

B. Reports of Conference Action

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

IMPORTANT: A complete copy of the 2011 Pre-Conference Manual, as amended and adopted by the 2011 Iowa Annual Conference Session, is on file in the office of the Conference Secretary and also in the office of the Assistant to the Bishop for CCMC. Action items as adopted are printed in this Reports Section.

For motions regarding the action of the 2011 Iowa Annual Conference please see the section entitled "Daily Proceedings" in this *Conference Journal*.

EDITOR'S NOTE ABOUT THE BUDGET: The 2012 Iowa Annual Conference Budget, as adopted by the 2011 IAC, may be found following Legislative Section 6 in this report. The budget detail may be found on the 2011 Journal CD or on the conference's website at <http://www.iaumc.org/pages/detail/1831>

LEGISLATIVE SECTION ONE (1)

Board of Camp, Conference and Retreat Ministries

ACTION ITEM #101

Focus:

The Board of Camps, Conference and Retreat Ministries will play an active role in promoting camping and retreat style ministries to local congregations, helping to build partnerships with other boards and agencies, and will help support the site directors in reaching out to new partners both within and without the Annual Conference.

Invest:

1. The chief concern is to grow our camps' utilization. The focus will be to reach out and connect with congregations and clergy who have not been active in support program or camperships in recent years. Another aspect of our expanding influence will be to work more with agencies and boards in helping to develop programs and or training opportunities that can be hosted at one or all the camp sites. We also will be looking to develop partnerships with other groups, including special needs groups, and creating new opportunities to serve them.

2. We will be working more with youth leadership groups such as college ministries, youth leaders and young adults to help in the development of a youth leadership development model. We will also work with those associated with Women of the Well and others serving prison ministries to develop a special needs camp for children whose parents are incarcerated. In that same vein, we will also explore camps for Hispanic children and their families.

We will improve our ability to communicate these ventures and to do a much better job reporting the outcomes. We see the potential for camperships growing given the current financial slump.

3. The physical needs, as well as administrative support of our three camps remain a strong priority. We have ramped up our Ministry Center Support for Pictured Rocks so that the Site Director can devote the time and energy required to build partnerships and relationships that are vital to the success of the ministry. The following shows the 2010 Approved Apportionments and anticipated end of year budget, 2011 Approved Apportionment request and anticipated spending and revenue, and 2012 Apportionment request. We recognize the need to set our 2012 Apportionment request at the 2011 request, which we have been able to do. Our ability to do so has been due to better financial management of the recourses we have, which include camping/retreat revenues, the sale of properties and apportionment dollars.

This budget request reflects our continued focus on marketing in order to create more presence for each of the sites. This year we have spent many hours on restructuring each camp's operational budget projections to better manage costs through the year.

To review the apportionment breakdowns, Ministry Center Support allows us to hire and maintain effective leadership and administrative staff. Maintenance and Improvement Funds, which are now managed separately at each camp, allow us to maintain the facilities found at each camp site and making improvements at each site more effectively. Marketing and Promotion Funds provide for the creation and distribution of marketing materials, whose costs increase each year. Most importantly, the Campership Funds help to provide a camping experience to a child whose family may not otherwise be able to afford it. It has been and will continue to be our policy to provide a Christian camp experience for children who seek to come to a United Methodist camp.

ACTION ITEM #102

2012 Apportionment for Camp and Retreat Ministries

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Ministry Center Support	375,650	375,650	0	375,650
Maintenance & Improvements	225,700	225,700	0	225,700
Marketing and Promotion	60,000	60,000	0	60,000
Camperships	97,000	97,000	10,000	107,000
Leadership Dev	0	0	0	0
Partners in Camping	0	0	2,500	2,500
Maintenance/ Operating Endowment Fund	0	0	7,490*	7,490
Registration Fees & Other Income	0	0	1,291,022	1,291,022
Development/ Capital Funds Campaign	0	0	5,000	5,000
Campership Endowment Funds	0	0	60	60

Deficit Reduction	0	100,000	0	100,000
TOTAL Camp and Retreat Ministry	758,350	858,350	1,316,072	2,174,422

* Several new endowments have been established by the BOC in 2010, which will bring in more money in the coming years

Board of Church and Society

ACTION ITEM #103

FOCUS:

Our focus during the coming years will be in the areas of: Environmental Justice, Immigration Reform, Restorative Justice and Peace with Justice. If we can gain traction on these issues, the United Methodist Church in Iowa will reflect the following:

- Churches that welcome immigrants
- Churches seeking to become environmentally sustainable
- Visiting the prisoners and helping people in re-entry
- The world will be less violent and more peaceable.
- We will be driven by service rather than institutional survival.
- The annual conference center and churches would use and sell Equal Exchange and other fair- trade and environmentally friendly products.
- We would serve people who don't know Jesus Christ.

Our board can educate leaders to know what is going on in the broader world and what our faithful response can be. We will seek to have trained leaders who can advocate effectively. We will mobilize the church for action on issues and teach people the power of working together as a connectional church united as the body of Christ. We will use the Book of Resolutions 2009 and the Social Principles as our guide. We will help provide financing to individuals, churches and agencies that share our vision.

The Board of Church and Society has a unique role to play in the conference as a leading voice on issues of peace and justice. We are called to be the voice that drags the church into the future and that shows glimpses of the new earth. Teaching and leading are an essential part of what we do.

Invest:

The Board of Church and Society will be working diligently to transform the world in the areas of environmental justice, immigration reform, restorative justice and peace with justice. Already we have begun calling together leaders in these areas, putting together resources and committees to lead on these issues and beginning to align our budget to match our priorities. We will also be calling on the annual conference sessions committee to bring learning sessions back to annual conference that focus on transforming the world. We believe that if we can maintain our focus on these issues, we will be one step closer to realizing the mission of the church.

During the coming years, there will be several areas that we invest in related to our focus areas. Among them will be:

- Leadership - We will engage and educate our pastors and lay leadership on the importance of social justice issues for the transformation of the world. We hope to

educate leaders on how to discuss challenging issues in a way that isn't threatening or divisive, but rather in keeping with the best Judeo-Christian tradition of life-long learning.

- Strengthening district and/or cluster Board of Church and Society teams, developing models focused on collective learning and action on important social issues.
- Funding small, local church-led programs in the areas of environmental justice, immigration reform, restorative justice and peace with justice.
- Gathering a list of resources, both secular and faith-based, that local congregations can use to teach and act on important social issues.
- Collaboration with other groups throughout the state on shared issues.

One of the beauties and challenges of the United Methodist Church in Iowa is that there are many groups living out their passions in a variety of ways. Already there exist several groups working on immigration reform and Hispanic ministries. The challenge is working with a variety of groups and individuals to pull in a common direction. Our hope as a board is that we can facilitate a streamlining of efforts on important issues of the day. In order to do this, we will work with the following groups, as well as many others: School for Lay Ministry, mission education events, various conference academies, Justice for Our Neighbors, United Methodist Men and Women, Women at the Well, School for Ministry, Board of Laity, Confirmation classes, Volunteers In Mission, UMYF, local church social justice and action committees and more.

ACTION ITEM #104

2012 Apportionment for the Board Church and Society

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Justice Ministries	6,300	0	0	0
*Peace w/Justice Offering	0	0	25,000	25,000
TOTAL Board of Church and Soc.	6,300	0	25,000	25,000

*One half of this money is passed through to the General Church.

Board of Discipleship

ACTION ITEM #105

Focus:

Our shared vision of the Iowa Annual Conference is that the focus of the conference is on the mission of making disciples, developing leaders and transforming the world. The churches of our conference are vibrant and alive and are the centers of the communities in which they are located. The churches of our conference are engaged in "rethinking church": moving outside the box and outside the church walls. This is reflected in the use of technology, authentic worship, close and loving relationships, and a pervasive spirit of creativity, connection and cooperation. (And less paperwork!) Our conference and the churches within our conference are inclusive and welcoming, filled with people who are representative of our communities. We are growing and healing from negativity and depression. Churches are leading from what they have, not what they don't have. Our leadership is consistent (rather than constantly changing and/or constantly changing directions). Spiritual gifts are honored. Each pastor's gifts are matched with each church's gifts and mission. Each church has a spiritual growth plan.

Our shared vision for the Board of Discipleship is that our focus is that of the annual conference. We are “rethinking church” in creative, innovative ways in the areas of evangelism, stewardship, Christian education, spiritual formation and worship. We also use the lenses of The Five Practices and FIT to educate in these areas as part of “rethinking church.” We resource all churches, including small churches, through relevant, cost-effective programming that builds teams of clergy and laity and offers follow-up and accountability. Our board is intentional about good and easily accessible communication with churches in a wide variety of ways, including Annual Conference, The Reporter and the internet. We consistently coordinate our work with the work of conference staff and other boards and agencies. We model “worshipful work” and the sharing of resources whenever we meet as a board and then we carry that “worshipful work” and sharing of resources out of our meeting and into the Iowa Annual Conference.

Invest:

In the next two years, the Board of Discipleship will be working toward this vision by:

- a. **Evangelism:** Make and mature disciples and transform the world by giving the churches of our conference opportunities to learn more about “rethinking church” through “ReThink Church” workshops. Discuss on-going financial support of the Co-Missioned program through Center for Parish Development that propels churches out their doors and into the world. “Tell” what is happening in this area in consistent, effective, exciting ways that reach all the churches in the conference.
- b. **Worship:** Make and mature disciples and transform the world by providing World-Making Worship workshops with Richard and Trisha Bruxvoort-Colligan to inspire and support leaders for worship renewal through a new custom-design curriculum as they “rethink church.” Continue to support Iowa Religious Media service financially. “Tell” what is happening in this area in consistent, effective, exciting ways that reach all the churches in the conference.
- c. **Christian Education:** Make and mature disciples and transform the world by supporting and caring for Christian educators, resourcing churches of all sizes, and training Sunday school teachers. Offer Academy for Christian Education to educate people working in this area and set up Sharing Closets for curriculum sharing in two or three additional areas around the conference. The Ad Hoc Christian Formation Committee, supported by BOD monies, is working to “rethink church” by making Christian education relevant for the 21st century in our churches. They are also discussing a buddy system in which a larger church resources a smaller church. They utilize the new website (www.iformfaith.org) as a resource for Christian education. “Tell” what is happening in this area in consistent, effective, exciting ways that reach all the churches in the conference.
- d. **Spiritual formation:** Make and mature disciples and transform the world by continuing to support and educate people on the Five Day Academy for Spiritual Formation, the 24 Hour Academies and the Two Year Academy. “Rethink church” in the realm of spiritual formation. “Tell” what is happening in this area in consistent, effective, exciting ways that reach all the churches in the conference.
- e. **Stewardship:** Make and mature disciples and transform the world by offering education and resourcing on stewardship on the district and conference levels. “Rethink church” in the realm of faithful stewardship. “Tell” what is happening in this area in consistent, effective, exciting ways that reach all the churches in the conference.
- f. **District representatives:** Make and mature disciples and transform the world by noticing what the needs are in their district in these five areas and bringing these needs to the BOD discussion in an effort to “rethink church.” “Tell” what is happening on the BOD in consistent, effective, exciting ways that reach all the churches in the district.
- g. **Field Outreach Minister:** Make and mature disciples and transform the world by noticing what the needs are in the districts and conference in these five areas and bringing these needs to the BOD discussion in an effort to “rethink church.” “Tell” what

is happening on the BOD in consistent, effective, exciting ways that reach all the churches in the district and conference through other FOMs, LDMs and district superintendents.

Communicate and coordinate with the following areas:

- a. Evangelism: Scott Hibben (Leadership Development Minister for Evangelism), Communications Ministry (Art McClanahan), Annual Conference display, Denman Awards, Co-Missioned (Jill Sanders), Naomi Sea Young Wittstruck (LDM for Social Justice and Mission)
- b. Worship: IRMS (Iowa Religious Media Services)
- c. Christian Education: Christian Education Ad Hoc Committee, Academy for Christian Education, Eric Guy (LDM for Young Adult and Generational Ministry), School for Lay Ministry, Board of Laity, lay speaker training
- d. Spiritual Formation: retreat leaders for the academies, Mary Frasier, Emmaus and Chrysalis, Kae Tritle
- e. Stewardship: Kevin Gowdy (Iowa UM Foundation), Council on Finance and Administration, district committees on stewardship

ACTION ITEM #106

2012 Apportionment for the Board of Discipleship

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Leading from the Heartland	0	4,500	0	4,500
Spiritual Formation	0	5,000	10,000	15,000
Academy for Christian Ed	0	0	0	0
Ministry Partnerships	0	6,700	0	6,700
Continuing Ed for Advocates	0	0	0	0
World Making Worship	0	9,000	0	9,000
Spiritual Formation Investment	0	0	1,100	1,100
Christian Ed Offering	0	0	17,000	17,000
Salaried Christian Educators Fund	0	0	0	0
TOTAL BOD	0	25,200	28,100	53,300

Board of Global Ministries

Standing Committee on Hispanic Ministries

ACTION ITEM #107

Focus:

With the accomplishment of this mission, the Annual Conference will be increasingly diverse with more leaders who speak Spanish or are bilingual. The Standing Committee's role will

be to support the Conference Hispanic Ministries, to help raise up these leaders, and to train them to serve others.

Invest:

Over the next few years the Standing Committee will be working to provide a wide variety of trainings that will help to identify and equip Hispanic/Latino individuals to assume leadership roles across the Annual Conference. These trainings will be offered through the Instituto Latino and will be coordinated as much as possible with the National Plan for Hispanic/Latino Ministries.

The Standing Committee will work to help support existing Hispanic Ministries in the state. This support will take many forms. The Standing Committee will continue to extend grants to ministries. In addition, the Standing Committee will provide leadership training on an on-going basis through the Instituto Latino. And, the Standing Committee will help plan and carry out Conference-wide events pertaining to Hispanic/Latino Ministries.

The Standing Committee will also be working to establish and upgrade its website so that up-to-date and accurate information regarding Hispanic Ministries in the Annual Conference is available online.

The Standing Committee will work with the Bishop and the Appointive Cabinet to identify potential Spanish-language pastors who can serve in the Annual Conference.

The Standing Committee will continue to work for just immigration reform.

The Standing Committee will work with Mission Personnel to coordinate with any National Plan Missionaries that are assigned to the Annual Conference and with the Board of Global Ministries, Parish Development, Community and Institutional Ministries, Mission Personnel, CORR, and any other groups that appropriate to carry out these activities.

For the 2012 calendar year, the Standing Committee is requesting \$200,000 in apportionment funding to carry out the above activities, which, when applied to the 75% C.F.A. spending limit will yield \$150,000 for the work of our standing committee. This year two of our ministries – one in the North Central District and the other in the Southeast District were severely underfunded because of a lack of resources. This is greatly limiting the ministry that can be done with Spanish-speakers in these districts. An increase in apportionment funds from the Conference will help assure that we can reach out to our brothers and sisters who speak Spanish and bring the Good News of Jesus Christ to them in their own language.

Standing Committee on Parish Development

ACTION ITEM #108

Focus:

We will reach more people with Jesus Christ by assisting revitalized local churches in claiming a missional focus through the best practices available to us.

We will lead in proven ways of church renewal, revitalization and redevelopment, including initiating the new Healthy Church Initiative, as well as in the development of a comprehensive process for planting new faith communities throughout the Conference, in partnership with the churches of the Iowa Conference and PATH 1.

Invest:

- Assisting churches to live out best practices for the purpose of revitalization and missional outreach, including those practices found within Natural Church Development,

Co-mission Transformation Process, Roadmap to Renewal, and the Healthy Church Initiative

- Engaging churches in the Ministry Action Process (MAP) (Roadmap to Renewal, etc.), to identify ones mission field, strategies for reaching it, with benchmarks, along with coaching and cluster (MAT) cross pollination
- Partnering with PATH 1, work with local churches in implementation of a Conference-wide strategy for birthing new faith communities in varieties of settings (rural, urban, ethnic, multi-site, micro, ...)
- Raising the bar of leadership within our churches through the Academy for New Ministry Development, the new "Graduate Academy" (with specializations in the renewal or planting of faith communities), the Healthy Church Initiative, and workshops like "How to Get More Members" and "Tippers to Tithers", as well as sponsoring of teaching churches, church plant boot camp, participation of Iowa lay and clergy leaders in the School of Congregational Development, in addition to consultations and coaching of churches and church leaders.
- Providing funding for Mission Congregations, ethnic (especially Hispanic) congregations, and other local churches through the Unified Grant Application, UM Builder's Call, and loans and grants for church development
- Assisting churches with a variety of resources, such as MissionInsite demographic materials
- We will be working and meeting with the following groups:
 - Local Churches including Mission Congregations and Ethnic congregations
 - District task groups/Parish Development Committees
 - Natural Church Development
 - Co-mission Transformation Process
 - Healthy Church Initiative
 - Engage churches in the Ministry Action Process (MAP)
 - Coaching and cluster (MAT) cross pollination
 - Iowa Annual Conference
 - Academy for New Ministry Development
 - New "Graduate Academy"
 - "How to Get More Members" and "Tippers to Tithers" workshops
 - Sponsoring of teaching churches and church plant boot camp
 - School of Congregational Development
 - Consultations and coaching of churches and church leaders
 - MissionInsite demographic materials
 - Hispanic Standing Committee, Community and Institutional Ministries, Board of Global Ministries, Conference Connectional Ministries Council, Ministry Cabinet, Field Outreach Ministers, Leadership Development Ministers, Planning and Research, and others

Standing Committee on Community and Institutional Ministries

ACTION ITEM #109

Focus:

Community and Institutional Ministries funds ministries in the long line of prophetic ministries that reach out to those on the fringes of society. These ministries are either conference-wide, or no one district's Matthew 25 funds are large enough to cover their request. These ministries will always be in need of conference funding. We also administer Golden Cross and Rural Life Sunday Offerings. In 2011 the following ministries are being funded: Bidwell Riverside Center, Des Moines; Children and Families Urban Ministry, Des Moines; Hawthorn Hill, Des Moines; Hillcrest Family Services, Dubuque; Justice For Our Neighbors, Iowa Conference; Iowa City Korean UMC; Las Americas, Des Moines; Mobile United Methodist Missionaries, Southeast and South Central Districts; New City Ministries, Waterloo; Nodaway Valley Free Medical Clinic, Clarinda; St. Paul's UMC, Waterloo; Women at the Well UMC, Mitchellville.

Invest:

Since the "poor will be with us forever", there will never be a time when these ministries will complete their vision. There will always be those to whom we must reach out "in Jesus' name"; however, nearly every ministry receiving funds through the Community and Institutional Ministries Committee points to those who have been transformed through their ministry.

We are requesting \$300,000.00 in funding through Conference apportionments; which, when applied to the 75% C.F.A. spending limit, will yield \$225,000 for our ministries work along with the special offering monies received.

We work closely with the other standing committees of the Conference Board of Global Ministries.

Standing Committee on Justice for Our Neighbors

ACTION ITEM #110

Focus:

As the goals of the Iowa Justice For Our Neighbors Standing Committee are achieved, the Iowa Annual Conference will exhibit "radical hospitality" as members of the United Methodist Churches welcome, understand, and care for immigrants and refugees. Faithful leaders will advocate for fair and humane immigration system for our country.

The Iowa Justice For Our Neighbors Standing Committee will fulfill the mission statement of Justice for Our Neighbors, as envisioned by our partner UMCOR: "Justice for Our Neighbors is a faith-driven ministry, welcoming immigrants into our churches and communities by providing free, high quality immigration legal services, education, and advocacy.

Invest:

The primary responsibility of the Iowa JFON Standing Committee will be to guide the provision of immigration legal counseling and legal representation by two Iowa Justice For Our Neighbors immigration attorneys. One of these attorneys will be employed by Iowa JFON and the other will be provided by the General Board of Global Ministries Church and Community Program in partnership with the Iowa Annual Conference Mission Personnel Committee. Volunteers will staff four JFON legal clinic sites in Iowa.

Members of the standing committee will volunteer at the JFON legal clinic in their area, providing hospitality and intake services for the clients. Educational resources will be

available to empower volunteers to build awareness and understanding for immigrants in their churches and communities.

Members will interpret the gospel mandate for hospitality for strangers in local churches, district committees and relevant annual conference boards and agencies. Members will advocate for the reform of the immigration laws of the United States according to the Book of Resolutions. Members will increase the financial stability of Iowa Justice For Our Neighbors by working to build a broad strong donor base.

Because immigration cases sometimes take many years to resolve, and the number of clients needing ongoing services increases over time, Iowa JFON will plan to hire a part-time office staff person in 2012 to assist the current full-time office administrator and the attorneys.

The Iowa JFON Standing Committee will work with the Conference Board of Global Ministries, Conference Board of Church and Society, and Standing Committee on Hispanic Ministries. We would like to reach out to the Board of Laity based on our mutual commitment to promotion of the missions and ministry of UMCOR. Each standing committee member will attend their district council on ministries meetings to include them in news about the ministry.

Members will work with local churches, sharing the stories of JFON as manifested in the lives of immigrants and refugees, a testimony to our commitment to God's mandates to "love your neighbor as yourself," among other Biblical injunctions.

Members will work with local ecumenical and community colleague groups to educate and advocate for a welcoming atmosphere for immigrants and for fair and humane reform of our U. S. immigration system.

The Iowa Justice For Our Neighbors Standing Committee's budget for 2012 will need \$60,000 from the Iowa Annual Conference; which, when applied to the 75% C.F.A. spending limit will yield \$45,000 for the Standing Committee's work. See following report.

Standing Committee on Mission Education

ACTION ITEM #111

Focus:

The conference will become an energized movement of individuals organized for ministry. Individuals will be learning, doing and organizing the ongoing work of the church with an emphasis on action, producing the evidence of transformation. The locus for ministry will be in the life and work of the individual disciple, formed and supported by their local church and under girded by the structures and resources of the Iowa Annual Conference and the whole United Methodist Church.

The Mission Education Committee is the vital link between the individual disciple, the local church, the annual conference and the mission work of our church through the General Board of Global Ministries (GBGM). While we support and encourage all forms of outreach and mission, our primary task is to communicate and encourage local churches and their individual disciples to participate in the worldwide mission outreach of The United Methodist Church.

