. We express our deepest gratitude to those who generously support our mission and ministry with their prayers and gifts. And we continue to pray for the safety and well-being of our neighbors, volunteers, staff, community, and churches throughout the remainder of this pandemic.

In closing, we share these verses with you from Numbers 6:24-26 (NIV), may:

The LORD BLESS YOU and keep you; the LORD MAKE HIS FACE SHINE UPON YOU and be gracious to you; the LORD TURN HIS FACE TOWARD YOU and give you peace. Amen.

Respectfully submitted,
Kristi Wilkerson, Director

Higher Education

Mark Stotler, Chairperson

Campus ministry assessment reports were submitted in January 2021 for activities/initiatives carried out in 2020. Despite the challenges the pandemic presented, the campus pastors did not abandon their missions. They were forced to think outside the box. They met regularly by Zoom with Shea James, Conference Director of Young Disciples & Outdoor Ministries, who serves as staff liaison to the Board. Through these interactions, campus pastors were able to share ideas about ministering in the pandemic environment.

Prior to the outbreak of the pandemic, Marshall and Concord were able to engage in spring break mission trips. These trips took them to the Florida Keys and Cincinnati, respectively. On these trips, students were able to assist in rebuilding homes damaged by hurricanes or provide service to those experiencing homelessness.

When pandemic protocols cancelled in-person meetings, weekly worship services were reformatted for Zoom gatherings. West Liberty and Concord ministries were able to increase attendance and participation through these Zoom gatherings. Marshall had success in retaining engagement through virtual game nights. Fairmont and West Liberty modified their feeding programs to provide a safe alternative such as carryout and distribution of such items as ice cream and prepackaged pepperoni rolls.

West Virginia University and West Liberty made mental health a new emphasis as they became more aware of the rising incidence of suicide and depression. The campus pastor at WVU participated in Awakened Life Training that was led by the General Board of Higher Education and Ministry. This training equipped her to lead students in the study and practice of mindfulness with the goal of improving mental health.

One theme that was prevalent in most of the assessments was the involvement of student leaders. Leadership teams were involved in the formatting of Zoom worship. Student leaders took active roles in leading the worship experience. Spring break mission trips were a product of planning by student leaders. The future leaders of the Church were on display.

When we are able to put the pandemic behind us, the Board of Higher Education believes that our Campus Ministry teams are poised to move forward in the mission to discover, develop, and deploy passionate spiritual leaders who make disciples of Jesus Christ for the transformation of the world.

Justice and Advocacy

Martha Hill, Chairperson



The 2020-21 Conference Year has given me the opportunity to be introspective about my church assignments. This year provided a chance to get out of old ruts and blaze new trails for the important trek of Christianity. Watching events of the past year unfold including the pandemic, general election, divisions in our country, insurrection, and impeachment, gave me a chance to explore my complacency with voter suppression and racial injustice, and to find ways of loving those who do not share my opinions. Living through a pandemic has helped me escape

my fears and conventionalism. I have scrutinized Justice and Advocacy (J & A) and Peace with Justice (PWJ) with new vision. I have read more, “Zoomed” more, thought more, been agitated more, and forced to pay more attention. The shutdown of much that was familiar and comfortable made me stop and reassess. What is it that J & A and PWJ are called to do? 2021 and beyond should not be business as usual.

In the wake of COVID, faith communities that were feeding, clothing, and caring for persons in crisis or essential workers, were invited to apply for Peace with Justice \$500 micro-grants. Grants were awarded to purchase face masks, items for food pantries, computers for those in recovery to stay connected, and provide aid for asylum seekers who were unemployed due to the pandemic.

Our group held a virtual retreat in November with three focus areas: how our faith and commitment to justice informs our disaster response (JF Lacaria); soul tending in the midst of COVID (Alicia Rapping); and processing the election from a Christian perspective (Bishop Sandra Steiner Ball).

Our spring online meeting featured presentations concerning some of the Conference justice ministry areas: Refugee/Immigration (Cheryl Davis), Disabilities (Michael Ludle), Ethnic Local Church Concerns (Angela Jones), Environmental Concerns (Ashton Berdine), and Gun Violence (Dee Price).

Online communication has become increasingly more critical and effective when in-person gatherings are constrained. Ideas and concerns are shared on our group Facebook page and through virtual webinars. Jeff Allen, Director of the Council of Churches, has been a continuing partner regarding Legislative initiatives.

As the Peace with Justice Coordinator for the Conference I have participated in General Conference virtual gatherings and shared emails and chats. I have appreciated the guidance of the Justice and Advocacy Committee regarding disbursement of Peace with Justice funds. Deborah Coble has ably assisted as the Conference staff person assigned to guide our work.

Conference Lay Leader

Kristi Wilkerson, Conference Lay Leader

It is my privilege to serve as your Conference Lay Leader after being nominated and elected during our Annual Conference meeting in August 2020. I am grateful for the dedicated service of our previous Conference Lay Leader Rich Shaffer. We were blessed with his leadership, creativity, and artistic ability.

It is early Spring as I write this report and after one full year of the coronavirus pandemic, we finally have hope and excitement that the worst of COVID is behind us. We celebrate the quick and flexible response of our churches, that ministry continued despite the pandemic, and the vast inclusion and expansion of online worship opportunities.

This past fall, Bishop Steiner Ball shared a message of hope and encouragement in each district through online meetings. Further, the Lay Ministry Team consisting of district lay leaders, the Associate Conference Lay Leader, the coordinator of Lay Servant Ministries, the previous Conference Lay Leader, the Director of Congregational Vitality, and representatives from United Methodist Men, United Methodist Women, and Conference Council on Youth Ministries, have gathered monthly to discuss lay leadership opportunities and new initiatives.

The Advent and Lenten Devotionals written by laity continued this past year. These devotions were clearly Spirit-led and Spirit-filled. Our Associate Lay Leader, Eva Hensley Faulkner, coordinated the devotionals and expanded the Advent series to conclude on Epiphany.

We held our first online laity session in 2020 and will again host the laity session virtually in May 2021. All laity are invited to participate in this session. We also look forward to hosting future online and in-person events designed specifically for laity responding to God's call on their lives, for leadership development, for spiritual formation, and more. Stay tuned for more information available soon regarding our new learning management system, Portico.

I participate and represent you during various meetings, including those of the Northeastern Jurisdiction Conference Lay Leaders and the Association of Annual Conference Lay Leaders. Information from these sessions is shared when available, such as the dual pandemic letter regarding coronavirus and the increase in racial tension throughout our nation. This statement was distributed throughout the conference in September 2020. We recognize that we are called to confront acts of oppression and injustice, and to work to end racism.

I look forward to continuing to partner with the laity and clergy of the West Virginia Conference as we serve together to discover, develop, and deploy passionate spiritual leaders making disciples of Jesus Christ for the transformation of the world. In doing so, we will make even more connections and build additional bridges with communities, being well-positioned to meet the needs and offer solutions for our neighbors facing challenges. Thanks be to God for the many ways you share the grace and love of Christ with others!

Lay Servant Ministries

Kimberly A. Matthews

Annual Conference Director of Lay Servant Ministries

According to the *Discipline*, “a lay servant serves the local church or charge (or beyond the local church or charge) in ways in which his or her witness, leadership, and service inspires others to a deeper commitment to Christ, and more effective discipleship.” I think we all understand that our clergy are in ministry, but do we remember that as laity, we are also in ministry? The work of Lay Servant Ministries is to remind the laity of the church that we all have a call from God to use our gifts for the work of the kingdom, to help equip the laity to do that work, and to hold each other accountable in that work.

In The United Methodist Church, one of the most visible expressions of lay servant ministries is the certification as either a Certified Lay Servant, Certified Lay Speaker, or a Certified Lay Minister. Each of these requires specific course work, approval, and continuing education.

As each person who is reading this report knows, 2020 was a year of challenges. The global pandemic created a new current reality for all of us. I was so inspired and impressed to see how the districts adapted their lay training to continue to meet the needs of laity. In 2020, despite the challenges, at least six Basic Courses and 25 Advanced Courses were held (the majority of them via Zoom). As I write this report, I have already received notification from several districts that they have planned their 2021 training opportunities for Laity.

One of the unexpected advantages of Zoom courses is that they are easily accessible from anywhere in the Annual Conference. We work to find ways to keep everyone informed of all courses so that a person seeking certification as a Lay Speaker can find the polity class she needs – even if it is across the state.

2021 saw the beginning of two Certified Lay Minister courses – both of them as online offerings. The MonValley district began a course in January with a professional educator. In March, a large group of students began a Conference CLM Course. Both of these courses are utilizing Zoom and Portico (the Conference’s online Learning Management System).

I am working with the District Lay Servant Ministry Coordinators to increase communication between all stakeholders. As a team, we use email to connect with each other, to share ideas and problems. As I reinstate the process for providing conference approval for Certified Lay Speakers and Certified Lay Ministers, I am accumulating contact information for those who are certified and will be able to increase and create connections with them. We are beginning to use the Annual Conference Laity Page to publicize district trainings, and the district lay ministry coordinators are organically sharing their training schedules with each other.

Anyone who has read Genesis knows that from challenges, God will bring opportunities. Because of the pandemic, we are creating connections we never dreamed possible; we are blazing paths out of necessity that will revolutionize our ministry. At least, that is my prayer.

How can you help?

- For those who are pastoring a church, whether clergy or laity, I encourage you to help laity hear their call and answer it, thereby leading people toward increased discipleship. Please increase your knowledge and awareness of the certifications offered to laity. Become aware of the opportunities offered to equip laity and share the information with your congregation. You are often the gatekeeper! Please be a good one. I pray you will be open to the leadings of the Holy Spirit as you proactively encourage the laity in your churches to hear their calls to ministry.
- I pray all of us will listen to God’s direction and will “step out of the boat” into ministries of witness, outreach, nurture, and generosity. I hope you will find the lay ministries program to be available and helpful to you.
- I ask all of those involved in lay servant ministries to continue to spread the word, to be an educated and joyful witness to the work of God in this program.
- I am so inspired by the creative ways the lay ministry team is meeting the challenges of this year. Isaiah speaks to us about God when he writes, “I am about to do a new thing: now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert.” (Isaiah 43:19). Find the new way and don’t stop!

Following this report is a table with a summary of the Lay Ministry positions. This is provided for your convenience, but the Discipline and Annual Conference Rules are the ultimate resource.



**Bree Moll, Marie-Louise Campos, and Hannah Lamb
vote on conference business at Annual Conference 2021.**

Lay Servant Ministries

Position	Think about this if you are interested in...	Requirements	Re-certification
Certified Lay Servant	Who should become a certified lay servant? The best way I've heard it defined is that a certified lay servant is a person who has a call to work in the local church or in the community	<ul style="list-style-type: none"> • Be approved by your charge conference • Complete the basic course • Complete one advanced course – and you can choose the course that best matches your call, whether it is preaching, teaching, praying, care giving – or a multitude of other choices. 	To maintain your certification, you will need to be approved by your charge conference annually (there is a form to complete that can be found of the Annual Conference website) and take one advanced course at least every three years.
Certified Lay Speaker	Consider this option if you are interested in serving pulpit supply – filling in when necessary, but not serving a single church on a long term basis. The certified lay speaker preaches the word when requested by the pastor, DS, etc and is also equipped to do the work of the Certified Lay Servant.	<ul style="list-style-type: none"> • Be a certified lay servant • Complete the following six advanced courses – preaching, prayer, polity, United Methodist beliefs, spiritual gifts, and leading worship. • Be approved by your Charge Conference, • Be interviewed and approved by your District Committee on Lay Ministry and the Conference. 	To maintain your certification, you will need to be approved by your charge conference annually (there is a form to complete that can be found of the Annual Conference website), be reviewed by the district committee on Lay Ministry and the conference, and take one advanced course at least once every three years.
Certified Lay Minister	Consider this if you are called to serve in a particular ministry long term, such as assigned supply or other long-term ministry.	<ul style="list-style-type: none"> • You must be a certified lay servant • Complete specific CLM curriculum with an accountability group. • Be approved by your Charge Conference • Be interested and approved by the District Committee on Ordained Ministry and the Conference. 	To maintain your certification, you will need to be approved by your charge conference annually (there is a form to complete that can be found of the Annual Conference website), be reviewed by the district committee on Ordained Ministry every other year (and obtain conference approval), and participate in continuing education.

Board of Ordained Ministry

Rev. Dr. Jay D. Parkins, Chair

The Board of Ordained Ministry is comprised of 40 members representing all nine districts, including both active and retired Elders, Associate Members, Deacons, Local Pastors and Laity. The Cabinet representative to the Board, Rev. Melissa Shortridge, assists in maintaining clear communication between the Board and the Cabinet.

Election of officers for the 2020-2024 Quadrennium was conducted at our last in-person meeting in March 2020. The Executive Committee of the Board includes: Board Chair (Rev. Dr. Jay Parkins), Vice-Chair (Royce Lyden), Registrar (Rev. Jacob Steele), Secretary (Rev. Stephanie Bennett).

Other members of the Executive team include: Chair of the Order of Elders (Rev. Michael Estep), Chair of the Order of Deacons (Rev. Jeffrey Taylor), Chair of the Fellowship of Associate Members and Local Pastors (Rev. Gwen Wolford), Cabinet Representative (Rev. Melissa Shortridge), the Chair of Enlistment and Recruitment (Rev. Larry Buckland), Registrar of Local Pastors (Rev. Scott Sears), Chair of the Conference Relations Committee (Rev. Timothy Allen), Vocational Discernment Coordinator (Rev. Chip Bennett), and Residency Director (Rev. Bart Thompson). The Rev. Dr. Bonnie MacDonald, Annual Conference Director of Leadership Formation and Ministry Support, is the conference staff liaison to the Board.

Due to the Coronavirus pandemic, the Board was forced to adapt its work of discovering, developing and deploying passionate spiritual leaders who make disciples of Jesus Christ for the transformation of the world this year. The use of alternative formats for meetings and working with candidates for ministry was challenging.

One of the Board's primary tasks is the review and recommendation of candidates for Associate, Provisional and Full membership to the Clergy Executive Session. Though the Board normally completes the interview process over the course of two in-person interview sessions in the February and March, due to the constraints of the Coronavirus, Board interviews were conducted via Zoom at our March meeting. At the time of this report, the Board was in the process of interviewing candidates for approval and recommendation.

Though the number of candidates is low compared to previous years (i.e. two Full Member Candidates and two Provisional Candidates), we are supporting a large number of candidates in seminary who may come before the board in coming years. Your apportionment giving enables us to provide scholarships and other support to these individuals.

DISCOVERING

The Board of Ordained Ministry oversees the "Inquiring Candidacy Program." The program was modified in accordance with COVID protocols, moving to a completely online format. In 2020, there were 28 candidates participating in the program.

Pastoral Ministry Licensing School

When the pandemic began in March of 2020, students were on the brink of beginning in-person classes at Bishop Hodges Pastoral Care Center. Most students had purchased the required textbooks, and some had begun work when it became clear that the pandemic was going to prevent any in-person gathering.

It was determined that Candler's PMLS administered by Emory University would be our best option for seeing our 15 WV Conference candidates through this important step on their journey. Classes began the first week of June and students completed six weeks of classes including video learning, discussion groups and writing assignments. A time of evaluation and observations was shared by Zoom after completion. It was determined that the plan had been successful, and much was learned which would be helpful in planning for 2021 PMLS if determined necessary. On July 1, 2020, thirteen of these candidates became Licensed Local Pastors and two later received appointments, becoming licensed as well.

Our 2021 PMLS is now underway, again partnering with Candler School of Theology, using an 8-week format. There are 22 students participating.

DEVELOPING

Residency

The Residency program has adapted to the COVID reality by shifting workshops, classes, and covenant groups to a virtual format. We have discovered that the distance-learning models have significant merit and provide cost savings. The covenant groups have increased the residents' time together and this is creating deeper career-long relationships that will strengthen their connectional community. Classes and workshops have focused on a diverse reading list, including *Postcards from Babylon* by Brian Zahnd. We had a detailed conversation about the book in one of our Zoom classes. We also worked with the West Virginia United Methodist Foundation and took the Generosity workshop classes. We are planning to discuss clergy stress and emotional wellness in the spring with the Rev. Dr. Gary Nelson. Our hope is to meet in person for a retreat and workshop in the fall if the pandemic recedes.

Course of Study

The Board supports and assists participants in the Course of Study as they move forward with their education. The Board celebrates the hard work of all our Full-Time and Part-Time Local Pastors, as they continue to complete their Course of Study work.

The Board provides assistance to those attending Advanced Course of Studies at \$350 per class after completion of each class with a passing grade. We also continue to support Local Pastors with \$200 per course for extension schools and \$350 per course for regional schools.

DEPLOYING

The Board of Ordained Ministry plays a supportive role in the lives of ordained and licensed clergy throughout their career. The Board oversees continuing education funds enabling full-time clergy to receive up to \$600 every two years for continuing education endeavors. Detailed information on how to access this program is available on the conference website.

In addition, the Board supports clergy in appointments beyond the local church and assists clergy in discerning the viability of non-traditional appointments. The Conference Relations Committee also provides support and oversight to ordained clergy transitioning in their conference relationship (i.e., leaves of absence, retirement, etc.).

Though the Board was scheduled to participate in Cultural Competency training in March 2020, the Coronavirus impacted our facilitator's ability to travel. This training was rescheduled for Fall 2021. Kristina Gonzalez provided Board training in this critical area via Zoom at our virtual retreat in November. This training included completion and review of the Intercultural Development Inventory (IDI) assessment of intercultural development. The assessment and training were designed to assist the Board in better understanding how we think about cultural differences and commonalities in our work of discovering, developing and deploying clergy leaders in our annual conference.

The past year has been one of challenge and growth for the Board. We continue to learn and grow in our roles in these changing times and using new platforms to support our conference clergy from the beginning of the inquiry process through retirement.

As your current Board chair, I am very thankful for Bonnie MacDonald and Angela Jones at the Conference Office for their tireless work and support of Board, as well as the Board leadership on the conference and district levels during these challenging times. I covet your prayers on behalf the full board as we continue our work in equipping clergy leaders serving our churches throughout the West Virginia Annual Conference.

Fellowship of Local Pastors and Associate Members

Rev. Gwen Wolford, Chair

I always like to begin this report with a few reminders of who we are as Licensed Clergy: The Fellowship of Local Pastors and Associate Members is organized in each annual conference in order to provide mutual support of all licensed clergy for the sake of the life and mission of the church¶323. All Local Pastors and Associate Members hold membership in the Annual Conference Fellowship by virtue of their clergy status. Over 50% of the active clergy in the West Virginia Annual Conference are Associate Members or Local Pastors. Many Local Pastors are bi-vocational, serving the church *officially* in part-time status, though most would tell you there is no such thing as part-time ministry while being a pastor. Local Pastors are examined each year by their District Committee on Ordained Ministry and must be deemed effective and fit to continue in pastoral duties in order to receive an appointment by the Bishop (This should be affirming to clergy and

reassuring to congregations.) Unlike Associate Members and Elders in the UMC, Local Pastors are not guaranteed an appointment and, in the WV Conference at this time, are not required to itinerate, although, they can and do.

It is redundant to say that Conference year 2020 was filled with challenges. The pandemic has left many reeling from the sudden changes in the way “we do things.” It is likely that we all can say, “We have never done it like this before.” As a Fellowship, we broke our bylaws by not having an annual meeting since there was no in-person Annual Conference. I confess that with all the changes in the local church, WV Conference, and family, I did not even consider finding a way to bring all of our Local Pastors and Associate Members together in 2020. This is something I will explore with colleagues and resource persons and would welcome input from others who are reading this report. As a Co-Director of Pastoral Ministry Licensing School, I worked with Rev. Bonnie MacDonald to quickly make changes to Licensing School plans and methods for completion. It was decided in early May to move forward with online classes from Candler Seminary administered through Emory University. In July 2020, thirteen new Local Pastors joined the WV Annual Conference after successful completion of licensing school, affirmation of their District Committees, and appointment to local churches. Many Local Pastors have been completing Course of Study online through various approved schools. I applaud everyone’s efforts to continue to comply with educational requirements and remain on the journey with God and with the WV Annual Conference.

I began to say in conclusion, “In these uncertain times,” but when have our days not been uncertain? Indeed, this may be the greatest gift that has come from the pandemic, awareness again, on a large scale, of our complete dependence on God. I leave you with the words of Paul to the church at Philippi for keeping spiritually fit and sound: “Finally, Brothers and Sisters, whatever things are true, whatever things are noble, whatever things are just, whatever things are pure, whatever things are lovely, whatever things are of good report, if there is any virtue and if there is anything praiseworthy—meditate on these things.” Philippians 4:8.

Order of Deacons

Rev. Jeff Taylor, Chair

Deacons are ordained clergy leaders who are called to a lifetime ministry of word, service, compassion, and justice. Deacons exemplify Christian discipleship, nurture others in their relationship to God, and lead the church to respond to the needs of the poor, neglected and marginalized of the world.

In the congregation, deacons teach, preach, officiate at funerals and weddings, offer pastoral care, and assist in administering Baptism and Holy Communion. Deacons lead discipleship development ministries and help laity identify and claim their own ministries. Deacons lead the congregation in its servant ministry and equip and support all baptized Christians in their ministry. Outside the walls of the church, deacons share the good news in word and in their advocacy for the poor, neglected, oppressed and discouraged; provide ministries of mercy; and invite Christians into these ministries.

Through the Order of Deacons, The United Methodist Church affirms this historic, central, and distinct ministry. The purpose of the Order is set out in ¶306 of the *Discipline*. The pandemic created challenges toward fulfilling our purposes, but we were able to adapt by meeting safely. In the spring of 2020, we had to change our plans to meet in person for retreat and spiritual formation. We shifted our gathering to a virtual format.

