

## VIII. REPORTS

### A. 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 *2021 Post-Conference Manual*, as amended and adopted by the 2021 Iowa Annual Conference Session, can be found on the Conference's website under "Resources." It is also on file in the office of the Conference Secretary and the Conference Journal Editor. Action Items are printed as adopted in these Reports of Conference Action. For motions regarding the action of the 2021 Iowa Annual Conference please see the section entitled "Daily Proceedings" in this *Conference Journal*.

For resolutions adopted at Annual Conference refer to the *2021 Book of Resolutions*.

#### **2022 Budget:**

**See next page for the 2022 budget that was adopted by the Iowa Annual Conference.**

**IOWA ANNUAL CONFERENCE  
THE UNITED METHODIST CHURCH  
2022 BUDGET APPROVED BY ANNUAL CONFERENCE**

	2018	2019	2020	2021	2022	\$ Change	Change
<b>1. GENERAL CHURCH APPORTIONMENTS</b>							
World Service Fund	1,266,790	1,208,299	1,177,505	1,048,829	1,048,829	-	0.0%
Ministerial Education Fund	427,863	408,107	397,707	328,495	328,495	-	0.0%
Black College Fund	170,671	162,790	158,642	151,808	151,808	-	0.0%
Africa University	38,195	36,432	35,503	34,129	34,129	-	0.0%
Episcopal Fund	375,148	357,827	348,707	421,144	421,144	-	0.0%
General Church Administration	150,421	143,476	139,819	129,162	129,162	-	0.0%
Interdenominational Coop Fund	33,462	31,917	31,104	4,541	4,541	-	0.0%
North Central Jurisdictional Administration	19,062	19,062	19,073	19,073	19,073	-	0.0%
<b>Total General Church Apportionments</b>	<b>2,481,612</b>	<b>2,367,910</b>	<b>2,308,060</b>	<b>2,137,181</b>	<b>2,137,181</b>	-	0.0%
Allowance for Unpaid Apportionments	496,322	473,582	484,693	-	-	-	-
<b>Adjusted General Church Apportionments</b>	<b>2,977,934</b>	<b>2,841,492</b>	<b>2,792,753</b>	<b>2,137,181</b>	<b>2,137,181</b>	-	0.0%
<b>2. CONFERENCE MINISTRIES</b>							
<b>Connectional Resources</b>							
Board of Trustees	484,931	492,128	474,826	460,235	402,685	(57,550)	-12.5%
Commission on Archives and History	21,335	21,335	21,335	21,335	21,335	-	0.0%
Conference Administrative Committees	272,537	297,786	276,202	247,513	247,398	(115)	0.0%
Connectional Ministries Council	937,321	537,704	296,315	351,413	304,257	(47,156)	-13.4%
Episcopal Office & Operations*	798,880	765,547	713,893	679,638	697,997	18,359	2.7%
Council on Finance and Administration	868,965	879,496	812,277	775,593	583,036	(192,557)	-24.8%
Cash Reserves Replenishment	-	-	250,000	956,326	100,000	(856,326)	-89.5%
<b>Total Connectional Resources</b>	<b>3,383,969</b>	<b>2,993,996</b>	<b>2,844,848</b>	<b>3,492,053</b>	<b>2,356,708</b>	<b>(1,135,345)</b>	<b>-32.5%</b>
Allowance for Unpaid Apportionments	751,445	658,842	682,745	-	-	-	-
<b>Adjusted Connectional Resources</b>	<b>4,135,414</b>	<b>3,652,838</b>	<b>3,527,593</b>	<b>3,492,053</b>	<b>2,356,708</b>	<b>(1,135,345)</b>	<b>-32.5%</b>
<b>Clergy &amp; Congregational Support</b>							
Board of Ordained Ministries	91,345	151,815	157,080	112,930	112,530	(400)	-0.4%
Commission on Equitable Compensation	143,000	145,860	145,860	145,860	145,860	-	0.0%
Pastoral Care and Counseling	171,309	178,067	178,067	-	-	-	-
District/Cabinet Funds	3,023,737	1,999,989	1,703,528	1,302,079	1,172,494	(129,585)	-10.0%
Episcopal Funds-Dir & other**	-	1,035,528	976,759	795,366	553,852	(241,514)	-30.4%
Clergy Support Ministries	454,000	459,250	511,250	511,250	511,250	-	0.0%