Invest:

Throughout the coming years we will be working to reestablish and reinvigorate the connection between our local churches and their individual disciples and the vital mission ministry of our United Methodist Church by promoting the work of the General Board of Global Ministries:

Missionary Support:

- Itineration of missionaries within the annual conference

- Continue to advocate and develop covenantal relationships between missionaries serving and our local congregations, groups, and individual disciples
- Maintain existing, develop new and innovative channels for, and facilitate communication between missionaries and local congregations, groups and individual disciples

Addition of missionaries associated with our annual conference

- “The Advance” as a vital means of mission support and participation
- Opportunities for the individual disciples within our local congregations to discern, accept, and confirm the call to missionary service through GBGM
- Our Iowa Annual Conference of The United Methodist Church (IAUMC) by promoting:
- The Rainbow Covenant as a means of developing, diversifying, and planning mission support
- Various mission ministries and programs within the annual conference through the ongoing work of identifying, establishing and maintaining accountable relationships through the “Annual Conference Advance Special”
- Cooperating with all of the agencies, committees and endeavors involved in the mission ministry of the annual conference.

In order to accomplish this we will be seeking to strengthen the ministry of our District Mission Secretaries (DMS). This will be done through several means including but not limited to:

- Identifying and nominating individuals interested in active participation in the work of establishing and maintaining relationships with the Mission Chairpersons within their respective districts.
- Identifying and nominating individuals interested in active participation in fulfilling the goals and objectives of the Mission Education Standing Committee, as stated above.
- Redirecting the focus of the Mission Education Committee to reflect its role as the means and platform for developing and encouraging the work of the DMS as the link within – between the various arenas for mission ministry, the local congregation and the individual disciple.
- Providing ongoing resourcing, training, and encouragement
- Maintain and strengthen the connection between the Conference Secretary(ies) of Global Ministries (CSGM), GBGM, and the DMS
- Establish regular interaction with GBGM staff for encouragement, sharing of information, and training
- Maintain, strengthen, and establish relationships between the DMS and the various mission ministries, mission programs, and listed Iowa Annual Conference Advance Specials within their respective districts.
- We will also be seeking ways to encourage and engage local congregations, local church Mission Chairpersons, and individual disciples in participation and support of our vital United Methodist Mission Ministries. This will be accomplished by the interaction of the CSGM(s) and the DSM(s) through various means. We envision this happening through several possible means including but not limited to:
- Developing the Rainbow Covenant into an interactive, adaptive, web-based tool for each individual disciple and local congregation – providing direct, real time participation and interaction in the mission ministry of the IAUMC and the larger mission and ministry of the UMC
- Continuing to develop the Rainbow Covenant into a means through which local church and individual disciples connect, communicate and become co-workers in the various mission ministries and programs of our IAUMC
- Providing ongoing resourcing, training, and encouragement at the district level and through smaller, organically generated geographical groupings of local congregations and individual disciples seeking to participate in the mission ministry of our church.

We are requesting \$5,000.00 in apportionment funding for 2012 which, with the 75% C.F.A. spending limit, allow us \$3,750 for the work we project above.

We need to meet with/work with (in addition to our involvement in the CBOGM):

- Nominations Committee(s) – District and Annual Conference
- North Central Jurisdictional (NCJ) counterparts
- NCJ Conference Secretaries of Global Ministries Fellowship (CSGM[s])
- NCJ member conference DMS – or their equivalent
- District Committees on Ministries
- IAUMC Communications Office
- IAUMC Treasurer's Office

Volunteers in Mission

ACTION ITEM #112

Focus:

In cooperation with the General Board of Global Ministries' Mission Volunteers office and the jurisdictional Volunteers in Mission office, the Iowa Volunteers in Mission coordinates the Volunteers in Mission ministries of the Iowa Annual Conference. Their responsibilities are to match volunteers with mission opportunities, be responsive to volunteers' desire to serve, train and mobilize volunteers for mission service, and to disseminate information about what is happening in the area of short-term volunteers in mission programs. The foundational scripture for the Iowa Volunteers in Mission has become "But be doers of the word, and not hearers only, deceiving yourselves." (James 1:22) We believe that the relationships that are developed through mission opportunities will promote the mission of The United Methodist Church in Iowa "to make disciples, develop leaders, and transform the world."

Invest:

The Volunteers in Mission Committee will provide information, encouragement, and support for local church and district involvement in Volunteers in Mission projects in a variety of ways. A weekend event, Roundup, will be offered each year to those who are interested in learning more about mission volunteering. Team leader training will be offered at the Roundup's and at other times in response to need. Mission volunteers will be encouraged to attend North Central Jurisdiction events as well. Three newsletters per year will be sent to those on the Iowa VIM mailing list and the VIM page on the Iowa conference website will continue to provide information. A display booth at Annual Conference will offer information about opportunities for volunteering as well as other pertinent information. The Iowa VIM Committee will continue to encourage mission volunteers to support disaster recovery. All events, resources, information, training, encouragement and support for Volunteers in Mission teams and mission volunteers are available to those teams sent out for mission that are not affiliated with UMVIM. Iowa Conference VIM will provide funding in support of the North Central Jurisdiction office in the amount of three cents per year per Iowa Conference church member.

Standing Committee on Iowa-Nigeria Partnership

ACTION ITEM #113

Focus:

The Iowa Annual Conference would be a vibrant, vital and vigorous group of persons alive for mission and ministry. Spiritually alive, articulate in leadership with a passion to "make a difference" in the world would be the description of our Iowa church members.

Our Iowa church members are offered opportunity to actively support the work of the Iowa Nigeria Partnership (INP). They will respond in creative ways to help support mission in Nigeria.

Leadership skills and sometimes, more active involvement in church/district committees/activities of UM lowans who travel to Nigeria and return to Iowa are developed as they speak about INP mission work in Nigeria. Through our program we make disciples on both sides of the Atlantic.

Through the INP we offer conference members the opportunity to hone their spiritual gifts and graces by participating in mission ventures that expand their missional horizons. These new personal dimensions would be broadened by allowing for leadership development and performing "hands on" projects in Nigeria with their Christian brothers and sisters.

Invest:

The Iowa Nigeria Partnership will be offering Iowa members options for involvement with Nigerians by traveling to Nigeria to work with the various programs there. This could be pastors, lay leaders teaching courses in the two Bible Institutes and/or the Banyam Theological Seminary. It could be school teachers offering in-service training for elementary and secondary school teachers, do mentoring for special need or educationally challenged children and youth. Persons with construction (electrical/plumbing) skills are needed.

During the next 3 years the INP will try to empower the UMC in Nigeria to become totally self sufficient, be able to organize, support and carry out their own programs of mission and ministry. Until 2015 the plan is to continue the partnership with the possibility of ending the relationship as U.M. Nigerians accept total leadership.

In order for the church to take control of their programs, lowans with leadership skills in various areas of ministry will be solicited to help transform the Nigerian U.M. Church to become the shining star of the African continent.

The INP has financially supported Nigerian students to attend Africa University with the expectation that these students will return to Nigeria to take leadership roles in the UM Church. The INP has offered financial assistance to Nigerian medical persons to study in their field of expertise and return to work with the Rural Health Program.

We would envision working with the Volunteer in Mission committee in the recruitment of work team participations to Nigeria and training of team members to become VIM team leaders.

The Global Health Program of the General Board of Global Ministries is one of our partners in upgrading and reestablishing the prominence of the Rural Health Program to provide health care in a large area of central Nigeria.

We need continued and constant financial support from the Iowa Annual Conference. Our new EmpowHer (micro loan) program is enthusiastically received and supported by the Nigerian church women. We will need money to provide loans to these women and it will take several years to build up sufficient funds to make the program self sustaining.

Our support of Nigerian students to attend Africa University costs \$5,400 per student per year plus a round trip airline ticket for their flight to/from Nigeria/Zimbabwe.

We are asking for funding in the amount of \$27,000; which, when applied to the 75% C.F.A. spending limit, will yield \$20,250 for our work in the Iowa Nigeria Partnership.

Standing Committee on Disaster Preparedness and Response

ACTION ITEM #114

Focus:

The Annual Conference will be able to mitigate a disaster by being prepared to respond whether in a community, district, state or region in a timely manner and thereby be the hands and feet of Christ to the affected areas.

Our role will be to prepare and equip persons, churches, districts, and the Conference as is necessary to effectively minister the love of Christ to an area beset by disaster, thereby transforming their world of devastation into a new normal.

Invest:

Next Four Years:

During 2011-12 we will develop an Iowa Annual Conference Disaster Plan

Begin or/and continue the training of individuals, churches, and Districts in creating their own Disaster Plans.

In 2012 purchase one relief or early response trailer and plan to do the same for the next two-three years to be shared by the Districts.

Encourage individuals, groups and churches to invest in the equipping of the trailer so they too will be the hands and feet of Christ to stand in ministry to those affected by disaster.

Encourage a church or group to take up a ministry of a shower/laundry trailer to be taken to disaster sites to help persons in returning to a new normal and to aid relief workers in their call to serve.

By 2013 have developed drills to be implemented on a regular basis to hone our skills and create positive assessment methods to enhance and enrich Disaster plans whether for individual, church, District or the Conference.

In order to accomplish these plans it will be necessary to meet and or work with the following organizations within The United Methodist Church: VIM, UMCOR, Cabinet, Conference Offices, District Offices, UMW, UMM, youth groups, Recovery Director, Conference Disaster Planning Committee, and individual churches.

We are requesting funding in the amount of \$40,250.00, which, when applied to the 5% C.F.A. spending limit, will yield \$30,187.50 for the work we project above.

Standing Committee for Mission Personnel

ACTION ITEM #115

Focus:

The Iowa Annual Conference will understand more fully its role in encouraging persons who receive the "call" to missionary work in and beyond the parameters of Iowa as missionaries of the General Board of Global Ministries.

Two or more members of the MPC will make themselves available to interview GBGM applicants who wish to pursue the missionary process for commissioning and assignment to a mission project when such a project match becomes available through GBGM.

Invest:

The Mission Personnel Committee will continue to advocate for required financial support of the Iowa Conference Field Share and housing/utilities for Church and Community Workers (CCW) who are in service within the IAC.

The chairperson of MPC will serve as a consultant on appropriate boards and agencies: CBGM, Standing Committee on Hispanic Ministries and Justice For Our Neighbors Standing Committee if a GBGM missionary is serving within their agency. MPC will cooperate with Mission Education Committee to insure that all persons serving as GBGM missionaries who

claim Iowa as their home conference whether serving in Iowa or elsewhere or are supported by MEC are properly identified and promoted at IAC and Rainbow Covenant Booklet.

Financial resources for MPC CCW in Iowa are a line item within CBGM budget. It must be funded 100% of asking as it is for salary/benefits. Beginning February 2011 one CCW is serving in Iowa with the cost of Field Share for 2012 of \$17,500 (which is approximately ½ of salary) plus \$13,596 for housing/utilities. In future years, if the IAC has more GBGM acceptable projects and mission personnel to fill them, then the budget line item will need to be expanded appropriately to fund additional missionaries serving in Iowa.

We are asking for funding in the amount of \$41,500.00; which, when applied to the 75% C.F.A. spending limits, will yield \$31,125 for our budgetary needs of \$31,096.

ACTION ITEM #116

2012 Apportionment for the Board of Global Ministries

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Hispanic Ministries	140,000	145,000	0	145,000
Parish Development	437,740	430,000	6,000	436,000
Community & Institutional Ministries	300,000	262,000	0	262,000
Justice for Our Neighbors	0	58,500	98,000	156,500
Mission Education	5,000	5,000	0	5,000
Volunteers in Mission	10,630	11,000	0	11,000
Iowa Nigeria Partnership	17,000	17,000	150,000	167,000
Disaster Prepared-ness and Response	0	30,000	0	30,000
Mission Personnel	46,500	41,500	0	41,500
Disaster Relief	0	0	50,000	50,000
World Hunger Task Force	0	0	100	100
Conf Adv Specials Undesignated Giving	0	0	500	500
Neighbor Helping Neighbor	0	0	1,500	1,500
Church Loan Fund	0	0	10,000	10,000
UM Builders Call	0	0	65,000	65,000

Golden Cross	0	0	15,000	15,000
Rural Life Sunday	0	0	13,000	13,000
Hispanic/Latino Special Offering	0	0	2,000	2,000
Instituto Latino	0	0	3,000	3,000
*Great Commission Fund/Parish Dev Gen	0	0	20,000	20,000
Congregational Development Endowment	0	0	0	0
Academy for New Ministry Development	0	0	22,000	22,000
Healthy Church Initiative	0	0	0	0
Board of Global Ministries	956,870	1,000,000	456,100	1,456,100

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

Board of Higher Education and Campus Ministry
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ACTION ITEM #117

Focus:

The poor will know Good News.

Those in captivity will be released from what binds them.

Those who have lived in blindness will see what and who is around them.

The oppressed will be free of what oppresses them.

The least will be fed, receive clean water, be welcomed, be clothed and receive care and company.

The Board of Higher Education and Campus Ministry (BHECM) holds the fundamental role of educating and nurturing the next generation of leaders for the church and for the world. We engage students, faculty, administration and staff calling them to intentionally invest their lives for the benefit of all.

The BHECM is charged to help (in the words of John Wesley) “unite these two so long disjointed: knowledge and vital piety.” The Board does this through its oversight of the church relationship with the four United Methodist-related colleges in the Iowa Annual Conference – Morningside, Simpson, Cornell, and Iowa Wesleyan – through its support of the four United Methodist campus ministries (Wesley Foundations) in the state of Iowa at Drake, The University of Northern Iowa, The University of Iowa, and Iowa State University, and through other projects and venues involving community colleges, young adult ministries and educational events, and college-bound high school students. Working with these institutions and ministries, it is the role of the Board to keep before them all the vision of the moral use of knowledge.

Invest:

- We will support the four United Methodist-related colleges and their missions. The decreasing monetary support from the conference will be supplemented by advocacy at the local church and district levels for student recruitment. Information about scholarships available from the General Board, endowments, Student Day offerings, and local churches will be circulated.
- The BHECM provides full-time campus ministry through four Wesley Foundations. These campus ministries exist to establish and maintain a United Methodist presence on our campuses, ministering to students, staff, and administration and following Christ’s call for service and justice. Students are invited into a relationship with Christ, encouraged and supported in their exploration of this relationship through relevant worship, study, and service, equipped to be disciples through education and nurtured relationships, connected with local UM congregations and the larger denomination, and ultimately sent forth as principled Christian leaders for the Church and the world.
- The BHECM maintains four Wesley Foundation buildings held in trust for the Iowa Annual Conference, providing needed funding for upkeep and improvement through a Capital Improvement Fund.
- The BHECM provides and supports a quadrennial review of each of the four Wesley Foundations, utilizing general and annual conference personnel and resources, and connects with each of the UM-related colleges at the times of their reviews by the University Senate of the United Methodist Church.
- The BHECM encourages students to share their gifts and leadership through the United Methodist Student Forum and The United Methodist Student Movement.
- The BHECM promotes local church outreach to community colleges and is the connectional agency with Rust College on behalf of the Iowa Annual Conference.
- THE BHECM recruits students to attend Iowa United Methodist colleges through the United Methodist College Experience for Youth.
- Our Higher Education Ministries constantly collaborate with other groups because of the nature of our work. Our ministries cannot be done without partnerships. Primary among these partnerships is our commitment to being an integral part of the United Methodist connection. Our ministries represent the conference and denomination, its mission and Social Principles in many places. They are active participants providing a unique identity and voice in conference, district, and cluster meetings. They consult with conference staff and those involved with young adult ministries, discerning how best to engage the current generation and move them toward discipleship. They lend their expertise to the conference Board and district committees on Ordained Ministry. They work with and support local churches by preaching and leading training and studies, helping congregations to understand youth and young adults and what is important to them toward the furtherance of God’s king-dom.
- Beyond this, the campus ministries, pastors, and chaplains work in classrooms, with college and university administration, faculty, and staff. They work with lecture series, with numerous and diverse student groups, with leaders and members of other faith traditions, with college committees making decisions concerning the future of education and student life, and with community groups both locally and globally. Our ministries fully and intentionally engage each campus.

ACTION ITEM #118

2012 Apportionment for Board of Higher Ed and Campus Ministry

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available

UM Colleges in Iowa	222,699	222,000	0	222,000
Wesley Foundations	723,998	723,000	0	723,000
Capital Funds: Wesley Foundations	45,911	35,000	0	35,000
Quadrennial Evaluations of Wesley Foundations	0	2,600	0	2,600
Student Forum/UM Student Movement	6,500	2,000	0	2,000
UM College Experience for Youth	892	400	0	400
TOTAL BHECM	1,000,000	985,000		985,000

Board of Laity

ACTION ITEM #119

Focus:

The annual conference will look like Matthew 25 and Matthew 28 equally in action if our mission is accomplished.

Our role is best seen in our focus statement. The focus of the Board of Laity is to equip and mobilize laity to tell the ongoing story of Jesus so that more people encounter the life-changing Gospel, grow in grace as disciples, care for one another, and reach out in love and mission. The measure of our success will be in the world.

Invest:

Board of Laity will inspire and develop leaders through the Laity Session at Iowa Annual Conference, District Summits for SLM graduates, Lay Speakers, and local church laity. We will provide training as close to the local church as possible.

We will meet and work with the following to accomplish our objectives:

Cabinet, BOOM, Order of Elders, Order of Deacons, The Fellowship of Associate Members and Local Licensed Pastors, Lay Speaking Ministries, Ingathering, Heifer International, UMM, UMW, Scouting Ministries, Older Adult Council, Youth, District Organizations (DCMC, DBOL, MATs), the Board of Discipleship.

ACTION ITEM #120

2012 Apportionment for Board of Laity

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
School for Lay Ministry	0	0	54,420	54,420
Lay Leadership Development	0	13,000	0	13,000
TOTAL Board of Laity	0	13,000	54,420	67,420

LEGISLATIVE SECTION TWO (2)

Commission on Archives and History

ACTION ITEM #201

Focus:

The annual conference would be transformed with new ideas and additional new leadership if this Mission of The United Methodist Church is fulfilled.

Our Commission plays a role in this by seeking to discover and record ways disciples have been made in the past and out of that helping discover ways to fulfill the mission now.

Invest:

Over the next few years we will continue our efforts to ensure that the historically significant records of the Iowa Annual Conference, its agencies, and local churches in Iowa are collected and preserved for use of future generations in fulfilling the Mission of the UMC.

We will need to work with Historians in the local Church and the record keepers of each Board, Commission, Agency and Committee of the Annual Conference to accomplish our objectives.

We are requesting the same as last year \$28,345 for operating the Archives and Commission in 2012.

Action Item #202

2012 Apportionment for the Commission on Archives and History

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL Archives and History	23,000	28,345	0	28,345

Commission on Christian Unity and Interreligious Concerns

ACTION ITEM #203

Focus:

If the mission of our conference is accomplished, the Annual Conference will reflect the values of the Kingdom of God-- a world wherein people love God and their neighbors -- penetrating the culture outside the church to connect with people with acts of amazing love; and challenging powers which deny people their individual and human rights.

To be United Methodist is to be ecumenical, believing that the fullness of the Church of Jesus Christ is present in every church where Christians are gathered for worship, to hear the Word, and to celebrate the sacraments. The Commission will initiate dialogue with other faith communities, providing opportunities for interreligious and intra-religious dialogue in order to learn more about each other's faith practices and traditions; building bridges of understanding and respect and engaging in ecumenical shared ministries.

Invest:

Modern developments in technology have drawn the human community closer together than ever before. Christianity is no longer confined to a geographical restricted Christendom, neither are other religions confined to their historical geographical regions. We meet people of other faiths in everyday life. Awareness of other religions is no longer restricted to scholarly circles: even the so called person in the street may share it.

- Given the context of pluralism, the Commission on Christian Unity and Interreligious Concerns will be focusing its efforts on dialogue with other religious groups in Iowa,

building trust among Christians and people of other faiths working together for the transformation of the world.

- The Commission will have dialogue with other denominations, such as, Roman Catholic, Evangelical Lutheran Church in America, and The Episcopal Church.
- The CCUIC will request the Annual Conference Sessions Committee to invite Catholic Bishop from Des Moines Diocese to participate in ordination service.
- The Commission will make available information about homosexuality, as consistent with the Book of Discipline, encouraging local congregations to use the curriculum The Church Studies Homosexuality or video/discussion guide Six Witnesses produced by General Commission on Christian Unity.
- The CCUIC will emendate its existing video on the work of the committee to be shown at Annual Conference.
- Over the next 3 to 4 years, CCUIC will seek out ways to make disciples of Jesus Christ for the transformation of the world.

The Commission on Christian Unity and Interreligious Concerns will collaborate with Commission on Religion and Race, Commission on Status and Role of Women, and Board of Church and Society to participate actively in the process of building the kingdom of God.

ACTION ITEM #204

2012 Apportionment for the Commission on Christian Unity and Interreligious Concerns

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL CCUIC	2,000	1,000	0	1,000

Commission on Ministry with Persons with Disabilities

ACTION ITEM #205

Focus:

By increasing the hospitality through accessibility in all congregations to the disabled seekers as welcomed faithful members we will see that each worship is a place where making room will not need to be by friends digging through the roof. But rather the disabled will find congregations with open arms for those whose gaining access to open worship had been intentionally or unintentionally denied when encountering the physical and attitude barriers.

The commission uses Disability Awareness Sunday funds and other donations to offer grants to churches which are working on projects to make their buildings handicapped accessible. The CMPD will also offer seminars to groups/congregations on how to deal with different disabilities in their own contexts.

Most Iowa Conference agencies now include a representative from the CMPD where we are allowed a welcomed voice and often a vote. The CMPD continues to establish a resource database for the web site for use by those churches who need a hands on person to help them set up their local disabilities ministry.

Invest:

The CMPD is in year two as we continue to develop a conference-wide database of all local church programs that are independently addressing many of the concerns of the disabled. The database will be a resource for any other church or UM groups seeking to implement similar programs or services for the disabled in their respective communities. Such a

database would allow those who are beginning new programs or services to contact organizers and implementers of similar programs and services.

In years three and four we are tentatively planning district seminars in order to increase the awareness of these local program resources along with those available at the Conference level.

The CMPD needs to have a better communication with each District's disability representatives in order to resource the local programs and services that are available and to coordinate with those who wish to begin new programs or services for the disabled in regards to ministry and worship.

The CMPD will ask again to be part of the Annual Conference Worship Committee. The Conference ought to be setting an example of including those with disabilities in the worship proceedings during the Annual conference rather than relegate them to spectators only. Following Christ is not a spectator sport. Communication and connectional coordinating are the machinery we will use in accomplishing these plans through and for Christ.

The CMPD has met with the Older Adult Council as the concerns for the elderly often match up with those of the disabled community. The benefit is in the cross over in focus. Older Adult Council also looks at the environment outside the church for hospitality and the Disability commission focus is within the church ministry and worship.