We gathered, again by Zoom, on September 24, 2020. After a time of prayerful centering, we had a fruitful discussion with Bishop Steiner Ball about how deacons are called to a ministry that brings the church into the world and the world into the church. In our current context - a pandemic, social inequality, politically polarized culture - the members of the Order of Deacons are responding to our call.

The year 2022 marks the 25th Anniversary of the ordination of deacons as clergy members in full connection in The United Methodist Church. As our Order gathers during this calendar year, whether in-person or more probably in a virtual format, we will explore ways to celebrate the anniversary.

It is a blessing for me to chair the Order of Deacons. I am grateful for the leadership of Rev. Claudia A. Krebs Fizer, who immediately preceded me as chair of the Order, and for the opportunity to serve alongside all of the deacons of the West Virginia Annual Conference.

Order of Elders

Rev. Mike Estep, Chair

A pandemic and the resulting need to adapt church ministry, division inspired by political and cultural fears that focuses church and community anxiety on clergy, and the ever-looming, again postponed General Conference - with its ever-present stresses - are some of the challenges faced by members of the Order of Elders in recent months.

The blessing of technology has kept and/or enhanced relationships among members of the Order. We long for the day when we will not only be able to gather with our flocks, but when we can be with one another again and testify:

“And are we yet alive, and see each other’s face?.....

What troubles have we seen,
what mighty conflicts past,
fightings without, and fears within,
since we assembled last!

Yet out of all the Lord
hath brought us by his love...

(Charles Wesley, PD)

To that end, we look forward to our spring gathering.

Outdoor Ministries / Camping Team

The following is a report from the WVUMC Conference Camp, Spring Heights Camp and Retreat Center; and remarks from our district camps, Asbury Woods and Crossroads.

Spring Heights Camp and Retreat Center-West Virginia Conference Camp



Spring Heights has much to celebrate! While the pandemic impacted summer camps and retreat groups visiting the property, the camp staff responded with creativity and offered a summer program called Camp@Home. The theme was Prayer (adapted from “This is our Prayer” by Inside Out: Christian Resources for Outdoor Ministries). Campers received a box in the mail before their program week filled with activity instructions, supplies, a small group journal, and a worship songbook. While staying safe at home, campers enjoyed daily devotions, activities, small group Zoom calls, and evening campfires. Participants watched videos on the Spring Heights website and completed various activities like scavenger hunts, making stress balls, and learned many new ways to pray.

Camp@Home ran through July; thanks to this program, Spring Heights Camp and Retreat Center ministered to campers in West Virginia, Ohio, Virginia, Maryland, Minnesota, Iowa, South Carolina,

Texas, and Kentucky. Seventy-nine percent of campers had never been to Spring Heights Camp before!

The pandemic was especially challenging for pastors and their families as they adjusted to many changes in the life of the church. The Clergy Support Team and the Board of Pensions joined together to offer FREE pastor retreats at Spring Heights Camp and Retreat Center for anyone serving a church in the West Virginia Conference. These self-guided two-nights/three-day retreats are excellent opportunities for renewal and sabbath rest at our remote and serene facility. Spring Heights is an ideal place to get away with your family or enjoy a personal retreat. The camp director has reimagined the lodges and created comfortable spaces we know you’ll appreciate; please contact the camp office to book your stay!

This year allowed Spring Heights Camp and Retreat Center to make needed improvements without disrupting regular programming and facility use. With the help of a

few volunteers, our staff built a new deck on the office, replaced the dining hall roof, and paved the walkway to Price Lodge, making it easily accessible for guests.

If you would like to bring a volunteer group out for a day, please contact the office. We're happy to host volunteer groups who can help us maintain the property so that Spring Heights can continue to be a place where people grow in their understanding of God for generations to come. If you would like to donate, checks should be made out to "Conference Treasurer" with "Spring Heights Donation" in the memo line. Please mail donations to:

Conference Treasurer
P.O. Box 2469
Charleston, WV 25329

This summer, we are excited to bring back DaySpring, our traveling camp ministry. We will not have traditional summer camp, but we will be bringing day camp to each district this summer. For more information about DaySpring, Pastors Retreats, or volunteering, please visit the website at www.springheights.org, or follow us on Facebook at www.facebook.com/springheightsfb or Instagram [@springheights](https://www.instagram.com/springheights).

Amy Mullins
amy@springheights.org
2067 Barrcut Road
Spencer, WV 25276
Phone: 304-927-5865

Asbury Woods Camp- Western District

Asbury Woods is a year-round ministry of the Western District of The United Methodist Church located in Salt Rock, WV. It is available for groups of all sizes and ages. The camp offers four different buildings for lodging and meeting areas, a chapel, dining hall/lodge with a full kitchen and fireplace, a small lake, pool, picnic shelter, a campfire area, and hiking trails with natural beauty throughout. For more information about Asbury Woods, please contact Steve Hensley shensley@firstunitedmethodist.com.

Crossroads Camp- Little Kanawha District

Crossroads is an integral part of the Little Kanawha District and to the community around Parkersburg. Crossroads is available for weeklong camps, weddings, graduation/birthday gatherings, family reunions, and church picnics! For more information about Crossroad Camp, please contact Lisa D. Withee, Board Chairman and Camping and Retreats Coordinator, lisa.withee1970@gmail.com.

Pensions

**RECOMMENDATIONS APPROVED (as amended) BY THE
2021 ANNUAL CONFERENCE**

I. Pensions

- A. That the Past Service Rate (pension rate for service rendered prior to 1982) increase from \$612.00 to \$625.00, effective January 1, 2022.
- B. That the fair share figure for past service pensions be eliminated due to significant over funding of the Pre-82 plan and significant reserves held at the WV United Methodist Foundation which can be utilized if needed to meet current plan liabilities.
- C. That clergy who are appointed three-quarter time and half-time and are eligible to participate in the Clergy Retirement Security Program (CRSP) be eligible to earn benefits under the CRSP plan.

II. Medical Insurance

- D. That the apportionment for the health insurance program remains at \$4,325,000.
- E. That \$75,000 be apportioned for the Medical Insurance Reserve account.
- F. After four months of prayer, research, and evaluation, the Board recommends the Conference move the active participant health insurance coverage to Wespath’s HealthFlex program utilizing the Blue Cross Blue Shield network with an effective date of January 1, 2022. This change is recommended to eliminate the risk of unbudgeted claims costs, expand participant options, enhance sustainability, expand health and wellness expertise, equalize the appointment process, and maintain similar costs to our current plan. This recommendation does not impact active or retired participants of the Medicare supplement program. A Medicare supplement will continue to be offered to Medicare Eligible Participants by the Conference.

2022 Participant Monthly Premium						
Monthly Cost by Tier	H1500 With HSA	H2000 With HSA	H3000 With HSA	C2000 with HRA	C3000 with HRA	B1000
Participant Only	\$358	\$207	\$20	\$401	\$188	\$470
Participant + 1	\$682	\$394	\$38	\$763	\$358	\$894
Participant + 2 or More (Family)	\$931	\$538	\$50	\$1,043	\$488	\$1,221

- G. That the 2022 rate billed to each charge per participant in the Plan be \$6,500 for the year. The 2022 participant Health Care Premiums be as exhibited in the table below.
- H. That under the HealthFlex plan, Retirees not yet 65, will continue to be eligible for coverage through the Conference health insurance plan. Those retiring between January 1, 2004 and July 1, 2021 and not yet 65 will be billed the participant amount per their elections and 20% of the rate normally billed to a charge per participant (\$6,500 annually for 2022). Individuals retiring after July 1, 2021 and being younger than 65, will be bill the participant rate according to their plan elections and the full rate normally billed to a charge per participant (\$6,500 annually for 2022).
- I. The Board of Pensions shall administer the Health Insurance Plan and be authorized to make such changes as will be of benefit to the local church and all persons covered by the plan.

III. Medicare Eligible Participants

- J. To be eligible for the West Virginia Annual Conference health insurance supplement to Medicare coverage at retirement, you must have been under full time appointment status for seven consecutive years immediately prior to your retirement date or have Medicare as primary insurance through the Small Employer Exception at the time of retirement. Persons who have had an interruption in the last seven years of their appointive service but have remained in relationship with the West Virginia Annual Conference, may have their eligibility reviewed by the Board of Pensions on a case-by-case basis.
- K. If an Eligible Employee and/or their Dependent(s) are not enrolled in the Plan within the applicable sixty (60) day enrollment period, or within a period described under “Special Enrollment Procedure”, they must enroll during the Plan’s Open Enrollment Period, [March 1st – March 31st], a nonparticipating Eligible Employee may elect to enroll themselves singly or with his or her Dependents in the Plan and a Participating Employee may elect to add, modify or eliminate coverage under the Plan. Any changes elected during the Plan’s Open Enrollment Period shall be effective as of the first day of the Plan Year, [April 1st], immediately following the close of the Open Enrollment Period.
- L. Effective January 1, 2021, Medicare eligible beneficiaries of the Plan may qualify for the small employer exception to the MSPA (the “Small Employer Exception” or “Exception”) such that Medicare would be the primary payer for benefits incurred by Plan Beneficiaries who are age 65 or older (“worked aged”). If any church participant of the Plan has fewer than twenty (20) employees, then working-aged Beneficiaries (and their spouses) of each such Church Participant may qualify for the

Small Employer Exception upon application. Pursuant to this Exception, Medicare would become the primary payer for benefits incurred by these eligible working-aged individuals. The Conference Treasurer's Office will be contacting and working directly with individuals as they become eligible for this program.

- M. The Plan will coordinate prescription drug claims as if the participant is a Medicare participant and will subsidize reimbursement at 50% of the first dollar of the Medicare Part D "Donut Hole" prescription drug expense of \$4,020 to \$6,350 up to a maximum reimbursement of \$1,165 per historically Calendar year.

IV. Miscellaneous

- N. That the last Sunday in October 2022 be observed as the Day of Remembrance Sunday, and that offering be designated to support the Ministerial Education Fund.
- O. That the moving expense allowance for retiring clergy and spouses of active clergy who have died within the year be set at a maximum of \$4,000. Moving expenses shall be limited to actual costs up to the maximum allowable amount.
- P. The maximum individual emergency benefit shall not exceed \$2,500 per calendar year, with a lifetime benefit of \$7,500.
- Q. That the following special grants and pension adjustments be approved:
- **Dependent Adult Children:**
 - Esther Louella Feather
 - Wilma Wayne
 - Amy B. Conner
- R. Funding for the Clergy Retirement Security Plan (CRSP) will be billed directly to each church in the Annual Conference by using a formula that reflects each pastor's compensation as a percentage of overall conference compensation.
- S. That the Executive Secretary of Pension Funds, Inc. be authorized to sign all documents on behalf of the Annual Conference that binds our pension agreements with the General Board of Pension and Health Benefits.
- T. That the resolution **Rental/Housing Allowances Retired or Disabled Clergy** of this Conference be adopted. (*see Resolution 2 in Section 6 Resolutions of this Journal*).

Retired Ministers' Housing Loan Fund

History

At the 1981 session of the West Virginia Annual Conference, upon recommendation of the Board of Pensions, a Ministers' Retirement Housing Loan Fund was established to provide low interest loans to ministers at or near retirement for the purpose of purchasing a retirement home. The Board of Pensions, at their August 19, 1999 meeting revised this fund to be loans of no more than \$100,000 per family.

Pension Funds, Inc. administers this housing loan fund through the Executive Secretary's office. The fund is supported by gifts, Day of Remembrance offerings, and interest earned on existing loans.

Eligibility

All United Methodist ministers retiring in the current calendar year and surviving spouses of deceased ministers (provided application is made within one year after the minister's death) are eligible to receive loans from this fund. Applications may be secured by writing the office of Pension Funds, Inc., P.O. Box 2469, Charleston, WV 25329, attention Jamion Wolford. ALL APPLICATIONS MUST BE RECEIVED BY FEBRUARY 1. Applications will be reviewed at the Board's spring meeting.

Donations

Donations of money, stock, bonds, real property, and other convertible assets are welcomed. The Executive Secretary of Pension Funds, Inc., and the United Methodist Foundation of West Virginia, Inc. will cooperate to provide channels of giving and investment for persons who would like to provide gifts to the Retirement Housing Loan Fund.

Loan Fund Guidelines

Loans are available to surviving spouses of deceased ministers and to ministers of the West Virginia Annual Conference who will qualify for pension after serving on a full-time basis as a Local Pastor or Conference Member at least ten (10) consecutive years immediately preceding the date of retirement.

The following criteria will determine the availability of loans:

1. Fund Balance.
2. Number of Applications received.
3. Applicant's financial need.
4. Nearness of applicant to retirement (must be within one year of retirement). This provision does NOT apply to surviving spouses.

The purpose of the loan is to assist in the purchase of primary retirement housing. Loans will NOT be made to assist in refinancing a house or to purchase a second home if the first home is sold.

Loans will be limited to eighty (80) percent of the appraised value or purchase price of the property, whichever is least. If the home is later sold, the loan is NOT assumable.

Interest rates shall be two thirds of the prime rate as reported in the Wall Street Journal with a minimum rate of 6% on the day the loan application is received in the office of the Executive secretary of Pension Funds, Inc. Loans shall be amortized over a period of not more than twenty years. All costs relative to loan procurement shall be borne by the borrower.

The borrower shall provide the following documents:

1. Deed of Trust
2. Evidence of property and liability insurance
3. Termite inspection (existing home) or termite treatment (new homes)
4. Promissory note covering the full amount of the loan
5. Certificate of title or final title letter
6. Appraisal
7. Home Inspection and survey

Clergy Emergency Fund Policy

The purpose of this fund is to provide emergency funds for clergy and their families when faced with **medically related** expenses that would create financial hardship to them or their family.

Active clergy families under appointment in the West Virginia Annual Conference or retired clergy families may request up to \$2,500 annually with a \$7,500 lifetime cap for this fund. Clergy who have previously exhausted their lifetime limit will be eligible to access emergency funds under the new guidelines up to the new limits.

ACTIVE CLERGY FAMILIES

All requests from active clergy must be referred by their District Superintendent. The request must be in writing (email or letter) and be accompanied by a receipt, letter or estimate, either of which describing what the medical necessity of the money is to be used for. In the case of an estimate, once the money is used, a receipt is to be forwarded to the Treasurer's Office to complete the documentation. Funds may be sent directly to the recipient or the District Superintendent for distribution. Records of disbursements will be kept in the Conference Treasurer's Office.

RETIRED CLERGY FAMILIES

All requests from retired clergy must be referred directly to the Conference Pension Officer (Conference Treasurer). The request must be in writing (email or letter) and be accompanied by a receipt, letter or estimate, either of which describing what the medical necessity of the money is to be used for. In the case of an estimate, once the money is used, a receipt is to be forwarded to the Treasurer's Office to complete the documentation for that transaction. Funds will be sent directly to the recipient. Records of disbursements will be kept in the Conference Treasurer's Office.

CONFERENCE BOARD OF PENSIONS-PENSION FUNDS, INC.
FUNDS HELD BY WESPATH AND
UNITED METHODIST FOUNDATION
AS OF DECEMBER 31, 2020 (Unless other date noted)

1. **Deposit Account** The “Checking Account” maintained by the General Board of Pensions through which the West Virginia Annual Conference Pension Plan makes deposits and payments.
 - a. **Balance, 12/31/2020: \$1,896.37**

2. **Past Service Funding Account (Pre 1982 Service)** The past service liability account for clergy who have retired and to which is credited the conference’s level annual payment toward its past service liability and to which are debited the amounts required to pay benefits to retired clergy, widows and other claimants.
 - a. **Balance, 12/31/2020: \$42,222,675.50**
 - b. **Funding Status, 2021: \$12,174,675 overfunded (140%)**

3. **Superannuate Endowment Fund** An account not belonging to the West Virginia Annual Conference Pension Plan but created by the General Board of Pensions from assets of earlier pension plans of the United Methodist Church and from which the West Virginia Annual Conference receives interest earnings which are credited to the Deposit Account to reduce the Conference’s annual payments in its Pension Plans.
 - a. **Balance, 12/31/2020: \$764,935.04**

4. **Defined Contribution (DC) and Comprehensive Protection Plan (CPP) Clearing Account** - An account established at the General Board of Pensions and Health Benefits to clear DC and CPP payments in accordance with the Modified Direct Bill Program used to receive and credit participants’ retirement contributions.
 - a. **Balance, 12/31/2020: \$ 339,748.07**

5. **Clergy Retirement Security Program (CRSP) Defined Benefit (DB) Clearing Account** - An account established at the General Board of Pensions and Health Benefits to clear DB payments in accordance with the Modified Direct Bill Program used to receive and credit participants’ retirement contributions.
 - a. **Balance, 12/31/2020: \$3,072,683.71**

6. **Deposit Account Excess (Pre-1982 Reserve Fund) – United Methodist Foundation of WV** – An account established to invest balances with our local United Methodist Foundation for earnings and liquidity purposes.
 - a. **Balance, 12/31/2020: \$3,366,524.13**

- 7. **MPP Annuities Reserve Fund – United Methodist Foundation of WV** – Reserve set up to absorb any market downturns in funding MPP account balances in pay status to retirees.
 - a. **Balance, 12/31/2020: \$2,658,496.33**

- 8. **Undesignated Pension Funds, Inc. Reserve – United Methodist Foundation of WV** – A reserve fund set up to allow flexibility between Pension requirements and Health Care issues as the Board of Pensions see necessary.
 - a. **Balance: 12/31/2020: \$838,763.26**

- 9. **Unfunded Pension Liabilities – United Methodist Foundation of WV** – A fund established to hold and invest the funds collected per the Book of Discipline and the 2019 WV Annual Conference from the sale of closed church properties or payments from congregations leaving the Denomination after June 30, 2019.
 - a. **Balance: 12/31/2020: \$166,112.57**



Names of clergy, spouses and surviving spouses were read at the Memorial Service at Annual Conference. Rev. Mark Conner was the preacher.

Board of Pension Financial Report		
2020		
	2020	2019
WVUMC ACCOUNT		
Department Name: 186 CONFERENCE HEALTH INSURANCE RESERVE		
BEGINNING BALANCE	\$ 1,905,491.06	\$ 185,459.05
INCOME		
400100 Fair Share Distribution	\$ 79,634.39	\$ 84,091.96
400101 Special CR Distrib	\$ 343.00	
400125 CRSP DB Reallocation	\$ -	\$ 1,965,661.39
400160 Transfer From 187 Claim Account	\$ 653,918.37	
TOTAL INCOME	\$ 733,895.76	\$ 2,049,753.35
EXPENSES		
TOTAL EXPENSES	\$ -	\$ 329,721.34
ENDING BALANCE	\$ 2,639,386.82	\$ 1,905,491.06
Department Name: 187 CONFERENCE HEALTH INSURANCE PLAN		
INCOME		
GENERAL INCOME		
400025 Fair Share Distribution - Category I	\$ 3,444,205.60	\$ 3,279,664.48
400026 Special CR Distrib	\$ 14,824.00	
400100 Other	\$ 332.88	\$ 31,237.67
400103 Optional Life Insurance Receipts	\$ 237.60	\$ 237.60
400105 UM Foundation Trusts	\$ 31,061.60	\$ -
TOTAL GENERAL INCOME	\$ 3,490,661.68	\$ 3,311,139.75
INCOMING TRANSFERS		
TOTAL INCOMING TRANSFERS	\$ -	\$ 329,721.34
INSURANCE PREMIUMS		
400225 Medical	\$ 2,856,828.50	\$ 2,741,912.00
400250 Medicare	\$ 658,233.00	\$ 811,584.00
TOTAL INSURANCE PREMIUMS	\$ 3,515,061.50	\$ 3,553,496.00
TOTAL INCOME	\$ 7,005,723.18	\$ 7,194,357.09

Board of Pension Financial Report			
2020			
	2020		2019
EXPENSES			
ADMINISTRATION			
500120 Administrative Assistant	\$ 35,329.32		\$ 33,571.92
500130 Conf Pre-Retirement Sem			\$ 858.00
500135 GBOP Meeting Expense			\$ 821.06
500145 Insurance Plan Book	\$ 2,050.45		
500155 Legal / Professional Fees	\$ 17,000.00		-
500160 Property Tax (Antero)	\$ 7,945.04		\$ 8,501.06
500165 Miscellaneous	\$ 5,048.00		\$ 8,039.78
500166 AUMCPBO			\$ 125.00
500167 Transfer to Insurance Reserve	\$ 653,918.37		
500175 Wellness/Pulse Program	\$ 7,117.98		\$ 7,462.93
TOTAL ADMINISTRATION	\$ 728,409.16		\$ 59,379.75
BENEFIT ASSISTANCE			
500225 Administration Fees	\$ 162,866.50		\$ 164,716.50
500235 Consulting Fees	\$ 6,519.45		\$ 6,790.35
500240 4Most Integrated Health Network	\$ 37,103.75		\$ 20,345.00
500245 Pre-Certification Fees	\$ 6,156.15		\$ 6,416.50
500255 Specific Premiums	\$ 666,345.60		\$ 688,370.88
500256 4-Most Integrated Health Dental	\$ 4,276.50		\$ 4,850.25
TOTAL BENEFIT ASSISTANCE	\$ 883,267.95		\$ 891,489.48

Board of Pension Financial Report		
2020		
	2020	2019
CLAIMS PAID		
500325 Dental Claims	\$ 201,586.69	\$ 259,763.26
500330 Hospital	\$ 2,969,242.94	\$ 3,625,270.78
500335 Medical	\$ 1,068,179.16	\$ 1,289,762.95
500340 Prescriptions	\$ 1,041,549.69	\$ 1,048,258.24
500342 Split Fund Deduct Claims	\$ 89,441.35	\$ -
500345 Vendor Fees	\$ 7,277.14	\$ 3,335.99
TOTAL CLAIMS PAID	\$ 5,377,276.97	\$ 6,226,391.22
LIFE INSURANCE		
500525 Conference Paid Insurance	\$ 16,531.50	\$ 16,859.04
500535 Optional Life Insurance	\$ 237.60	\$ 237.60
TOTAL LIFE INSURANCE	\$ 16,769.10	\$ 17,096.64
TOTAL EXPENSES	\$ 7,005,723.18	\$ 7,194,357.09
ENDING BALANCE	\$ -	\$ -
Department Name: 460 MINISTERS EMERGENCY FUNDS		
BEGINNING BALANCE	\$ 672,692.53	\$ 662,537.99
INCOME		
400075 Dividends	\$ 5,231.93	\$ 4,824.60
400100 Estates / Trusts	\$ 64,307.09	\$ 57,778.68
400170 UM Foundation Receipts Trusts	\$ 35,958.03	\$ 5.00
TOTAL INCOME	\$ 105,497.05	\$ 62,608.28
EXPENSES		
500050 Emergency Distribution	\$ 19,455.74	\$ 20,023.34
500075 Moving Expense Reimbursement - Retired Ministers	\$ 11,021.00	\$ 31,197.96
500100 Property Tax Payments	\$ 853.22	\$ 895.54
500125 Supplies / Central Services		\$ 336.90
TOTAL EXPENSES	\$ 31,329.96	\$ 52,453.74
ENDING BALANCE	\$ 746,859.62	\$ 672,692.53

Rules

Scott Sears, Chairperson

The work of your Annual Conference Rules Committee is to:

assemble, edit, reproduce and present such proposed amendments to the Conference, with its recommendation, but they shall not have the power to change the essential meaning of any proposed amendment or amendments. However, where the proposed change is so simple as to be readily understood, the committee shall not be required to reproduce the report. Provided, further, however, that the Committee on Rules shall have the right to propose any alternative change or new rule or rules that the committee deems advisable and which may be given as a part of the committee's report to the Annual Conference. (WVAC Rules I.2.b page 361 of 2020 Journal)

The committee had a large amount of work to consider this year. One piece of that work was brought about directly by our learning to work during a global pandemic. We prepared, with the help of the Annual Conference Program Committee, to propose rules that will allow us to meet in a format other than a “single-place” gathering of the body. Further work of the committee centered around changes to rules that had been proposed to the 2020 session – but were not acted upon by that body – concerning the structure of our Annual Conference Agencies and the Equalization of Lay and Clergy Membership in the Annual Conference. Adding to the complexity of that work, the Rules Committee received further proposed amendments in 2021 concerning Annual Conference Agency structure and Equalization of Lay and Clergy Membership. The Rules Committee also considered a change in the rules concerning District Conferences to allow our Districts to function with the same vision towards the future that our Annual Conference strives.