<b>Total Clergy &amp; Congregational Support</b>	<b>3,883,391</b>	<b>3,970,509</b>	<b>3,672,544</b>	<b>2,867,485</b>	<b>2,495,986</b>	<b>(371,499)</b>	<b>-13.0%</b>
Allowance for Unpaid Apportionments	847,374	873,349	868,949	-	-	-	-
<b>Adjusted Clergy &amp; Congregational Support</b>	<b>4,730,765</b>	<b>4,843,858</b>	<b>4,541,493</b>	<b>2,867,485</b>	<b>2,495,986</b>	<b>(371,499)</b>	<b>-13.0%</b>
<b>3. CONFERENCE MISSIONS</b>							
Board of Camp, Conference and Retreat Ministries	637,453	687,887	616,553	398,746	398,746	-	0.0%
Board of Church and Society	3,035	5,335	25,335	24,600	24,600	-	0.0%
Board of Discipleship	10,907	12,300	10,000	7,400	7,400	-	0.0%
Board of Global Ministries	809,367	813,900	661,436	502,867	502,867	-	0.0%
Board of Higher Education and Campus Ministries	603,643	544,993	200,000	120,000	120,000	-	0.0%
Board of Laity	13,305	14,150	14,150	14,650	14,650	-	0.0%
Commission on Religion and Race	7,250	5,125	5,125	5,800	5,800	-	0.0%
Commission on Status and Role of Women	1,310	1,200	1,200	2,100	2,100	-	0.0%
District Councils on Ministries	74,208	74,628	64,000	40,000	40,000	-	0.0%
Matthew 25 Fund	171,615	172,575	172,575	111,616	111,616	-	0.0%
<b>Total Conference Missions</b>	<b>2,332,093</b>	<b>2,332,093</b>	<b>1,770,374</b>	<b>1,227,779</b>	<b>1,227,779</b>	-	0.0%
Allowance for Unpaid Apportionments	618,005	618,005	495,704	-	-	-	-
<b>Adjusted Conference Missions</b>	<b>2,950,098</b>	<b>2,950,098</b>	<b>2,266,078</b>	<b>1,227,779</b>	<b>1,227,779</b>	-	0.0%
<b>Recap:</b>							
1. General Church Apportionments Total	2,977,934	2,841,492	2,792,753	2,137,181	2,137,181	-	0.0%
Connectional Resources	4,135,414	3,652,838	3,527,593	3,492,053	2,356,708	(1,135,345)	-32.5%
Clergy & Congregational Support	4,730,765	4,843,858	4,541,493	2,867,485	2,495,986	(371,499)	-13.0%
2. Conference Ministries Total	8,866,179	8,496,696	8,069,086	6,359,538	4,852,694	(1,506,844)	-23.7%
3. Conference Missions	2,950,098	2,950,098	2,266,078	1,227,779	1,227,779	-	0.0%
<b>Conference Ministry &amp; Missions Total</b>	<b>11,816,277</b>	<b>11,446,794</b>	<b>10,335,164</b>	<b>7,587,317</b>	<b>6,080,473</b>	<b>(1,506,844)</b>	<b>-19.9%</b>
<b>TOTAL 2022 BUDGET</b>	<b>\$ 14,794,211</b>	<b>\$ 14,288,286</b>	<b>\$ 13,127,917</b>	<b>\$ 9,724,498</b>	<b>\$ 8,217,654</b>	<b>\$ (1,506,844)</b>	<b>-15.5%</b>

\*Operations include Communications and Human Resources

\*\*Episcopal Funds (other) include Directors & Healthy Relationship funds  
General Church apportionments are amount proposed to the 2020 GC

## Action Calendars

**Editor's Note:** Action Calendar presented and adopted by the members of annual conference. See Daily Proceedings section this *Journal* for those items lifted for discussion or amendment

### Action Calendar #1: Rules of Order

Item #101, #102

(require a 2/3 majority vote)

### Action Calendar #2: Conference Missions – Programming Agencies

Items #201, #202, #203, #204, #205, #206, #207, #208, #209, #210, #211, #212

### Action Calendar #3: Conference Ministries - Connectional Resources

Items #301, #302, #303, #304, #305, #306

### Action Calendar #4: Clergy & Congregational Support

Items #401, #402, #403, #404, #405

### Action Calendar #6: Board of Pension and Health Benefits

Items #601

### Section #7: Resolutions – dealt with separately – not as Action Calendar

Items #701, #702, #703

\*Section #5 is for informational purposes.