Action Item #206

2012 Apportionment for the Commission on Ministry with Persons with Disabilities

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Disabilities Advocacy Programs	0	0	0	0
Disabilities Awareness Offerings	0	0	10,000	10,000
TOTAL Disabilities	0	0	10,000	10,000

Commission on Religion and Race

ACTION ITEM #207

Focus:

With the accomplishment of this mission, and the CORR's mission, the Annual Conference will be diverse and be aware of the importance of diversity and the importance of equal participation of all people at different levels.

Consequently, it is our role to advocate for the elimination of racism, which is destructive and causes painful division and marginalization in our Church and in society. Also it is our role to promote and advocate for equal participation because we believe that all people should have the opportunity to use their gifts and talents as Children of God.

Invest:

CORR's mission over the next few years is to meet Christians at any level that they are in the walk with our Lord and help them to accomplish their call without having to deal with the barrier of racism.

CORR will be advocating and monitoring the ministries of the Conference to promote equal leadership roles across the Annual Conference. CORR also will be working in providing a wide variety of trainings that will help to eliminate racism. These trainings will be offered through Conferences, Conventions, workshops, seminars, meetings.

This year we are planning to host the North Central Jurisdictional CORR Conference on Religion and Race, and we will send a group of people from Iowa to Los Angeles for training on Cross- Racial/ Cross-Cultural event.

CORR will continue to have the Cross- Cultural workshops through all the churches that have Ethnic pastors and Laity. We will continue equipping leaders to help us to eradicate Racism.

We realize that such mission cannot be accomplished without the help and cooperation of the rest of the Iowa Annual conference, and the churches, for that reason, we are going to meet and work with the Bishop, cabinet and the rest of his staff to coordinate to accomplish such mission.

CORR will work with the Bishop and the Appointive Cabinet to identify potential Ethnic pastors who can serve in the Annual Conference. We will meet and coordinate closely with the District Superintendents and Field Outreach Ministers to do the Cross- Cultural Workshops early in their appointments. We will work closely with all the Ethnic pastors and laity to be aware of their needs. And we will send leaders of all races to be trained and for them to come back and train us back

For the 2012 calendar year, CORR needs \$55,901.26 in apportionments to carry out the above activities.

ACTION ITEM #208

2012 Apportionment for the Commission on Religion and Race

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Ethnic minority self-determination	0	27,000	0	27,000
Ethnic advocacy and monitoring	0	8,000	0	8,000
Cooperation w/ NCJ CORR	0	2,500	0	2,500
Learning Experience w/ NCJ CORR	0	2,500	0	2,500
TOTAL Religion and Race	0	40,000	0	40,000

Commission on the Status and Role of Women

ACTION ITEM #209

Focus:

The Annual Conference will be vibrant and fruitful as it works within God's Kingdom to bring about justice and peace. The congregations of the Iowa Annual Conference will be

celebrating “rethinking” church as we reach out beyond our doors to all God’s people as together we transform the world.

The Commission on the Status and Role of Women (COSROW) in The United Methodist Church surrounds those working within the Kingdom by resourcing and equipping them to be inclusive of all God’s people as they “make disciples, develop leaders, and transform the world.”

Invest:

In the coming years as we work toward the vision, COSROW will continue to advocate on behalf of women in the church and in society. We will continue our discussions around inclusive language and offer through our District Representatives, in partnership with General COSROW, studies to raise awareness.

As a catalyst, we will also work to raise awareness of ways in which women still are not fully included in the life of the church, and to encourage and uphold responses to the work of the Spirit to open new perceptions of being women in the church. COSROW will continue to be a presence as we monitor the commitment of the church to the full and equal participation of women and the use of inclusive language in the life of the church (conversation and printed materials) and our liturgy. It is in this area that we have become aware of the need to monitor our camps’ catalogue of activities as to inclusive language and appropriateness.

COSROW recognizes that there is a need to work with other groups active for God’s Kingdom. We will continue to seek open communication and participation with United Methodist Women, the Board of Church and Society, Youth Ministries, Board of Camps, and the Commission on Religion and Race. We will also continue to serve as a resource to the Office of the Bishop, the Cabinet, Districts and local churches through our district representatives.

In the last year there has also been a focus toward working with other Annual Conferences through the guidance of General COSROW. Assignments for our Conference COSROW may come from GCSRW as:

- GCSRW has convened a Sexual Ethics Summit “Do No Harm...Do All the Good You Can” for January 26-29, 2011 in Houston Texas. Training, advocacy and intervention to prevent or justly address sexual harassment and misconduct in the Church will be highlighted.
- GCSRW will continue to advocate for ministries that impact women’s status and role in Church life (i.e., clergy spouse and family concerns, pay equity among clergy and lay employees, leadership development, expanding theological language and imagery).

Iowa COSROW does not fund any ministries. As a Commission we are present to advocate on behalf of women and ensure their full inclusion in the church. We also recognize our work as a catalyst as we raise awareness of gender issues and seek to support new leaders within the denomination. Monitoring the gatherings of the Annual Conference to ensure the use of inclusive language and equal voice for all are part of our yearly activities.

Our budget requirements are to ensure communication is maintained between the Commission and the Conference members on the role of women in the church, and to continue to raise awareness to inclusiveness and gender equality.

As of 12/31/2010 we are negative \$1,511.29 due to the cost of printing The Guide. The costs we usually incur during the year are the booth at Annual Conference, a gift in recognition of the Ambassador Award to the recipient, and some office costs for communication. We would anticipate a budget of \$150 for 2012.

Our budget for 2011 appears to be zero. We would like to use any revenue through apportionments to offset our negative balance and hopefully be able to set a budget of \$500 each year.

ACTION ITEM #210

2012 Apportionment for the Commission on Status and Role of Women

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL Status and Role of Women	1,200	1,500		1,500

Older Adult Council

ACTION ITEM #211

Focus:

As the mission of the church relates to Older Adults, we know that each successive generation of members stands on the shoulders of those who have gone before. We would see older adults fully incorporated into the life of the local church and hope the church would celebrate the role older adults have had in the past to assist in the making of disciples and appreciate the wisdom they have to share.

The Older Adult Council will serve as a resource for local churches around the importance of being in ministry with and to older adults. We hope to help churches claim this ministry for themselves and then provide resources. We would also like to be a resource for older adults and their families; sharing with them information on the various issues regarding aging and the opportunities to be involved in service. We want to help local churches understand and plan for the spiritual dynamics of aging.

Invest:

We would like to raise the profile of the OA Council with the Annual Conference by providing resourcing and training using the web, print materials and workshops and having an exhibit at AC.

We would like to plan and implement an annual event in one of the following areas: intergenerational activities, active retirement, the creation of spiritual biographies, understanding the faith needs of older adults, care giving, accessibility issues or other topics of concern to older adults, their families and their churches. These could be conducted conference wide or be done by district.

We would like to be meeting with VIM (to explore service opportunities available to older adults), CCYM and the Young Adult Council (to explore potential intergenerational activities), Parish Nurses and the Committee on Ministry with People with Disabilities (since so many OA have disabilities).

ACTION ITEM #212

2012 Apportionment for Older Adult Council

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL Older Adult Council	6,000	6,050	1,500	7,550

Young Adult Council

ACTION ITEM #213

Focus:



The role of the Young Adult Council is to support, encourage participation, and educate individuals, local churches, and the annual conference around effective ministry with and to young adults.

Invest:

The Young Adult Council will:

- A. Establish an Active Online Presence
 - a. Facebook Page
 - b. Multiple-Author Blog
 - c. Utilize a Variety of Media
- B. Interpret and Share the Young Adult Voice
 - a. Coordinate Young Adult Legislative Action for General and Annual Conference
 - b. Maintain Active Communication with Boards and Agencies
- C. Annual Events
 - a. Annual Event Rotating among the topics of Supporting, Encouraging Participation, or Educating.
 - b. Gathering at Annual Conference
- D. Young Adult Council Ministry Grants
 - a. Grants for Training, Education, and Leadership Development
 - b. Seed Money for Young Adult Ministries

The Young Adult Council will need to work with at least the following groups:

- Episcopal Office
- Communications Advisory Team
- Communications Office
- General Board of Discipleship
- Older Adult Council
- General Board of Higher Education and Campus Ministry
- Board of Ordained Ministry
- Board of Laity
- District Committee on Ministry
- 37:5 – The Young Adult Clergy Group
- Jill Stanton

ACTION ITEM #214**2012 Apportionment for Young Adult Council**

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL Young Adult Council	16,000	17,000	0	17,000

Council on Youth Ministries

Action Item #215

Focus:

Through the Conference Council on Youth Ministries opportunities will be provided for youth to hear, identify, respond to, and live out God's call as Christian leaders. Local church, district and conference youth ministries will be strengthened, assisting them in their tasks of discipleship and leadership development.

CCYM elects youth to jurisdictional and general church events, hosts Annual Conference youth members, sets educational and promotional policy and criteria for Youth Service Fund, reviews and awards YSF grants, hosts Adventureland YSF Day, gives oversight for Youth Strike for Christ, provides guidance and direction for training adult youth leaders and focuses on facilitating communication between local churches and within districts around youth ministry.

Invest:

Resourcing Local Churches enables the printing and distribution of youth ministry resources and mailings that strengthen local churches; provides for the CCYM/youth ministry display at Annual Conference; funds administrative costs associated with YSF Day at Adventureland (including a small stipend to reimburse expenses associated with a YSF Coordinator); background check fees for adults volunteering with conference youth events; and other miscellaneous and emerging ministry expenses associated with conference youth ministry.

Leadership Development with Young People provides resourcing and funding for registration, lodging and transportation costs associated with Iowa Conference representation at jurisdictional Young People gatherings and other United Methodist youth events; housing and meal expenses associated with youth members' attendance at Annual Conference; allows for a small stipend to reimburse expenses associated with a AC Youth Floor Coordinator; may provide initial funding for the development of a youth leadership development event. This fund provided moneys in 2009 and 2010 for the growth of a Young Adults Ministry Grant program; initial funding associated with the Young Adult Council; grant funds for an upcoming 2011 Young Adult Iowa-Nigeria Partnership trip; and enabled the development of "a conversation with..." learning events focusing on young adult ministry and other emerging ministry needs.

Training and Continuing Education for Youth Workers has provided funding in past years for the emerging ministry initiatives of the Academy for Youth Ministry and TRAX: Youth Ministry Essentials, Safe Sanctuaries trainings, and other youth related training opportunities. This fund also provides scholarship assistance for adult youth leaders to attend trainings outside of the Iowa Conference. Currently available funds should allow relevant training initiatives to continue to be developed without any apportionment funding request in this area for 2012.

Youth Strike for Christ makes available a faith building experience for youth in 7th – 12th grade by offering high-energy worship, teaching, small group learning, and Christian community growth opportunities. In February, 2010 over 700 youth and adults attended Youth Strike for Christ. In addition to ministry targeted towards youth, adult leaders have the

opportunity to network in small groups and attend workshops designed to strengthen local church youth ministries. The apportionment funds associated with Youth Strike for Christ provide scholarships to reduce the costs for participant churches unable to pay the full registration fee and allows for a stipend to reimburse expenses associated with a Youth Strike for Christ Core Team Leader.

Youth Service Fund provides grant funding of Youth Service Funds. (Administration and publicity associated with YSF promotion is funded through Resourcing Local Churches, allowing for 100% of YSF contributions to be available for grants)

ACTION ITEM #216

2012 Apportionment for Council on Youth Ministries

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Resourcing Local Churches	1,695	2,500	0	2,500
Leadership Development with Young People	2,826	2,500	0	2,500
*Youth Service Fund	0	0	3,000	3,000
Youth Strike for Christ	5,653	10,000	100,000	110,000
Training and Continuing Ed. for Youth Workers	2,826	0	0	0
TOTAL Council on Youth Ministries	13,000	15,000	103,000	118,000

***30% of this fund goes to General Church.**

Episcopal Office – CCMC

Action Item #217

Focus:

The United Methodist Church in Iowa will be known as a faith community shaped by and offering the love of Jesus Christ through invitation to faith, acts of charity, and pursuit of justice. We will have vital churches and be engaged in new ministries.

The Connectional Ministries Council provides the structure within which the programming agencies of the annual conference can collaborative strategize, seek funding and have institutional support for ministry initiatives. This includes the part-time assistance of the support staff of the Connectional Ministries Council.

The Connectional Ministries Council leadership development staff works with leaders in local churches, districts and conference agencies to assist them in identifying and fulfilling their purpose in Christ and working toward the vision.

Invest:

We will continue to work within the Connectional Ministries Council on core values, ministry priorities and evaluative processes for the purpose of developing new ministries and identifying the fruit that is borne from the ministries that are funded.

Beginning with the Fall 2011 Retreat, CCMC will start planning how ministries can be planned with a higher level of collaboration and participation among all the programming agencies of the conference.

Connectional Ministries Council meetings are utilized for equipping the leadership of the agencies and providing resources for their work.

By the beginning of the 2012-2013 conference year, we will have shifted our ministry planning and budget requests to a collaborative process.

By the 2013-2014, we will be fully engaged in assessing the fruitfulness of our work, eliminating and adding ministry programming as needed to support the work of the annual conference in developing mission and ministry.

Aside from the agencies of the Connectional Ministries Council, the key group with which the CCMC leaders work is the Ministry Cabinet. By our conference rules, the Ministry Cabinet is the primary focus for strategic planning for the conference.

ACTION ITEM #218

2012 Apportionment for Episcopal Office – Connectional Ministries Staff, Operations and Support

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Program Ministry Resource (support) Fund	890,000	999,500	0	999,500
Program Resource and Delivery (operations) Fund	90,000	151,800	0	151,800
Emerging Ministries Fund	20,000	18,000	0	18,000
Leadership Development Events	0	0	7,500	7,500
TOTAL	1,000,000	1,169,300	7,500	1,176,800

LEGISLATIVE SECTION THREE (3)

Central District Connectional Ministries Council

ACTION ITEM #301

Focus:

We cannot know how the Iowa Annual Conference might look when the mission is accomplished. Some believe the Annual Conference would look more like a powerful political party with strength and leadership taking center stage. This view engages the idea that the Annual Conference would be the center of life for the disciples called United Methodist and all would act and work together in concert with no little ability to make change for the good within our area of influence. Some believe the Annual Conference would look much less robust, even somewhat ordinary or pedestrian. This view understands the transformation of the world could make the work of the Annual Conference obsolete or at the very least diminished.

Our view is that, regardless of the direction that prevails, making Disciples is and will be a continuing process as new people come to the church, grow in their relationship to the church, or come of age.

We cannot know, but we can understand this vital point, we shall be changed. What we shall be has not yet been revealed, but we know we will be like Christ. Perhaps our humble willingness to be changed, transformed, or born again, is as close to an answer as we are able to provide. In hope, in truth, in love we shall be changed. We shall all be changed to offer grace and peace in ways which defend and reconcile all persons. We shall be changed to hold together in tension the very best of truth and love.

And we believe this must be done with an incredible sense of urgency and must include addressing the four areas of focus identified by the denomination:

- Initiating new faith communities and revitalizing existing congregations
- Leadership Development
- Alleviating Poverty, particularly for Children
- Eradicating Killer Diseases

District Leadership will work toward these areas of focus on our own District and set specific goals.

Boards and agencies at all levels in the Annual Conference have *the* significant role of equipping and resourcing leaders *and planning co-operative activities* to accomplish *this* mission.

Invest:

Over the next months and years, the District Connectional Ministries Council (DCMC) of the Central District will need to embrace change as a strategic position above all others as it aligns and realigns with the missional purposes and objectives outlined above. This will mean deliberate and careful planning, *keen* strategizing and taking a fresh look at how we are currently organized and positioned to accomplish our objectives. Although we have been faithfully carrying out critical mandates and visions, we must become willing to re-think all areas of concentration and allow for new thought based in our tradition of methods and discipline. Furthermore, we must deliberately work on identifying, recruiting, training and deploying new leaders, along with transformed/energized leaders, for the work and mission ahead. Some of our priorities will be initiating new faith communities, *encouraging and supporting* existing churches where there is passion and potential, focus on mission and justice ministries (health care, immigration, addressing needs of the poor in our midst and standing with those who are disenfranchised). *The needs in the four areas of focus are enormous on the Central District. Our task is to identify and then set loose the passion to meet those enormous needs with an even larger gift of love for neighbor born from the love God offers humanity through Jesus Christ. This has to do with changing both individuals and systems that shape and control peoples' lives.*

As we are currently structured, much of the work of the DCMC is accomplished by working with both church and secular groups. These links and connections are lifelines of support through which we may hold up broken lives to Christ Jesus by communication, resourcing and partnering. The work of United Methodists of the Central District must help provide

- a) **opportunities for individuals and families to grow in their awareness of needs and to take individual action,**
- b) **opportunities for churches or groups of churches to passionately and intensively take up causes on behalf of others**
- c) **opportunities for working with church and community agencies**
- d) **opportunities for acting on behalf of the disenfranchised.**

We are asking for \$17,500 from 2012 apportioned dollars. We believe our budget for 2012 is inadequate for the work of what has already been shared in response to question one above. And so we are gritting our teeth as we ask for far less than is needed. Please see attached proposed document and *the* proposed budget for the Central District. This is not a request that is inflated to allow for potential reduction; it is less than what is essential for the work.

ACTION ITEM #302

2012 Apportionment for the Central District Connectional Ministries Council

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL Central District DCMC	12,800	17,500	0	17,500

East Central District Connectional Ministries Council

ACTION ITEM #303

Focus:

The United Methodist Church will be participating in what God is already doing; Congregations will be going where they would not otherwise have gone in mission; the demographics of our churches will reflect the demographics of our communities; The quality of life for persons living in our communities will be improved.

The role of the DCMC shall be to link and empower the churches of the East Central District to grow in grace, care for one another, and reach out in love and mission. We empower churches by establishing a "risk taking for the sake of the mission" culture, providing leadership development and resourcing, nurturing missional congregations, and seeding Ministry Action Teams to boldly go where churches have been reluctant to go in mission. We develop leaders to revitalize existing ministries and to initiate new ministries. We equip congregations for mission outreach and social justice ministries.

Invest:

- JFON and IA-Nigeria will work on communicating the fact that "mission" is to your next door neighbor.
- Blog in district newsletter
- Provide 2 trainings for lay speakers per year (both advanced and basic at each)
- Identify, build, and resource Ministry Action Teams

- Offer appropriate and timely leadership development opportunities such as Spiritual Reflection Days, committee workshops, workshop on preschools within the church, and lay speaker trainings.
- Support the continued growth and expansion of the Co-Missioned (Missional Transformation Process) with the goal of having 25% of the congregations in our district participating or having completed this process. Fund training of coaches for the process.
- Identify and equip leaders to start new faith communities or revitalize existing ones.
- Equip congregations to listen to their communities and plan ministry “with” the people who live in their immediate context rather than planning ministries “to” and “for” them.
- Start one new VBS each year within the district.
- Identify a “district reporter” or “good news team” to tell the stories of ministry happening in the district.
- Shepherd the Matthew 25 grant process in a way that builds relationships between the DCMC and grant recipients. Help to tell the ministry stories made possible by this funding.
- Encourage partnerships (Ministry Action Teams) between anglo congregations and new and existing ethnic churches
- Continue to build district relationships through district events
- Support the Stewardship Team needs such as training and communication supplies
- Support the presence of Justice of Our Neighbors in the East Central District
- The DCMC will focus on vision and organization.

The DCMC has developed a plan for restructuring the committees at the district level. It is hoped that the restructuring will allow for more focused work in areas of strong interests/passions to be accomplished. The restructuring involves dividing our current membership into three committees: Leadership, Outreach, and Administrative. A major consideration in the restructuring is communication. Each will have liaison persons to report to a smaller DCMC body. The functions of each of the subcommittees have been outlined. We will need to work with Conference Communications to tell the stories of ministry and to continue to engage with District Staff--Superintendent, FOM, and DAS. It will also be helpful to vision and collaborate with other DCMCs, perhaps through CCMC.

For 2012, we need to add a line item for ethnic ministries:

- JFON needs an increase in district and conference funding
- IA-Nigeria needs to get their story out
- Ministry Action Team Training and Resourcing will fall under DCMC funding for now. A line item specifically for this area of focus may need to be generated in the future.
- We need to maintain the line items currently in the budget.

ACTION ITEM #304

2012 Apportionment for the East Central District Connectional Ministries Council

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL East Central District DCMC	5,000	9,500	0	9,500

North Central District Connectional Ministries Council

ACTION ITEM #305

Focus:

The churches of the Iowa Annual Conference of the United Methodist Church will have a plan for intentionally making and nurturing disciples in small groups. The church will become less dependent on clergy as laity will take a stronger leadership role. The UMC in Iowa will become more outwardly focused. Churches will work together in Ministry Action Teams to witness to God's love for all God's children. New faith communities will be established in every District.

The North Central District Council on Connectional Ministries will take steps to implement the mission statement of the Annual Conference in the local churches of our District. We will encourage and help churches develop plans for intentional faith development. We will support the growth of disciples in faith by encouraging attendance at Emmaus and Chrysalis weekends and Youth Strike for Christ. We will support the development and training of laity through the District Laity Committee, lay speaker training and the School for Lay Ministry. We will support local pastors in the Course of Study and as far as possible all clergy in training for more effective ministry. We will aggressively promote the involvement of clergy and laity in hands-on mission in order to help shift the focus of ministry beyond the local church to ministry that makes real changes in the world.

ACTION ITEM #306

2012 Apportionment for the North Central District Connectional Ministries Council

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL North Central District DCMC	0	12,000	0	12,000

Northeast District Connectional Ministries Council

ACTION ITEM #307

Focus:

The love and justice of Christ will be alive and flowing throughout Iowa, led by passionate, skilled, and faith-filled leaders, both clergy and laity.

The NE District Connectional Ministries Council provides in our district the connection to local churches to make disciples, develop leaders and transform the world for Christ.

Invest:

We will:

1. better identify, deploy, and use the gifts of trained, called laity, especially School for Lay Ministry grads and lay speakers, through an annual laity summit and other creative endeavors for practical application.
2. train passionate laity to help local churches discern vision and goals and develop ministry action plans.
3. provide opportunities for clergy to grow and learn in ways that strengthen their ministries in these changing times.
4. encourage local church participation in missions, including justice for all, social concerns, standing with "the least of these," and living green.
5. build stronger connections among clergy, laity, congregations and the district and annual conference through a variety of communication methods and channels, including frequent use of conference calls, the ICN, and the three hubs.
6. develop a stronger communication network with laity.
7. support and guide those who are exploring or pursuing calls to ministry
8. grow in stewardship of our time, talents, gifts, service, and witness.