The work of the committee took place over three meetings, held virtually, on February 16, February 23, and March 9 of 2021. Further work of the committee took place through email communication and voting between March 8 and 11 of 2021. Countless hours of work went into preparing for these meetings as well. As chairperson of this committee, I am thankful for the diligence and dedication shown by each member of this committee in their preparation and work.

The Rules Committee proposes the following changes to our Annual Conference Rules. In those proposed changes, deletions are marked with text that has been stricken ~~thusly~~ and additions/changes are double underlined in this fashion. The full version of our current rules may be found immediately preceding this report.

**Proposed Changes Concerning
PART A: RULES AND PROCEDURES FOR THE ANNUAL
CONFERENCE SESSION**

Section II: Rules of Order and Business Procedure

Rationale: *Robert's Rules of Order, Newly Revised does not allow for meetings of organizations to proceed in any manner other than a single gathering place. Because our Rules default to Robert's Rules of Order, Newly Revised when we do not otherwise say so, the following changes are necessary for our Annual Conference to meet in a variety of locations facilitated by technology. These changes also allow us to vote electronically as necessary. Some changes in these rules also include the changing of language to allow us to be more inclusive of all people attending our meetings. Finally, the addition of Subsection 28 extends these rules to other bodies within the Annual Conference.*

THE COMMITTEE MOVES THE FOLLOWING CHANGES TO SECTION II:

3. **Bar of the Conference.** An area of the assembly room sufficient in size to seat all clergy and lay members shall be designated as the bar of the Conference. Except by special invitation and where accessibility issues exist, visitors to the Conference shall not sit within the bar of the Conference, but shall occupy an area designated for their use. The bar of the Conference shall be established in the organizational motion. When the bar of the Conference shall have been established, Only members within the bar that area shall be entitled to vote when the vote is taken. Members within the bar of the Conference are considered present and voting.

7. **Securing the Floor.** The method of obtaining the floor shall be established in the organizational motion. Members desiring to speak to the Conference shall arise at their seat within the bar of the Conference, respectfully address the presiding officer, using the term, Bishop "(last name)", or "Mr./Ms. Chairperson," and, after recognition, proceed to the nearest microphone, where, before speaking, Members who secure the floor shall indicate their name and Annual Conference voting credentials before speaking.

13. **Voting Procedure.** Voting shall be by a show of hands unless otherwise ordered by the Presiding Bishop or Presiding Officer. Presiding Bishop or Presiding Officer may order voting by electronic means whereby remote members may vote using an electronic device through a secure log-in provided in advance by the West Virginia Annual Conference. A count vote may be ordered on call of any member supported by one-third of the members present and voting. An "aye" or "nay" vote by secret ballot may be ordered on call of any member, supported by one-third of the members present and voting.

17. **Motion to Adopt.** A motion is a proposal that the assembly take certain action or that it express itself as holding certain views. Any member of the Conference may make such a proposal. When the motion is seconded by a member saying, "I second the motion," which may be done without obtaining the floor and ~~generally without rising~~, it shall be before the body.

26. **Questions of Order.** It is the duty of the presiding officer to enforce the rules and orders of the Conference, without debate or delay. It is also the right of every member who notices the breach of a rule, to insist upon its enforcement. In such a case the member shall secure the floor by expressing "I rise to a point of order," ~~rises from his/her seat and says, Bishop (last name), or Mr./Ms. Chairperson, "I rise to a point of order".~~ The speaker immediately takes his/her seat. ~~The chair requests the member to state the point of order, which he/she does and resumes his/her seat. The chair decides the point and;~~ The speaker will be addressed by the presiding officer who will decide the point and if no appeal is made and the member has not been guilty of any serious breach of decorum, the chair will permit him/her to resume his/her speech. But, if the member's remarks are decided to be improper and any one objects, he/she cannot continue without a vote of the Conference to that effect.

28. Meeting of Agencies, Boards, Committees, and Teams. All agencies, boards, committees, and teams of the Annual Conference shall have the right to meet and vote by electronic means.

Proposed Changes Concerning
PART B: RULES AND PROCEDURES FOR THE
ORGANIZATION
OF THE ANNUAL CONFERENCE
Section I: Organization
Section II: Conference Agencies
Section IV: Miscellaneous Standing Rules of the Conference

Rationale: The Rules Committee was prepared to propose slight changes to Part B, Section II in its report to the 2020 Annual Conference. As noted, this work of the committee was taken back up in 2021. Alongside of that work, the committee received a proposed change that envisioned a new organizational structure for the Annual Conference. The Committee worked with those proposing these changes to perfect them and present them to the Annual Conference and finds the information found on pages 52 - 58 to be helpful in understanding the positive momentum this change may generate.

Please note that in the recommended strike-throughs, much of the language is not lost. Some language is carried into the proposed rules in different places. The Committee believed that the proposed rule changes would be more easily read by striking the entire section and then sharing the language of the new proposal.

THEREFORE, THE RULES COMMITTEE MOVES THE FOLLOWING CHANGES:

STRIKING ENTIRELY PART B SECTION I;
STRIKING ENTIRELY PART B SECTION II;
AND STRIKING SUBSECTION 7 FROM PART B SECTION IV.
(The sections to be removed appear below.)

THE COMMITTEE FURTHER MOVES THE PASSAGE OF NEW PART B SECTION I AND NEW PART B SECTION II, WITH THE ADDITION OF AN AMENDED SUBSECTION 7 FROM PART B SECTION IV BEING INSERTED AS SUBSECTION 8 OF PART B SECTION II. (The newly worded rules follow the text of those parts that are recommended for removal.)

H. CONFERENCE AGENCIES

1. Administrative Review

~~¶636 There shall be a conference administrative review committee.~~

- ~~a. Purpose: To ensure that the disciplinary procedures for discontinuance of provisional membership (¶327.6), involuntary leave of absence (¶354), involuntary retirement (¶357.3), or administrative location (¶359) are properly followed.~~
- ~~b. Membership: The membership shall be nominated by the bishop and elected quadrennially by the clergy session; Membership is restricted to clergy in full connection who are not members of the cabinet, Board of Ordained Ministry, or immediate family members of such:

 - ~~1. Chairperson elected by team~~
 - ~~2. three clergy in full connection~~
 - ~~3. two alternates~~~~

2. Annual Conference Program

- ~~a. Purpose: Shall be responsible for interpretation and promotion of the missional and program ministries of the Annual Conference at annual and special sessions through implementation of program, worship, adopted agenda, and presentation of resolutions. Additional responsibilities related to the conference session shall include matters related to housing, meals and stipends, courtesies, review of District Journals, and recommendations concerning the site of the Annual Conference.~~
- ~~b. Membership:

 - ~~1. Bishop~~
 - ~~2. Conference Secretary~~
 - ~~3. host district superintendent~~
 - ~~4. host pastors~~
 - ~~5. Director of Leadership Formation and Ministry Staff~~
 - ~~6. Director of Discipleship, Leadership and Congregational Vitality~~
 - ~~7. Director of Administrative Services~~
 - ~~8. Conference Lay Leader~~
 - ~~9. chairperson of Rules Committee~~
 - ~~10. additional persons to be nominated by the Bishop insuring inclusiveness (race, gender, age, marital status, and people who are physically challenged)~~~~

3. ~~Archives and History~~

~~¶641 There shall be a conference commission on archives and history.~~

a. ~~Purpose: To collect and preserve historically significant records of the annual conference and its agencies.~~

b. ~~Membership:~~

1. ~~a chairperson~~

2. ~~nine district representatives~~

3. ~~Director of the Annie Merner Pfeiffer Library~~

4. ~~Archivist of the Annie Merner Pfeiffer Library~~

5. ~~President of the WV Annual Conference Historical Society~~

6. ~~Secretary/Treasurer of the WV Annual Conference Historical Society~~

7. ~~one member at large~~

4. ~~Camping and Outdoor Ministries~~

a. ~~Purpose: Shall be responsible for planning and directing the camps and conference education program including the operation of the Educational Center.~~

b. ~~Membership:~~

1. ~~chairperson~~

2. ~~nine district representatives~~

3. ~~two at-large members~~

4. ~~Director of Youth and Outdoor Ministries (without vote)~~

5. ~~Spring Heights Camp Manager (without vote)~~

6. ~~Two Conference Trustees, ex officio, to be named the Conference Board of Trustees.~~

5. ~~Christian Unity~~

~~¶642 There shall be a conference committee on Christian unity and inter-religious concerns.~~

a. ~~Purpose: To take initiative in ecumenical and inter-religious concerns.~~

b. ~~Membership:~~

1. ~~chairperson designated as the Ecumenical Officer of the Annual Conference~~

2. ~~nine district representatives~~

c. ~~This agency shall designate delegates to the West Virginia Council of Churches and shall relate to the General Commission on Christian Unity and Inter-religious Concerns.~~

6. ~~Clergy Support and Pastoral Care~~

a. ~~Purpose: To provide support services for all clergy and their immediate families in the areas of counseling funds, peer support, retreats and other opportunities for spiritual, emotional and physical wellness.~~

b. ~~Membership:~~

1. ~~chairperson~~

2. ~~one elder~~

3. ~~one deacon~~

4. ~~one representative from the Ministers' Wives/Mates Association~~

- 5. ~~one representative from the Associate Member/Local Pastor Association~~
- 6. ~~up to four lay at-large members~~

7. ~~Communications~~

- ~~¶646. There shall be a commission on communications.~~
- a. ~~Purpose: To meet the communication, publication, multimedia, public and media relations, interpretation, and promotional needs of the annual conference.~~
- b. ~~Membership:~~
 - 1. ~~chairperson~~
 - 2. ~~nine district representatives~~
 - 3. ~~up to seven at-large members~~
 - 4. ~~Director of Communications (without vote)~~
- c. ~~This agency shall relate to United Methodist Communications.~~

8. ~~Congregational Development~~

- a. ~~Purpose: To develop new faith communities, address congregational revitalization issues, and oversee the Kingdom Builders.~~
- b. ~~Membership:~~
 - 1. ~~chairperson~~
 - 2. ~~nine district representatives~~
 - 3. ~~up to seven at-large members to be nominated by the Nominations Committee~~
 - 4. ~~the Director of Congregational Development (without vote).~~
- c. ~~This agency shall relate to Discipleship Ministries of the General Church.~~

9. ~~Covenant Council~~

- a. ~~Purpose: Spiritual discernment and leadership for the Annual Conference~~
 - 1. ~~To wrestle with critical issues that face our church and how they impact our ministry.~~
 - 2. ~~To live out and implement the conference vision.~~
 - 3. ~~To recommend conference vision and goals for adoption.~~
 - 4. ~~To recommend modifications to the conference vision and goals.~~
 - 5. ~~To develop strategies for implementation of the conference vision and goals.~~
 - 6. ~~To assist in coordinating the program ministries of the Annual Conference through the office of connectional ministries.~~
- b. ~~Membership:~~
 - 1. ~~chairperson from each ministry team and conference agency~~
 - 2. ~~Bishop (with voice and no vote)~~
 - 3. ~~all district superintendents of the Annual Conference~~
 - 4. ~~Conference Secretary~~
 - 5. ~~Conference Treasurer/Director of Administrative Services~~
 - 6. ~~Director of Leadership Formation and Ministry Staff~~
 - 7. ~~Director of Discipleship, Leadership and Congregational Vitality~~
 - 8. ~~President of the United Methodist Foundation~~
 - 9. ~~members of the conference program ministries staff~~

- ~~10. coordinators of VIM, Youth, Stewardship, Scouting, and Disaster Response~~
- ~~11. Conference Secretary of Global Ministries~~
- ~~12. members of the annual conference serving on General Boards and Agencies~~
- ~~13. Conference Lay Leader~~
- ~~14. Associate Conference Lay Leader(s)~~
- ~~15. nine district lay representatives (chosen by the Cabinet)~~
- ~~16. up to seven at-large members for inclusiveness~~
- ~~c. The leadership team of the Covenant Council shall include Convener (Associate Lay Leader), Directors of Leadership Formation and Ministry Staff and Discipleship, Leadership and Congregational Vitality, three additional members of the Council elected by the Council for the quadrennium (2 lay and 1 clergy). The leadership team will discern, coordinate, and develop the agenda, process, and work of the Covenant Council.~~
- ~~d. This agency shall relate to the Connectional Table of the General Church.~~

~~10. Episcopacy~~

- ~~¶637 There shall be a conference committee on episcopacy.~~
 - ~~a. Purpose: Shall meet at least annually as convened by the bishop to assume the functions as listed in the *Book of Discipline*.~~
 - ~~b. Membership:~~
 - ~~1. ten members (1/5th to be appointed by the bishop)~~
 - ~~2. lay and clergy members of the jurisdictional committee on episcopacy.~~
 - ~~3. the Conference lay leader~~

~~11. Episcopal Residence~~

- ~~¶638 There shall be an Episcopal residence committee.~~
 - ~~a. Purpose: To provide housing for presiding bishop of the West Virginia Area.~~
 - ~~b. Membership:~~
 - ~~1. chairperson or designate of Episcopacy~~
 - ~~2. president or designate of Finance and Administration~~
 - ~~3. president or designate of Trustees~~

~~12. Equitable Compensation~~

- ~~¶625 There shall be a commission on equitable compensation.~~
 - ~~a. Purpose: To support full-time clergy serving as pastors in the charges of the annual conference as defined in the *Book of Discipline*.~~
 - ~~b. Membership:~~
 - ~~1. chairperson~~
 - ~~2. three lay persons (one from a church with less than 200 members)~~
 - ~~3. three clergy persons (one district superintendent and one from a church with less than 200 members)~~

~~13. Ethnic Local Church Concerns~~

- ~~¶632 There shall be in every annual conference a conference committee on ethnic local church concerns or other structure.~~
 - ~~a. Purpose: Shall follow the basic functions of ¶632 in order to support and resource the ethnic local church.~~

~~b. Membership:~~~~Five members~~~~Care shall be taken to ensure balance of clergy, laity, gender, youth and young adult.~~~~It is recommended that the majority of members be representative of racial and ethnic people, reflecting the racial and ethnic constituencies and local churches of the annual conference.~~~~Director of Connectional Ministries or their designee (without vote)~~~~**14. Evangelism ¶630.3**~~~~a. Purpose: To plan and promote an effective, comprehensive ministry of evangelism and to train and resource clergy and laity in ministries of evangelism.~~~~b. Membership:~~~~1. chairperson~~~~2. a representative from Congregational Development team~~~~3. a representative from Global Ministries team~~~~4. the Conference Lay Leader~~~~5. Director of Evangelism and Congregational Development (without vote)~~~~6. one person from each district~~~~7. up to five at-large members~~~~c. This agency shall relate to the Discipleship Ministries of the General Church.~~~~**15. Finance and Administration**~~~~¶611 There shall be a conference council on finance and administration.~~~~a. Purpose: To develop, maintain, and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures, and management services for the annual conference.~~~~b. Membership:~~~~1. five to twenty-one members~~~~2. one more lay than clergy~~~~3. one person from a church with less than 200 members~~~~4. Conference Treasurer/Director of Administrative Services (without vote)~~~~5. a member of GCFA~~~~6. Bishop (without vote)~~~~7. a district superintendent (without vote)~~~~8. Directors of Connectional Ministries (without vote)~~~~9. President of the United Methodist Foundation (without vote)~~~~c. Term begins with adjournment of the session when elected. Vacancies are to be filled temporarily by the agency.~~~~d. This agency shall relate to the General Council on Finance and Administration.~~~~**16. Global Ministries**~~~~¶633 The annual conference shall organize a board of global ministries.~~~~a. Purpose: To maintain the connectional relationship and provide for global~~

~~ministries responsibilities related to the objectives and scope of work of the General Board of Global Ministries as set forth in Paragraphs 1302-1303.~~

~~b. Membership:~~

~~1. chairperson~~

~~2. Conference Secretary of Global Ministries~~

~~3. Coordinators to be nominated by Nominations:~~

~~Missions Coordinator~~

~~Health and Welfare Coordinator~~

~~Parish Development Coordinator~~

~~Church and Community Worker Advisory Committee Coordinator~~

~~Hunger Grants Coordinator~~

~~4. Coordinators to be nominated annually by the Covenant Council (not subject to Rule IV.7.b):~~

~~Disaster Response Coordinator~~

~~Volunteers in Mission Coordinator~~

~~Refugee/Immigration Coordinator~~

~~Health and Disabilities Coordinator~~

~~5. United Methodist Women's Coordinator for Education and Interpretation or in the event the position is not filled, the United Methodist Women's Conference President or her designee.~~

~~6. A District Superintendent (without vote)~~

~~7. Conference Director of Global Ministries (without vote)~~

~~8. Five (5) members at large.~~

~~c. This agency shall relate to the General Board of Global Ministries.~~

~~**17. Higher Education and Campus Ministry**~~

~~¶634 There shall be a board of higher education and campus ministry.~~

~~a. Purpose: To assume the responsibilities as set forth in the *Book of Discipline*.~~

~~b. Membership:~~

~~1. chairperson~~

~~2. nine district representatives~~

~~3. chairperson of UM Student Movement~~

~~4. up to seven at-large members~~

~~5. all campus pastors without vote~~

~~6. Director of Young Disciples and Outdoor Ministries.~~

~~c. This agency shall relate to the General Board of Higher Education and Ministry.~~

~~**18. Investigation-Diaconal Ministers**~~

~~¶2703.3b There shall be a committee on investigation as set forth in the *Book of Discipline*.~~

~~**19. Justice and Advocacy**~~

~~¶644 & ¶629. The annual conference shall assume responsibility as set forth in ¶644 and ¶629 for organizing a Board of Church and Society or other structure and/or a Commission on Status and Role of Women, or other structure to promote justice in society.~~

- a. ~~Purpose: Shall develop and promote programs on Christian social concerns within the bounds of the conference.~~
- b. ~~Membership:~~
 - 1. ~~chairperson~~
 - 2. ~~nine district representatives~~
 - 3. ~~seven at-large members~~
 - 4. ~~ex-officio members~~
 - 5. ~~Director of Communications (without vote)~~
 - 6. ~~UMW Mission Coordinator for Social Action~~
- c. ~~This agency shall relate to the General Board of Church and Society and the General Commission on the Status and Role of Women.~~