9. develop more effective ways of engaging in ministry with youth and young adults by encouraging young people to share their thoughts, abilities, and goals.
10. respond to particular emerging needs of pastors and local congregations for further training.

The NE DCMC will work with existing teams, both formal and informal, as well as forming task groups as needed to accomplish our mission.

ACTION ITEM #308

2012 Apportionment for the Northeast District Connectional Ministries Council

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL Northeast District DCMC	6,000	0	0	0

Northwest District Connectional Ministries Council

ACTION ITEM #309

Focus:

The Iowa Annual Conference will become even stronger and the home of growing churches and committed servant leaders so that even more will know of the love of God through Jesus Christ and be called into discipleship.

The Northwest District commits to encourage excellence in clergy and lay leadership, strengthening local churches in their individual and shared ministries.

Invest:

- We will continue to gather confirmands together to study "Three Simple Rules" and covenant to be faithful disciples and responsible members of The United Methodist Church.
- We will continue to promote small group ministry in the local churches and organize small groups in all populated places and to encourage the continuation of existing groups.
- We will continue to recruit and train Certified Lay Ministers, Certified Lay Speakers, and Small Group Leaders.
- We will continue to strengthen lay leadership through the help of the District Board of the Laity.
- We will continue to encourage churches to come together and collaborate in mission and ministry.
- We will strengthen the youth ministry.
- We will support and explore new church starts.
- We will be more intentional in the church's mission to care for God's creation and to encourage advocacy for justice and quality of life in response to the Bishop's Call to Action.
- We will seek ways to encourage and promote multi-cultural ministry.
- We will promote parish development through prayer walks, cell groups and evangelistic services.
- We will seek and promote opportunities to foster spiritual growth and stewardship.
- We will continue to strengthen our relationships with Morningside College, Camp Okoboji and other mission and ministry entities that reside in our district.

ACTION ITEM #310**2012 Apportionment for the Northwest District Connectional Ministries Council**

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL Northwest District DCMC	2,500	10,250	0	10,250

South Central District Connectional Ministries Council**ACTION ITEM #311**

Focus:

Churches will be working together in a dynamic relationship with each other engaging the communities in which they reside and beyond.

The District Connectional Ministries Council will: 1) Resource and support Church-Community ministries/ M ATs; 2) Promote and encourage Leadership Development and the Mission of the Iowa Annual Conference; 3) Recommend and promote District Missional priorities.

Invest:

We are working to change the climate of ministry in the South Central District. Many of our churches are in a survival, inward directed mode of ministry. Some have become passive and resigned. We are undertaking a three year process of leadership redirection, accountability, and support. In the first year, 2010, we held an event at Trinity United Methodist Church in Albia with Jim Griffith and the focus of turning members of churches into community missionaries. We invited all churches to be a part, but we chose and recruited 20 strategic charges to participate in an effort to connect their ministry in the community. We had 34 Churches attend this event. This is 1/3 of all of our churches! We held 7 reunion events about 4 months after the event all around the District. We invited every other church in the district to come to learn, listen and contribute also. At this event we encouraged these congregations to support, encourage and learn from each other. They shared ideas, results, and disappointments. A highlight of those reunion events was then sent to all the churches that came. We also are having a reunion event in March 2011 with Jim Griffith himself to help the process. The Field Outreach Minister and the District Superintendent are providing coaching and encouragement in trying to make a lasting transition in ministry and focus. Each congregation is developing their own specific ministry action plan to reach out into their community. This Ministry Action plan is taking some time because we are trying to change the status quo but there is movement!

In February 2011, (year 2 of our 3 year plan) we are bringing Jim back to focus on issues of stewardship. According to Jim, churches who have implanted this program of Tippers to Tithers have an average increase of 23% of giving. We will continue to offer coaching and follow the benchmarks established by the churches involved. We will provide recommended resources, encouragement, financial grants to persist in missional reorientation.

In the third year, 2012, we will continue with the missional focus and stewardship resources. We will add worship and ministry prioritizing as our third focus with Jim Griffith and our 20+ charges. We will continue to provide recommended resources, encouragement, financial grants to local ministries and Ministry Action Teams who persist in missional reorientation. We will reexamine the support structures in place and tweak as needed. We will do an evaluation of the process' effectiveness in communities and churches.

In the fourth year, 2013, we will respond with follow-up training for emerging needs identified by those churches that participated in the process and provide access to those later adopters who are now choosing to participate.

We have been consulting with Scott Hibben, one of our LDMs on the formation of this process and will continue to do so. We anticipate bringing in other LDMs as we progress. Areas we anticipate are in young adult ministry and in social justice advocacy. We have already been working with our lay leadership on the district in support and identification of potential ministry opportunities. We want to explore potential ways of using lay speakers and others to reach into some of our smaller communities that no longer have an intentional United Methodist presence. We have begun a Hispanic ministry in the South Central District. We currently have started a Hispanic ministry in Ottumwa. We still have a Hispanic ministry in Oskaloosa, located at Central United Methodist Church. We continue to do outreach to rural poor in southern Iowa. MUMMS is a vital part of this outreach. We are very proud that MUMMS has located and formed a main office and retreat area in Kirksville, Iowa. We are attempting to bring all of these resources together in a collaborative ministry focus.

ACTION ITEM #312

2012 Apportionment for the South Central District Connectional Ministries Council

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL South Central District DCMC	11,825	13,600	0	13,600

Southeast District Connectional Ministries Council

ACTION ITEM #313

Focus:

We will be a place of hospitality, welcoming all people into a relationship with God, encouraging people to a deeper understanding and practice of embodying the love of Christ in their communities, and engaging people in hands-on mission empowered by the Holy Spirit as we work towards a more just society.

The DCMC focuses on catalytic networking by providing support, training, resources and encouragement to churches as they seek to discern how God is calling them to move forward in their ministries. We look at the big picture, see what is happening elsewhere and encourage, inspire and recognize all local churches.

Invest:

The DCMC will continue to provide support to the current and developing Hispanic ministries within the district. We currently provide financial support through the district Askings as well as grant money that helps sustain this important ministry.

We will continue to provide ongoing leadership training events to local churches both through District wide training and to churches who have specific requests for critical areas in their ministries. We serve as a catalyst in some situations and facilitate networking. The DCMC offers guidance, support, direction and encouragement to the district Committees on Stewardship, Parish and Leadership Development and Lay Speaking ministries. We invite churches to find ways to address the systemic reasons of poverty and hunger.

The Leadership Development Ministers from the Conference would provide resources and training for us as we seek to help churches be more vital and transformative in their own ministries. We would like to arrange a DCMC retreat day to meet with Karen Dungan in order to help clarify our own role, vision and purpose in order that we might be more focused and intentional in our work of offering support and training to local churches in their ministries. We support and affirm the Instituto Latino Training process.

What we propose will have an impact on funding. We would like to provide funding for lunch for leaders for Lay Speaker trainings as well as mileage for those who would visit local churches for listening sessions.

ACTION ITEM #314

2012 Apportionment for the Southeast District Connectional Ministries Council

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL Southeast District DCMC	6,325	9,000	0	9,000

Southwest District Connectional Ministries Council

ACTION ITEM #315

Focus:

Vital communities of faith will produce world-changing disciples who make a recognizable difference for good in their communities.

The Southwest District exists to support, resource and hold accountable local church members and pastors in southwest Iowa, as we focus on and develop commitment to our shared mission.

Invest:

The Southwest DCMC will work toward a cultural shift throughout the district that will encourage every congregation in the district toward:

- Focused mission and service
- Transformed lives in the name of Jesus Christ in submission to God's Spirit
- Accountability to Christ and to one another, based on mutually agreed-upon measurable results
- Telling the stories of transformation in many different ways

We plan to accomplish this by:

- Coaching clergy in multiple settings: new pastor orientation, RIM group, book studies, and through 6 Clergy Days Apart.
- Utilizing Rethink Church, the Healthy Church Initiative, Path 1, Missional Transformation, and other interventions to work toward congregational revitalization
- Identifying churches who fit the following categories, and providing appropriate interventions, coaching, and/or resources:
 - Vital in mission and outreach
 - In the midst of transformation
 - Desiring transformation but unsure how to begin
 - Unsure whether or not they want change
 - Stuck in or resigned to the status quo.

- Calling laity into varieties of ministry through gatherings of School for Lay Ministry graduates and lay speakers/leaders, and through supporting lay continuing education with financial aid and other resources
- Working through district ministry teams to resource stewardship, worship, Hispanic ministry, Youth ministries, Christian education, local missions, lay speaking ministries, and community outreach.
- Hold quadrant revivals/rallies to lift up witnesses of transformation, promote urgency and create readiness.
- Conduct exploratory conversations on parish/circuit development or shared mission in key population centers across the district to envision sustainable future for ministry.
- Continue to develop and broaden the base for outreach to and partnership with Hispanic and Latino peoples through district churches and ministries.
- Be alert for opportunities to support and encourage emerging ministries wherever they are.

We will meet and work with all district groups including, but not limited to:

- District Connectional Ministry Council
- District Committee on Ministry
- District Quadrant Organizations
- Clergy Learning Groups:
- New Clergy Group, Book Studies, RIM Group, Ministry Action Teams, Lectionary Groups, Other Clergy Support Groups
- Graduates of School for Lay Ministry, and current students
- Lay Speaker Training
- District Grants Team (Unified, Matt 25, District Askings)
- District Stewardship Team
- District Worship Team
- District Missions Team
- District Revitalization Team
- District Parish Development Committee
- District Hispanic Ministries Team
- United Methodist Women
- District Youth Ministries Team
- Council Bluffs United Methodist Urban Ministries strategy team.

ACTION ITEM #316

2012 Apportionment for the Southwest District Connectional Ministries Council

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
TOTAL Southwest District DCMC	11,500	16,000	1,500	17,500

ACTION ITEM #317

2012 Apportionment for the DCMC Matthew 25 Initiative

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
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TOTAL DCMC Matthew 25 Initiative	310,000	310,000	0	310,000
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District Askings

ACTION ITEM #318

2012 District Askings:

Central \$2.00 per member (\$55,780)

- \$0.70 District Initiated Ministries
- \$0.50 Little Red Schoolhouse Scholarship in Nigeria
- \$0.80 Forming new faith communities within the district

East Central \$2.00 per member (\$53,136)

- \$0.30 Emerging Ministries, Administration, Communication and Networking
- \$0.60 Leadership Training Events
- \$0.30 Justice for Our Neighbors
- \$0.20 Iowa/Nigeria Project
- \$0.60 Parish Development and Ethnic Ministries

North Central \$2.00 per member (\$57,170)

- \$1.00 North Central District Hispanic Min.
- \$1.00 Ames Korean Church

Northeast \$2.75 per member (\$61,430)

- \$1.90 Ministry Grants for Congregations
- \$0.40 Scholarships for Leadership Training
- \$0.35 New City Ministries in Waterloo
- \$0.10 Contingency Fund for DCOM

Northwest \$1.50 per member (\$34,625)

- \$0.15 Multi-cultural Ministries
- \$0.15 Iowa Nigeria Partnership
- \$0.15 Shesler Hall
- \$0.15 Justice for Our Neighbors
- \$0.90 New Church

South Central \$2.50 per member (\$34,600)

- \$1.00 District Hispanic Ministries
- \$1.00 MUMMS
- \$0.50 Justice for Our Neighbors

Southeast \$2.40 per member (\$43,332)

- \$0.30 Justice for Our Neighbors
- \$0.30 St. Paul's Hispanic Worship Center, Muscatine
- \$0.30 Emerging Ministries
- \$0.30 Iowa Wesleyan College
- \$0.60 Mobile United Methodist Ministries

\$0.60	Southeast District Latino Task Force
Southwest \$4.00 per member (\$77,724)	
\$2.00	Carter Lake
\$0.75	District Hispanic Ministries
\$0.75	Emerging Ministries/New Communities of Faith
\$0.50	Hastings Mission Congregation

Episcopal Funds

ACTION ITEM #319

Focus:

Paragraph 415 of the *2008 Book of Discipline of the United Methodist Church* includes in the presidential duties of the resident bishop the "...general oversight for the fiscal and program operation of the annual conference." The operation of the Episcopal Office is dedicated to this purpose and others as required by the *Book of Discipline*. Beyond fiscal and program oversight, the resident bishop has responsibility for clergy life in the annual conference.

Invest:

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

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

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

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

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

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

ACTION ITEM #320

Clergy Leaves and Vacations

Amendment of Current Standing Item

The following is an amendment to Standing Item #8 "Clergy Leaves and Vacations", referenced in the 2010 Iowa Annual Conference Journal (IACJ), page 390. The full text of

the Standing Item can be found in the 2002 IACJ, pages 264-67, with changes recorded in the 2003 IACJ, page 154 and the 2010 IACJ, page 293-94.

The outline of the entire Standing Item is printed below. Only the paragraphs where changes are proposed are printed. Editor's Note: See entire item on the 2011 Journal CD.

I. Clergy Vacations. This policy covers all clergy under appointment to serve churches in the Iowa Annual Conference and persons in extension ministry under ¶344.1(a)(1). Vacations may not accumulate from year to year.

1. Vacations.

- a. The vacation year is from July 1 to June 30. The clergy and the Staff/Pastor-Parish Relations Committee or supervisor should discuss the vacation plans of the clergy early in the conference year.
- b. Clergy serving full-time or less-than-full-time shall be given a minimum annual vacation with pay based on total number of years under appointment in the United Methodist Church as follows:
 - (1) First year under appointment: two weeks of vacation, including two Sundays.
 - (2) Subsequent years under appointment: four weeks of vacation, including four Sundays.
 - (3) The charge shall make available as necessary the funds for pulpit supply while clergyperson is on vacation.
- c. Provision for a balance of time spent between serving the local church and for other professional opportunities and responsibilities as a connectional church shall be made, since part of the leadership responsibility for working in district and conference agencies, including the Iowa Conference camping program and other connectional tasks, must be filled by clergy and lay persons. Clergy will consult with their Staff/Pastor-Parish Relations Committee and the District Superintendent regarding their connectional involvement and commitments. These connectional responsibilities shall not count as vacation time.

2. Paid Holidays.

- a. New Year's Day
- b. Martin Luther King Jr. Day
- c. Memorial Day
- d. Independence Day
- e. Labor Day
- f. Thanksgiving Day
- g. Friday following Thanksgiving Day
- h. Christmas Day
- i. When a holiday falls on a Sunday or the clergy's day off, it is to be observed on an alternate day within seven-days of the holiday.
- j. Good Friday and Christmas Eve
 - (1) These days are part of the Church's sacred days, and most clergy have major responsibilities on these days.
 - (2) Clergy are to select another day within a seven-day period of these days for their observance.

3. Continuing Education and Spiritual Growth ¶351.

- a. The Iowa Conference requires that clergypersons earn two continuing education units each year, July 1 to June 30.

b. Clergypersons shall be allowed two weeks each year (including two Sundays) and one month (including Sundays) each quadrennium for continuing education and spiritual growth, for a total of ten weeks per quadrennium.

c. The education and spiritual growth opportunities need to be scheduled through consultation with the Staff/Pastor Parish Relations Committee or agencies to which they are appointed.

- 4. Maternity/Paternity Leave (unchanged)
- 5. Family/Medical Leave (unchanged)
- 6. Sick Leave (unchanged)
- 7. Bereavement Leave (unchanged)

ACTION ITEM #321

2012 Apportionment for Episcopal Funds

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Episcopal Office	260,401	312,167	76,000	393,162
Comm. Services & Resources	441,958	441,958	0	441,958
Human Resources	170,000	173,000	50,000	223,000
New Professionals In Ministry	0	0	1,500	1,500
Retired Clergy Fellowship	0	0	2,500	2,500
Large Church Pastors	0	0	1,000	1,000
Ministerial Ethics	5,000	0	0	5,000
Ministry Cabinet	11,700	11,700	0	11,700
Intentional Interim Ministry	800	800	0	800
Special Task Forces	800	5,000	0	5,000
Episcopacy Committee	4,000	4,000	0	4,000
General/Juris. Delegation	5,000	5,000	0	5,000
Bishop's FIT Challenge	0	0	15,000	15,000
Bishop's Special Ministry Fund	0	0	2,000	2,000
Partners In Leadership Endow	0	0	1,200	1,200
TOTAL	899,659	953,620	149,200	1,102,820

District Funds

ACTION ITEM #322

Focus:

From apostolic times, certain ordained persons have been entrusted with particular tasks of superintending. The purpose of superintending is to equip the Church in its disciple-making ministry.

The work of the Appointive Cabinet – District Superintendents and Bishop - is to oversee the total ministry of the clergy and of the churches in the communities of the Iowa Annual Conference throughout each district as they pursue their missions of witness and service to the world. In the context of this overall work specific attention is given to the following five key areas of tasks: Spiritual and Pastoral Leadership, Supervision, Personnel, Administration, and Program. The most obvious ways this work is seen is through conducting Church Conferences, making Appointments, and consulting with churches on a variety of issues.

Each district is assigned a Field Outreach Minister, supervised by the Episcopal Office and working in partnership with the District Superintendent. The Field Outreach Ministers are charged with helping local churches focus effectively and collaboratively on missional outreach in their communities and around the world.

Invest: (includes District Staff and Operations portion of Apportionment Request)

In 2012, the Iowa Annual Conference shall be organized into eight districts with a District Superintendent, Field Outreach Minister and an Administrative Secretary in each District Office. The District Superintendent's salary, as recommended by CFA (*Book of Discipline* ¶614.1) for 2011 was set at \$78,045 because the standard formula for the salary was waved as it was for 2009 and 2010. The salary for 2012 is recommended to be \$80,938, (135% times the Conference Average Compensation). The Salary Structure for the Field Outreach Ministers and the Administrative Secretary for the year 2011/2 will be set by the Human Resources Committee in compliance with the Conference Personnel Policies.

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

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

Each District shall have a District Stewardship Team that will be available to every local church. The District Stewardship Team will assist local churches with the interpretation of Connectional Giving and with providing resources for stewardship programs designed for the local church.

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

ACTION ITEM #323

2012 Apportionment Request for District Funds

Ministry Area	2011 Apportionment	2012 Apportionment	2011 Other Income	Total 2011 Anticipated Available
Cabinet Admin.	1,026,830	1,070,830	0	1,070,830
District Administrative	529,499	535,000	0	535,000

Secretary Comp Fund				
Field Outreach Ministers	990,000	1,035,000	0	1,035,000
District Office Funds	444,997	350,600	0	350,600
Total	2,991,329	2,991,430	0	2,991,430

LEGISLATIVE SECTION FOUR (4)

Board of Ordained Ministry

ACTION ITEM #401

Focus:

When this mission is accomplished, the Iowa Annual Conference will be led by clergy whose effectiveness in ministry is evidenced in the spiritual growth of their local congregations.

The role of the Board of Ordained Ministry is to guide and develop the clergy as leaders who will make disciples for the transformation of the world by serving God in Word, Sacrament, Order and Service.

Invest:

- 1.1. Through the Examination Teams, we work to support, encourage, and examine candidates as they clarify their call to serve as Elders, Deacons, Local Pastors and Associate Members in the Iowa Annual Conference.
- 1.2. The focus of the Recruitment and Enlistment Team is to build connections with students attending seminary courses. We support students financially, along with our prayers and visits as they complete Course of Study, Master's of Divinity, or Master's of Theological Studies.
- 1.3. In collaboration with local churches, local Pastors, and the Cabinet we nurture and guide leaders as they build capacity to serve the Iowa Annual Conference by defining their gifts and graces in ministry.
- 1.4. In partnership with the Bishop, Cabinet, and Joint Task Force Committee we strive to accomplish our conference mission by keeping the lines of communication open between groups, sharing our vision for making disciples for the transformation of the world.
- 1.5. In association with the Accountability and Support team, Conference Relations Committee, the Bishop, and the Cabinet our objective is to enhance the effectiveness of ministry in the local churches. These groups develop training events and provide financial support for members of the Iowa Annual Conference to attend.
- 1.6. We work with the Education Team, Elders, Deacons, and Fellowship of Local Pastors and Associate Members, Residents in Ministry, and District Committee on Ministry to support the growth of the mind, body, and soul of our clergy leaders. We train clergy in mentoring those who are on the path toward ordination and provide financial support for clergy to further their academic and practical learning experiences.

We are keeping our budget request the same except for the area of Examinations/ Psychologicals. In 2010, it cost \$9400 for the Board of Ordained Ministry's share of Psychological testing of clergy candidates. Because we need clergy that have been screened by Psychological professionals before they enter ministry, we feel that this is an important ministry area for the conference to look at. In addition to the large number of candidates needing testing, the cost of testing is increasing beginning in 2011.

ACTION ITEM #402**2012 Apportionment for Conference Board of Ordained Ministry**

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Administration	37,000	37,000	0	37,000
Clergy Examination	12,000	17,000	0	17,000
District Committee Training	2000	2,000	0	2,000
**MEF Fund 25%	25%			
Total	51,000	56,000	0	56,000

**Ministerial Education Fund (MEF Funds come from General Church Apportionments)	
Bishop's Preaching Academy	\$ 4,500.00
Candidacy/Clergy Mentor Training	\$ 2,000.00
Continuing Education	\$ 11,100.00
Course of Study	\$ 18,000.00
Ethnic Minority	\$ 500.00
Grants and Scholarships	\$ 50,000.00
Healthy Itinerancy	\$ 2,500.00
Licensing School	\$ 5,800.00
*Orders and Fellowship	\$ 6,000.00
Recruitment and Enlistment	\$ 4,000.00
Residency in Ministry	\$ 2,000.00
School for Ministry	\$ 5,000.00
Total MEF Dollars	\$ 111,400.00

*Orders and Fellowship Includes Orders of Elders, Deacons, and Fellowship of Local Pastors and Associate Members

ACTION ITEM #403

Editorial Note: Standing Item formerly known as "Code of Ethics for Clergy" is now entitled "Our Covenant Relationship."

OUR COVENANT RELATIONSHIP

We as Ministry Professionals* recognize and affirm the covenantal relationship we have with each other in the Iowa Annual Conference, the obligations we have to God, the people we serve, the world at large, exemplifying and maintaining the highest standards of Christian conduct as set forth in the *Book of Discipline of The United Methodist Church*. Within that covenant, we understand and agree that each of us shall have. . .

Personal Responsibility to:

- be conscious of the sacredness of one's high calling.
- abide by the covenant and *The Book of Discipline of The United Methodist Church*.

- continue to move onward toward perfection through personal and corporate discipline: prayer, study, contemplation, covenant group, and scripture reading.
- engage in continuing education for personal growth, spiritual formation and competence for ministry.
- maintain spiritual, intellectual, physical and emotional fitness.
- keep time commitments faithfully and use time responsibly.
- follow high moral standards in speech and conduct. Be above reproach in integrity, honesty, and faithfulness.
- take care that manners, attire and grooming do not detract from ministry effectiveness.
- be above reproach in all business transactions. Be sufficiently free from unnecessary financial debt and accept financial responsibility as to not burden one's congregation or the Annual Conference. Does not leave a community to accept a new appointment without arranging for payment of local obligations.
- maintain a healthy emotional and social balance and maintain boundaries between pastoral identity and self-identity; private and community life; self and others.
- keep faith with loved ones, giving the time and attention needed for a healthy marriage and family.

Parish Responsibility to:

- perform the responsibilities and duties outlined in the current *The Book of Discipline of The United Methodist Church* for ministry professionals.*
- accept appointment and serve as pastor, preacher, teacher, and administrator, observing diligent and healthy work habits.
- be a spiritual leader of all members of the congregation and those within the community appointed that are unchurched and/or in need of pastoral care.
- be in ministry, with the understanding that service is primary and remuneration is secondary. Seek no gifts, bequests, or material benefits for self or family members from any organization or individual.
- affirm that "Full-time Service" means the pastor is not substantially supported in non-pastoral work (job or activities that would hinder the appointment to which they are assigned) without the consent of the District Superintendent and the Staff-Parish Relations Committee.
- honor the confidentiality of all persons, unless otherwise required by law to reveal information.
- represent and support the policy, mission and program of the Annual Conference and The United Methodist Church fairly and appropriately.
- represent the itinerant and connectional process honestly and justly.
- be open to service in the community of the charge as opportunity provides in ways that grow the presence and spirit of Jesus Christ.
- leave church and parsonage property in good condition. Accept financial responsibilities for damage to the parsonage beyond normal wear and tear or age.
- maintain connectional responsibilities which include providing updated records for the next pastor and seeing that calendared appointments are current.

Pastoral Responsibility to:

- respect the parish of another pastor. Upon leaving the appointment, including retirement, sever pastoral relationships with the parish, recognizing that all future weddings, baptisms, communions, counseling, visitation, and funerals shall be performed by the current pastor, unless in an unusual circumstance, and then only by the initiation of the current pastor.
- seek to uphold, enhance, and support the work of other professionals in ministry, without undermining their efforts to serve.
- act with integrity in all matters of references to one's predecessor and one's successor.

- endorse programs, agencies, and persons that perform duties acceptable by *The United Methodist Book of Discipline* and within the United Methodist "Social Creed."
- promote United Methodist curriculum as basic to the educational program of the church.
- accept responsibilities in the greater community as long as they do not interfere with pastoral responsibilities of the charge at which one is appointed.
- honor the sacred trust between clergy/parishioner or those in pastoral care and not seek sexual, social, or business favors at any time. Refrain from all sexual involvement with those who have sought and/or received pastoral care at any time. Refrain from a dating relationship with any parishioner who has received direct/structured counseling by the pastor.
- maintain the highest standards regarding the use of modern technology, strictly avoiding even the perception of inappropriate use of the internet at work or at home, and understand that email, text, internet messages are not a private domain and should not be treated as such.
- recognize the need for open access of church staff to SPRC for consultation and evaluation. Be open to questions regarding one's leadership and administrative style by SPRC and Cabinet.

*The term "ministry professionals" in this document shall include all those who maintain status of Full Member (Elder or Deacon), Provisional Member, Associate Member, Local Pastor, Diaconal, Ministerial Candidate, and others who are accountable to the Bishop and the Iowa Conference Board of Ordained Ministry.

With thanks to the following: Iowa Conference Board of Ordained Ministry, Ministerial Ethics Committee, Louisiana, Southwest Texas and West Ohio Conferences; and the task force members: Beverly Spencer, Brenda Hobson, Betty Stout and Charles Luers.

Clergy Support Ministries

ACTION ITEM #404

Focus:

From apostolic times, certain ordained persons have been entrusted with particular tasks of superintending. The purpose of superintending is to equip the Church in its disciple-making ministry.

The work of the Appointive Cabinet – District Superintendents and Bishop - is to oversee the total ministry of the clergy and of the churches in the communities of the Iowa Annual Conference throughout each district as they pursue their missions of witness and service to the world. In the context of this overall work specific attention is given to the following five key areas of tasks: Spiritual and Pastoral Leadership, Supervision, Personnel, Administration, and Program. The most obvious ways this work is seen is through conducting Church Conferences, making Appointments, and consulting with churches on a variety of issues.

Invest:

In addition to the funding for the district offices, the appointive cabinet manages funds that directly support the ministry of the clergy. These funds include:

- 1) The Recruitment fund—which provides funding for Conference Superintendents to visit United Methodist seminaries for the purpose of maintaining contact with students from Iowa and recruiting qualified students from other Conferences for ministry in the Iowa Annual Conference.

- 2) The Appointment Consultation Fund --which provides for expenses (mileage, meals, and lodging) for clergy traveling to meet with their new Staff Parish Relations Committee before their appointment is announced.
- 3) the Missional Support Fund—which helps congregations who need clergy with a particular skill but do not have the resources to fully support a clergy person with those skills and does not qualify for equitable compensation.
- 4) The Sustentation Fund—which has as its purpose providing emergency aid to clergy who may be in special need. (*The 2008 Book of Discipline* paragraph 626)
- 5) The Disability Condition Support Fund—which provides grants to local congregations whose appointed clergy has special needs relating to a disability.
- 6) The Moving Fund-- which assists in paying expenses for clergy moving to or from an appointment and for clergy transitioning to retirement or incapacity status. The fund also assists with moving expenses for divorced spouses of active clergy as well as surviving spouses or dependents of active clergy.
- 7) The Ministry Intervention Fund—which provides funding for clergy or congregations to receive coaching or other support needed in critical situations.
- 8) The purpose of the transition fund would be to provide temporary relief or support for clergy who for some reason needs to leave an appointment and move into another vocation or status.

ACTION ITEM #405

2012 Apportionment Clergy Support Funds

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Available	Total 2012 Anticipated Available
Recruitment Fund	0	0	0	0
Appointment Consultation	6,500	8,500	0	8,500
Missional Appt. Support Fund	20,000	20,000	0	20,000
Sustentation Fund	15,000	15,000	0	15,000
Disability Condition Support Fund	25,000	25,000	0	25,000
Clergy Moving Fund	363,951	363,951	0	363,951
Ministry Intervention Fund	0	0	0	0
Transition Fund	0	40,000	0	40,000
Total	430,451	472,451	0	472,451

Office of Pastoral Care and Counseling

ACTION ITEM #406

Focus:

The Mission of The United Methodist Church is “to make disciples of Jesus Christ for the transformation of the world.” The mission of the Iowa Annual Conference is “to make disciples, develop leaders, and transform the world.”

The Annual Conference is becoming more self aware of its strengths and weaknesses as it transforms itself. This is a sign of maturity: what do I need to maximize, what to minimize? To become a disciple requires putting on the cloak of Christ and also letting go of certain behaviors and points of view that collide with creating faith communities of love and justice. As the Annual Conference transforms itself, we will see increased energy for compassion, self expression, self and community actualization, witness to God’s activity, and love of neighbor.

The Office of Pastoral Care and Counseling takes seriously that the Church is responsible for the care of souls. Its task is to work with clergy and in some instances churches to increase self awareness, develop tools for resolving issues and conflicts that inhibit ministry, and create greater strength in leading through example. The Office of Pastoral Care and Counseling seeks to provide counseling and consultation, as well as programs of renewal and study that maximize the gifts of call in the clergy and diminish old habits, behaviors and attitudes that hinder the free flow of self into the world. Both therapeutic and theological reflection and strategies are utilized in work with clergy on individual and group levels.

In 2010 the Office of Pastoral Care provided almost 1000 hours of clinical work with clergy, facilitated a spiritual pilgrimage to Iona, Scotland for a week of intentional Christian community, offered a retreat on Addictions and Substance Abuse for tooling pastors to work with themselves and others in this area of ongoing concern in our culture, and offered an intensive training in trauma recovery. In addition, Dr. Fraser offered five groups, four of them continuing into 2011, exploring different levels of spiritual development, family systems and theological reflection in pastoral care. Dr. Fraser also works with intervention in times of crisis.

Invest:

In consultation with Bishop Trimble, the Office of Pastoral Care and Counseling will begin writing monthly or bimonthly blogs for the Conference website in the area of spiritual growth, clergy self care and other features of pastoral care and counseling. The OPCC office plans to continue offering clinical consultation and groups for growth and personal change as well as resources for intervention in crisis resolution within the lives of clergy and the churches of the Conference. There has been some interest in taking another pilgrimage to another Christian community for spiritual direction and reflection.

ACTION ITEM #407

2012 Apportionment for Office of Pastoral Care and Counseling

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Office of Pastoral Care and Counseling	191,573	191,573	10,000	201,573

Commission on Equitable Compensation
ACTION ITEM #408

Focus:

2008 Book of Discipline, Para. 625.2. It is the responsibility of 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. Once a base compensation supplementation has been paid by the annual conference, the annual conference shall have no further obligation or responsibility to the pastor, the charge or anyone else regarding the pastor's compensation. 3. The commission shall carefully study the needs for additional support within the conference and the sources of income and shall recommend annually to the conference for its action a schedule of minimum base compensation for all full-time pastors or those clergy members of the annual conference appointed less than full-time to a local church, subject to such rules and regulations as the conference may adopt (§338.1, .2).

For the 2011-2012 year, the Equitable Compensation Commission allocated grants to 17 charges/pastors in order to bring the pastor's salary to minimum as required by the *2008 Book of Discipline*. These grants amounted to \$165,894.

Invest:

Churches receiving equitable compensation assistance will demonstrate an intentional movement toward full payment of apportionments.

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

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

1. In accordance with ¶342.1-2 and ¶333.1-2 of the *2008 Book of Discipline*, the following provisions are recommended to become policy for the 2011 conference year.
 - a. The 2012 Minimum Base Compensation, which may be any combination of cash, utilities, or pastor's share of benefits, shall be set at a 3% increase or a minimum of \$37,604 for those in full connection. The 2012 Minimum Base Compensation, shall be set at a 3% increase or a minimum of \$37,063 for those not in full connection
 - b. The Minimum Base Compensation for full-time pastors as identified in the *2008 Book of Discipline* shall be increased \$400 for each year of prior service in any annual conference of The United Methodist Church or other international Methodist communion up to ten years for a total of \$4,000. Pastors and elders coming from other denominations will be given the same consideration.
 - c. The Minimum Base Compensation shall be increased by \$400 for the first additional church and \$400 for the second additional church served by the pastor in the charge, for a limit of \$800.
 - d. The new Minimum Base Compensation takes effect January 1, 2012.
 - e. We will consider the Years of Service as determined by the standard set by the Board of Pensions plus additional records on file.

Minimum Base Compensation Tables for 2012

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

	One Church	Two Churches	Three Churches
Entry Level	\$37,604	\$38,004	\$38,404

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

	One Church	Two Churches	Three Churches
	\$37,063	\$37,463	\$37,863

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

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

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

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

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

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

1. A church must be off Equitable Compensation for 3 years before the sequence can begin again. If they are off 3 years or less, they resume where the sequence stopped. If they are off 4 or more years, they start over as a newly funded church.
2. The funding period for equitable compensation grants will be from July 1st of the current year to June 30th of the following year. It is expected that all charges receiving funds will furnish a copy of the following year’s pastoral support form to the equitable compensation commission to verify that the minimum salary has been met.
3. All pastors under appointment who are in good standing and are appointed by the Bishop to less than full-time service under the provision ¶624.3 and ¶333.2 of the *2008 Book of Discipline* shall have a claim and the right to receive compensation in quarterly increments.
4. Before a local charge can receive annual funding from the Equitable Compensation Fund, an application form must be completed and consultation shall be held with the District Connectional Ministries Council or District Parish Development Committee or equivalent. The charge shall share its program goals for the coming year. The recommendations from the District Committee, with proper signatures, shall be forwarded to the District Superintendent for his/her signature. The District Superintendent shall forward the recommendations to the Chairperson, Commission on Equitable Compensation, no later than January 1, 2012.
5. Churches **and pastors** receiving equitable compensation will demonstrate intentional movement toward full payment of apportionments.

ACTION ITEM #409**2012 Apportionment for Commission on Equitable Compensation**

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	2012 Total Anticipated Available
Equitable Compensation	246,000	146,000	25	146,025

Board of Pensions**ACTION ITEM #410**

Focus:

The Conference Board of Pensions is to "have charge of the interests and work of providing for and contributing to the support, relief, assistance, and pensioning of clergy and their families, other church workers, and lay employees of The United Methodist Church, its institutions, organizations, and agencies within the Annual Conference."

During 2010, the Board of Pensions continued to provide choices in health care coverage to clergy and lay staff, and retired clergy. The Board's Committee on Health Insurance is actively studying the current health care legislation in order to be able to respond to the changing health insurance industry and current laws. The Board contracted with Extend Health to manage the retiree Medicare insurance program. However, the most challenging task has been the response to economic conditions of the country that has had a major effect on investments within the General Board of Pensions and the Conference Board of Pensions. We continue to monitor the health insurance plans for active clergy and to promote wellness within our conference and are taking steps to broaden these programs. Our pension committee has begun work to develop a funding strategy to deal with our long-term unfunded retiree medical liabilities and pension funding.

Invest:

A. Annuity Corrections and Cafeteria Plan

1. Annuity Years Corrections. The Conference Board of Pensions reports and recommends the following additions and/or corrections of annuity credit years:
Leroy Perkins - 6 months credit added

2. Cafeteria 125 Plan also known as Flex Plans for Clergy and Laity.

- a. Purpose. The cafeteria plan sponsored by the Iowa Annual Conference is under the supervision of the Conference Board of Pensions, Inc. The plan includes before tax Conference health insurance premiums and medical care, dependent care, and insurance premium reimbursements accounts.
- b. Clergy Eligible for Cafeteria 125 Plan Participation. Clergy or participants in the conference health plan, including a student local pastor and clergy appointed full-time or part-time to an Iowa Annual Conference position whose compensation is paid by the Central Treasury of the Annual Conference.
- c. Diaconal Ministers and Lay Employees Eligible for Cafeteria 125 Plan Participation. Diaconal ministers and lay employees of an Iowa United Methodist church and other organizations affiliated with the Iowa Annual Conference and conference staff may participate in the Plan provided that they work no less than 20 hours per week.
- d. Administrative Costs. The Administrative costs of this plan are paid by the Health Insurance Fund.

B. The 2011 Pension Plans

1. Pre 1982 Pension Plan. The pre-1982 pension plan is a defined benefit plan. Clergy with service years prior to January 1, 1982 are entitled to a monthly pension benefit at retirement calculated as years of service times the annuity rate divided by twelve. Each year the Iowa Annual Conference sets the annuity rate. The 2012 annuity rate for pre-1982 service will be \$600, which is 1% of the Conference Average Compensation (CAC) as suggested in the *2008 Book of Discipline*. Each year the Conference Board of Pensions, Inc., in consultation with General Board of Pensions and Health Benefits (GBOPHB), evaluates the funding for this plan. On January 1, 2008 the Iowa Conference had funded this plan at 121% which means our assets were 21% greater than the liabilities. In January 1, 2009 the Iowa plan was funded at 90% which means our assets were 10% less than our liabilities. Thus, a contribution of \$946,262 will be required to be added to this fund by December 31, 2011. The Board recommended that funding for this plan be a \$946,242 special line item in the Conference Ministries portion of the Apportionment Budget for 2010 funding. On January 1, 2011, the plan assets had recovered enough that the Conference will not be required to make a contribution into the plan in 2012 based on the final actuarial valuation by the General Board of Pensions and Health Benefits.
2. Ministerial Pension Plan. The pension plan for January 1, 1982 through December 31, 2006 is a defined contribution plan where each employer contributed to the pension plan. All full-time and part-time clergy appointed to an Iowa Conference appointment were required by the General Church to participate in this pension plan. Upon retirement the clergy's assets in the plan are converted to an annuity. On January 1, 2008 the assets of this plan were 120% or 20% greater than the liabilities. On January 1, 2009 the assets of this plan were 91% or 9% less than the liabilities. The Iowa Conference share of this plan is 2.325%. Thus, on December 31, 2011 in order to fund the annuity portion of this plan the Iowa Annual Conference must make a contribution of \$825,070. The Board recommends that the contribution comes from investment held within the Board even if it means the corpus of the investment will be invaded and not just the income earned from the investment for 2010 funding. On January 1, 2011 the plan assets had recovered enough that the Conference will not be required to make a contribution into the plan in 2012 based on the final actuarial valuation by the GBOPHB.
3. Clergy Retirement Security Program (CRSP) and Comprehensive Protection Plan (CPP). Effective January 1, 2007 all clergy appointed full-time or part-time to an Iowa Annual Conference charge or position on the conference staff will participate in the Clergy Retirement Security Program (CRSP). The plan provides a core benefit at retirement with two components. The first component known as a Defined Benefit Plan is a monthly payment, payable for life, calculated by multiplying 1.25% of the annual Denominational Average Compensation (DAC) at the time of retirement times the years of credited service after January 1, 2007, divided by 12. The second component known as a Defined Contribution Plan is a cash distribution from an account balance held in each clergy person's name.

Eligible clergy also participate in a death and disability program that is known as the Comprehensive Protection Plan (CPP). The plan provides a death benefit for eligible active and retired clergy and a disability benefit for active clergy who meet the General Board of Pensions and Health Benefits (GBOPHB) definition of disability. The plan also includes a death benefit for spouses of active and retired clergy and for minor dependent children of active or retired clergy. Specifics of both plans are detailed in the plan documents available from the GBOPHB. The cost of CPP is being covered by investments of General Board of Pensions and Health Benefits. The Conference does not need to direct bill or use its own investments to cover the cost of the plan for 2011 and 2012.

Anticipated contributions to the plans for 2010		2010 actual
CPP	\$ 867,570	\$ 829,817
CRSP		
Defined Benefit	3,409,942	3,285,108
Defined Contribution	867,570	829,817
Total Cost	5,145,082	4,944,742
Anticipated receipts for 2010:		2010 actual
Direct Bill	\$4,046,443	3,861,300
Interest on Income	121,393	110,393
Transfer from earnings		
Of Investment Funds	<u>977,246</u>	<u>973,049</u>
Total	5,145,082	4,944,742
Anticipated for 2011:		Anticipated for 2012:
CPP	\$ 863,401	\$ 889,302
CRSP		
Defined Benefit	3,596,335	3,308,400
Defined Contri.	<u>863,401</u>	<u>889,302</u>
Total Cost	5,323,137	5,087,004
Anticipated receipts for 2011:		Anticipated for 2012:
Direct Bill	\$4,892,603	\$4,446,513
Interest on Income	121,828	120,000
Transfer from earnings		
Of Investment Funds	<u>308,706</u>	<u>520,491</u>
Total	5,323,137	5,087,004

For 2012 every local church/charge or conference agency with an appointed clergy eligible for participation in the plans shall be billed directly 12% of the clergy's plan compensation for the defined benefit portion of CRSP and 3% for the defined contribution of CRSP making a total of 15% billed to local congregations as defined by GBOPHB. Since the direct billing may not fund the entire amount needed for this plan, the balance shall be funded from the earned income or assets of the Retiree Benefit fund.

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

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

the employer contribution or the church may offer the plan only as a payroll deduction. Plan agreements may be obtained by contacting the GBOPHB.

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

5. Lay Long-Term Disability and Life Insurance Plan. (formerly known as the Basic Protection Plan) The Iowa Conference offers to its Conference lay employees and diaconal ministers the Lay Long Term Disability and Life Insurance Plan. The plan is available for those who meet eligibility requirements. The employing agency is responsible for the cost of the plan. The plan offers death and disability benefits to its participants. Local congregations and church affiliated organizations of the Conference may also elect to participate in this plan. Specifics of the plan and eligibility requirements are detailed in the plan documents and are available from the GBOPHB.
- C. Iowa United Methodist Health Insurance Plan
1. Eligibility. The Board of Pensions of the Iowa Annual Conference of the United Methodist Church shall enter into a contract to provide a fully insured health insurance program for the period January 1, 2012 to December 31, 2012. All clergy whose compensation is $\frac{3}{4}$ or more of the minimum compensation for no years of service in the Conference and serving only one church as set by the Commission on Equitable Compensation and who are appointed to a local congregation or a position in which the compensation is paid directly by the Conference Central Treasury will be enrolled in this program. All conference lay employees whose compensation is paid directly by the Conference Central Treasury and whose salary is at least $\frac{3}{4}$ or more of their salary level midpoint will be enrolled in this plan.
 2. Billing. The Board of Pensions will set the rates, informing churches and participants by September 1 of each year. Each Charge will be billed a fee for each appointed clergy who meets the compensation requirements. Each agency of the conference will be billed for those clergy and lay staff whose compensation is paid directly by the Conference Central Treasury and who meets compensation requirements.
 3. Family Participation. Clergy and Annual Conference lay staff may elect to participate in a family plan and will be billed an additional amount. The health insurance bill is eligible to be part of a payroll deduction through the Section 125 Cafeteria Flex Plan. The Annual Conference will give families with special circumstances the opportunity to apply for assistance in paying for the family plan cost.
 4. Special Circumstances. There are some special circumstances when a person may be enrolled in either a single plan or family plan. The cost for these enrollments will be the same as they are for a fee or an additional amount for the family enrollment.
 - a. A clergy who is in a retired relationship with the Annual Conference but is still serving a congregation or a Conference agency and whose salary is $\frac{3}{4}$ or greater of the minimum compensation and is therefore not eligible for Medicare. The billing will be the same as for any appointed clergy.
 - b. A clergy not in the retired relationship with the Annual Conference and who was on the plan by May 1, 2004 whose compensation is less than $\frac{3}{4}$ of minimum compensation. The clergy will be billed the entire cost. Charges are encouraged to pay a percentage of the premium equal to the percentage of time they serve.