20. ~~Laity~~

- ¶631 ~~There shall be a conference board of laity or other equivalent structure.~~
- a. ~~Purpose: To provide for the ministry of the laity related to the objectives the Discipleship Ministries of the General Church as set forth in ¶¶1101-1126.~~
- b. ~~Membership:~~
 - 1. ~~chairperson (Conference Lay Leader (¶631.4)~~
 - 2. ~~nine district lay leaders~~
 - 3. ~~up to seven at-large members~~
 - 4. ~~Conference Lay Leader~~
 - 5. ~~Associate Conference Lay Leader(s)~~
 - 6. ~~immediate past Conference Lay Leader (for first year of quadrennium)~~
 - 7. ~~Conference Director of Lay Speaking~~
 - 8. ~~Conference presidents of men, women, youth, and campus ministry.~~
 - 9. ~~a district superintendent~~
 - 10. ~~Director of Discipleship, Leadership and Congregational Vitality (without vote)~~
- c. ~~This agency shall be named the Conference Lay Ministry Team and relates to the Discipleship Ministries of the General Church.~~

21. ~~Medical Leave~~

- ¶652 ~~There shall be a joint committee on medical leave.~~
- a. ~~Purpose: As set forth in ¶652~~
- b. ~~Membership:~~
 - 1. ~~minimum of two representatives each from the Board of Ordained Ministry and the Board of Pensions~~
 - 2. ~~one district superintendent~~
 - 3. ~~total of five members~~

22. ~~Nominations~~

- a. ~~Purpose: Shall make nominations for members of agencies and for such other positions as conference rules, annual conference structure, or the *Book of Discipline* may direct (¶605.3, and ¶610) and for vacancies that may occur~~

in the same, except where the *Book of Discipline* provides otherwise.—

- 1.— Director of Leadership Formation and Ministry Staff
- 2.— Director of Discipleship, Leadership and Congregational Vitality—
- 3.— Director of Administrative Services—
- 4.— Conference Lay Leader—
- 5.— Conference President of United Methodist Men
- 6.— Conference President of United Methodist Women
- 7.— Chairperson of Conference Council on Youth Ministries—
- 8.— Bishop (without vote)—
- 9.— Conference Secretary (shall maintain nominations database)—
- 10.— one district superintendent—
- 11.— nine district representatives—
- 12.— eight at-large members (including one youth) with consideration given to inclusiveness as regards age, gender, race, and people with disabling conditions (§653). The bishop shall appoint the membership of any necessary agencies not otherwise provided.—

23.— Native American Ministries, Committee on

¶654 There shall be an annual conference committee on Native American ministry or other structure:

a.— Purpose: To determine the distribution of the Native American Ministries Sunday offering, coordinate the promotion of Native American Ministries Sunday, and monitor Native American ministries within the annual conference.

b.— Membership:

No less than five, no more than twelve. Where possible, membership should include at least three Native Americans:

Care shall be taken to ensure balance of clergy, laity, gender, youth and young adults:

Director of Connectional Ministries or their designee (without vote)

24.— Older Adult Ministries

¶651 There shall be a conference council on older adult ministries:

a.— Purpose: To strengthen older adult ministry in the local churches and districts of the annual conference; to advocate for older adult concerns and issues; to serve in supporting ministries by, with, and for older adults throughout the annual conference and in the communities of the conference; to educate constituencies about the aging population and policy issues.—

b.— Membership:

1.— Chairperson

2.— Ten members representing diversity of background (as described in ¶651)

3.— Conference Lay Leader or designee

4.— one district superintendent

25.— Ordained Ministry—

¶635 Each annual conference at the first session following the General Conference, shall elect for a term of four years a Board of Ordained ministry.—

- a. ~~Purpose: As set forth in ¶635 and Section III of the Annual Conference Rules~~
- b. ~~Membership:~~
 - 1. ~~at least six elders and deacons in full connections~~
 - 2. ~~at least two associate members or local pastors who have completed Course of Study~~
 - 3. ~~1/5th to 1/3 laypersons including diaconal ministers~~
 - 4. ~~at least one ordained clergy in retired relationship~~
 - 5. ~~at least one ordained clergy in extension ministry~~
 - 6. ~~one district superintendent~~
 - 7. ~~2/3 members who are elders shall be graduates of seminaries listed by the University Senate~~
- c. ~~This agency shall relate to the General Board of Higher Education and Ministry.~~

26. ~~Pensions (Pension Funds, Inc.)~~

- ¶639 ~~There shall be organized in each annual conference a conference board, auxiliary to the General Board of Pension and Health Benefits, to be known as the conference board of pensions:~~
 - a. ~~Purpose: Shall have charge of the interests and work of providing for and contributing to the support, relief, assistance, and pensioning of ministers and their families, other church workers, and lay employees of the United Methodist Church, its institutions, organization, and agencies within the annual conference, except as otherwise provided for by the General Board.~~
 - b. ~~Membership shall include up to eighteen members. Vacancies may be filled by the agency until the next annual conference session. Tenure begins with adjournment of the annual conference session when elected.~~
 - c. ~~This agency shall relate to the General Board of Pensions.~~

27. ~~Quadrennial Nominating Committee~~

- a. ~~Purpose: To function in the third year of the quadrennium in order to nominate persons for election to serve four year terms on Nominations. The new Nominations Committee will begin functioning upon their election at annual conference in the year prior to a new quadrennium.~~
- b. ~~Membership:~~
 - 1. ~~a district superintendent named by the bishop to convene the committee~~
 - 2. ~~Directors of Connectional Ministries~~
 - 3. ~~Conference Lay Leader~~
 - 4. ~~Conference Presidents of United Methodist Men, United Methodist Women and Council on Youth Ministries~~
 - 5. ~~Conference Secretary~~
 - 6. ~~a district superintendent going off the cabinet (if applicable)~~
 - 7. ~~a clergy who is ineligible for re-election to nominations~~
 - 8. ~~a lay man selected by the present nominations committee~~
 - 9. ~~a lay woman selected by the present nominations committee~~
 - 10. ~~three additional persons selected by the present nominations committee.~~

28. Religion and Race

~~¶643. There shall be in each annual conference a conference commission on religion and race.~~

~~a. Purpose: Shall follow the general guidelines and structure of the General Commission on Religion and Race as outlined in ¶¶2002 and 2008 in the *Book of Discipline*.~~

~~b. Membership:~~

~~1. no fewer than eleven members and up to seventeen members~~

~~2. at least one representative from each district~~

~~3. majority of members be racial and ethnic minority persons~~

~~4. Director of Discipleship, Leadership and Congregational Vitality (without vote)~~

~~c. This agency shall relate to the General Commission on Religion and Race and the General Board of Global Ministries.~~

29. Rules

~~a. Purpose: Shall receive, assemble and edit proposed changes in the organization, structure, procedures, and rules of the annual conference, and present them to the conference with its recommendation, provided, however, that the committee may also initiate proposals for such changes; shall meet at least twice a year with one of the meetings to be held at the Annual Conference session, and additional meetings scheduled at the call of the chairperson. (¶604.1)~~

~~b. Membership:~~

~~1. chairperson~~

~~2. three clergy members~~

~~3. three lay members~~

~~4. Conference Secretary (without vote)~~

30. Sexual Ethics Team

~~a. Purpose: To be the first response to persons having concerns regarding sexual misconduct; to provide a trained resource for the Bishop and Cabinet; to provide a support person for a person bringing a concern; and to provide a support person for those who are accused of misconduct. To develop trained leaders who will provide sexual ethics, boundary, and relationship training to clergy and laity in the Annual Conference and to ensure that training is offered at least once a year in cooperation with the Cabinet. To provide oversight of the Conference Child Protection Policy, and procedures and training related to that policy. To nominate the Child Protection Clearing House Coordinator.~~

~~b. Membership:~~

~~1. chairperson selected by the bishop~~

~~2. eighteen persons nominated by the bishop and elected by the Annual Conference~~

~~3. at least two persons from each district~~

~~c. Reference: West Virginia Conference Sexual Ethics Policies and Procedures, page 293, 2009 Journal.~~

~~31. Trustees~~

~~¶640 Each annual conference shall have a board of trustees.~~

~~a. Purpose: Duties as set forth in ¶2512~~

~~b. Membership shall consist of twelve members. Vacancies between annual conference sessions are filled until the next annual conference session on nomination by the agency and election by district superintendents. The annual conference then elects to fill the unexpired term.~~

~~32. United Methodist Women~~

~~¶647 There shall be a conference organization named United Methodist Women, auxiliary to the jurisdictional organization of United Methodist Women and the Women's Division of the General Board of Global Ministries. Constitution as defined in the *Book of Discipline*.~~

~~33. United Methodist Men~~

~~¶648 There shall be a conference organization named United Methodist Men, auxiliary to the jurisdictional committee on United Methodist Men and to the General Commission on United Methodist Men (¶2301). Constitution as defined in the *Book of Discipline*.~~

~~34. United Methodist Youth~~

~~¶649 There shall be a conference council on youth ministry.~~

~~a. Purpose: To strengthen the youth ministry in the local churches and districts of the annual conference.~~

~~b. Membership:~~

~~1. as outlined in ¶649.2 and in the Constitution of WVAC-CCYM.~~

~~2. Conference Youth Coordinator.~~

~~3. Director of Youth and Outdoor Ministries (without vote)~~

~~c. This agency shall relate to the Discipleship Ministries of the General Church.~~

~~35. Vision Accountability Team~~

~~a. Purpose: Shall be responsible to function as a listener and advisor to the Covenant Council so as to ensure accountability to the vision and attentiveness to emerging issues in the church and the world.~~

~~b. Membership:~~

~~1. Bishop (with voice and no vote)~~

~~2. Conference Lay Leader~~

~~3. four to six persons, not members of the Covenant Council, selected by the bishop and the Conference Lay leader~~

~~36. Young Adult Ministries~~

~~¶650 There shall be a conference council on young adult ministry or equivalent structure:~~

~~a. Purpose: To strengthen young adult ministry in the local churches and districts of the annual conference; to advocate for matters that are important to young adults; to take responsibility for conference-level young adult ministries:~~

~~b. Membership:~~

- ~~1. chairperson who is a young adult~~
- ~~2. ten young adult members-at-large nominated by the Nominations Team, at least half of which are lay persons~~
- ~~3. one district superintendent (without vote)~~
- ~~4. All young adult members shall be young adult ages 18-35 and as otherwise defined by *The Book of Discipline*, at the time of their election and shall be professing members of The United Methodist Church.~~
- ~~5. Terms shall be for one quadrennium and persons may be re-elected provided they are young adults at the time of subsequent election.~~

PART B: RULES AND PROCEDURES FOR THE ORGANIZATION OF THE ANNUAL CONFERENCE

According to the Book of Discipline, the annual conference is responsible for structuring its ministries and administrative procedures in order to accomplish its mission (§601), with the exception of the mandated provisions of §§611, 635, 636, 637, 639, 640, 647, 648. In so doing it shall provide for the connectional relationship of the local church, district, and conference with the general agencies. It will monitor to ensure inclusiveness—racial, gender, age, and people with disabilities—in the annual conference.

I. ORGANIZATION

1. Conference Secretary (§603.7) At the first session following the General Conference, on nomination by the Resident Bishop, after consultation with the district superintendents, the Annual Conference shall elect a secretary to serve for the succeeding quadrennium. The Conference shall annually elect, upon nomination of the Secretary, assistant secretaries from the clergy or lay membership to serve during and after the session in the preparation of minutes, memoirs, and other materials for publication in the *Conference Workbook* and the *Journal*.

The Conference Secretary shall be editor of the *Conference Workbook* and *Journal*, custodian of clergy records, and supply the records needed for the work of the Nominations Committee.

The compensation and expenses of the Conference Secretary shall be approved by the Annual Conference, upon recommendation of the Council on Finance and Administration, and shall be included in the Conference Administration Budget.

The Conference Secretary shall be accountable to the Resident Bishop.

2. Conference Statistician (§603.7) At the first session following the General Conference, on nomination by Resident Bishop, after consultation with the district superintendents, the Annual Conference shall elect a statistician to serve for the succeeding quadrennium.

The financial costs of the Conference Statistician shall be approved by the Annual Conference upon recommendation of the Council on Finance and Administration and shall be included in the Conference Administration Budget.

3. Conference Treasurer/Director of Administrative Services (§619) At the first session following the General Conference, on nomination of the Council on Finance and Administration, the Annual Conference shall elect a Conference Treasurer/Director of Administrative Services to serve during the succeeding quadrennium or until a successor shall be elected and qualify. Should a vacancy occur during the quadrennium, the Council on Finance and Administration shall fill the position until the next session of the Annual Conference.

The Treasurer/Director of Administrative Services in the West Virginia Annual Conference shall also serve as Executive Secretary of the Board of Pensions-Pension Funds, Inc. and as Affirmative Action Officer for the Annual Conference.

The Conference Council on Finance and Administration shall determine the job description of the Conference Treasurer/Director of Administrative Services and recommend the annual compensation to be approved by the Annual Conference.

The support staff related to administering fiscal affairs shall be engaged by and amenable to the Conference Council on Finance and Administration. The Compensation of the Treasurer/Director of Administrative Services and the financial cost of the support staff in the Treasurer's office shall be approved by the Annual Conference upon recommendation by the Council on Finance and Administration and shall be included in the budget of the Conference Treasurer's Office.

The support staff related to administering the Board of Pension's program shall be engaged by and amenable to the Conference Board of Pensions-Pension Funds, Inc. The financial cost of this support staff shall be included in the administrative budget of the Conference Board of Pensions-Pension Funds, Inc.

4. Conference Lay Leader (§603.9 and §609) At the first session following the General Conference, the Annual Conference shall elect a Conference Lay Leader to serve for the succeeding quadrennium. The nomination shall originate with the Conference Lay Ministry Team and be brought to the floor by the Conference Committee on Nominations. Additional nominations may be made from the floor.

The Conference Lay Leader shall assume office at the close of the Annual Conference Session in which elected. The term of office of the Conference Lay Leader shall be for a maximum of two quadrennia. The immediate past Conference Lay Leader shall serve as an ex-officio member (with voice and vote) on the Conference Lay Ministry Team for one year in the following quadrennium.

5. Conference Associate Lay Leader(s) §607.9 At the first session following the General Conference, the Annual Conference shall elect associate lay leader(s) for the succeeding quadrennium. The nomination(s) shall originate with the Conference Lay Ministry Team and be brought to the floor by the Nominations Committee. Additional nominations may be made from the floor. No person shall hold the office for more than two quadrennia.

6. **Conference Director of Lay Servant Ministry** (§631.6d) At the first session following the General Conference, the Annual Conference shall elect a Conference Director of Lay Servant Ministries to serve for the succeeding quadrennium. The nomination shall originate with the Conference Lay Ministry Team and be brought to the floor by the Nominations Committee. Additional nominations may be made from the floor. The Conference Director of Lay Servant Ministries shall assume office at the close of the annual conference session in which elected. No person shall hold the office for more than two quadrennia.

7. **The Conference Program Staff.** There shall be a conference program ministries staff, who shall be responsible for the following areas of ministry: evangelism; stewardship; communications and public relations; leadership development; congregational development; camping and outdoor ministries; ethnic ministries; higher education and campus ministries; children and youth ministries; and mission/outreach. The program staff shall serve on conference agencies as assigned by the Director(s) of Connectional Ministries or as defined by the membership of the agencies.

8. **Membership on Conference Agencies.** The term of membership begins with the adjournment of the Annual Conference session and shall be for a term of four years or until a successor is elected unless otherwise specified by the agency description.

- a. The Conference Nominations Team shall nominate the chairperson of each agency unless otherwise designated. When there is a vacancy in the chair of an agency, the vacancy shall be reported within 15 days to the Committee on Nominations. If applicable, the Committee on Nominations will select a new chairperson to serve until Annual Conference and at such time the person will be nominated to be elected to fill the unexpired term of the Chairperson. The following agencies elect their own chairperson at the first meeting of the quadrennium and fill their own vacancies of chairperson when needed: Episcopacy, Finance and Administration, Ordained Ministry, Religion and Race, Pensions, and Trustees.
- b. No elected member may serve on any Conference Agency for more than eight (8) consecutive years. The regulation shall apply to count the years of service or any component when determining eligibility for membership on any agency.
- c. A person having served on any agency and having been removed from the same shall not be eligible to return to membership on that agency until a period of four (4) years has elapsed.
- d. One half of the membership of any agency shall expire at the end of each quadrennium. All elected members of agencies, who have served more than four years, will be ineligible for election as members for the period of the ensuing quadrennium. Membership shall be listed by date of election.
- e. All clergy members of the Annual Conference and local pastors serving charges are eligible to serve on conference agencies as clergy members, except where there may be Disciplinary prohibitions.
- f. Membership on all Agencies shall be open to all lay members of The United Methodist Church within the Annual Conference.

- g. When an officer of a conference organization is specifically named to membership on a conference agency, that person may designate another person to represent him/her in his/her absence with full rights of membership.
- h. When notified by an agency chairperson that a vacancy has been created within an agency between sessions of the Annual Conference, except for Annual Conference Program, Episcopacy Committee (if selected by the Bishop), and Ordained Ministry, the Committee on Nominations shall select a person to fill the unexpired term subject to confirmation by the next session of the annual conference. On all agencies, if members are absent from two consecutive meetings without notifying the agency to be excused, they shall cease to be members thereof. In that case they shall be notified, and their place shall be filled by the Committee on Nominations, unless otherwise provided for in the Book of Discipline.
- i. It is to be understood that each person shall be contacted in advance of nomination to any conference board or agency to ascertain whether he/she is willing to serve. No name shall be presented of any person who has not indicated willingness to accept election.

II. CONFERENCE AGENCIES

- 1. Conference Administrative Review Committee ¶636**
 - a. Purpose: To ensure that the disciplinary procedures for fair process are followed for involuntary change of status, according to ¶¶327.6, 354, 357.3, 359, 356.4 361.2.
 - b. Membership: The committee shall be nominated by the bishop and elected quadrennially by the clergy session of members in full connection with the annual conference. Membership will be composed of three clergy in full connection and two alternates who are not members of the cabinet, the Board of Ordained Ministry, or immediate family members of the above.

- 2. Annual Conference Program Committee ¶601-605**
 - a. Purpose: To assist the bishop in planning and implementation of matters related to annual conference regular or special sessions.
 - b. Membership:
 1. Bishop
 2. Conference secretary
 3. Director(s) of Connectional Ministries
 4. Host district superintendent
 5. Host pastors
 6. Conference lay leader
 7. Additional members, as selected by the bishop

- 3. Archives and History ¶641**
 - a. Purpose: To collect and preserve historically significant records of the annual conference and its agencies.

- b. Membership:
 - 1. a chairperson
 - 2. nine district representatives
 - 3. Director of the Annie Merner Pfeiffer Library, WV Wesleyan College
 - 4. Archivist of the Annie Merner Pfeiffer Library
 - 5. President of the WV Annual Conference Historical Society
 - 6. Secretary/Treasurer of the WV Annual Conference Historical Society

4. Core Leadership Team

- a. The purpose of the Core Leadership Team is to accomplish the mission of the West Virginia Conference by coordinating, aligning, and strengthening conference ministry leadership and teams. The Core Leadership Team will generate and coordinate additional ministry leaders and teams as needed to fulfill the mission of the West Virginia Conference. The work of the Core Leadership Team will continue to support connectional relationships with General Church agencies.
- b. Membership:
 - 1. The Core Leadership Team will involve the Bishop, and at least 12 people, but not more than 18, including leaders with expertise in the core ministry areas identified.
 - 2. The Core Leadership Team will represent the diversity of the Conference, consisting of laity and clergy, of various racial, gender, age, abilities, and geographic regions within the conference. Conference staff, also nominated by Nominations Team, will be represented and included in the total number. The Director(s) of Connectional Ministry will be members of the team and included in the total number.
 - 3. Members will be nominated for a period of four years, to serve not more than eight.
 - 4. The Convener of the Core Leadership Team will be chosen by the team for a period of at least two years and not more than eight years.
 - 5. The Core Leadership Team will be accountable to the West Virginia Annual Conference, reporting at least annually.

5. Episcopacy Committee ¶637

- a. Purpose: To support and guide the bishop, assisting in interpreting the needs of the annual conference, as indicated by Discipline. To coordinate with the Board of Trustees in providing for the needs of the Episcopal Residence (¶638). The bishop convenes the committee.
- b. Membership is guided by Discipline paragraphs 637 and 638.
 - 1. at least 7 and less than seventeen (1/5th to be appointed by the bishop)
 - 2. includes lay and clergy members of the jurisdictional committee on episcopacy.
 - 3. the Conference lay leader
 - 4. committee elects its chair.

6. Equitable Compensation ¶625

- a. Purpose: To support full-time clergy serving as pastors in the charges of the annual conference as defined in the Book of Discipline.
- b. Membership:
 1. chairperson
 2. three lay persons (one from a church with less than 200 members)
 3. three clergy persons (one district superintendent and one from a church with less than 200 members)

7. Finance and Administration ¶611

- a. Purpose: To develop, maintain, and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures, and management services for the annual conference. Relates to the General Council on Finance and Administration.
- b. Membership:
 1. five to twenty-one members
 2. one more lay than clergy
 3. one person from a church with less than 200 members
 4. Conference Treasurer/Director of Administrative Services (without vote)
 5. a member of GCFA
 6. Bishop (without vote)
 7. a district superintendent (without vote)
 8. Director(s) of Connectional Ministries (without vote)
 9. President of the United Methodist Foundation (without vote)
- c. Membership term begins with adjournment of the session when elected. Vacancies are to be filled temporarily by the agency.

8. Lay Ministry ¶631

- a. Purpose: To foster and provide for the ministry of the laity as essential to the mission of the West Virginia Conference.
- b. Membership:
 1. Conference Lay Leader, chairperson
 2. Conference Associate Lay Leader
 3. Conference Director of Lay Servant Ministries
 4. Conference Council on Youth Ministries Chair
 5. Conference Chair, United Methodist Women
 6. Conference Chair, United Methodist Men
 7. Director of Congregational Vitality (without vote)
 8. Additional members as designated by the chair to achieve the mission of the Lay Ministry Team.