- c. Clergy on leave of absence during the first 12 months of leave. The clergy will be billed the entire cost.
 - d. Clergy on incapacity leave that are receiving disability benefits, until the person is eligible for social security disability, at which time the person will be transferred to Medicare. Apportionments shall pay the clergy's coverage but the clergy will be billed the same additional amount as active clergy if they have a family plan. The apportionment amount for 2012 is \$100,000.
 - e. Clergy who are retired members of the Iowa Annual Conference and not serving a three quarter time at a congregation or whose spouse is under the age of 65 will be billed according to policy that was in effect the year of their retirement. All clergy who have retired after December 31, 2005 pay the total cost of the premium.
 - f. Surviving spouses of clergy and their children may participate. Eligibility shall expire if the surviving spouse is remarried provided that all children are otherwise insured. The spouse shall be billed the participant cost of the family plan.
 - g. Employees of the conference who are retired but under the age of 65 or whose spouse is under the age of 65. Personnel policies govern how cost is paid.
5. COBRA and Conversion: Although the Iowa UMC Health Plan is exempt from compliance with Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) regulations, the Board of Pensions will voluntarily comply with the intent of COBRA. Any person who becomes ineligible to continue participation in the Iowa UMC Health Plan will be sent a letter explaining his or her COBRA rights, including the right to participate under COBRA for up to 18 months. The premium will be charged by our insurance carrier.

D. Health Insurance for Retirees Age 65 or Greater

- 1. Plan Contract. The Board of Pensions will provide access to medical coverage. The plan may be a group plan provided by a single carrier or individual plans provided by various carriers for retired clergy, conference staff and spouses.
- 2. Coverage. The Board's intent is to provide medical coverage for each participant. The Board will contract with a Retiree Medical Coordinator to help supply medical coverage programs and to provide assistance to each participant.
- 3. Eligibility. Participants who are on the active health insurance plan at the time of retirement may participate in retiree medical coverage provided they have been on the active plan at least five years before retirement.
- 4. Billing. Active participants who were enrolled in the Conference Group Medicare plan on July 1, 2011 or retired prior to July 1, 2011 shall have a monthly contribution per contract placed in a HRA, (Health Reimbursement Account). Participants will be billed directly by their health insurance plan and maybe reimbursed by the HRA.

Participants retiring after July 1, 2011 shall have a monthly contribution of \$100 contributed by the Conference Board of Pension, per month per contract into an HRA plan through apportionments for a maximum of eighteen months. After that time the monthly contribution by the Conference shall decrease by \$20 per year until the conference will cease contributions. If an individual who is already in the current post 65 group retirement plan waives participation in the plan he or she will not receive a \$100 per month stipend for five years.

5. Retired Clergy. Retired clergy greater than 65 years of age who are serving an appointment within the Iowa Conference and whose compensation is $\frac{3}{4}$ or more of the minimum compensation as set by the Commission on Equitable Compensation shall have that charge or Annual Conference agency billed at the same rate as an active clergy is billed per appointment.
 6. Post-retirement Health Benefits Liability. The Iowa Annual Conference of the United Methodist Church calculates the liabilities associated with providing post-retirement medical benefits to current and future retirees in accordance with the terms of its existing plans. The unfunded liability is \$17,572,629 as of December 31, 2009. The post-retirement benefit expenses under Financial Accounting Standards ASC 715-60 are determined under the Projected Unit Credit actuarial cost method. Under this method, benefits are projected for life and their present value is determined. Currently the Conference Board of Pensions has \$8,369,077 invested to help offset this liability.
 7. The apportionment for health insurance for retirees shall be \$710,000.
- E. Electronic Banking: Congregations who elect to have the pension and health insurance bill directly withdrawn from their checking account by an electronic fund transfer (EFT) shall have a \$15 reduction per month in the direct bill amount.
- F. Premium Delinquency
1. Participants Share. Participants in the Iowa UMC Medical Insurance Plan whether active or retired who are more than two months or sixty days delinquent in the payment of their portion of the premium shall be notified by the Benefits office. Within ten days of the notification they shall have their policy cancelled unless arrangements have been made with the Benefits Officer for payment.
 2. Charge. Congregations who are more than two months or sixty days delinquent in the payment of their health insurance bill shall be notified by the Benefits office and the District Superintendent of their district shall be notified. Arrangement will then need to be made among the congregation, the District Superintendent and the Benefits Officer for payment. Failure to make arrangements for payments may jeopardize future clergy appointments to the charge.
- G. Direct Bill Assistance Program
A fund is established to assist local congregations in meeting their church's direct bill for pensions and health insurance costs. The fund is available for congregations who throughout a year have experienced unexpected difficult financial situations. The fund is available for use by application. Due to the current status of this fund, no additional money will be apportioned in 2011 for this ministry.
- H. Waivers of Participation in the Clergy Retiree Security Plan
The General Conference of The United Methodist Church allows some itinerant clergy persons and local pastors whose participation is mandated by 2008 Book of Discipline to elect to waive their participation in the pension plan. The Iowa Annual Conference hereby adopts the policy that a clergy person who is an ordained member and is appointed to less than full-time service or a clergy person who is a part-time or student local pastor or other denomination may voluntarily elect not to participate in the pension plan providing:
- 1) A Waiver of Participation form is signed by the participant and the participant's spouse.
 - 2) The Waiver of Participation form is filed with the GBOPHB, the district superintendent and the Conference Board of Pensions, Inc.
 - 3) The request for waiver is approved by the Conference Board of Pensions, Inc.
 - 4) The Pension plan is a benefit offered to all clergy under appointment in the Iowa Annual Conference and, as such, no United Methodist Church in Iowa may deny

their clergy participation in this plan. A participant may not be coerced into signing the waiver and signing the waiver cannot be a condition of the clergy person serving that congregation.

- 5) Any clergy who elects not to participate in the pension plan understands that because of their election, no contributions will be made to this plan on their behalf, nor will any benefit accrue for them. The waiver is binding on them and their heirs and on all other persons who might otherwise claim benefits because of their participation. The waiver is effective on the first day of the month after the date the "Waiver of Participation" is signed and shall remain in effect until the date the clergy elects to revoke this decision. Any revocation shall apply only to future contributions. The Conference, the Board of Pensions, Inc. or the local church will not be required to make retroactive contributions to cover any of the employment prior to the date that the waiver is revoked. A clergy may enroll in the plan only if all eligibility requirements are met as set forth in the plan document. Any revocation of the waiver must be made in writing to the Conference Board of Pensions of the Iowa Annual Conference.
- 6) The Conference Board of Pensions, Inc. may choose not to honor this waiver if participation in the plan is necessary in order for the plan to satisfy the requirements of any section of the Internal Revenue Code.

I. Conference Wellness Program

The Wellness Program of the Iowa Annual Conference is sponsored by the Conference Board of Pensions, Inc. The purpose of the Wellness Program is to assist the participants of the Conference health plans in maintaining and improving their comprehensive health status. The Wellness Program may offer resources, personnel, and events in the areas of physical, emotional/mental, and spiritual wellness. These resources and events will be administered by the Wellness Coordinator as directed by the Wellness Committee of the Conference Board of Pensions, Inc. The goals of the wellness program are to (1) provide an Annual Conference Health event during the time of the Annual Conference (2) provide information about wellness in District Newsletters and other publications of the Conference (3) compile statistical data about the wellness and health habits of the Conference clergy. The apportionment for the Wellness Program shall be \$45,000.

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

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

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

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

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

WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for retired and disabled Clergypersons who are or were members of this Conference;

NOW, THEREFORE, BE IT RESOLVED: That an amount equal to 100% of the pension or disability payments received from plans authorized under The Book of Discipline of The United Methodist Church (the "Discipline"), which includes all such payments from the General Board of Pensions and Health Benefits ("GBOPHB"), during the year 2011, 2012 and 2013 by each retired or disabled clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

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

NOTE: The rental/housing allowance that may be excluded from a Clergyperson's gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations there under to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

K. Exceptions

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

L. Board of Pensions Administration Costs

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

ACTION ITEM #411**2012 Apportionment for Board of Pensions**

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Admin.	130,000	130,000	31,100	161,100
Pension Benefit	0	0	5,087,004	5,087,004
Health Insurance	100,000	100,000	7,607,989	7,707,989
Medicare Suppl.	730,000	710,000	0	710,000
Direct Bill Assistance	0	0	0	0
Wellness Program	45,000	45,000	0	45,000
Health Ins Premium Assist	0	0	0	0
Retirees Med Ben/Farm	0	0	400,000	400,000
Pension Permanent Fund	0	0	250,000	250,000
Retirees Benefit Reserve	0	0	600,000	600,000
Ferguson Perpetual Trust	0	0	1,200	1,200
Total	1,005,000	985,000	13,977,293	14,962,293

Note: Due to improvements in the investment environment, there is no need to include a 2012 apportionment request to cover Pre-1982 pension liabilities. (The 2011 Budget includes \$946,262 for this purpose. See the 2010 IACJ, page 368.)

Administrative Committees
ACTION ITEM #412

Focus:

The administrative committees of the annual conference fulfill disciplinary and annual conference requirements that the Iowa Annual Conference has chosen to place under the supervision of the Episcopal Office. The administrative committees resource the annual conference ministry by providing personnel, structure and processes for fulfilling the mission of the Iowa Annual Conference.

Invest:

- Designing, planning and implementing the annual conference session, and editing and publishing the record of the session through the Annual Conference Journal
- Coordinating the nomination of volunteer leaders for conference boards and agencies

- Funding a Human Resources Office for the Annual Conference to assist the Human Resource Committee in developing and updating personnel policies, training personnel, addressing employment related issues, and assisting the Conference Board of Pensions in the administration of pension plans and the development of the health insurance plan for clergy and employees of the Annual Conference.
- Managing the resolutions process for the annual conference
- Maintaining and updating the conference rules of order

ACTION ITEM #413

2012 Apportionment for Administrative Committees

Administrative Committees	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Annual Conference Session Planning	283,495	290,299	60,000	350,299
Conference Secretary	7,500	7,500		7,500
Resolutions Committee	400	250		250
Rules of Order Committee	500	250		250
Nominations Coordinating Committee	4,050	4,050		4,050
Leadership Development Committee	0	0	0	0
Journal Publication Committee	3,000	3,000	20,000	23,000
TOTALS	298,945	305,349	80,000	385,349

Other Conference Ministries

ACTION ITEM #414

Focus:

The Iowa Annual Conference has a commitment to be in service around the world. To this end, the Conference has developed ties to various ministries. These ministries do not require apportionment funds but are closely related to the mission and identity of the Iowa Annual Conference.

On May 5, 1948, the General Conference adopted a Quadrennial Plan for Christ and His Church whose purpose was to help alleviate the suffering caused by the destruction of World War II. Millions of people were hungry, homeless, sick and hopeless. Homes, churches, schools, hospitals, factories and farms lay in ruin. From this action, the Advance for Christ and His Church was developed. Since that time the Advance and many of the other ministries of the Conference made a significant difference in the lives of millions of people within the state of Iowa and around the globe.

Invest:

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

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

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

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

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

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

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

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

ACTION ITEM #415

2012 Apportionment for Other Conference Ministries

Ministry Plan	2011 Apportionment	2012 Apportionment	2012 Other Income	2012 Total Anticipated Available
Conf Adv Specials	0	0	140,000	140,000
*Native American Offering	0	0	26,000	26,000
Meskwaki Ministry	0	0	11,000	11,000
UM Institutional Gifts	0	0	6,000	6,000
Conf Benevolences	0	0	110,000	110,000
Heifer Project	0	0	100,000	100,000
Thanksgiving Ingathering	0	0	1,000,000	1,000,000
College Scholarship Endowment	0	0	50,000	50,000

Louise Reep Scholarship	0	0	3,500	3,500
Westmar Endowment	0	0	52,000	52,000
Women at the Well	0	0	75,000	75,000
Perpetual Trusts	0	0	100	100
Dawson Trust Scholarship				
TOTAL	0	0	1,573,600	1,573,600

*50% of this offering goes to the General Church.

General Church Apportionments

ACTION ITEM #416

Focus:

In the Membership ritual of the church, the question is asked first, “Will you join the United Methodist Church and support it by your prayers, your presence, your gifts, your service and your witness?” Then we are asked to join a specific United Methodist congregation. Thus, all members belong first to the entire world-wide United Methodist Church.

General Church Apportionments and giving to the Advance support the United Methodist presence in a world-wide mission. Currently, the General church apportionments are greater than what can be described here. A good source of information is the booklet “Sharing God’s Faith” published by United Methodist Communications.

Invest:

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

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

Every Iowa United Methodist church shall observe the six special church-wide Sunday offerings as listed in ¶263 of the *2008 Book of Discipline of The United Methodist Church*. They are Human Relations Day, One Great Hour of Sharing, Native American Awareness Sunday in which 50% of the offering remains in the Iowa Annual Conference under the supervision of the Committee on Native American Ministry, Peace with Justice Sunday in which 50% of the offering remains in the Iowa Annual Conference under the supervision of the Conference Board of Church and Society, World Communion Sunday and United Methodist Student Day.

Four special Sundays without church-wide offerings be observed as listed in ¶264 of the *2008 Book of Discipline of the United Methodist Church*. They are Heritage Sunday, Laity Sunday, Men’s Ministry Sunday and Organ and Tissue Donor Sunday.

In addition to these special Sundays, churches in the Iowa Annual Conference are encouraged to provide offering opportunities as listed in the ¶265 of the *2008 Book of Discipline of the United Methodist Church*. They are Golden Cross Sunday with promotion and supervision by the Conference Board of Global Ministries, Christian Education Sunday with promotion and supervision by the Conference Board of Discipleship, Rural Life Sunday with promotion and supervision by the Conference Board of Global Ministries, and Disability Awareness Sunday with promotion and supervision by the Conference Commission on

Ministry with Persons With Disabilities, and Hispanic Ministry Sunday with promotion and supervision by the Conference Board of Global Ministries.

ACTION ITEM #417

2012 Apportionment for General Church Apportionments and Offerings

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Episcopal Fund	336,041	379,270	0	379,270
Ministerial Ed Fund	404,485	413,109	0	413,109
Gen Church Admin	130,653	142,206	0	142,206
NCJ Administration	24,263	24,263	0	24,263
Interdenominational Coop Fund	31,519	32,700	0	32,700
World Service Fund	1,197,325	1,245,124	0	1,245,124
Black College Fund	161,342	164,770	0	164,770
Africa University Fund	36,110	36,877	4,000	40,877
Contingency 100% payment to General Church	360,218	378,229	0	378,229
Human Relations			27,000	27,000
One Great Hour			90,000	90,000
World Communion			35,000	35,000
UM Student Day			28,000	28,000
GBGM Advance Specials			650,000	650,000
*Hispanic Ministry				
****Native American				
**Peace with Justice				
*Golden Cross				
*Rural Life				
***Christian Education				
*****Disab. Awareness				
TOTAL	2,681,956	2,816,548	834,000	3,650,548

* See Board of Global Ministries

**See Board of Church and Society

***See Board of Discipleship

****See Other Conference Ministries

*****See Commission on Disabilities

LEGISLATIVE SECTION FIVE (5)

Iowa United Methodist Foundation

ACTION ITEM #501

Focus:

The Iowa United Methodist Foundation's focus is on long-term financial stewardship services to Iowa United Methodist individuals, churches, the Annual Conference and related agencies as we all partner "to make disciples, develop leaders and transform the world."

Invest:

The specific work areas the Foundation plans to continue to emphasize in 2012 and beyond, in keeping with its focus and the Iowa Annual Conference's vision, are:

1. Local Churches: Establishing endowments, planned giving services, capital campaign services, and wills & estate seminars;
2. Individuals: Confidential assistance in gift planning and making, and training facilitators for local church personal budgeting and finance classes;
3. District: Continued availability to work with district stewardship ministry action teams in developing workshops and seminars specific to the teams' goals;
4. Investment & Fund Management Services: Offering flexible options to allow churches and agencies to match investments with goals within the Social Principles of the United Methodist Church; providing consistent accounting of invested funds, with office staff available to help new church or organization officers understand the investment and the accounting; and providing on-line access to accounts.

In 2010, the Iowa United Methodist Foundation proposed a five year plan to reduce the apportionments it receives, freeing up funds for emerging ministries and missions of the Iowa Annual Conference. The Foundation's approved request for 2010 was \$50,000. The approved request for 2011 was \$42,000. The request for 2012 is \$34,000 with a subsequent reduction of \$8000 per year until 2016 when there will be no request.

ACTION ITEM #502

2012 Apportionment for Iowa United Methodist Foundation

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	2012 Total Anticipated Available
Foundation	\$42,000	\$34,000	0	\$34,000

Board of Trustees

ACTION ITEM #503

Focus:

The Conference Trustees have the responsibility of maintaining and caring for the assets of the Annual Conference. Generations of faithful Christians have shared their gifts to be used for the ministry of Jesus Christ. Our challenge is to be trustworthy in this responsibility.

The Conference Trustees have oversight of the Conference Center. This year the Trustees contracted for janitorial services, lawn care and snow removal. The Trustees continued some maintenance contracts for the heating and cooling systems in the building as well as the sprinkler and irrigation systems. Some maintenance work was completed in the Conference Center this past year. That work included tiling near the front entry to drain away excess water and some general maintenance.

The Trustees are responsible for the District Parsonages. The Trustees are to insure that the district parsonages meet our Conference standards. The Trustees contracted with a builder to construct one home in the Central District. The Trustees did negotiate a construction loan for the building of this property; however the cash flow of the conference was such that no money was drawn on that loan for the house construction. There currently is no mortgage on these homes, the difference between the cost and selling of the homes will be carried on the conference books as a deficit and paid from the Parsonage Replacement Reserve Fund.

The Trustees have oversight of the camp property. The Trustees will be working with Conference Board of Camps and Retreat Ministries to help them implement the most recent Strategic Ministry Plan for the camping and ministries of the Iowa Annual Conference.

The Trustees are also responsible for all closed and abandoned church buildings and other properties. When a local church closes if there are assets that can be sold they will be sold and the income added to the Legacy Fund. The Legacy Fund was established by the Conference Board of Trustees with a goal of \$1,000,000 in the corpus and then the income will be used for new church development. (2008 Book of Discipline, paragraph 2548.7)

The Trustees have about \$90,000 in a Conference Center Investment account that remains from the sale and investment earnings of the previous conference center. The Trustees plan to continue this investment fund and allow it to appreciate so that it may be used for the long term capital improvements that will be needed in the future for the current Conference Center.

Invest:

1. The Conference Board of Trustees has the responsibility to provide equipment for the District Offices. The current budget in this area provides money for the replacement of some furniture and other basic office needs.

The District Parsonage maintenance fund is for the upkeep of the eight district parsonages owned by the Conference. Each quadrennium, the district is given \$10,000 to care for the maintenance of the property.

2. The Conference Operation under the care of the Board of Trustees can be described by dividing the operation aspects of the conference into some subsections:
 - a. The Trustees in cooperation with the Council on Finance and Administration have the responsibility to maintain a computer network system that is suitable for the work of the entire Conference. The system is always in the process of upgrading to improve its capabilities so that only the technology may be provided that is helpful to the work of the Conference. Conference computers are on a four-year cycle of replacement with some being replaced each year.
 - b. The Trustees are responsible for the maintenance and operations of the Conference Center. The costs that are funded through Conference Operations, include postage, telephone service, internet service, energy estimates and maintenance of the equipment within the Conference Center. The operation of Central Services, which is the printing, mailing and purchasing agent for many supplies, is included in Operations of the Conference. The budget for operating the center has not changed since before the new Conference Center is built; because of increased costs in utilities, and two years of increased costs for snow removal and lawn care the trustees recommend increasing the apportionment by \$40,000.

3. The Trustees are responsible for an insurance program that includes property and casualty insurance for the property owned by the Conference, including district parsonages, the camps, the conference center and the district leased offices. Also, the Conference insurance must include bonding for employees and some volunteers, directors and officers, malpractice, employment practices, sexual harassment and fiduciary insurance. There is a conference-wide program of workers compensation insurance in which all congregations within the Conference are required to participate. The reason for this requirement is because by buying a group plan, the cost is reduced for every congregation and in this way all congregations are protected. The Trustees review the insurance program each year and do coverage and price comparisons on a quadrennial cycle. The insurance program has increased workers compensation costs and sexual misconduct cost as well property replacement value inflation. This apportionment has not changed for a number of years and so the Trustees recommend increasing this amount by \$40,000.

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

4. The Trustees continue to maintain the Episcopal Residence.
5. From time to time the Conference Board of Trustees is asked to assist a local congregation with some specialized needs. These needs can relate to property development, risk management, specialized insurance needs, and compliance with the "Trust Clause" as defined in the 2008 Book of Discipline. The Board of Trustees is willing to help provide some guidance in local church property issues.
6. The Trustees will continue the Insurance Program for the Annual Conference and encourage all churches to have minimum coverage as defined later in this report.

ACTION ITEM #504

Local Church Property - Crime - Liability - Automobile Insurance Recommendations

Background

The *2008 Book of Discipline* paragraph # 2532.2 instructs every local church as follows: "The Board of Trustees shall annually review the adequacy of the property, liability and crime insurance coverage on church owned property, buildings and equipment. The Board of Trustees shall also, annually review the adequacy of personnel insurance. The purpose of these reviews is to ensure that the church, its properties, and its personnel are properly protected against risks. The board shall include in its report to the charge conference the results of its review and any recommendations it deems necessary."

Insurance coverage should receive a high priority due to:

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

Recommended Minimum Policy Limits for All United Methodist Churches

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

**Iowa Annual Conference of the United Methodist Church
Recommended Minimum Coverage/Limits**

Building & Contents Coverage**Minimum Coverage**

Valued at Replacement Cost		Yes
"All Risk" Coverage		Yes
Agreed Value		Yes
EDP Equipment & Media:		Included
Equipment Breakdown Coverage		Included
Full Glass Breakage		Included
Account Receivable		\$25,000
Business Income & Extra Expense		\$25,000
Debris Removal	25% +	\$25,000
Fine Arts	\$25,000	
Fire Department Service Charge	\$ 5,000	
Fire Extinguisher Systems Expense	Actual Loss Sustained	
Inventory & Appraisal Expense		\$10,000
Lock Replacement/Re-keying		\$ 5,000
Ordinance or Law:		
Value of Undamaged Portion		Full Building Limit
Demolition & Debris Removal		\$ 100,000
Increased Cost of Construction		\$ 50,000
Newly Acquired Buildings	\$1,000,000	
Newly Acquired Business Personal Property	\$ 500,000	
Outdoor Property:	\$ 15,000	
Personal Effects of Clergy	\$ 25,000	
Pollution Cleanup	\$ 25,000	
Property In Transit	\$ 25,000	
Property Off Premises	\$ 25,000	
Reward Coverage	\$ 5,000	
Signs – Attached to Buildings	\$ 25,000	
Spoilage \$ 1,000		
Utility Services – Direct Damage	\$ 25,000	
Valuable Papers	\$ 25,000	
Water/Sewer Backup	\$ 25,000	

Crime Coverage**Minimum Coverage**

Employee Dishonesty		\$ 25,000
Include Volunteers		Yes
Forgery or Alteration	\$ 15,000	
Computer Fraud	\$ 15,000	
Funds Transfer Fraud	\$ 15,000	
Money & Securities	\$ 10,000	

Liability Coverage

General Liability:		
Each Occurrence Limit	\$1,000,000	
Personal & Advertising Injury Limit	\$1,000,000	
General Aggregate Limit	\$2,000,000	
Damage to Rented Premises Limit	\$ 300,000	
Medical Expenses Limit – Each Person	\$ 10,000	
Includes Coverage for Volunteers		Yes
Includes Coverage for Mental Anguish		Yes

Pastoral Professional Liability:

Per Occurrence Limit	\$1,000,000
Aggregate Limit	\$2,000,000

Automobile Coverage:

	<u>Minimum Coverage</u>	
If church has no owned auto:		
Hired/Non-owned Auto Liability	\$1,000,000	
If church has owned autos:		
Liability Coverage – Combined Single Limit	\$1,000,000	
Uninsured/Underinsured Motorist	\$1,000,000	
Medical Payments	\$ 5,000	
Comprehensive & Collision Coverage		Yes
Hired/Non-owned Auto Liability	\$1,000,000	

Sexual Misconduct Coverage:

Per Occurrence Limit	\$ 100,000
Aggregate Limit	\$ 300,000

(The first \$100,000 of any Sexual Misconduct claim is the church's responsibility. The Conference carries an additional \$1,000,000 limit covering all churches.)

Directors & Officers Coverage:

	<u>Minimum Coverage</u>	
Directors, Officers, Trustee Liability Limit	\$1,000,000	
Employment Practices Liability		Included

Excess Liability (Umbrella) Coverage:

	<u>Minimum Coverage</u>
Per Occurrence Limit	\$5,000,000
Aggregate Limit	\$5,000,000

Workers' Compensation:

	<u>West Bend Limits</u>
Workers' Compensation Limits	Statutory
Employers' Liability Limits	\$1,000,000

(This coverage is mandated by state law & is provided under a single master policy with West Bend covering all churches in the Conference.)

Full Replacement cost on property insurance will provide the church with a sense of security that money will be available for any part of the building in the event of destruction by fire or windstorm. Also, it is good to remember that with a windstorm many church members may have damage to their personal property and not be able to provide extra funds for church damage. Replacement cost helps to alleviate these concerns.

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

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

Annual Insurance Review with a report to the Annual Charge/Church Conference by the Board of Trustees shall include:

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

ACTION ITEM #505**2012 Apportionment for Board of Trustees**

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Dist Office Equip Rsv	40,000	40,000	0	40,000
Conf. Computer Equip. Reserve	60,000	60,000	500	60,500
Dist. Parsonage Maintenance Reserve	20,000	20,000	0	20,000
Dist. Parsonage Replacement Reserve	40,000	40,000	0	40,000
Episcopal Residence Reserve	35,000	35,000	54,000	89,000
Administration	3,000	3,000	0	3,000
Conference Insurance	290,000	325,000	50,000	375,000
Conference Operations	450,000	485,000	20,000	505,000
Conference Center Equipment Reserve	10,000	10,000	0	10,000
Central Services	40,000	40,000	25,000	65,000
Conference Center Maintenance Reserve	0	0	6,500	6,500
Priscilla Investment	0	0	15,000	15,000
Garland Trust	0	0	54,000	54,000
Beinke Trust	0	0	1,800	1,800
Legacy Fund	0	0	90,000	90,000
Abandoned Church Fund	0	0	54,000	54,000
	988,000	1,058,000	370,800	1,428,800

Council on Finance and Administration**ACTION ITEM #506****Focus:**

The Council on Finance and Administration (CFA) is responsible for overseeing the financial health of the Iowa Annual Conference. CFA, unlike other agencies, reports directly to the members of the Iowa Annual Conference. Among its duties are: supervising the Treasurer's office, reviewing budgets prepared by all boards and agencies, recommending annual budgets to the Annual Conference, developing and recommending apportionment formulas, assisting in the design and implementation of apportionment interpretation efforts, and assisting with the counseling of churches with financial problems.

In 2009, the Council on Finance and Administration continued to fulfill the *Book of Discipline* mandates. Special emphasis was given to budget development of anticipated income and proposed expenditures. The Council had no requests regarding proposals to raise funds for a capital project. The Council worked on the following policies:

- Review of spending plans from the various agencies to account for the estimated apportionment receipts and income from other sources.
- Continue its supervision of the Treasurer's Office.
- Implemented the Conference Conflict of Interest Policy.
- Continue work on the apportionment formula,
- Continue working to develop new standards and expectations of accountability for all boards and agencies in ministries receiving apportionments.

In 2007, the Council commissioned a study of the Administrative Services department. Consultants from the firm RSM McGladrey were used to review many aspects of the work accomplished by Administrative Services. The Consultant found that the staff has a sincere willingness to meet changing information needs; is knowledgeable, skilled and experienced; demonstrates ethics in all the things they do; are committed to the mission of the Conference; work hard in order to meet requests; and have shown flexibility to work with churches, boards and agencies in developing tools to handle the unique needs of Conference finances.

The consultants recommended that the Conference could be well served if it employed a staff person to serve as Human Resources Director. Human Resources policies, practices and requirements have become more and more complex and have become a lightning rod for claims against an employer. The 2009 Annual Conference approved the hiring of a Human Resources Director and a Director was employed in the fall of 2009.

The consultant also recommended that the Conference replace its current main software systems. To this end the Administrative Services staff along with CFA and the services of consultants from Sogeti USA developed a needs assessment and interviewed possible vendors. In July of 2009 new software was purchased from Blackbaud, Inc. The process for conversion began in July going live on October 1, 2009. Sogeti USA was also employed to work with Administrative Services staff in the initial set-up and conversion process. The Administrative Services staff continues work on completion of the conversion.

In 2010, the Council will continue to work faithfully to fulfill its mandates. Throughout the year, CFA may need to adjust the budgeting process and line items in agency budgets, while continuing to review the internal controls of the Annual Conference to improve the process of vouchering expense items so that deficit spending can be contained. CFA and CCMC will continue to perfect a budget development plan that recognizes outcome as the basis for future funding.

Invest:

The Council on Finance and Administration makes the following recommendations:

1. Mileage for conference staff shall be reimbursed at the IRS mileage rate in force for the use of personal vehicles. If it is cost effective for a leased vehicle to be used, one shall be provided. If such provision for a leased vehicle is declined by conference staff the use of their personal vehicle shall be at their own expense.
2. Reimbursements for persons attending conference board and agency meetings shall be:
 - a. 15 cents per mile for one person in the vehicle attending a conference meeting, 25 cents per mile for two persons in the vehicle attending a conference meeting, and 35 cents per mile for three persons or more in the vehicle attending a conference meeting.
 - b. \$90 per night for lodging and meals.
 - c. A meeting that is projected to last 8 hours or less is a one day meeting. Exceptions may be made by the board or agency chairperson to allow an overnight for those traveling long hours to the meetings, for those with handicapping conditions, or other extenuating circumstances.
 - d. Encourage persons attending conference board and agency meetings to use World-Wide Web and conference call technology as a means to save money.
3. The Conference Council on Finance and Administration (CFA) is granted authority to make necessary editorial adjustments in the 2012 conference budget.
4. Everything in this Action Item shall comply with all applicable requirements of the current *Book of Discipline* and shall be interpreted and implemented, and modified if necessary, to comply with those requirements.

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

5. The Audit Committee has examined the 2009 fiscal year audit and shared the audit with the Council on Finance and Administration and the Conference Board of Pensions. The Audit Committee reports the audit to be acceptable and in order.
6. A clergy person appointed by the Iowa Annual Conference to develop churches not yet officially constituted, or to positions within the Conference where compensation is paid from the Central Treasury, shall have the housing exclusion, as defined under Section 107 of the Internal Revenue Code, determined by CFA prior to the beginning of each new year or prior to the beginning to each clergy's employment. The housing exclusion may vary depending upon individual circumstances.
7. Apportionment Formula:
 - a. The budget adopted by the Annual Conference shall be apportioned to the congregations of the Annual Conference in accordance with Paragraph 247.14 and 614 of the *2008 Book of Discipline*.
 - b. As soon as practicable after the Annual Conference Session, the Conference Treasurer shall notify each local congregation's pastor and treasurer of the amount that is their portion of our United Methodist Church's Shared Ministries, using the following method:
 - 1) A percent of the four year average of income as reported on Table 3 Item 67 (Statistical Table line 81).
 - 2) Adjusted if local congregations have not reported Table 3 or reported less income on Table 3 Part 67 than they spent for Pastoral Ministries, Operating

- Expense and Program Expense. The adjustment shall be made by using the expenses reported.
- 3) A congregation failing to report any information for the statistical tables shall have their apportionment amount increased by 10% from the previous year's apportionment.
 - 4) Adjusted so that no congregation's apportionment shall be more than 10% increase or decrease per year from the previous year's apportionment. The limitations of this provision shall be for the next four years ending in 2015.
 - 5) The percent of income needed to meet the Conference apportioned budget shall be determined by the Council on Finance and Administration after it completes the budget building process in accordance with Paragraph 612, 613, and 614 of the 2008 *Book of Discipline*.
8. Each congregation is to make payment of 100% of their connectional giving apportionments a priority for the year 2012.
 - a. To aid in reaching this goal the office of Communications, CFA, CCMC and the appointive cabinet shall develop apportionment interpretation materials that may be used in each local congregation. The appointive cabinet, CCMC and CFA will determine if a link exists between ministerial appointments and non-payment of apportionments. If a link is determined to exist the appointive cabinet and the Bishop's Office may seek an explanation. Depending upon the results of the explanation, further remedies may be sought.
 - b. Each district shall have a District Stewardship Team to provide resources to local churches in the areas of stewardship. This could include resources for financial campaigns, budgeting, Bible studies, computer systems, stewardship speakers, training of local church leadership, apportionment education or any other resources that may be necessary to assist local churches in their management of God's financial resources. Additionally, this committee will work in consultation with the District Superintendent to assist churches in arrears in their connectional giving to determine if any special assistance is needed in any of these areas. These District Committees on Stewardship are coordinated through the District Field Outreach Ministers whose responsibilities are coordinated through the Episcopal Office.
 9. The Iowa Annual Conference, being a model of accountability for local congregations, shall pay its General Conference Apportionments in full. These apportionments shall be the first benevolent responsibility of the Annual Conference.
 10. Our goal is to maintain an unrestricted reserve fund in the amount equal to 10% of the Annual Conference apportionment budget. The purpose of the reserve fund is to provide the Conference with a comfortable cash-flow throughout the whole year. Placed in each year's budget for each apportioned fund shall be a line item for the unrestricted reserve fund until the reserve fund reaches 10% of the apportioned budget.
 11. The budget that is presented to the Annual Conference includes all receipts and information regarding prior years' short fall in apportionment receipts. Each fall CFA, based on the previous years' short fall in apportionment receipts, will instruct each board or agency to prioritize its spending for the coming year and submit the revised spending budget to CFA. Throughout the year if CFA recognizes a change in apportionment receipts they may instruct each board or agency to revise the spending plan to reflect the change in anticipated receipts. If the board or agency has a program that needs to be funded at 100%, the balance of the remaining programs may be funded at a ratio of the remaining budget.

The Annual Conference authorizes CFA, if necessary, to negotiate a line of credit from a commercial lender for the remainder of 2011 and 2012 to cover lease contracts,

salaries, equitable compensation grants and grants to Connectional agencies, institutions and missional churches. The amount of the line of credit shall not exceed \$1,200,000. If the line of credit becomes necessary, the repayment plan will become an additional obligation of the Annual Conference and may be reflected in increased apportionments as well as plans for reduction in spending. (2008 Book of Discipline ¶612.7)

In order to provide additional initiatives for all local congregations within the Iowa Annual Conference to engage in outreach ministries, an application process for an apportionment initiative has been developed. This initiative shall be available for local congregations who are beginning new outward-focused (outreach) ministries and taking risks necessary to reach out to their communities. Each church whose application is approved may be granted a reduction in the income used to calculate their apportionments for each year (up to three years) to help offset the cost of these new ministries. (Examples might include a community-wide children's after school ministry, a new worship service, an Ethnic-Hispanic outreach, an evangelism campaign, a satellite ministry, a new church start, or a mission outreach center.)

Please note that this Apportionment Outreach Initiative will be available to local churches only for the Annual Conference budget years of 2010, 2011, 2012, and will expire at the end of these three years unless renewed by the Annual Conference.

Process & Procedure:

Congregations interested in applying for the "apportionment outreach initiative" will complete the application form and present it to their District Connectional Ministries Council no later than May 1 of each year.

Determination for whether or not a congregation will qualify for this initiative will depend upon its proposing a 1) new, 2) outreach (meaning missionally directed to unserved/ underserved populations beyond those already served within their local church), 3) ministry (not of an agency or other nonprofit but of the church, initiated and lived out from within the body of Christ), 4) that bears fruit to the glory of God (John 15:8), 5) with measurable benchmarks. In years two and three of this Initiative, the fruit of a congregation's ability to meet these measurable benchmarks will determine if that congregation continues to qualify for this Initiative.

After receiving a church's application, their District Connectional Ministries Council will determine if that congregation meets the stated qualifications in order to receive the apportionment outreach initiative; with the District Connectional Ministries Council notifying the congregation of its decision by no later than August 1 of each year.

ACTION ITEM #507

2012 Apportionment for Council on Finance and Administration

Ministry Area	2011 Apportionment	2012 Apportionment	2012 Other Income	Total 2012 Anticipated Available
Admin Services	847,442	877,000	50,500	927,500
CFA Admin	80,000	80,000	200	80,200
Working Capital Reserve	100,000	100,000	0	100,000
Total	1,027,442	1,057,000	50,700	1,107,700

Petitions for General Conference 2012
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The following petitions are presented to the 2011 Iowa Annual Conference seeking endorsement before being sent on to the 2012 General Conference. These petitions have been submitted by individuals or groups within the Iowa Conference.

They may be endorsed or not endorsed by the Annual Conference session. No amendments may be made to these petitions. They will be endorsed or not as presented. Those petitions receiving endorsement will be forwarded to the General Conference by the Conference Secretary on behalf of the Iowa Annual Conference. Petitions not receiving endorsement may be submitted directly to the 2012 General Conference by the individual or group presenting them.

ACTION ITEM #508 – Endorsed

Title of Resolution: Deletion of Incompatibility Clause of *Book of Discipline*.

ACTION ITEM #509 - Endorsed

Title of Resolution: Removal of exclusion of LGBT Clergy from *Book of Discipline*.

ACTION ITEM #510 – Not endorsed

Title of Resolution: Removal of prohibition of same-sex unions from the *Book of Discipline*.

ACTION ITEM #511 – Not endorsed

Title of Resolution: Modification of Immorality Clause

ACTION ITEM #512 – Not endorsed

Title of Resolution: Removal of LGBT acceptance, general funding restriction.

ACTION ITEM #513 – Not endorsed

Title of Resolution: Removal of reaffirmation and man /woman fidelity language from *Book of Discipline*

ACTION ITEM #514 – Not endorsed

Title of Resolution: Removal of annual conference funding restrictions for LGBT.

ACTION ITEM #515 - Endorsed

Title: Support for persons in the armed forces

Resolutions

ACTION ITEM #516**Local Congregations Participate in Carbon Footprint Evaluation**

This resolution was adopted by conference action and can be found in the *2011 Book of Resolutions*.

ACTION ITEM #517**Support for the Voting Rights of Ex-Felons**

This resolution was adopted by conference action and can be found in the *2011 Book of Resolutions*.

LEGISLATIVE SECTION SIX (6)

Rules of Order

CHANGES TO RULES OF ORDER FOR 2011**ACTION ITEM #601**

1. IV. C. 6, p. 431, 2010 Journal

6. The term of office for members of agencies of the conference are for four years. If the election occurs at annual conference, the term of office shall begin on July 1, unless otherwise provided by Articles of Incorporation or proper authority.

ACTION ITEM #602

2. IV. D. 1., p. 432, 2010 Journal

1. Officers of agencies shall be elected from within the membership of the agency unless otherwise exempt in the Rules of Order. They shall be elected for a quadrennium, unless the Articles of Incorporation, *The Book of Discipline*, or these Rules of Order state otherwise. The officers shall assume their duties upon their election unless the Articles of Incorporation or *The Book of Discipline* state otherwise. The election of agency officers shall be held between July 1 and August 15.

ACTION ITEM #603

3. IV., D., 2., p. 432, 2010 Journal

Delete in its entirety and re-number remaining paragraphs.

ACTION ITEM #604

4. IV., D., 3., p. 432, 2010 Journal

3. If the agency has been newly organized it shall be convened by the Cabinet or the Conference staff representative to the agency.

This paragraph becomes IV., D., 2.

ACTION ITEM #605

5. IV., D., 4., p. 433, 2010 Journal

The previous officers shall maintain the functions of the agency and plan for and carry out the meeting in which the elections are held. These officers have a vote only if they are continuing as members of the agency.

This paragraph become IV., D., 3.

ACTION ITEM #606

6. IV., D., 5., p. 433, 2010 Journal

Strike existing paragraph in its entirety and replace with the following, which becomes IV., D., 4.:

4. The chairperson in consultation with the staff person related to the agency may appoint members of the agency to serve as a nominating committee.

ACTION ITEM #607

7. IV., D. 6., p. 433, 2010 Journal

Strike existing paragraph in its entirety, and replace with the following, which becomes IV., D., 5:

5. If the person elected chairperson of an agency is a district representative, that person becomes an at-large member. The district formerly represented by the newly elected chairperson shall choose another representative.

ACTION ITEM #608

8. IV., C., 1, p. 431, 2010 Journal

1. For the purposes of nominations and elections the following definition shall apply in reference to the term "annual conference agencies." The agencies of the Iowa Annual Conference are the regularly established boards, commissions, councils, standing committees, and committees. Not included are: the Conference Connectional Ministries Council and its subcommittees, Conference Council on Youth Ministry, Young Adult Council, Annual Conference Administrative Coordinating Council, Committees on Investigation, Administrative Review Committee, Joint Committee on Incapacity, the Committee on the Episcopacy, task forces or task groups, ecumenical groups, ex-officio members by virtue of membership on a general agency, or committees related to the conduct of the annual sessions of the conference.

ACTION ITEM #609

9. II.C.5.a., p. 400, 2010 Journal

5. Council on Finance and Administration (§611-619)
 - a. Membership: Six clergy, seven laity, one youth and one young adult. At least one clergy and one laity must be from churches under 200 members. It is strongly recommended that at least three of the laity be women and one person be from an ethnic group, with the goal of having membership from each district. (§612.2.a.) (Also, see IV.C.10.)

ACTION ITEM #610

10. II.C.5.b., p. 400, 2010 Journal

- b. There shall be a Conference Treasurer/Director of Administrative Services, elected by the annual conference on nomination of the Council on Finance and Administration, responsible for all fiscal matters, and directly amenable to the Council on Finance and Administration. (§613.11 & 619.)

ACTION ITEM #611

11. II.C.5.c., p. 400, 2010 Journal

- c. Ex officio members of the council are: (§612.2.c.)
 - (1). the conference treasurer/director of administrative services, without vote;
 - (2). the presiding bishop, without vote;
 - (3). a district superintendent chosen by the cabinet, without vote;
 - (4). the Assistant to the Bishop for Connectional Ministries, without vote;
 - (5). the Assistant to the Bishop for Administration, without vote;
 - (6). the Director of Communication Services and Resources, without vote;
 - (7). the Chairperson of the Connectional Ministries Council or the Chairperson's designee, without vote

ACTION ITEM #612

12. II.C.5.d., p. 400, 2010 Journal

- d. There shall be a Conference Statistician who shall be nominated by the Council on Finance and Administration and elected by the annual conference. The statistician shall be related to the Council on Finance and Administration for evaluation, accountability, support and budget. (§603.7)

ACTION ITEM #613

13. II.C.5.e. (4) (paragraph (5) is deleted), p. 400, 2010 Journal

- e. The council may be divided into the following committees:

(4). Other Committees and Task Forces defining their duties and authority as it deems necessary for fulfilling its purpose and responsibilities.

ACTION ITEM #614

14. II.C.5.g., p. 401, 2010 Journal

g. The council shall be responsible for reviewing, evaluating and coordinating all budget proposals from the agencies and offices. The council shall schedule a time each year, sometime after the Program Review Committee has met, to allow the Conference Connectional Ministries Council the opportunity to represent the needs of the agencies before the council. The Council on Finance and Administration shall recommend to the annual conference for its action and determination budgets of anticipated income and proposed expenditures. (§614)

Action Item #615

15. VI.A., p. 435, 2010 Journal

VI. REPORTS, FINANCE AND PROPERTY

A. Fiscal and Statistical Year. The fiscal and statistical year of the annual conference shall be from January 1, to December 31. (§720.1)

ACTION ITEM #616

16. VI.A.2., p. 435, 2010 Journal

2. The conference statistical reports shall be available to the person(s) designated by the conference statistician by a date set by the statistician.

ACTION ITEM #617

17. VI.C.1.e., p. 436, 2010 Journal

e. The conference treasurer, serving as the fiscal agent, shall not pass on the justifiability of an expenditure called for by the voucher. When expenses occur that are in excess of the spending limits within an agency the treasurer shall notify that agency. The treasurer shall notify the agency chair or the Assistant to the Bishop for Connectional Ministries in the event of vouchers which seem to be in violation of conference rules or good accounting practice.

ACTION ITEM #618

18. VI.E., p. 437, 2010 Journal

E. Records Center.

1. The bishop's office shall be the center for keeping permanent biographical and personnel files for all pastors of the Iowa Annual Conference.
2. The Human Resources office shall be the center for keeping service records and vital statistics for all pastors of the Iowa Annual Conference and their families.
3. The Conference Director of Administrative Services shall be the repository for property records.

ACTION ITEM #619

19. VI.F.1., p. 437, 2010 Journal

F. Bonding.

1. The Council on Finance and Administration shall annually arrange for the bonding of the conference treasurer and all other persons who are responsible for funds of the Iowa Annual Conference. These bonds are to be retained by the Council on Finance and Administration.

ACTION ITEM #620

20. VI.F.2., p. 437, 2010 Journal

2. The Council on Finance and Administration and the Conference Board of Trustees shall encourage every local congregation to provide bonding for their volunteers and staff.