9. Nominations

- a. Purpose: Shall nominate members of agencies and other positions that conference rules, annual conference structure, or the Book of Discipline may direct (§605.3 and §610) and for vacancies that may occur in the same, except where the Book of Discipline provides otherwise.
- b. Membership:
 1. Director(s) of Connectional Ministries
 2. Director of Administrative Services
 3. Conference Lay Leader
 4. Conference President of United Methodist Men
 5. Conference President of United Methodist Women
 6. Chairperson of Conference Council on Youth Ministries
 7. Bishop (without vote)
 8. Conference Secretary (shall maintain nominations records)
 9. one district superintendent
 10. nine district representatives with consideration given to inclusiveness as regards age, gender, race, and people with disabling conditions (§653).

10. Ordained Ministry §635

- a. Purpose: Each annual conference at the first session following the General Conference, shall elect for a term of four years a Board of Ordained ministry. Its responsibilities are set forth in Discipline paragraph 635 and in Section III of the Annual Conference Rules.
- b. Membership is guided by the Discipline and nominated by the bishop after consultation with the chairperson of the board and with the cabinet.

11. Pensions (Pension Funds, Inc.) § 639

- a. Purpose: Shall have charge of the interests and work of providing for and contributing to the support, relief, assistance, and pensioning of ministers and their families, other church workers, and lay employees of the United Methodist Church, its institutions, organization, and agencies within the annual conference, except as otherwise provided for by the General Board. The conference board of pensions is auxiliary to Wespath Benefits and Investments.
- b. Membership shall include up to eighteen members. Vacancies may be filled by the agency until the next annual conference session. Tenure begins with adjournment of the annual conference session when elected.

12. Quadrennial Nominating Committee

- a. Purpose: To function in the third year of the quadrennium in order to nominate persons for election to serve four-year terms on Nominations. The new Nominations Committee will begin functioning upon their election at annual conference in the year prior to a new quadrennium.

- b. Membership:
 1. a district superintendent named by the bishop to convene the committee
 2. Director(s) of Connectional Ministries
 3. Conference Lay Leader
 4. Conference Presidents of United Methodist Men, United Methodist Women and Council on Youth Ministries
 5. Conference Secretary
 6. a clergy who is ineligible for re-election to nominations
 7. a lay man selected by the present nominations committee
 8. a lay woman selected by the present nominations committee
 9. three additional persons selected by the present nominations committee.

13. Religion and Race ¶643

- a. Purpose: To challenge, lead, and equip the Core Leadership Team, the cabinet, the Board of Ordained Ministry, and the people of the annual conference to become interculturally competent, to ensure institutional equity and to facilitate vital conversations about religion, race, and culture. The Commission will follow the guidelines and structure outlined in ¶¶2002 and 2008 in the Discipline and will relate to the General Commission on Religion and Race.
- b. Membership: Care shall be taken to ensure that membership is selected based primarily on the passion and expertise possessed in the areas of training, resource development, evaluation, consultation, and strategic planning in the areas of diversity, intercultural competency, racial and ethnic justice, reconciliation and equity, and communicating/advocacy for change. The total membership shall have an equitable balance in the number of laymen, laywomen, and clergypersons. The commission will reflect the widest sense of racial, ethnic, tribal, and cultural diversity relevant to the conference area. ¶643
 1. chair
 2. no fewer than 9 members and up to eighteen members
 3. majority of members be racial and ethnic minority persons
 4. Director of Congregational Vitality (without vote)

14. Rules

- a. Purpose: Shall receive, assemble and edit proposed changes in the organization, structure, procedures, and rules of the annual conference, and present them to the conference with its recommendation. The committee may also initiate proposals for such changes. ¶604.1
- b. Membership:
 1. chairperson
 2. three clergy members
 3. three lay members
 4. Conference Secretary (without vote)

15. Trustees ¶640

- a. Purpose: Duties as set forth in ¶2512
- b. Membership shall consist of twelve members. Vacancies between annual conference sessions are filled until the next annual conference session on nomination by the agency and election by district superintendents. The annual conference then elects to fill the unexpired term.

16. United Methodist Women ¶647

There shall be a conference organization named United Methodist Women, auxiliary to the jurisdictional organization of United Methodist Women and the Women's Division of the General Board of Global Ministries. Constitution as defined in the *Book of Discipline*.

17. United Methodist Men ¶648

There shall be a conference organization named United Methodist Men, auxiliary to the jurisdictional committee on United Methodist Men and to the General Commission on United Methodist Men (¶2301). Constitution as defined in the *Book of Discipline*.

18. United Methodist Youth ¶649

- a. Purpose: To strengthen the youth ministry in the local churches and districts of the annual conference. This agency shall relate to the Discipleship Ministries of the General Church.
- b. Membership:
 1. as outlined in ¶649.2 and in the Constitution of The West Virginia Conference Council on Youth Ministries (CCYM).
 2. Conference Youth Coordinator.
 3. Director of Young Disciples and Outdoor Ministries (without vote)

**Proposed Change Concerning
PART B: RULES AND PROCEDURES FOR THE
ORGANIZATION
OF THE ANNUAL CONFERENCE
Section IV: Miscellaneous Standing Rules of the Conference
Subsection 8: District Conference**

*Rationale: The Rules Committee recognizes that we live in a time of constant change and the ability to adapt is one of the greatest tools the Church can have as it lives into the Kingdom future. ¶658 of *The Book of Discipline* says that a district conference may be directed by the annual conference or a district conference may be held upon the call of the district superintendent. ¶659 of *The Book of Discipline* gives the annual conference the responsibility of determining membership and composition of the district conference. This change is being offered to allow our districts to function in the most adaptable ways possible given their varied and changing ministry contexts.*

THEREFORE, THE COMMITTEE MOVES THE FOLLOWING CHANGES:

STRIKE THE WORDS “SHALL” FROM THE FIRST SENTENCE OF PART B SECTION IV SUBSECTION 8 AND REPLACE IT WITH THE WORDS “MAY”;

STRIKE THE WORD “ANNUALLY” FROM THE FIRST SENTENCE OF PART B SECTION IV SUBSECTION 8.

8. **District Conference.** [*Book of Discipline* ¶42, 656 -669] District Conferences shall may be held ~~annually~~ in each district of the Conference. The Annual Conference authorizes the District Superintendent to call district conferences as needed. In addition to the ex-officio membership, each Charge Conference shall may elect two principal and two reserve delegates. The ex-officio membership of the District Conference, when called, shall be comprised of the following: All clergy of the district: including retired, those under disability, maternity leave, leave of absence, or sabbatical leave —associate, provisional, diaconal and local; the deaconesses of the district; District personnel, as listed: district trustees, district lay leader and associate lay leaders, chairperson of the District Board of Laity, chairperson of the District Council or equivalent structure, presidents of the District United Methodist Women, United Methodist Men, and District Council of United Methodist Youth Ministries.

Local church personnel as listed (from local churches within the district): lay members of the Annual Conference, church lay leader, chairperson of Church Council, presidents of United Methodist Women, chartered United Methodist Men, and United Methodist Youth Fellowship. A current and accurate report of all elected officers and committee chairpersons shall be submitted to the WV Conference office. The report shall include name and current contact information.

The Annual Conference directs Each District Superintendent to hold a District Conference following the meeting of the General Conference at the first session following General Conference, to elect for a term of four (4) years, a District Lay Leader. The term of office shall be subject to the two-quadrennium rule.

**Proposed Change Concerning
PART B: RULES AND PROCEDURES FOR THE ORGANIZATION
OF THE ANNUAL CONFERENCE**

Section IV: Miscellaneous Standing Rules of the Conference

Subsection 6: Equalization of Lay and Clergy Membership

Rationale: In working to present rule changes to the 2020 Annual Conference, the rules committee prepared several changes to this rule based upon a request of a member of the conference. In preparations for our work for this session, Rev. Mark Flynn presented a substitute rule for this subsection, which is printed at the end of this document. In our deliberations, the substitute did not receive a second on the committee and the committee went

about the work of perfecting Subsection 6 while keeping in mind the spirit of the substitution offered by Rev. Flynn. The committee saw this as a concern that a clear process for election be made of those who are serving as Equalization Members of the Annual Conference.

Based upon their working understanding of ¶602 of the Book of Discipline, the committee worked on Subsection 6 with the mind that the annual conference determines its membership except in those instances where the BOD specifically gives the power to another body. For instance, each charge served by a clergy member of conference is to elect a lay member. Also, in the instance of a clergy member serving a campus ministry (where there is no Charge Conference to elect a lay member) the BOD allows a process for the district to elect a lay member. The election of Equalization Members is the responsibility of the annual conference.

The committee further kept in mind the distribution of charges and members throughout our districts in the West Virginia Annual Conference. These districts were not formed to provide representational equality but are instead formed out of the need for mission and ministry in a geographical area. The committee felt that a conference strategy for the election of Equalization Members, which has served our conference well for many years, should be continued.

*For brevity, which at this point in our report is somewhat moot, the committee presents this rule change not line by line but as a whole with changes either *stricken* to be removed or double underlined to be added. The strike-through indicates which parts of the existing rule we are proposing to delete. Portions with the double underlining are the portions which we are proposing to add to the existing rule.*

THEREFORE, THE COMMITTEE MOVES THAT SUBSECTION 6. EQUALIZATION OF LAY AND CLERGY MEMBERSHIP BE AMENDED AS FOLLOWS:

6. **Equalization of Lay and Clergy Membership.** The Annual Conference Secretary shall annually review the number of clergy and lay members of the Annual Conference, based on information in the most recent *Conference Journal*, and determine the number of additional lay members required to be in compliance with ¶¶32 & 602.4. The Secretary shall determine the number of additional lay members required for equalization and select and notify these equalization members according to priorities of sequence in the following list:

- a. The Conference Secretary and the Conference Treasurer/Director of Administrative Services.
- b. Lay persons serving on General Church Agencies.
- c. Lay persons employed as Director or Associate Directors of Office of Connectional Ministries.
- d. Lay persons who chair conference agencies including those who are elected to chair sections or divisions.
- e. Church and Community Workers.
- f. The Conference Chancellor.
- g. The President of West Virginia Wesleyan College. (If a member of The United Methodist Church)

- h. A West Virginia Wesleyan College student who is a young adult as determined by the Discipline. The student shall be a member of The United Methodist Church in the WV Annual Conference, familiar with the multi-faceted nature of the Campus Community and representative of the diversity of the student body. The student shall be named by the Office of Spiritual Life in consultation with the Student Senate and President of the College.
- i. All lay persons serving on the following Conference Agencies: Nominations, Program, Rules, and nine youth between the ages of 15 and 18 to be selected by the Conference Council on Youth Ministries.
- j. All lay persons serving on the Conference Board of Ordained Ministry, Conference Council on Finance & Administration and Conference Covenant Council.
- k. All lay persons serving as the chairperson of a District Council on Ministry or equivalent structure.
- l. All lay persons employed as Directors of Conference Health and Welfare institutions and Mission Projects (if a member of The United Methodist Church).
- m. Certified Lay Minister under assignment
- n. A West Virginia Wesleyan College student who is a young adult as determined by the Discipline. The student shall be a member of The United Methodist Church in the WV Annual Conference, familiar with the multi-faceted nature of the Campus Community and representative of the diversity of the student body. The student shall be named by the Dean of the Chapel in consultation with the Community Council President and President of the College.
- m. Up to eight persons from each district chosen by the District Committee on nominations or equivalent structure or the superintendent with attention to ethnicity, race, age, gender and church size.
- n. Certified Lay Minister under assignment
- o. Additional persons selected by the Parish Coordinators in each district upon nomination by the District Committee on Nominations (or equivalent structure), after the Conference Secretary has informed the District Superintendents of the appropriate number per district.

Those from the priority list above, selected and notified by the Annual Conference Secretary, shall be presented for election by the Annual Conference in the Organizing motion.

The Committee on Annual Conference Program, in consultation with the Council on Finance and Administration, shall assist with expenses of equalization members and shall determine the amount of the stipend each year. Funds will not be provided for attendance at one-day special sessions.

End of Rules Committee's proposals

The following is the rule submitted by Rev. Mark Flynn concerning this Subsection but laid aside by the committee in order to perfect our current rule while keeping in mind the need for clarity about the election process.

Proposed Changes to Rule IV. 6. From Rev. Mark Flynn

6. Equalization of Lay and Clergy Membership. The following shall serve as lay members of the annual conference:

- a. One or more professing members elected by each charge, in accordance with ¶32 and ¶602.4.
- b. The diaconal ministers, the active deaconesses, and home missionaries under episcopal appointment within the bounds of the of the annual conference, the conference president of United Methodist Women, the conference president of United Methodist Men, the conference lay leader, district lay leaders, the conference director of Lay Servant Ministries, the conference secretary of Global Ministries (if lay), the president or equivalent officer of the conference young adult organization, the president of the conference youth organization, and the chair of the annual conference college student organization.
- c. One young person between the ages of twelve and seventeen and one young person between the ages of eighteen and thirty from each district, to be elected by the lay members of the district conference.

The Annual Conference Secretary shall annually review the number of clergy and lay members of the Annual Conference, based on information in the most recent Conference Journal, and determine the number of additional lay members required to be in compliance with ¶¶32 & 602.4. The Secretary shall determine the number of additional lay members required for equalization and select and notify these equalization members according to priorities of sequence in the following list:

- a. The Conference Secretary and the Conference Treasurer/Director of Administrative Services.
- b. Lay persons serving on General Church Agencies.
- c. Lay persons employed as Director or Associate Directors of Office of Connectional Ministries.
- d. Lay persons who chair conference agencies including those who are elected to chair sections or divisions.
- e. Church and Community Workers.
- f. The Conference Chancellor.
- g. The President of West Virginia Wesleyan College. (If a member of the United Methodist Church)
- h. All lay persons serving on the following Conference Agencies: Nominations, Program, Rules, and nine youth between the ages of 15 and 18 to be selected by the Conference Council on Youth Ministries.
- i. All lay persons serving on the Conference Board of Ordained Ministry, Conference Council on Finance & Administration and Conference Covenant Council.
- j. All lay persons serving as the chairperson of a District Council on Ministry or

equivalent structure.

k. All lay persons employed as Directors of Conference Health and Welfare institutions and Mission Projects (if a member of The United Methodist Church).

l. Certified Lay Minister under assignment

m. A West Virginia Wesleyan College student who is a young adult as determined by the Discipline. The student shall be a member of The United Methodist Church in the WV Annual Conference, familiar with the multi-faceted nature of the Campus Community and representative of the diversity of the student body. The student shall be named by the Dean of the Chapel in consultation with the Community Council President and President of the College.

n. Additional persons selected by the Parish Coordinators in each district upon nomination by the District Committee on Nominations (or equivalent structure), after the Conference Secretary has informed the District Superintendents of the appropriate number per district.

The Committee on Annual Conference Program, in consultation with the Council on Finance and Administration, shall assist with expenses of equalization members and shall determine the amount of the stipend each year. Funds will not be provided for attendance at one-day special sessions.

If the number of clergy members (as defined in Paragraph 32 of *The Book of Discipline*) exceeds the number of lay members (including those elected by charges, those holding the offices listed above, and the two young persons from each district), then the number of lay equalization members still needed to equalize lay and clergy membership in the annual conference shall be divided by the number of districts. The necessary number of lay equalization members shall be nominated and elected by the lay members of the district conferences. The district superintendent shall encourage the nomination and election of active professing members representing different racial and ethnic groups, different age groups, churches of different sizes, and communities of different sizes. If nominations for these lay equalization members are made by a nominating committee, lay members of the district conference shall also be invited to offer nominations from the floor. If the number of lay equalization members needed is not divisible by the number of districts, then those districts having larger numbers of professing members shall each be asked to elect one extra lay equalization member until the needed number is reached.

All lay members elected by charges and all lay equalization members elected by the lay members of the district conferences (including youth and young adults) shall meet the participation and membership requirements of ¶32 and ¶602.4. Qualifying individuals shall be permitted to nominate themselves.

The Committee on Annual Conference Program, in consultation with the Council on Finance and Administration, shall assist with expenses of equalization members and shall determine the amount of the stipend each year. Funds will not be provided for attendance at one-day special sessions.

Rationale from Rev. Mark Flynn:

1. The most obvious concern with our present rule is that it is not consistent with *The*

Book of Discipline. Paragraphs 32 and 602.4 clearly state that lay equalization members who are not in categories listed in these paragraphs as lay equalization members are to be elected: “If the lay membership should number less than the clergy members of the annual conference, the annual conference shall, by its own formula, provide for the election of additional lay members to equalize lay and clergy membership of the annual conference.”

- a. Our current rule automatically gives voting membership in the annual conference to eighteen categories of persons not listed in paragraph 32 or paragraph 602.4.
 - b. Our current rule does not provide for the remaining lay equalization members to be elected either.
2. It is probably not necessary to include all of the language of paragraphs 32 and 602.4 in our rule, it would probably be wise to make sure that we do not overlook the list of those who are named there as lay members of the annual conference.
 3. It may also be wise to include at least a reference to the membership and participation requirements in the *Discipline*.
 4. Lay equalization members of the annual conference should be chosen by the laypersons whom they are supposed to represent. Our current rule has lay equalization members being chosen by parish coordinators, all of whom are clergy.
 5. Our current rule gives to six categories of conference employees automatic voting membership in the body which approves the funding for their salaries. This rule change would still allow these persons to be elected as lay equalization members, but it would not give them such a position automatically.



Rev. Mark Flynn and Rev. Scott Mayberry chat during a break in business at Annual Conference 2021

Trustees

Betsy Edwards-Martin
President, Conference Board of Trustees

“All properties of United Methodist local churches and other United Methodist agencies and institutions are held, in trust, for the benefit of the entire denomination, and ownership and usage of church property is subject to the Discipline. This trust requirement is an essential element of the historic polity of The United Methodist Church or its predecessor denominations or communions and has been a part of the Discipline since 1797. It reflects the connectional structure of the Church by ensuring that the property will be used solely for purposes consonant with the mission of the entire denomination as set forth in the Discipline.” (Paragraph 2501, 2016 Discipline)

The Annual Conference trustees are charged with maintaining that trust through the legal responsibilities of holding of donations, bequests, real or personal property for the Annual Conference (Paragraph 2512, 2016 Discipline); the trustees are directed by the Annual Conference in regard to investing, buying, selling, transferring, or conveying funds and properties that are held in trust. As directed by the Book of Discipline, “the board (of trustees) shall make to each session of the annual conference a full, true, and faithful report of its doings, of all funds, monies, securities, and property held in trust by it, and of its receipts and disbursements during the conference year.” (Paragraph 2512.6)

I offer this report as my first year as President of the Conference Trustees draws to a close. I want to begin by extending a warm and sincerely heartfelt “Thank You!” to each of the trustees and ex-officio members who have patiently walked with me through this transitional year. I confess, the thought of filling Bill Wilson’s sturdy, well-polished shoes was daunting, to say the least. What a blessing and a gift to work with a group of talented folk who love our Conference and share a desire to help things go right. Randy Flanagan, our Vice President, and Jamion Wolford, Conference Treasurer, who also serves as our Trustee Treasurer, have been great partners in this strange but productive year. Never at our meetings, but indispensable to say the least, I also want to thank Myra Bess for her patience “filling in blanks” I didn’t even know were blank until she guided me through them. COVID, and for my part, a reoccurring personal illness, has made it necessary for all of us to reassess, kick off our shoes, roll up our sleeves and find new ways to creatively come together to accomplish our work as Trustees. Learning to Zoom and screen share, chat, text and message to name a few new skills, has been challenging but rewarding. As I look back on this year, I celebrate these new tools to carry us into the future.

In this document, the following areas are reported to the conference: 1) The Episcopal Residence; 2) Spring Heights; 3) Property Insurance; 4) Closed Churches Property; 5) GlenWood Park; and 6) Resolutions

Please see the financial report for funds held by the trustees, following this report.

Episcopal Residence:

Rev. Frank Shomo, has continued to work in consultation with Bishop Sandra Steiner Ball and her husband, Rev. Barry Ball, to maintain the residence in Putnam County. COVID restrictions have made it difficult to find professional contractors. We give thanks for the work that has been done, and for Frank's persistence in scheduling and overseeing that work. We are especially grateful for Frank's willingness to continue overseeing the care of our Episcopal Residence.

Spring Heights:

As a conference-owned property, the trustees continue to address the year-to-year maintenance needs of the Spring Heights camp facilities outside of Spencer, WV. Shea James and Amy Mullins have used their COVID time well. Exciting new ministry opportunities are happening. The Trustees are pleased to be able to offer our support by managing the Spring Heights Maintenance Funds as listed in Category III of the Conference Budget and by assisting in the development a property maintenance plan. Working with Shea, Amy and Spring Heights' amazing maintenance man, Paul, several erosion issues have been more permanently addressed. Work is scheduled to replace the dining hall roof which sustained serious wind damage, and many trees have been trimmed. Pipes and the water pump at the camp's water plant, which sustained damage during an ice storm, have been replaced/ repaired. The Trustees hope to assist with financial support as we partner with Shea, Amy, and David Stilgenbauer (Conference Volunteers-in-Mission Coordinator) to arrange work teams through VIM to assist with minor maintenance projects. Conference Trustees Betsy Martin and Charles Hicks sit on the Camp Commission.