ACTION ITEM #621

21. VI.G.1, p. 437, 2010 Journal

G. Audit.

1. A Conference Audit Committee shall be established consisting of members of the Council on Finance and Administration and the Conference Board of Pensions elected by the respective Boards. (existing VI.G. becomes VI.G.2.)

ACTION ITEM #622

22. VI.G., p. 437, 2010 Journal (this becomes VI.G.2.)

2. Any board, commission, committee, or institution program group that receives \$10,000 or more from the Iowa Annual Conference and is related to the Iowa Annual Conference, and that maintains funds into which it receives and dispenses money in an amount in excess of \$20,000 annually, shall have its accounts audited and report this audit annually to the Audit Committee.

ACTION ITEM #623

23. VI.I.2., p. 438, 2010 Journal

2. The Council on Finance and Administration may also set policies for carryover of deficit and credit accounts, so that the treasurer may do so without annual action by the Council on Finance and Administration. If the funds are in a program area, the recommendation will come to the Council on Finance and Administration from the Conference Connectional Ministries Council. All standing carryover funds must be reviewed at least once each quadrennium by the Council on Finance and Administration.

ACTION ITEM #624

24. VI.J.4., p. 438, 2010 Journal

4. The Council on Finance and Administration at its late fall meeting each year shall designate which funds are to be eligible for interest payments in the ensuing year.

ACTION ITEM #625

25. VI.K.1., p. 438, 2010 Journal

K. Miscellaneous. (Delete paragraph 1. and renumber other items).

ACTION ITEM #626

26. VII., A.-C., p. 440, 2010 Journal

Delete Section VII, CENTRAL SERVICES DEPARTMENT, in its entirety and re-letter remaining section VII.

ACTION ITEM #627

27. II., C., 9., b., (2), pp. 401-402, 2010 Journal

Relates to the membership of the Annual Conference Session Planning Committee

(2) Ex-officio members shall be the bishop, Assistant to the Bishop for Administration, Assistant to the Bishop for Connectional Ministries, Director of Communications Services and Resources, a representative of the appointive cabinet, the conference lay leader, the conference secretary, a representative from the Commission on Religion and Race, the conference worship chair, and the chair of the sub-committee on Business and Agenda.

ACTION ITEM #628

28. IV. F., p. 433, 2010 Journal - Add a new paragraph 1 and make the current language paragraph 2.

F. General and Jurisdictional Conference Elections (See Standing Items)

1. The Annual Conference session one year before a session in which delegates are elected to General and Jurisdictional Conference shall adopt procedures governing said elections. The Conference Secretary shall be responsible for coordinating the election process.

2. The first and second lay and clergy alternates elected to the General Conference shall be reimbursed by the annual conference at the same rate as those elected to General Conference. The first and second lay and clergy alternates elected to Jurisdictional Conference shall be reimbursed by the annual conference at the same rate as those elected to the Jurisdictional Conference.

ACTION ITEM #629

29. Add a new paragraph following VIII., J., p. 444, 2010 Journal, to be designated as VIII., K., with the current paragraphs K and the following to be re-lettered accordingly.

K. Petitions to General Conference (§507)

The Annual Conference session two years before the next General Conference shall adopt procedures governing the submission of petitions to General Conference in which the author of the petition seeks the endorsement of the Iowa Annual Conference. The Conference Secretary shall be the receiver of said petitions.

ACTION ITEM #630

30. List of Standing Items, #17, p. 391, 2010 Journal

17. Election of Delegates to General and Jurisdictional Conferences, Guidelines, IACJ, 2010, Action Item #113, p. 296.

IOWA ANNUAL CONFERENCE
THE UNITED METHODIST CHURCH
2012 ADOPTED BUDGET

Apportionment Analysis	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>Percent Change</u>
<u>General Church Apportionments</u>					
Episcopal Fund	329,814	318,662	336,041	379,270	12.9%
Ministerial Education Fund	419,952	396,593	404,485	413,109	2.1%
General Church Administration	135,296	125,527	130,653	142,206	8.8%
North Central Jurisdictional Administration	26,582	25,036	24,263	24,263	0.0%
Interdenominational Coop Fund	32,729	30,866	31,519	32,700	3.7%
World Service Fund	1,214,207	1,158,519	1,197,325	1,245,124	4.0%
Black College Fund	167,535	158,216	161,342	164,770	2.1%
Africa University	<u>37,496</u>	<u>35,410</u>	<u>36,110</u>	<u>36,877</u>	<u>2.1%</u>
Total General Church Apportionments	<u>2,363,611</u>	<u>2,248,829</u>	<u>2,321,738</u>	<u>2,438,319</u>	<u>5.0%</u>
Contingency to pay General Church Apport. at 100%	<u>355,000</u>	<u>355,000</u>	<u>360,218</u>	<u>378,229</u>	<u>5%</u>
Adjusted General Church Apportionments	<u>2,718,611</u>	<u>2,603,829</u>	<u>2,681,956</u>	<u>2,816,548</u>	<u>5.0%</u>
<u>Conference Ministries</u>					
Board of Ordained Ministries	34,150	44,150	51,000	56,000	9.8%
Board of Pensions	1,215,000	1,175,000	1,005,000	985,000	-2.0%
Board of Trustees	988,000	988,000	988,000	1,058,000	7.1%
Commission on Equitable Compensation	254,730	274,000	246,000	146,000	-40.7%
District Funds	3,095,796	3,101,944	2,991,326	2,991,430	0.0%
Clergy Support Ministries	643,000	632,452	430,451	472,451	9.8%
Episcopal Funds	930,262	852,835	899,659	953,620	6.0%
Pastoral Care and Counseling	191,573	191,573	191,573	191,573	0.0%
Conference Administrative Committees	408,835	489,200	298,445	305,349	2.3%
Council on Finance and Administration	1,057,462	997,462	927,442	957,000	3.2%
Iowa United Methodist Foundation	50,000	50,000	42,000	34,000	-19.0%
Connectional Ministries Council	1,330,606	1,334,000	1,000,000	1,169,300	16.9%
Cash Reserves Replenishment	<u>100,000</u>	<u>100,000</u>	<u>100,000</u>	<u>100,000</u>	<u>0.0%</u>
Total Conference Ministries	<u>10,299,414</u>	<u>10,230,616</u>	<u>9,170,896</u>	<u>9,419,723</u>	<u>2.7%</u>
Pre '82 Funding Liability Apportionment	-	-	<u>946,262</u>	-	<u>0.0%</u>
Adjusted Conference Ministries	<u>10,299,414</u>	<u>10,230,616</u>	<u>10,117,158</u>	<u>9,419,723</u>	<u>-6.9%</u>
<u>Conference Missions</u>					
Board of Camp, Conference and Retreat Ministries	716,700	758,350	758,350	758,350	0.0%
Board of Church and Society	8,750	8,750	6,300	-	-100.0%
Board of Discipleship	33,000	38,000	-	25,200	0.0%
Board of Global Ministries	947,570	956,870	954,860	1,000,000	4.7%
Board of Higher Education and Campus Ministries	1,088,644	1,120,646	1,000,000	985,000	-1.5%
Board of Laity	20,000	20,000	-	13,000	0.0%
Commission on Archives and History	28,345	28,345	23,000	28,345	23.2%
Commission on Christian Unity and Interreligious Concerns	-	-	2,000	1,000	-50.0%
Commission on Ministries with Persons with Disabilities	1,500	1,500	-	-	0.0%
Commission on Religion and Race	37,500	40,600	-	40,000	0.0%
Commission on Status and Role of Women	1,745	1,745	1,200	1,500	25.0%
Older Adult Council	-	-	6,000	6,050	0.8%
Young Adult Council	-	-	16,000	17,000	6.3%
Council on Youth Ministries	40,000	40,000	13,000	15,000	15.4%
District Councils on Ministries	80,000	76,900	48,450	87,850	81.3%
Matthew 25 Fund	<u>325,000</u>	<u>325,000</u>	<u>310,000</u>	<u>310,000</u>	<u>0.0%</u>
Total Conference Missions	<u>3,328,754</u>	<u>3,416,706</u>	<u>3,139,160</u>	<u>3,288,295</u>	<u>4.8%</u>
Camp Deficit Reduction	-	-	-	<u>100,000</u>	<u>0.0%</u>
Total Conference Missions	<u>3,328,754</u>	<u>3,416,706</u>	<u>3,139,160</u>	<u>3,388,295</u>	<u>7.9%</u>
<u>Recap:</u>					
General Church apportionments	2,718,611	2,603,829	2,681,956	2,816,548	5.0%
Conference Ministries	10,299,414	10,230,616	10,117,158	9,419,723	-6.9%
Conference Missions	<u>3,328,754</u>	<u>3,416,706</u>	<u>3,139,160</u>	<u>3,388,295</u>	<u>7.9%</u>
Total	<u>16,346,779</u>	<u>16,251,151</u>	<u>15,938,274</u>	<u>15,624,566</u>	<u>-1.97%</u>

**Iowa Annual Conference of the United Methodist Church
Income Statement**

	Actuals		Budget		
	2009	2010	2010	2011	2012
REVENUES AND SUPPORT					
APPORTIONMENTS					
APPORTIONMENTS	\$13,610,362.04	\$13,286,164.69	\$16,251,151.00	\$15,938,274.00	\$15,624,566.00
UNCOLLECTIBLE ALLOWANCE	\$0.00	\$0.00	(\$2,699,962.50)	(\$2,893,934.15)	(\$2,870,509.00)
TOTAL APPORTIONMENTS	\$13,610,362.04	\$13,286,164.69	\$13,551,188.50	\$13,044,339.85	\$12,754,057.00
OTHER REVENUES					
DISTRICT ASKINGS	\$222,693.99	\$221,326.79	\$448,008.00	\$224,000.00	\$219,000.00
CHARITABLE CONTRIBUTIONS	\$3,584,225.45	\$4,291,870.61	\$2,859,090.00	\$3,372,918.00	\$3,476,225.00
FEE INCOME	\$1,247,358.50	\$1,255,935.77	\$1,258,390.00	\$1,334,650.00	\$1,466,442.00
SALES OF GOODS & SERVICES	\$164,225.53	\$208,658.45	\$116,000.00	\$120,000.00	\$151,000.00
INVESTMENT EARNINGS	\$5,833,820.04	\$5,260,144.04	\$2,789,479.00	\$2,011,259.00	\$2,184,341.00
SALE OF ASSETS	\$603,572.60	\$575,088.07	\$4,500.00	\$21,000.00	\$53,000.00
CONTRIBUTIONS TO BENEFIT PLANS	\$9,855,062.36	\$11,115,346.73	\$11,306,962.00	\$13,189,806.00	\$12,054,502.00
MISCELLANEOUS RECEIPTS	\$207,617.05	\$87,365.17	\$183,250.00	\$177,500.00	\$128,000.00
TOTAL OTHER REVENUES	\$21,718,575.52	\$23,015,735.63	\$18,965,679.00	\$20,451,133.00	\$19,732,510.00
TOTAL REVENUES AND SUPPORT	\$35,328,937.56	\$36,301,900.32	\$32,516,867.50	\$33,495,472.85	\$32,486,567.00
EXPENSES					
SALARIES AND WAGES	(\$4,087,810.23)	(\$4,224,857.14)	(\$4,128,094.00)	(\$4,109,480.00)	(\$4,277,058.00)
FRINGE BENEFITS	(\$1,378,461.46)	(\$1,539,147.54)	(\$1,441,732.00)	(\$1,416,821.00)	(\$1,576,562.00)
OCCUPANCY	(\$539,571.18)	(\$559,558.03)	(\$470,756.00)	(\$444,687.00)	(\$516,100.00)
OFFICE EXPENSE	(\$648,242.26)	(\$462,599.19)	(\$512,240.00)	(\$623,492.00)	(\$505,800.00)
PROGRAM EXPENSE	(\$188,782.11)	(\$194,227.92)	(\$241,133.00)	(\$219,350.00)	(\$235,200.00)
PROFESSIONAL FEES AND CONTR SERV	(\$704,691.03)	(\$690,518.83)	(\$499,700.00)	(\$475,885.00)	(\$596,220.00)
INSURANCE	(\$405,722.81)	(\$389,036.14)	(\$402,400.00)	(\$392,225.00)	(\$425,000.00)
STAFF HOTEL, MEALS, AND ENTERTAINMENT	\$780,404.26	(\$752,780.49)	(\$922,539.00)	(\$694,891.00)	(\$641,300.00)
CONFERENCE, CONVENTIONS, AND MTGS	(\$675,597.08)	(\$677,186.96)	(\$676,145.00)	(\$714,030.00)	(\$715,188.00)
EXPENDABLE EQUIPMENT EXPENSE	(\$297,374.73)	(\$512,001.93)	(\$242,950.00)	(\$212,539.00)	(\$285,000.00)
CAPITAL ASSET EXPENSE	(\$450,601.44)	(\$376,443.07)	(\$90,250.00)	(\$690,090.00)	(\$133,000.00)
COST OF SALES	(\$31,063.93)	(\$31,605.80)	(\$50,580.00)	(\$36,150.00)	(\$46,100.00)
DEBT SERVICE PAYMENTS	(\$444,157.26)	(\$376,843.04)	(\$300,000.00)	(\$292,000.00)	(\$292,000.00)
PENSION BENEFIT EXPENSE	(\$4,802,018.18)	(\$4,146,199.07)	(\$5,220,954.00)	(\$5,220,954.00)	(\$5,087,004.00)
HEALTH AND WELFARE BENEFIT EXPENSE	(\$7,749,263.81)	(\$8,264,159.31)	(\$7,726,135.00)	(\$7,741,135.00)	(\$8,218,000.00)
MISCELLANEOUS EXPENSES	(\$119,236.30)	(\$163,994.73)	(\$257,314.00)	(\$74,555.00)	(\$94,742.00)
GRANTS	(\$7,398,920.85)	(\$8,923,689.01)	(\$6,450,932.00)	(\$7,589,616.00)	(\$7,506,419.00)
TOTAL EXPENSES	(\$30,701,918.92)	(\$32,284,848.20)	(\$29,633,854.00)	(\$30,947,900.00)	(\$31,150,693.00)
INTERFUND TRANSFERS					
INTERFUND TRANSFERS	\$0.00	(\$10.74)	\$0.00	\$0.00	\$0.00
TOTAL INTERFUND TRANSFERS	\$0.00	(\$10.74)	\$0.00	\$0.00	\$0.00
NET SURPLUS/(DEFICIT)	\$4,627,018.64	\$4,017,041.38	\$2,883,013.50	\$2,547,572.85	\$1,335,874.00
BEGINNING NET ASSETS	\$34,179,301.65	\$38,806,320.29	\$38,806,320.29	\$42,823,361.67	\$45,370,934.52
ENDING NET ASSETS	\$38,806,320.29	\$42,823,361.67	\$41,689,333.79	\$45,370,934.52	\$46,706,808.52

OTHER REPORTS

**REPORT TO THE 2011 IOWA ANNUAL CONFERENCE
DR. CHARLES W. SMITH
CONFERENCE TREASURER AND STATISTICIAN**

Bishop Trimble, lay and clergy members of the Iowa Annual Conference, the numbers that I am going to share with you over the next few minutes need to be set in the context of the words from the author of the Colossians who wrote...

“As God’s chosen ones, holy, beloved, clothe yourselves with compassion, kindness, humility, meekness, and patience. Bear with one another and, if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so clothe yourselves with love, which binds everything together in perfect harmony. And let the peace of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful. Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God. And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Creator through Him. (*Colossians 3:12-17*)

Whether it is attending worship, celebrating baptism, professing our faith or giving to support the mission of the church, all of it is done in the “name of the Lord Jesus, giving thanks to God the Creator through Him.”

Let me share some numbers that binds everything together and reflect how we “let the word of Christ dwell in us richly.” Our average worship attendance in 2010 was 58,212, a decrease of 1,003 persons from last year. The church with the highest average attendance had 1,060 in worship each week, and the smallest average that was reported was five. The average attendance in our 808 congregations is 72, but a better measure for us is the median (the same number of congregations smaller and larger). That worship attendance number is 40.

Our one body in Christ has a membership of 179,765, a decrease of 3,492 members. Out of the 808 congregations we had a 206 increase in membership, and 469 decreased in membership with 133 reflecting no change.

The largest congregation has 2,586 members, the smallest and 2 members (*they averaged three more in worship than they have members*). The average membership for our congregations is 222; however, the median size is 130.

Since 2010 was a year for our national census, I compared our membership with 1970. In the year 1970, there were 303,220 United Methodists in Iowa, and accounted for 10.73% of the population of Iowa. Today we account for 5.9% of the population of Iowa. Also, according to the census report that I read, 8.7% of the Iowa’s population is identified as ethnic. Our church statistics for Iowa report that 1.47% of the United Methodists in Iowa are identified as ethnic.

This past year we received by profession of faith 2,450 new Christians or at least newly professing Christians. 396 congregations received at least one person by profession of faith with the most received by any one church was 87 members. Unfortunately, 410 congregations did not receive a member by profession of faith.

In 2010, our congregations celebrated 2,276 baptisms. 483 congregations had the privilege of celebrating the sacrament of baptism at least once this past year with one church holding that celebration 96 times. Sadly, 323 congregations did not have that privilege which is one of the vital parts of our worship.

Last year after I made this report a few people came to me and said, "Chuck, these numbers are interesting but they are not the whole story. You really cannot measure our growth in our spiritual dependence on God, our prayer life or growth in our knowledge of the scripture." I would agree, we cannot put a statistical number on people's spiritual lives. However, I like to think of the ingredients of spiritual life: such things as prayer, Bible study, worship, and fellowship as part of recipe for making a better disciple. You use the best ingredients you have available.

In some ways it is like baking a cake. In baking a cake you use your best ingredients and usually a proven family recipe and then you mix them together and bake always hoping that this be the best cake ever made. But you know what happens to a cake if it is made only for us; often before it is eaten it becomes stale and moldy. The good we get from the cake is wasted and gets thrown away. Thus, a really good cake only stays fresh when it is shared. So, as we grow in our spiritual lives we share, because if we do not the freshness of our church disappears and we become stale and moldy. Thus, the good we get from our spiritual disciplines is wasted and will eventually disappear unless it is shared.

As the author of Colossians' notes, "And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Creator through Him." One of the ways we express our thanks to God is through our tithes and offerings. This is our giving in the name of the Lord Jesus Christ.

Let me share how we are giving thanks to God, the Creator, through our monetary gifts. In 2011, our congregations in Iowa reported an income for all causes of \$112,405,785 which is a 5.13% increase. Our income average, per member for 2010 was \$625.29 and \$1,930.97 per average worship attendee.

Income is only one side of the coin of thanksgiving. Our expenditures represent the other. In 2010, the grand total spent by all the congregations for all the causes was \$103,473,399. This is a 0.97% increase from the previous year. To make this number seem more realistic, our congregations spent an average of \$575.60 per member. The average spending per worship attendee was \$1,777.53.

The value of our congregation's assets other than land, building and equipment in 2011 was \$108,451,979. These other assets are investments, cash and cash equivalents which increased by \$3,837,820 or 3.67%.

In 2010, the congregations paid \$13,255,289 for our apportionments. This is an 81.57%. The percentage decrease from 2009 is 0.34%. When we closed the remittance system in early January, 537 congregations had paid 100% of their apportionments. This is an increase of 12 congregations from the previous year. Since that date, another 35 congregations have paid 100% of the 2010 apportionments and another 21 congregations have paid more than 80%.

Where does the money go that so many give so generously in thanksgiving to God? I know that we talk in millions of dollars but it helps me understand if we put into dollars and cents. For every one dollar that was put in the offering plate...

2.2 cents went to fund General Church apportionments;

10.6 cents went to fund the apportionments that support the ministry and mission of the Iowa Conference;

10.8 cents went to fund the benefits (pension and health insurance) for clergy and lay employees of the church;

3.7 cents went into church savings, investments or cash equivalent accounts

72.7 were left to use by local congregations at its desecration for ministry.

There are two items stand out for me in this breakdown. *First*, that our congregations put more money into cash, cash equivalents and our own investment than was given to support our General Church apportionments. *Second*, the benefits for clergy and lay were a slightly larger portion of this dollar than the amount used to support our Conference shared ministries.

Declining membership, growth in the cost of benefits, increased pressures on family budgets and growing sense in our culture that the church is irrelevant means we face many challenges in the next decade. For these reasons the Iowa Conference is forming a Strategic Planning Team who will combine the actions of the 20102 General Conference with some decade planning for our Conference's future.

As we move into the rest of this year and then forward toward the 2012 General Conference may we "let the peace of Christ rule in our hearts..... And be thankful and remember that "whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God, the Creator through Him.

Thank you!

IOWA ANNUAL CONFERENCE APPORTIONING BASIS

The basis for apportioning the 2012 Conference budget adopted by the Iowa Annual Conference at the 2011 Conference Session is as follows:

The formula used to apportion the Conference apportionment budget to the congregations of the Iowa Annual Conference shall be the four year average on selected income of the local church. The selected income shall be the items from the Statistical Table 3 Item 1. If local congregations have not reported Table 3 or reported less income than spent for Pastoral Ministries, Operating Expense and Program Expense the amount shall be adjusted using the expenses reported. The percent share of each congregation shall be the percent share of the Conference apportionment budget. Once the calculation is made, if the apportionment would increase or decrease more than 10% from the previous year's apportionment, the amount apportioned to the congregations will be limited to the 10% increase or decrease.

NOTE: Following is an example only.

Anywhere, Iowa – United Methodist Church

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

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

Year 4	\$47,250	
Year 3	\$49,250	
Year 2	\$51,250	
Year 1	<u>\$52,250</u>	
	\$200,000	Average \$50,000

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

Year 4	\$69,350,000
Year 3	\$71,250,000

Year 2	\$75,150,000	
Year 1	<u>\$76,850,000</u>	
	\$292,600,000	Average \$73,150,000

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

\$15,000,000	Apportioned Budget	
-----		= 20.50%
\$73,150,000	Four Year Average	

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

\$50,000	X	20.50%	=	\$10,250
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(5) The \$10,250 is compared to the 2011 apportionment and if it is an increase or decrease greater than 10% the apportionment is adjusted to equal only a 10% increase or decrease. In this example the decrease or increase is less than 10%

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

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

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

General Church Apportionments	\$10,250	x	20.00%	=	\$ 2,050
Conference Ministries	\$10,250	x	53.33%	=	\$ 5,466
Conference Benevolences	\$10,250	x	26.67%	=	<u>\$ 2,734</u>
					\$10,250

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

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