Property Insurance:

The Trustees appreciate the tremendous work our Conference Risk Manager, John Thompson, and our Treasurer, Jamion Wolford, have accomplished this year. Conference properties, vehicles, mission projects, and campus ministries (through our Affiliation Agreements) are covered by Annual Conference provided insurance. John and Jamion reviewed coverage, premiums, and all entities that are to be insured. John's expertise and diligent attention to detail, have enabled the Trustees to adapt, adjust, or secure new insurance policies for all our conference properties.

Closed Churches Property:

We thank our Trustee Agent, Rev. Charles Hicks, and the Conference Chancellor, Robert File, for their work on sales and conveyance of closed church properties. See the report, "Closed Church Properties Conveyed," submitted from the agent regarding the work from March 1, 2020, through March 1, 2021.

GlenWood Park:

Funds from the sale of GlenWood Park Retirement Village have not yet been released.

Trustee Resolutions: We recommend adoption of three resolutions presented by the trustees:
(See Resolutions 3, 4 and 5 in Section 6 Resolutions of this Journal)

CLOSED PROPERTIES CONVEYED
March 1, 2020 – February 29, 2021

PROPERTY/COUNTY	YEAR CLOSED	DATE CONVEYED	CONSIDERATION
Epworth/Wood	2019	3-9-20	\$60,000.00
Clouston Lot/Marshall	2019	3-17-20	\$1.00
Bethel/Nicholas	2019	3-20-20	\$50,000.00
Grace Chapel/Barbour	2019	3-13-20	\$1,000.00
Concord/Barbour	2019	4-4-20	\$40,000.00
Gilboa/Nicholas	2019	5-2-20	\$2,000.00
Arden/Barbour	2019	5-2-20	\$5,000.00
Fairview/Lewis	2019	5-12-20	\$2,500.00
Royal chapel/Nicholas	2019	11-30-20	\$55,000.00
Campbelltown/Pocahontas	2019	6-8-20	\$45,000.00
Plum Run/Marion	2019	5-15-20	\$1,500.00
Mary's Chapel/Barbour	2019	6-22-20	\$3,000.00
Hickory Chapel/Mason	2020	6-12-20	\$6,000.00
Montana Lot/Marion	2019	6-22-20	\$2,000.00
Penile/Nicholas	2020	7-25-20	\$7,500.00
Young's Memorial Lot/Clay	2020	7-21-20	\$1,000.00
Barren Creek/Kanawha	2020	7-26-20	\$2,000.00
Mt Nebo/Upshur	2017	7-29-20	\$1,500.00
Hoult/Marion	2019	8-5-20	\$5,000.00
Cuzzart Pleasant Valley/Preston	2019	8-30-20	\$13,000.00
White's Chapel/Pocahontas	2020	11-20-20	\$2,500.00
Edray/Pocahontas	2020	11-20-20	\$25,000.00
Alpin/Jackson	2020	12-18-20	\$7,000.00
St James/Greenbrier	2020	12-14-20	\$5,000.00
Pisgah/Mercer	2020	12-11-20	\$17,000.00
Alvon/Greenbrier	2020	12-29-20	\$296,776.00
Beaver/Raleigh	2020	1-22-21	\$10,000.00

Board of Trustees Financial Statement
As Of December 31, 2020

Cash Invested - United Methodist Foundation	<u>\$ 898,236.02</u>
Total Available Cash	\$898,236.02
Notes Receivable:	
Total Notes Receivable	\$0.00
Total Gross Assets	\$898,236.02
Committed Assets	
Reserve for Trustees	\$100,000.00
2021 Distribution to New Church Development	\$223,853.62
2021 Distribution to Ethnic Church Fund	<u>\$55,963.40</u>
Total Committed Assets	\$379,817.02
Total Net Assets	\$518,419.00

Property Insurance Account
As Of December 31, 2020

	<u>2020</u>	<u>2019</u>
Beginning Balance		
Income		
Apportioned Receipts	\$224,212.29	\$223,666.44
UMI Surplus		\$2,809.22
Other Income (Insur. Refund)	\$3,236.41	\$0.00
Transfer from Conference Operating Fund		\$62,166.28
Total Income	<u>\$227,448.70</u>	<u>\$288,641.94</u>
Expenses		
Commercial Package	\$26,860.49	\$100,856.22
Conference Auto	\$18,690.99	\$22,195.84
Camp Package	\$30,848.19	\$52,041.00
Mission Projects	\$61,216.49	\$109,638.88
Campus Ministries	\$3,774.28	\$3,866.00
Transfer To Conference Operating Fund		\$44.00
Total Expenses	<u>\$141,390.44</u>	<u>\$288,641.94</u>
Net Gain/(Loss)	<u>\$86,058.26</u>	<u>\$0.00</u>
Transfer From Insurance Reserve	<u>\$0.00</u>	<u>\$62,166.28</u>

Due to delays in UMI billing and trustees moving to quarterly payments while insurance carrier options are being reviewed, the net balance from 2020 was rolled forward to 2021.

Property Proceeds Account

As Of December 31, 2020

	2020
Beginning Balance	\$735,010.09
Income:	
Property/Furniture Sales	\$588,032.00
Bank Account Closures	\$6,994.80
Interest Income - Foundation	\$0.00
Rents, Leases and Royalties	\$599.95
Other Income	\$2,943.26
Total Income	\$598,570.01
Expenses:	
Salary	\$16,980.87
Legal Fees	\$316.58
Administration	\$2,571.58
Camp Shuttering Expenses	
District Parsonage Expenses	
Appraisals	
Transfer to New Church Development	\$68,178.44
Transfer to UM Foundation for Ethnic Churches	\$17,044.61
Agents Expense	\$4,704.66
Transfer to Reserve	\$735,010.09
Taxes	
Other (Grants)	\$1,750.00
Utilities Closed Properties	\$6,395.85
Workers compensation	
Spring Heights Capital Maintenance	
Establish Separate Investment Account	
Total Expenses	\$852,952.68
Net Year to Date Activity	(\$254,382.67)

United Methodist Men

George Hohmann

President, West Virginia Conference United Methodist Men

Greetings on behalf of the West Virginia Conference's United Methodist Men.

Our mission is to help men grow in Christ, so others may know Christ. We do this through our local church fellowships, our work with Scouting, and our community service.

According to the 2019 West Virginia Conference *Journal and Yearbook*, there are 121 churches in the conference with active men's fellowships. At the beginning of 2020, 58 of those men's fellowships (48%) were chartered. At the end of 2020, there were 59 chartered men's fellowships. We are striving to increase this number so more local fellowships are connected to the conference, nation, and world.

Our signature event is an annual gathering for the men; an annual golf outing; and Circuit Rider, a camporee for Scouts. The gathering for men and Circuit Rider are traditionally held in September at West Virginia University's Jackson's Mill in Weston.

Because of the pandemic, the men's 2020 annual gathering was moved online. The event featured a presentation by West Virginia Resident Bishop Sandra Steiner Ball on the importance and value of connection; an opioid update by Rev. Dr. Barry Steiner Ball, who also presented "Developing the Next Generation," a new program for scouting, foster care and the church; a presentation by West Virginia Men's Prayer Advocate Rev. George Webb titled, "Holding Fast to Faith;" and a presentation by Steven Scheid, Director of the Center for Scouting Ministries, General Commission on UM Men, titled, "Internet safety is critical for protecting youth."

During the men's gathering, Rayman P. Richardson of LIFE UMC in Fairmont was named the West Virginia United Methodist "Man of the Year." The award, which dates back to 1954, is the highest honor bestowed by the West Virginia United Methodist Men.

The pandemic required the cancellation of the 2020 golf outing and the 2020 Circuit Rider. Plans are underway to hold the golf outing and Circuit Rider in 2021, if they can be held safely. The men's gathering will be held in person or online, depending on pandemic conditions.

Our website, wvcummen.org continues to add features. We believe it is an important tool for keeping in touch with men throughout the conference. We also send newsletters through the U.S. Postal Service. During January 2021 we began publishing a bi-weekly newsletter online. To receive the newsletter, e-mail Jerry Meadows at jwmead@frontier.com

Although the pandemic set back some of our efforts in 2020, we are continuing to seek ways to become financially self-sufficient. Our finances are audited annually by an independent auditor.

We mourn the loss of some long-standing members in 2020 and early 2021, including Thomas Lowell Tate of New Cumberland; Brian Lee Farnsworth of Vienna; Joe Woolweaver of Gandeeville; Donald Ellis of St. Albans; James William "Jim" Crowley Jr. of Elkins; Robert Eugene Herndon of Cross Lanes; and Odell C. Miller of Morgantown.

United Methodist Women

Sue Dostal

President, West.Virginia Conference United Methodist Women

United Methodist Women in every district are working very hard for the marginalized and oppressed. We are always collecting food, underwear and socks, school supplies, health care items and a host of other items that we donate to local, conference, and national organizations in an effort to make a difference in today's society. Many of our women are involved in making prayer shawls, volunteering at various shelters and mission projects, teaching Sunday School, tutoring school-age children and youth, as well as providing leadership within their own church and community.

United Methodist Women prepares women and girls to be leaders in their community, church, school, district and conference. Leadership Development Days are offered annually to equip women with opportunities to learn particular responsibilities for the office that is held within United Methodist Women, to participate in worship, workshops and network with other participants. It also connects the leadership of United Methodist Women to that of the church.

Unfortunately, the pandemic forced us to cancel all of our in-person activities and events for the year. But we were fortunate, with assistance of the Conference Communications Team, to record several of our events and put them on the website so our members can stay connected.

This pandemic may have us down but we are NOT out. We were able to pay our pledge to National Office at 103%. This pledge keeps our support of women, children and youth as well as the marginalized in our country and around the world.

As we move forward, we will continue to meet via Zoom if necessary. We will stay connected to our ladies in every way possible. We will continue to advocate for women, children and youth. We will continue to mentor our ladies and young adults to be in leadership in and around their church and community.

Mission needs to be carried out with education, preparation, action and advocacy, and mutual learning and partnerships.

We Are United Methodist Women and We ROCK!!!

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

Youth Ministries

Bree Moll, CCYM Chairperson

My name is Bree Moll, and I am eighteen years old. I worship at St. Lukes UMC in Craigsville, WV. I am the Chairperson of the Conference Council on Youth Ministries (CCYM) and have been a member for six years. Being on CCYM has enabled me to grow as a follower of Christ and as a leader. I have had the honor of working with amazing people, including Shea James, Joe Hill, Bob Cover, Nancy Henderson White, Bishop Sandra Steiner Ball, and so many others. These people have helped shape me as a person, and there aren't enough words that I can say to thank them. CCYM has introduced me to many young adults and youth that I have had the honor to plan, work, and worship with. I first learned about CCYM at Fall Workshop when I was only twelve. It has been an honor to serve our conference and the youth over the years, and I can't wait to see where God leads them next.

CCYM develops leaders and continued this process through the pandemic. The pandemic affected young people in many ways, including school changes and not seeing friends in person. The conference youth were ready to be together after months of being separated, which led CCYM to the idea of offering Fall Workshop in both a safe in-person option and a virtual option. CCYM led the planning process; we prayed and discerned the theme. We decided to offer a drive-in movie type of event. There were eleven in-person sites throughout the conference. At these sites, families would join us in their cars to participate in group activities and worship. Five young people emceed at different locations, and over fifty adults helped make this event happen.

The process of planning Fall Workshop has helped CCYM members develop new leadership skills. Personally, I had to adjust to being recorded to provide worship for the youth in our conference. This year we couldn't rely on existing structures or plans for an event like this. We had to create everything from scratch, which pushed people to think outside the box. Fortunately, CCYM offers youth various opportunities to step outside their comfort zone to mature in their faith and become leaders, so we were up for the challenge. As a senior, I have had the opportunity to see many young people embrace leading prayer, worship, and preaching. CCYM has provided youth more than the chance to plan youth events; we fundraise for mission and ministry through Youth Service Fund, support one another in prayer, and challenge each other to grow in faith.

As I prepare to age out of CCYM, I look forward to seeing how new leadership decides to take things to the next level in the future. I know they are capable of that because of how much growth I have witnessed and been a part of this year. Throughout the years, I have grown in my faith and have been able to help others grow in their faith. It has been an honor serving these people, and I admire and care for all of them deeply. The past three years as Chairperson of CCYM have been a complete blessing, and although I am sad to leave, I know these amazing people will continue to use the skills we have gained to do great things.

United Methodist Foundation of West Virginia, Inc.

The mission of the United Methodist Foundation of West Virginia, Inc. is *to create a culture of generosity that transforms the world by raising, managing, and distributing funds that serve the needs of all people and communities*. This report is intended to provide the Annual Conference with the details of how we fulfilled our mission in 2020.

Creating a Culture of Generosity: The Foundation is committed to providing leadership development opportunities for lay and clergy under the broad banner of stewardship and generosity. While the pandemic caused us to postpone our planned 2020 Foundation Academy until October 2021 at Canaan Valley Resort, we quickly pivoted to providing several virtual opportunities for leadership development during the pandemic. We hosted six separate webinars in 2020 to over 1000 persons. We used outside speakers to present on funding ministry in a pandemic, annual financial campaigns, the “why” of giving, and millennial giving. Kim Matthews and I presented webinars on online giving and planned giving during a pandemic. We have online events planned again in 2021; even assuming we can gather safely post-pandemic, we are committed to continuing to offer online events in addition to in-person gatherings. We welcome opportunities to lead discussions, classes, and workshops about stewardship, generosity, and planned giving. Remember that as you plan for:

- Clergy gatherings and retreats or leadership academies and training;
- Gatherings of churches or church groups, parishes, or districts; and
- Meetings with individuals who are interested in learning about legacy giving.

Watch for future conference-wide or regional events that can help you and your congregations attain your greatest potential in generosity and stewardship.

Raising Funds: Gifts and deposits in 2020 totaled over \$3.6 Million. Of that, 45% of the total was made to new and existing permanent funds that provide perpetual resources for ministry. Over half (55%) of the total amount was deposited to new and existing custodial accounts -- long-term investment accounts placed with The Foundation by churches and other ministries. We ended the year with over \$128 Million in Assets Under Management.

Managing Funds: All four of our investment funds experienced positive growth during 2020 and exceeded the benchmarks against which we measure our performance. The Moderate Balanced Fund (Fund B2), our most popular investment choice among individuals and ministries, experienced a total return of 16.77% after fees. We encourage you not to focus on one year’s investment return because our focus is long term. See the chart below for all of our Funds’ returns for 2020 as well as the 3-, 5-, and 10-year average returns. We have an experienced and capable Investments Committee overseeing these activities, and we engage highly qualified experts in Wespath Investment Management to guide our investment decisions.

The following are the current investment returns, net of all fees, for the full year 2020, as well as the most recent historical average annual returns for all four of our investment funds. *Sustainable Investing*: The Foundation practices sustainable investing, which means we invest with Christian values in mind in addition to the investment return bottom line. The first part of sustainable investing is negative social screening; that means we do not invest in companies that receive a significant portion of their revenues from the manufacture, sale, or distribution of the following: alcohol, tobacco, pornography, gambling, weapons, or private prisons. Sustainable investing means we also make a conscientious effort to invest in companies with policies and practices that are socially responsible, consistent with the goals outlined in the Social Principles of The United Methodist Church.

Investment Fund	2020	3-Year Average 2018-2020	5-Year Average 2016-2020
Fund A—Fixed Income Fund	3.52%	2.79%	2.72%
<i>Benchmark*</i>	<i>3.50%</i>	<i>2.66%</i>	<i>2.15%</i>
Fund B1—Conservative Balanced	14.82%	8.94%	8.98%
<i>Benchmark*</i>	<i>10.72%</i>	<i>7.18%</i>	<i>7.63%</i>
Fund B2—Moderate Balanced	16.77%	10.13%	10.16%
<i>Benchmark*</i>	<i>12.41%</i>	<i>8.46%</i>	<i>8.93%</i>
Fund B3—Aggressive Balanced	18.36%	10.56%	11.25%
<i>Benchmark*</i>	<i>12.81%</i>	<i>8.13%</i>	<i>9.43%</i>

* The benchmarks are customized to match the asset allocation in each Fund, adjusted for

Distributing Funds: Our purpose is realized when we distribute funds to expand and enhance United Methodist ministry in the name of Jesus Christ throughout the West Virginia Annual Conference and beyond. We distributed over \$4.5 Million in 2020, which represents thousands paid to beneficiaries of lifetime income gifts and millions to churches, ministries, and other beneficiaries of endowment trusts and custodial accounts. In addition to distributions designated by donors, we gave away over \$100,000 of our own money through our Foundation Grants program. We expanded our grant guidelines in 2020 and

2021 to provide for grants to help ongoing programmatic ministries that had been negatively affected by the coronavirus. Also, in response to the pandemic, we set aside an additional \$100,000 for the Bishop and Cabinet to use to address COVID-related needs in churches.

We are grateful for the generosity of United Methodists who, since 1974, have enabled us to respond to these needs.

SAVE A TREE, PLANT A TREE

Save a tree, and we'll plant a tree! In an effort to encourage good stewardship of the earth, for each account holder who changes from mailed paper statements to using the online Account Portal, The Foundation will make a donation to a non-profit organization that will plant a tree in a United States National Forest. Not only can you save trees by reducing the paper used for printing statements, but also you can plant a tree!

Account Portal credentials are available for donors who created Foundation accounts, to pastors, and to officers responsible for monitoring the accounts. Multiple officers can have access. To receive credentials to access the Account Portal, email The Foundation at info@umfwv.org, or go to our website (www.umfwv.org) and click the blue box that says "Go Paperless." We hope you will consider the possibilities of our Account Portal and help us to save a tree and Plant a Tree!

LET US TELL YOU MORE

Location:	500 Virginia Street East, Suite 750, Charleston, WV 25301
Phone:	Toll-free: 304-342-2113
Mailing address:	P. O. Box 3811, Charleston, WV 25338-3811
Email Addresses:	Jeff Taylor, President – jefftaylor@umfwv.org Kim Matthews, Vice President – kimmatthews@umfwv.org Susannah Carpenter, Chief Financial Officer – scarpenter@umfwv.org

umfwv.org

To be added to our mailing list, contact us at info@umfwv.org



Check us out on Facebook (www.facebook.com/umfwv) to receive the latest news from the Foundation.

Visit our website at www.umfwv.org

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West Virginia Wesleyan College



Greetings from West Virginia Wesleyan College. We wish you a warm welcome as you come to our campus, either virtually or in person, for the 2021 West Virginia Annual Conference.

Bishop Sandra Steiner Ball and I continue to work together to strengthen the relationship between the College and the Church. Our vision for the College / Church liaison position continues to evolve and grow, and we continue to look for innovative ways to build relationships between the College and the congregations across the state and conference.

We have been blessed to have had Caitlin Ware as an interim in the role of Director of Spiritual Life/United Methodist Church Liaison. Caitlin has done an amazing job laying the foundation for the new Director of Spiritual Life at West Virginia Wesleyan College. Despite COVID and the College moving to online instruction in Fall 2020, Caitlin has delivered a number of wonderful sermon series including “Fact or Fiction: Bible Myths, Rest for Restoration, and Deconstructing Faith.” She has engaged a number of different people to deliver sermons during the past year including Rev. Dr. Felicia Wooten Williams, W.I. Hairston and WVWC students Delcie McCord, Sarah Noll, Owen Lindsay, Malaika Kimmons, and Sarah Wilmoth.

Despite the complications of COVID, community service continues to be a top priority of organizations and individuals across campus. There were 1072 unique records of students checking into advocacy, awareness, education, leadership, and service projects in the past academic year. In addition to the 99 students directly involved with the Center for Community Engagement & Leadership Development, students found their outlet for service through their Greek affiliation, campus organizations, athletic teams, churches, residence hall programs, and personal affiliations. The 86 Wesleyan Service Scholar students completed 10,120 hours of service before leaving campus due to the pandemic. Those hours multiplied by the minimum wage in West Virginia is \$88,550 of value-added to our community. These hours are conducted at over 21 different community partner sites, such as the Upshur Cooperative Parish. While the dedication to the community is evident, many students are leaders in on-campus events that raise awareness and educate others on social justice issues like poverty reduction and gender equality. A “Soup-er Bowl Sunday” collection drive, a film screening about mental health in athletics, and a discussion about the foster care system were among the top events last year. Since then, students have adapted to virtual service methods to raise funds for the Lewis Upshur Animal Control facility, provide virtual tutoring options to Upshur County students, and serve as buddies to Special Olympics athletes. Over the next year, the campus will be implementing a co-curricular transcript to further track and support student engagement experiences like those listed above.

It has been an exciting year, and West Virginia Wesleyan College continues to move in positive directions. The students have begun the thought process around the redesign of the student center. Wesleyan launched the Go-D.O. program where qualified incoming freshmen will receive guaranteed placement to the West Virginia School of Osteopathic Medicine. Wesleyan also announced the Minority Doctoral Fellows Program, a partnership between WVWC and WVU, where minority doctoral candidates at WVU would have the opportunity to teach at Wesleyan prior to completion of their doctoral degree.

Finally, Wesleyan continued its dynamic strategic planning process. One of the major accomplishments of this year was the completion of the innovative revisions to the General Education curriculum. This unprecedented approach makes Wesleyan a thought leader in liberal arts education. This novel approach to general education will launch in Fall 2021. In this era of profound change, West Virginia Wesleyan's inventive liberal arts curriculum will be a tremendous asset to the students who come from around the world to study at WVWC.

As we move toward personalized education and individual learning pathways, we are mindful that the journey to intellectual and spiritual enlightenment is not a solo journey. As we walk this journey together, we continue to be grateful for your kind prayers and generous support.

Joel Thierstein, J.D., Ph.D.
President



Africa University

Thank you, West Virginia United Methodists, for helping to prepare young leaders to be “an aroma that brings life” to a world that is crying out for justice, compassion, healing, and wholeness (2 Corinthians 2:14-16). Your prayers and gifts provide a strong foundation for the students, lecturers, and administrators as they engage in disciple-making by example. It is a joy to share with you, the members of the West Virginia Conference, as dedicated partners in ministry with Africa University.

The students, faculty and staff of Africa University are grateful to the West Virginia Conference for investing 100 percent of the asking to the Africa University Fund apportionment in 2020. Thank you for supporting the ministry of Africa University with such faithfulness and generosity. By giving so consistently, even in difficult times, West Virginia United Methodist congregations are a source of encouragement and strength.

COVID-19 and the measures instituted to control the resulting global health crisis it caused have brought about profound and lasting adjustments in how we live, work, serve and connect. For Africa University, these include:

- A shift to online-only teaching and learning from late March through December 2020. As the only university in Zimbabwe accredited to offer online degrees, Africa University had the infrastructure and expertise to transition smoothly and break new ground with competency-based student assessment tools.
- Gifts totaling more than \$300,000 from across the United Methodist connection that were designated for COVID-19 relief efforts. These second-mile gifts enabled Africa University to care for almost 300 international students who were stranded on its campus between March and late July 2020 and assist students whose families were experiencing financial hardship.
- Excellent student retention and modest enrollment growth, with a 99 percent uptake of online learning by students. More than 3,000 students enrolled for the 2020-2021 academic year—an increase of 16 percent over the previous year—with 2,395 studying full-time. Fifty-seven percent of full-time students were female, and 24 percent were international.
- **Innovation, outreach, and service** through:
 - The development and distribution of masks and hand sanitizer (*of its own design/formulation*), that are now cleared for commercial production.
 - The launch, via a web application, of farm to household delivery of fresh produce, meat and poultry products by the Africa University Dream Farm Trust.
 - Two student-led initiatives—***Feed a Family*** and ***Ben Hill UMC Women’s Residence Girl Child Support Program***—that provided medical care, food, and school fees assistance to vulnerable families in the wider community. Campus-based and home-based students gave up meals, raised additional resources, procured supplies, and organized safe distribution to families.

- The successful completion of two new buildings—the Highland Park UMC-funded student union facility and a dormitory for female students. A new solar farm powers the Highland Park women’s dormitory.

Africa University’s online campus is here to stay, thanks to infrastructure upgrades and the lessons learned in 2020. Going forward, Africa University is committed to growing its pan-African presence and impact through new programs, partnerships, and a blend of in-person and online learning options.

In a fragile and interconnected world and family of faith, the West Virginia Conference helps Africa University to transform the lives of young people and grow vibrant, worshipping communities.

In journeying alongside Africa University in ministry and mission, West Virginia United Methodists are the church in the world—seeding hope and sharing the love of Christ. You affirm that when we are all in it together, God’s grace is indeed sufficient. To God be the glory.

*James H. Salley, Associate Vice Chancellor for Institutional Advancement
Africa University Development Office*



General Board of Higher Education and Ministry
The United Methodist Church
1001 19th Avenue South, Nashville, TN 37212

The General Board of Higher Education and Ministry (GBHEM) announced its blueprint for the future, “Our Road Reimagined,” in 2020. The plan details the realignment of GBHEM’s culture and organizational structure to allow the agency to further its mission in a more effective, innovative and sustainable way. The creation of the plan was the result of a months-long process to survey and remodel the agency to set a course that is more collaborative, diverse and equitable at all levels.

While our approach is transforming, GBHEM’s mission is not. We remain committed to helping United Methodist lay and clergy leaders discover, claim and flourish in God’s call on their lives.

Over the last quadrennium, the world, The United Methodist Church and our constituents’ needs have changed considerably. To address those shifting needs, we are adapting culturally, strategically and operationally to successfully carry out our important mission and ministry well into the future. We are developing an innovation mindset we know will be important moving forward.

- Last fall, GBHEM began carefully redesigning our organization to transition to a more cross-functional culture with three primary areas of focus: **Constituent Relations and Services; Product Innovation and Implementation; and Administrative Relations and Services**. This structure is allowing us to be more effective, nimble and sustainable.
- Further, these changes are aligning our Ordained Ministry and Higher Education teams strategically, creating more intentional collaborations, and building greater connections between the Church’s pastoral and academic ministries.
- The agency’s realignment also includes initiatives to reinvigorate our commitment to diversity, equity, and inclusion, and further strengthen our global focus. Our new structure opens the door for fresh opportunities, collaborations and partnerships and becoming more entrepreneurial and creative in our approach.

GBHEM looks confidently to the future. We are taking bold steps to remain good stewards and evolve in service to Christian leaders in a significant way throughout the Church, the Academy and the world.

Regardless of the shifts and changes we are all experiencing, the same spirit of service and leadership that first inspired John Wesley lives on in each of us. We have been called in new and transformative ways. GBHEM is excited to share more with you in the months ahead. We invite you to connect and collaborate.



Boston University School of Theology

Dear Colleagues in Ministry:

I am grateful for my first opportunity to thank you for your moral, prayerful, and material support of the Boston University School of Theology (BUSTH). Like many institutions, this past year at BUSTH has been largely influenced by the COVID pandemic, outrage over enduring racial injustices in our country, and concern over rising white supremacy in our nation. Our work at BUSTH is to prepare religious leaders to encounter and engage complex challenges such as these. A year like 2020 makes the School's historic and ongoing commitments to social justice even more relevant. Below are some BUSTH highlights from 2020. We remain hopeful in our continued partnership with you in the work and witness of the School toward advancing social justice, fostering compassionate communities, and shaping wise leaders for a hurting world.

BREAKING NEWS:

- **Virtual Learning:** Our faculty, staff, and library successfully pivoted to fully remote learning in Spring 2020 upon the COVID lockdown, which continued through the summer terms. Fall 2020 offered a hybrid approach to learning, due to Boston University's "Learn *from* Anywhere" initiative, which included a comprehensive on-campus testing program and strict COVID precautions to ensure the safety of students, faculty, and staff. Students were given the most flexibility, with allowances to learn in-person in socially distanced and masked classes or in the comfort of their own homes via Zoom. The redirection to online learning served as an opportunity for BUSTH faculty to develop new online pedagogical proficiency and positions the School for greater engagement with current conversations concerning best practices in distance, hybrid, and online learning options for students worldwide.
- **Students:** We continue to increase and celebrate diversity in our student body, creating opportunities for in-depth exchanges and a rich virtual community life. Our Fall 2020 entering class was among our largest classes ever, with 128 new students enrolling in September, despite the fact that recruitment had to transition to be fully online.

- **Faculty:** We celebrated *dean emerita* Mary Elizabeth Moore’s 12-year service to the School as she stepped down on December 31, 2020. The institution will be forever grateful for her historic tenure as its dean. The new dean G. Sujin Pak began her appointment on January 1, 2021. Dean Pak is known for her commitments to academic rigor, social justice, and United Methodism, which made her a wonderful fit for the deanship of BUSTH at this time. In the coming months, the School plans to appoint a new Martin Luther King, Jr. Professor of Ethical Leadership.
- **Lilly Endowment Grant for Thriving Congregations Initiative:** BUSTH was awarded a nearly \$1 million, four-year grant to work with urban congregations responding to trauma. The project will be focused on responding to congregants who are continually shaped by and reacting to compounding domestic and global traumatic events, such as systemic racism, gun violence, homelessness, or immigration stressors.
- **Scholarships:** We continue to offer free tuition to UMC registered candidates for ordained ministry. Building student scholarships and housing opportunities remain key priorities. BUSTH also offers leadership fellowships to support students in ethnic, gender, and sexuality studies: Raíces Latinas, Sacred Worth, Indigenous Studies, Korean Studies, Women in Leadership, and Black Church Studies.
- **Online Lifelong Learning:** Through a generous grant from BU’s Digital Education Incubator, BUSTH began to offer online mini-courses, workshops, and reading groups for interested professional and spiritual enrichment of alumni and other religious leaders. Inaugural groups covered topics such as religious Afro-futurism, spirituality through the writings of Howard Thurman, and rituals and practices of grief in a time of pandemic. To learn about or participate in the next BUSTH Lifelong Learning offerings, visit bu.edu/sth/oll.
- **Theology and the Arts Initiatives:** Due to the COVID pandemic, our traditional exhibits moved to an online space. The art of John August Swanson is available at <https://butheoartsgallery2020.wordpress.com/john-august-swanson-social-justice-artist>.
- **Development:** BUSTH’s “On a Mission” campaign surpassed all expectations when it concluded in September 2019, raising \$29.4 million—well beyond the \$15 million goal set in 2010. These funds reflect broad support from alumni, friends, faculty, staff, and students, with a far-reaching impact on the School’s ability to pursue its mission. More than 2,800 donors, including 1,927 alumni (a 50% alumni participation rate), contributed to our campaign.

PARTNERING FOR MINISTRY AND TRANSFORMATION:

- **Doctor of Ministry:** The DMin in Transformational Leadership flourishes with lively student cohorts that are interfaith, broadly ecumenical, culturally diverse, and global. The model includes intensives, online courses, and faculty mentoring.
- **Ecumenical partnerships:** We now have four denominational Communities of Learning: Wesleyan/Methodist, Episcopal/Anglican, United Church of Christ, and Unitarian Universalist.

- **Partnership with Hebrew College:** Together we are able to enrich interreligious learning through joint courses and public events, and also co-sponsor *The Journal of Interreligious Studies* and the *State of Formation* for emerging leaders.
- **Chaplaincy education:** BUSTH and the Chaplaincy Innovation Lab received a grant to support the joint project “Innovations in Chaplaincy Education,” which will seek to redesign courses on chaplaincy in higher education, and centralize education for chaplaincy curricula, including competencies needed for chaplains or other professionals in spiritual care.

TAKING ACTION GLOBALLY AND LOCALLY:

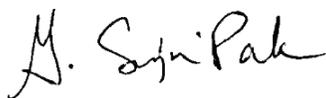
- **Campus action:** Work continues to improve accessibility, sustainability, and responsible investing. BUSTH is the first certified Green School in BU and is active in the Green Seminary Initiative.
- **Internships in global service and peacemaking:** Students participate in apprenticeship ministries across the world.

COMMITMENT TO JUSTICE:

- Faculty, staff, and students are active in #BlackLivesMatter efforts to seek racial equality, and in collaborative services to support people suffering the consequences of immigration practices or disability inequities.
- In Town Hall meetings, the community has deep conversations on issues that divide, seeking to develop capacities for relating across difference and to create a community based on the dignity of all.

BUSTH celebrates transformational leaders of The United Methodist Church. Your legacy and witness and your partnership give us hope and courage for the future.

Blessings and gratitude,



G. Sujin Pak, Dean

Candler School of Theology

Since our founding in 1914, **Candler School of Theology at Emory University** has educated more than 10,000 students, shaping thoughtful, principled, and courageous leaders dedicated to transforming the world in the name of Jesus Christ. We continued our work even through this most difficult year, with the coronavirus continuing its march around the world, a reckoning for racial injustice rolling across our nation, and a toxic, divisive political atmosphere challenging our civic life. Perhaps there has been no better year than this to underscore the importance of faithful and creative leaders for the church's ministries throughout the world—the type of leaders we form at Candler.

Though our mission remains unchanged, the pandemic has necessitated many changes in how we undertake that mission: We have shifted classes online, redesigned syllabi to support optimal online learning, developed new ways to worship and experience community together in the virtual sphere, and discerned which new habits and modalities have promise for enriching our work even after the pandemic ends. Through these efforts, we and our students have gained deep experience in being flexible, adaptable, and creative as we respond to the demands of ever-changing contexts—experience that not only serves us well now, but will continue to serve us and our ministries far into the future.

Candler is one of 13 official seminaries of The United Methodist Church, yet true to the Methodist tradition of ecumenical openness, we enthusiastically welcome students from 44 denominations, with 46% of MDiv students coming from the Wesleyan tradition. Our student body reflects the diversity and breadth of the Christian faithful, with an enrollment of 483 from 12 countries and 37 states, 44 percent persons of color (U.S.), and a median age of 27 among MDivs. This diversity is a rich blessing, and this year we created a new staff position of assistant director of student life for diversity, equity and inclusion to foster understanding and ensure we are responsive to the needs of our diverse student body.

We offer six single degrees (MDiv, MTS, MRL MRPL, ThM, DMin) and ten dual degrees. Our Doctor of Ministry degree is 90 percent online, so students can remain in their places of ministry while completing their degrees. Our new Chaplaincy concentration is now among our most popular, and our Teaching Parish program enables students to serve as student pastors in local churches throughout the southeast, learning firsthand about shepherding a congregation; this year, there were 36 participants.

Alleviating student debt through generous financial aid remains among our top priorities. In 2019-2020, we awarded nearly \$6.6 million in financial aid, with 100% of MDiv and 98% of all students receiving support. All MDiv students who are certified candidates for ordained ministry in the UMC receive full-tuition scholarships, and all MDiv, MTS, and master of religious leadership students who are enrolled part-time or more receive a scholarship covering at least 50% of tuition for the length of their program.

The demands of the pandemic did not diminish Candler's robust schedule of events. Candler's Black Church Studies program celebrated its 30th anniversary with a yearlong slate of online lectures and panel discussions, now available at vimeo.com/candler. We also launched The Candler Foundry to make theological education accessible

to all, through short and semester-length courses taught by Candler faculty, videos and discussion guides to spark conversation in groups or one-on-one, and Facebook Live panel discussions connecting theology with current issues in the world. View the latest offerings at candlerfoundry.emory.edu.

Candler's ability to fulfill our mission of educating faithful and creative leaders for the church's ministries throughout the world depends upon your prayers, partnership, and support. Thank you for the countless ways you advance this vital ministry in the life of our denomination. We invite you to visit us online at candler.emory.edu.

—Jan Love

*Mary Lee Hardin Willard Dean and Professor of Christianity and World Politics
Candler School of Theology, Emory University*

Drew University Theological School

As with most other schools in the northeast of the U.S., Drew University evacuated its campus in early spring 2020 in response to the COVID pandemic. Drew Theological School faculty and staff adapted to this challenge with resilience, compassion, and creativity. The Theological School faculty put their courses all online, led development workshops for faculty across the university, and, in order to accommodate our many international admits who would not be able to enter the United States for fall 2020, designed an asynchronous Master of Divinity program.

As a result of this work, the Theological School welcomed 147 new students, its largest entering class in a decade, with an enrollment of 380 for the current academic year. Our chapel team has also led the way in creating online worship experiences that connect the Drew community now across the globe.

All degree programs at the Theological School include interdisciplinary courses that demand out-of-the-box thinking, apprenticeship training that addresses real-world issues, and modes of learning that promote adaptability and innovation. Our MDiv and MATM degrees include a required gateway year, vocational pathways, and experiential learning that develops and deepens adaptive leadership skills. The curriculum features a team-designed and taught interdisciplinary sequence of core courses reflecting the integration of the theological disciplines and practices characteristic of the life of faith.

The faculty have also articulated shared values that are infused across the teaching and learning at Drew: a commitment to anti-racism; gender and sexual-identity equality; eco-sustainability and environmental justice; and interfaith understanding and cooperation.

Drew cultivates pastors, preachers, deacons, activists, teachers, and thought leaders who go all over the world to take their place as the next generation of faith leaders and change agents.

Melanie Johnson-DeBaufre, Interim Dean



Edgardo Colón-Emeric, the Irene and William McCutchen Associate Professor of Reconciliation and Theology, Associate Dean for Academic Affairs and Director of the Center for Reconciliation will become Dean of Duke Divinity School (DDS) July 1, 2021. Dean Gregory L. Jones will leave DDS to become president of Belmont University.

Duke Divinity School (DDS) continues to discern fresh strategies to respond faithfully and wisely to the changing church and the world. The disruptions, challenges, and injustices of 2020 occupied enormous attention as the school adapted to different modes of teaching/learning and interacting while also managing financial challenges both to DDS and Duke University.

DDS announced a new hybrid version of its Master of Divinity (M.Div.) program that will give students the opportunity to earn the M.Div. degree without relocating to Durham, N.C. The hybrid learning curriculum combines remote coursework with week-long residential intensives, where students connect in-person. The first cohort will begin coursework in fall 2021.

DDS welcomed the largest incoming class in school history with 257 new students from 35 different states and seven countries, including China, Italy, Japan, Kenya, Nigeria, South Korea, and the United States. Our Master of Arts in Christian Practice (28 students) and Doctor of Ministry (52 students) programs received record enrollments. The Master of Theology (13 students), Master of Theological Studies (34 students), and Doctor of Theology (6 students) had strong enrollment. Our new Certificate in Theology and Health Care will enroll 6 students, all of whom are TMC Fellows. Across all degree programs, 31 percent of the incoming class identified as a race/ethnicity other than white. Black students made up 21 percent of all students, Asian students, 5 percent; and American Indian students, 2 percent. 45 percent of students in the incoming class were female, and 55 percent were male. The Master of Divinity (M.Div.) degree program gained 113 new students. Students from minority groups comprised more than 25 percent of incoming M.Div. students, with black students making up 19 percent. Female students made up 46 percent of incoming M.Div. students, while males were 54 percent. There were 30 denominations represented in the M.Div. entering class, with 30 percent affiliated with the United Methodist Church. Nondenominational students made up 16 percent of the new M.Div. students; Baptists, 16 percent; and Anglican-Episcopalian, 9 percent.

The year 2020 also witnessed an expansion of DDS's partnerships, including the Kern Family Foundation partnership with the Office of Wesleyan Engagement to provide

accelerated pathways for undergraduate students to pursue the Master of Divinity degree at Duke. DDS welcomed its first cohort of students at Martin Methodist College, taking classes at Duke. The Americas Initiative, a fellowship of organizations, scholars and practitioners convened by the Center for Reconciliation, is working on peacebuilding among Latin American and Latinx communities, particularly those of Indigenous and African descent. The five-year Black Pastoral Leadership Collaboration, begun in the fall of 2019 and jointly funded by DDS and the Provost's Office, is working to harness the research and experiential wisdom of Black pastoral leaders nationally through a leadership school and practical theology archiving project.

DDS sought to reckon in deeper and broader ways with systemic racism and injustice, particularly in light of the overlapping pandemics of COVID, economic crisis, and mental health challenges, and the school sought opportunities to strengthen its partnership and racial justice work across Duke University. A Story Listening and Gathering project solicited past or present students, faculty, and staff to share stories of how race and racial discrimination affects daily life at DDS with a goal of understanding the experiences of the community and to inform the school's broader anti-racism efforts. A new Race and the Professions Fellowship, in partnership with the Kenan Institute for Ethics, and the Churches Promoting Recovery Project, in partnership with the Theology, Medicine, and Culture Initiative, provided new opportunities for students to deepen their vocational formation and reimagine community transformation beyond campus.

DDS hired eight new faculty members in 2020. Peter Casarella is a Professor of Theology and has published widely on medieval Christian Neoplatonism, contemporary theological aesthetics, intercultural thought, and the Hispanic/Latino presence in the U.S. Catholic Church.

Sarah Barton is an Assistant Professor of Occupational Therapy and Theological Ethics whose scholarly work is focused in theological ethics, with special attention to theological anthropology, disability, liturgy, and pastoral care. She has a joint faculty appointment as assistant professor of occupational therapy at Duke University Medical Center.

Quinton Dixie, Associate Research Professor of Church History and Black Church Studies, specializes in American religious history and has written on a wide range of topics, from the African American Civil Rights Movement to the history of Black Baptists in the U.S.

Zebulon Highben is Associate Professor of the Practice of Church Music at Duke Divinity School and Director of Chapel Music at Duke University Chapel, and his research interests include hymnody, liturgy, music and exegesis, the musical heritage of the Reformation.

Alma Tinoco Ruiz is a Lecturer in Homiletics and Evangelism and Director of the Hispanic House of Studies. She a practical theologian whose work centers on the intersection of homiletics, pastoral care, and evangelism and she is a provisional elder in the United Methodist Church.

Janet Martin Soskice is the William K. Warren Distinguished Research Professor of Catholic Theology and for the past 30 years was on The Faculty of Divinity at the University of Cambridge. Her work lies at the intersection of Christian theology and philosophy.

Norbert Wilson is Professor of Food, Economics, and Community, and his research explores food issues such as access, choice, and food waste. He is an ordained vocational deacon in the Episcopal Church USA.

Wylin D. Wilson is an Assistant Professor of Theological Ethics, and prior to joining the Duke faculty, she was on faculty at the Harvard Medical School Center for Bioethics and was a senior fellow at the Center for the Study of World Religions at Harvard Divinity School. Her research focuses on religion, gender, and bioethics, including rural bioethics and Black Church studies.

L. Gregory Jones
Dean of the Divinity School



Garrett-Evangelical Theological Seminary

For 168 years Garrett-Evangelical Theological Seminary has been in service to the Church and the Methodist connection through the formation of Christian leaders in ordained and lay ministries. A result of the union of three historic institutions (Garrett Biblical Institute, Evangelical Theological Seminary, and the Chicago Training School), Garrett-Evangelical is located in the center and at the heart of the campus of Northwestern University in Evanston, Illinois.

One of the official 13 seminaries of The United Methodist Church, Garrett-Evangelical is perennially listed as one of the Seminaries that Change the World and boasts one of the finest theological faculties in the world. With a global student body, that also represents every region of the United States, Garrett-Evangelical is proud of its diverse and vibrant community of learning and of its enduring commitment to training skilled, bold and articulate leaders who share the transforming love of Jesus Christ. Rooted in our Wesleyan, Methodist, and Evangelical United Brethren origins, today's Garrett-Evangelical is also international and ecumenical in spirit and is committed to equipping students to proclaim the good news of the Gospel, to foster deep spirituality in the lives of the communities and persons they serve, to lead with cultural competence and commitment to racial equity and

justice, and as agents of transformative change for the wellbeing of all persons and creation.

Garrett-Evangelical continues to offer a broad array of degree programs that equip students for leadership in congregations, healthcare settings, community organizing and public theology, counseling, and scholarship and teaching in the classic theological disciplines and practices. A full 57% of Garrett-Evangelical students pursue congregational leadership following graduation, and our pastoral care and counseling programs also increasingly attract a large portion of our student body.

This year Garrett-Evangelical also welcomed a new president. The Reverend Javier A. Viera, an elder in the New York Annual Conference, assumed the presidency on January 1, 2021, after having served six and half years as Dean of Drew University Theological School. Dr. Viera will also serve as professor of Education and Leadership. He succeeds Dr. Lallene Rector, who served as president for seven years, and after a year-long sabbatical she will return to her position on the seminary's faculty as a professor of psychology and religion.

Garrett-Evangelical continues to extend its service to the church through its centers and institutes which are focused on equipping leaders with the resources necessary to thrive in ministry and public leadership, and on influencing the moral, theological, and ethical conversations in the public square. This year we launched the Institute for Ecological Regeneration which seeks to help churches and local communities address the global climate crisis with theological and ethical integrity and creativity. It joins the Styberg Preaching Institute, the Center for the Black Church Experience, the Stead Center for Ethics and Values, the Ruben P. Job Institute for Spiritual Formation, the Hispanic-Latinx Center, and the Asian/Asian-American Ministry Center as vital hubs of spiritual innovation and theological renewal for the good of the Church and the world.

Rev. Dr. Javier Viera
President

Methodist Theological School in Ohio

Thank you for this opportunity to bring you news from MTSO.

MTSO preserves learning and community despite COVID-19

Confronted by the challenges of a pandemic, MTSO's students, faculty and staff joined together to preserve a learning environment and a sense of community. In March 2020, the school announced that Spring Semester and summer classes all would move online. A virtual commencement was held for the class of 2020, featuring submitted video of individual graduates, as well as faculty members in full regalia. Addressing the graduates, President Jay Rundell said, "The pandemic has prepared you in ways that you might not realize. There will be surprises in the future. You now know how to adapt."

Fall 2020 classes began in a "hyflex" format, blending online learning and optional campus-based classes. As the virus became more widespread in mid-October, the school pivoted to all-online learning, extending the online-only format through the 2021 Spring Semester. During all COVID-related adaptations, MTSO's tradition of Tuesday chapel services continued – in person and distanced when possible, online when necessary. In addition, the dining hall staff offered free Thanksgiving dinners for pickup to students and employees, and continued to provide to-go lunches on a regular basis. Student organizations and study groups have continued to meet virtually. Most recently, plans were made to hold the 2021 commencement virtually.

Full-tuition scholarships extended to those pursuing United Methodist candidacy

MTSO and the school's generous donors pledged to extend a full-tuition pledge to all prospective students who are pursuing United Methodist elder or deacon candidacy. The MTSO admissions staff is happy to answer questions at 800-333-6876 or admissions@mtso.edu.

\$1 million Lilly Endowment grant will promote thriving in ministry

In December 2020, MTSO received a grant of \$995,731 to help establish "Spaces for Thriving: Cultivating Authentic Pastors for Small Membership Churches and Communities of Color." The project is part of Lilly Endowment Inc.'s Thriving in Ministry, an initiative that supports a variety of religious organizations across the nation as they create or strengthen programs that help pastors build relationships with experienced clergy who can serve as mentors and guide them through key leadership challenges in congregational ministry. The central goals of MTSO's project are to improve pastoral thriving through attention to well-being, authenticity in vocation, and connections to fellow pastors.

Respectfully submitted,
Danny Russell
Director of Communications



St. Paul School of Theology

Saint Paul School of Theology, a seminary of the United Methodist Church, is committed to the formation of people for innovative, creative ministry. We are one institution, online and on-campus, in Kansas and Oklahoma.

This past year, we have all faced new challenges amid these unsettled times. Saint Paul School of Theology began the 2020-2021 academic year offering students an online option for all courses. With many students choosing to attend class solely online, our Student Council created a monthly “Chat & Chew” where students, faculty, and staff come together to eat lunch and talk about life, seminary, and ministry. In addition, Rev. Rod Newman, our Oklahoma Campus Chapel Coordinator, crafts a weekly Community Prayer to provide encouragement and faithfulness as the school seeks to provide spiritual formation in new ways.

Kansas Campus Chapel Coordinator Dr. Casey Sigmon took worship to new technological levels by introducing our weekly online worship service via Zoom, bringing our separate campus chapel services together for one service where all are invited to create a sacred atmosphere from wherever they are. Along with our featured alumni worship preachers, the community was blessed this fall by the presence of Musician in Residence Hannah Rand, from The Many, who led the music each week for worship. In Spring 2020, Odell Talley, Director of Music for Swope Parkway United and organist for Zion Travelers Missionary Baptist, served as Musician in Residence. For those who cannot join us live, chapel recordings are available on the Saint Paul YouTube channel.

Saint Paul staff and faculty continue to contribute to the academy, church, and society. This year, we have added new adjunct professors, including Rev. Dr. Carol Cook-Moore and Rev. Dr. Tiffany Nagel Monroe both of the OKUMC, Rev. Dr. Robert Turner of Vernon Chapel AME, UMC Deaconess Cindy Johnson of Rio Grande Conference, Rev. Adam Hamilton and Debi Nixon both of Church of the Resurrection, Rev. Chebon Kernell of the UMC Native American Comprehensive Plan, and Rev. Dr. Shannon Fleck of the Oklahoma Conference of Churches.

The faculty of Saint Paul School of Theology continue to maintain high standards of scholarship, research, publication, and engagement. Their many activities and publications over the past year are so numerous that space permits only the sharing of selected highlights.

1. Dr. Jim Brandt, Professor of Historical Theology, will publish “Schleiermacher’s Christian Ethics” in the forthcoming Oxford Handbook of Schleiermacher, which will appear in 2022 from the Oxford University Press.
2. Dr. Nancy Howell, Professor of Theology and Philosophy of Religion and Oubri A. Poppele Professor of Health and Welfare Ministries, continues her service on the Executive Committee of the International Society for Science and Religion, working on several committees advancing the aims of the Society.

3. Rev. Dr. Israel Kamudzandu, Associate Professor of New Testament Studies, will see the publication of his book, Reading and Interpreting the Bible with Global South Christians: A 21st Century Model for Europe and North America Christendom, by Wipf and Stock Publishers this summer. He has also written four Commentaries on 2 Corinthians and Ephesians which appeared on WorkingPreacher.org in April.
4. Dr. Hal Knight, Donald and Pearl Wright Professor of Wesleyan Studies, continues his work as a contributing writer in *The Missouri Methodist* magazine.
5. Dr. Kristen E. Kvam, Professor of Theology, serves as co-chair for the American Academy of Religion's Program Unit "Martin Luther and Global Lutheran Traditions." Over the last several months, she has conducted invited presentations to the Great Plains UMC Clergy and its Clergy Excellence in Liminal Time Conversations and the Fall Theological Conference of Central States Synod (ELCA) on October 14, 2020.
6. Dr. Casey Sigmon, Assistant Professor of Preaching and Worship and Director of Contextual Education, continues to contribute regularly to WorkingPreacher.org and served as the keynote speaker at the Wesleyan Liturgical Society in Kansas City in March 2020. Her scholarly writing will appear in the Preaching the Manifold Grace, Vol. 2, edited by Ronald J. Allen and published by Wipf and Stock.

This year, we have faced several challenges that turned into opportunities for new recruiting spaces and partnerships to enhance students' seminary experience. With the change from in-person to virtual events, Rev. Shannon Hancock, Director of Admissions and Communications, has expanded her reach to prospective students by participating as a virtual exhibitor at online conferences. Rev. Hancock engages with prospective students via apps such as Whova and HopIn to highlight Saint Paul's unique course delivery system and formative community.

In February, Saint Paul held the 2021 Slater-Willson Lecture online featuring Rev. Dr. Miguel A. De La Torre. His lecture, "Why Do They Come?" explored the political, economic, and social causes of our current immigration crisis. Before the lecture, Rev. Dr. De La Torre participated in a student-led forum, entering a conversation centering around the practical aspects of ministry and immigration. Later in April, Saint Paul Evangelical Society, led by Dr. Hal Knight, hosted a lecture given by Dr. Sammy G. Alfaro, Associate Professor of Theology at Grand Canyon University and Pastor of Iglesia Nuevo Dia (New Day Church), on the "Pastoral Strategies for Ministering Among Latinx Immigrant Communities." And for the first time, on May 22, Saint Paul held a virtual commencement celebration with videos, cap and gown photos, online congratulatory messages from friends and family, and a commencement address by Rev. Chebon Kernell. The class of 2021 had 22 graduates, including 16 Master of Divinity and 1 Doctor of Ministry graduates. Due to the pandemic, for safety concerns, Saint Paul has postponed our 60th Anniversary Celebration. However, we have rescheduled the event for Friday, October 22 and look forward to coming together as a community for a safe, in-person gathering.

For the 2020-2021 fiscal year, Saint Paul Course of Study (COS) School educated 255 individual students, 40 of which were new students, with a total registration of 520

classes and offering a total of 51 courses. Due to Covid, the school quickly pivoted its course offerings and delivered lessons in both asynchronous and synchronous online formats. In Winter 2019, Saint Paul began a hybrid (online and on-campus) schedule for six courses. Although for 2021, this went fully online, plans to increase the number of hybrid course offerings are in development.

Saint Paul Board of Trustees added three new members to their ranks: Bishop James D. Tindall, Sr., Pastor Emeritus at Metropolitan Spiritual Church of Christ Kansas City; Ms. Sharon Cleaver, Senior Director of Marketing, Communications, and PR for the Boys & Girls Clubs of Greater Kansas City; and Mr. Rogers Strickland, Founder/CEO of Strickland Construction.

Through a Board initiative related to diversity and inclusion, Saint Paul created a working group on Native American theology and ministries comprised of Native theologians and church leaders. Their efforts are focused on how the church and academy can work together toward healing generational trauma related to the spread of Christianity and the genocide of Indigenous North Americans.

As we have happily reported in past years, Saint Paul is financially sound and operates with a balanced budget. The changes made these last years have established a solid financial foundation for years of sustainability. We continue to be grateful for donations from the community that provide technology, scholarships, and emergency assistance to students. Our significant investments in technology have recently allowed our staff, faculty, and students to transition to a fully hybrid educational delivery model providing a safe learning environment during the pandemic. Our faculty was uniquely adept at managing technology in the classroom before the pandemic, making the transition to all online courses a smooth process.

With the Board's assistance, led by Board Chair Rev. Dr. Tex Sample, the seminary focuses on its mission. Our trustees work to continuously enhance and evaluate the strategic plans in place to guide us into the future. Perhaps most importantly, we have learned much and grown closer as a community due to the pandemic.

Saint Paul School of Theology is blessed to be your partner in ministry and help those seeking more to answer the call. We are a seminary that offers online and on-campus classes with a flexible schedule to help our students manage pastoral leadership demands in the 21st century. We are grateful for your support of our students and our seminary. May we continue to live into the call of Jesus Christ to be faithful witnesses for healing in these unsettled times and for generations to come.

President Neil Blair, Saint Paul trustees, faculty, staff, alumni, and students thank you for your prayers and support.

Kansas Campus
13720 Roe Avenue, Building C
Leawood, KS 66224
spst.edu

Oklahoma Campus
2501 N. Blackwelder, Bishop W. Angie Smith Chapel
Oklahoma City, OK 73106

“Where Theology Meets Life”

United Theological Seminary
Dayton, OH

“I am about to do a new thing; now it springs forth, do you not perceive it?”
— Isaiah 43:19

It appears God is doing some new things at United Theological Seminary, even in the midst of health, racial, and political crises.

God is doing a new thing at United financially. United continues to make progress toward its goal of becoming debt-free by the Seminary’s 150th anniversary on October 11, 2021. Thanks to the faithfulness and generosity of alumni/ae and donors, less than \$1 million remains of the original \$4 million mortgage debt. After the mortgage is paid in full, the Seminary plans to convert those mortgage payments into money for student scholarships.

God is doing a new thing in enrollment. Over the last five years, United’s Doctor of Ministry program has grown by 48%, from 170 students in the 2016-17 academic year to 251 in 2020-21. In Fall 2021, Dr. Elvin Sadler, General Secretary of the African Methodist Episcopal Zion Church, will become the Associate Dean for Doctoral Studies, upon the retirement of Dr. Harold Hudson who has been a vital leader at the Seminary for 17 years.

God is doing a new thing with partners in church renewal. In the 2020-21 academic year, United has partnered with Fresh Expressions US and the Mosaix Global Network to introduce two new Houses of Study. These houses oversee specialized tracks in the Doctor of Ministry and Master of Divinity programs. Rev. Dr. Michael Beck is director of the Fresh Expressions House of Studies, and Dr. Harry Li is director of the Mosaix House of Studies.

In collaboration with the Northwest Texas Conference of The United Methodist Church, United also introduced Rooted/Enraizados, a certificate program for coaches and mentors of Hispanic/Latino church planters. In 2020-21, the program served students from more than five annual conferences.

God is doing a new thing with the establishment of The Bishop Bruce Ough Innovation Center. Beginning in 2021, the Innovation Center honors the ministry of Bishop Bruce Ough by providing a hub of learning for church leaders seeking the framework, support, and courage to introduce the Gospel of Jesus Christ in new and creative ways. Rev. Sue Nilson Kibbey joins United as the inaugural director of the Innovation Center. United’s prayer is that United Methodists will perceive the new things that God is doing in our communities, congregations, and ministries as we strive to make disciples of Jesus Christ for the transformation of the world.

Grace and peace,
Dr. Kent Millard
President Oklahoma City, OK 73106



Wesley Theological Seminary

For the world, 2020 was a year like no other. In the midst of a global pandemic, plus resurgent racism, mass unemployment, and politically challenging times in the US, Wesley remained committed to fostering wisdom and courage, preparing graduates to lead innovative ministries while remaining grounded in our biblical and theological traditions for the sake of God's inbreaking kingdom. The mode of educational delivery changed overnight, as we became an all-online seminary on March 15, 2020, and have remained so to keep students, faculty, staff, and all members of the Wesley community safe from COVID exposure on campus. This is simply Wesley modelling what we teach our students: to be committed to our God-given mission while being innovative and responsive in the delivery of ministry. Here are some of the ways we are accomplishing that with our many partners in this mission, as we seek to faithfully minister to the world in the future.

Research projects support congregational community engagement and envision future ministry

Wesley is pleased to announce new opportunities for UMC congregations to explore, clarify, and pursue thriving in their communities. Through **The Source Collaborative**, Wesley will work with three cohorts of regional congregations in a two-year process of prayer, community engagement, congregational visioning, and coaching, with the goal of following Jesus in mission and ministry. Interested congregations can contact innovation@wesleyseminary.edu for more information. This work, funded by a \$1 million Lilly Endowment, Inc, grant, raises Wesley's role as a leading research and development seminary for the whole church and complements Wesley's other Lilly Endowment-funded projects focused on congregational vitality.

The **Religious Workforce Project** is an expansive study of the current and future nature of religious work, particularly in local congregations, so as to understand what opportunities and constraints may exist in the future and to adapt resources and training accordingly. Through the **Wesley Innovation Hub**, the seminary has worked with 18 congregations in the greater Washington area to experiment with ministries with young adults outside the church. Together, these projects forge insight into future ministry and local church development, influencing the way students are trained in master's, doctoral, and course of study education, but also informing workshops, podcasts, articles, and training for church leaders working in their communities across the country.

We invite you to discover the latest research and conversations generated by the Wesley community through our new web portal, #EngageInTheseTimes, at www.wesleyseminary.edu/#engage.

Using research and partnerships to reach and equip the next generation of ministers

Research shows that the primary way people learn about and begin to consider seminary options is through their pastor or an alum. Whether you feel called or know someone who does, **Wesley is ready to work with you** as we make theological education more accessible and relevant to the realities of ministry today—for laity and clergy, for those seeking a degree or certification or continuing education, and for ministry from within or beyond the church.

Wesley offers an 81-hour Master of Divinity, a 36-hour Master of Arts, and a 60-hour Master of Theological Studies, any of which can be focused around specializations in public theology, urban ministry, arts and theology, missional church, children and youth ministry and advocacy, or African American church leadership.

For full-time students, we offer a modern and affordable residential community in the nation's capital. Our **Community Engagement Fellows** program prepares students to engage in entrepreneurial, community-based ministry. Generous stipends are available for each Fellow while they complete their M.Div. degree. Our **3+3 Fast Track BA/MDiv program with Shenandoah University** allows students to complete both degrees in six years, entering ministry more quickly and with less debt.

For people with work, ministry, and family commitments, **Wesley's Master of Divinity degree can now be completed via online, weekend, short-term intensive, and weeknight courses in 5 years.** Check out upcoming flexible course offerings for Summer and Fall 2021 at www.wesleyseminary.edu/admissions/try-a-class-3.

Wesley works with each student to make seminary affordable. Thanks to the consistent support of graduates, congregations, and friends, Wesley provides more than \$2 million annually in scholarships. In addition to our regular merit awards, ranging from 25% to 100% tuition with stipends, Wesley has released special additional scholarships: **full-tuition scholarships** for people recommended by Wesley alumni, campus ministers, or Christian camping or service ministries who feel called to leadership in the church as it is becoming; **Next Call in Ministry scholarships** for students who have worked in a non-ministry setting for at least 10 years; and **Generación Latinx Scholarships** for emerging Latinx/Hispanic leaders for ministries both within and beyond the church.

Take your ministry to the next level

In addition to full master's degrees, Wesley offers graduate certificates for those preparing for specialized ministry! The new **Certificate for Children and Youth Ministry and Advocacy (CYMA)** is designed for people who work with and advocate for children and young people, whether in churches, schools, or non-profit organizations. **The non-residential certificate can be completed in 12 to 15 months** through online coursework and up to

two residential sessions. For more information, visit www.wesleyseminary.edu/admissions/cyma-3. **The Certificate in Faith and Public Life explores the foundations of public theology, religious freedom, and civil discourse through graduate courses. For more information, visit www.wesleyseminary.edu/ice/programs/public-theology/public-life/**

Wesley is a leader in **Doctor of Ministry programs** in specialized tracks that can include international study. Wesley is pleased to announce three new Doctor of Ministry tracks for 2022: Ministry in a Digital Age, a timely new track exploring the new opportunities and challenges of online ministry; Justice, Compassion, and Witness in a Turbulent World, hosted in Cambridge, England; and a program focused on Latinx ministry. As well, new 2022 cohorts for our popular D.Min. areas of focus will be offered for Military Chaplains and CPE chaplains, our international mission-focused Global Church Leadership program, and Wesley's premiere D.Min. program in innovative church administration **"Church Leadership Excellence."** Find out more or apply at www.wesleyseminary.edu/doctorofministry/.

Enrich your congregational outreach and explore new dimensions of ministry

The **Lewis Center for Church Leadership** continues to be on the leading edge of research for the local church. The Lewis Center's **Leading Ideas e-newsletter** is the go-to source for over 20,000 people in ministry each week. Stay on top of their latest developments by subscribing to their podcast or newsletter at www.churchleadership.com. Also look for new practical online courses at www.lewisonlinelearning.org.

The **Community Engagement Institute** embraces a vibrant vision to be the premier center for churches and faith-based organization engaging their communities. The innovative online **Health Minister Certificate Program prepares congregations for public health work in their parishes. Contact Dr. Tom Pruski at tpruski@wesleyseminary.edu** for more information or to register for future certificate classes.

The **Center for Public Theology** equips pastors, seminarians, people of faith, and the media to create spaces for civil dialogue at the intersection of religion and politics. For more information, visit <http://www.wesleyseminary.edu/ice/programs/public-theology/>.

The **Henry Luce III Center for the Arts and Religion works with students, religious communities, artists, and scholars exploring the intersection of the arts and theology. By engaging in innovative research, staging challenging exhibitions in our Dadian Gallery, and hosting visiting artists in our on-campus studio, the Luce Center seeks to promote dialogue and foster inspired creativity. For information on upcoming workshops and shows at the Dadian Gallery, visit www.luceartsandreligion.org.**

Faculty leading the way

Our internationally regarded faculty are the heartbeat of transformative education at Wesley. Our faculty continue to advance theological scholarship with new research, publications, and courses. During this past year, we celebrated the ministries of retiring faculty member Dr. Sondra Wheeler. We also welcomed New Testament professor Dr. Laura C. Sweat Holmes to the Wesley community.

Stay connected

Contact us at (202) 885-8659 or admissions@wesleyseminary.edu about how Wesley's degree programs can equip you for your next step in ministry.

Ready to join in our mission? Find out more about how you can be part of the future of Wesley at www.wesleyseminary.edu/support/. Join the Wesley Community online via Wesley's social media, www.facebook.com/wesleyseminary, on Instagram [@wesleyseminary](https://www.instagram.com/wesleyseminary), and on Twitter [@WesTheoSem](https://twitter.com/WesTheoSem), or sign up for our electronic newsletter, *eCalling*, at www.wesleyseminary.edu/ecalling.



Bird's eye view of president's table with Bishop Sandra Steiner Ball and Conference Secretary Judi Kenaston