## I: Rules of Order and Plan of Organization

**Editor's Note:** Changes to the Rules of Order were recommended by the Alignment Team and adopted by the 2021 Annual Conference. The following Action items update the Rules of Order section of this *Conference Journal*.

## Plan of Organization

### **ACTION ITEM # 101**

**Amend 2235.00-2235.15 (2020 IACJ p. 154, Lines 34-56)**

#### **Annual Conference Session Planning Committee**

Function: Shall assist the Bishop in articulating and determining the long-range, overall direction and theme for the annual conference sessions, and assist the annual conference in fulfilling its purpose as defined by The Book of Discipline (§601) and the annual conference mission statement. Shall recommend to the annual conference the location of the conference session at least two years in advance when feasible.

#### **Membership:**

1. One at-large member nominated by each District Nominations Committees, plus one youth, and one young adult elected by the annual conference.
2. Ex-officio members shall be the Bishop, Assistant to the Bishop, Director of Communications Services and Resources, a representative of the 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 Business and Agenda.
3. Consultative members may be selected for their expertise or support function by the Annual Conference Session Planning Committee.
4. The chair of the Annual Conference Session Planning Committee shall be the bishop or the bishop's designee.

#### **Organization:**

1. Meetings shall be scheduled in a manner which facilitates the planning and work of the annual conference session.
2. May select additional persons from outside its membership to perform various functions for the conference session.
3. The Chair of Business and Agenda shall be appointed by the Bishop.

*Rationale: To improve the functioning of the committee.*

### **ACTION ITEM # 102**

**Amend 2325.10 (2020 IACJ p. 160, Line 63) (Requires simple majority)**

Membership shall include one person from each district, one College Chaplain and one Wesley Foundation Director, six at-large members including the officers, and at least one youth and one young adult.

*Rationale: Membership expansion.*

## II: Conference Missions – Programming Agencies

### Board of Conference Camp and Retreat Ministries

#### ACTION ITEM # 201

**After reviewing the Annual Conference's Mission, Vision and Strategic Priorities, outline your agency's plan for ministry for 2022.**

The mission of the IAUMC is to inspire, equip and connect communities of faith to cultivate world- changing disciples of Jesus Christ.

The Iowa United Methodist Camping Program is a leader within the Annual Conference of creating intentional, connected community in both indoor and outdoor settings. Iowa United Methodist Camps are one of the only agencies of the IAUMC that provides inter-generational ministry opportunities, intentional cross-cultural ministry and outdoor ministry all at once! Each visit to an Iowa United Methodist Camp is an investment in a new community of faith.

Vision and Strategic Priorities - God's hope for the world made real through faithful leaders, fruitful communities and fire-filled people.

Iowa United Methodist Camps are intentional about creating leaders that impact others both at the site level and back in their local communities. Through Bible Studies, intentional discipleship by staff/volunteers and relevant worship, youth and adults are better equipped with skills to see God both at camp and in the day-to-day. Whether through a camping event or an intentional retreat camps are creating fruitful communities of faith so that participants can return to their local communities prepared to impact the world.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

2021 Apportionment Request for the BOCCRM:

- \$104,000 of Operational Subsidy, broken down by site as:

\* Wesley Woods receives \$55,000

\* Okoboji receives \$49,000

- \$10,000 of Operational Maintenance

- \$90,000 of Capital Improvements

- \$80,000 of Insurance Expense

- \$44,746 of Site and Conference Marketing Expense

- \$70,000 for Conference Camperships

TOTAL APPORTIONMENT REQUEST - \$398,746

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

The BOCCRM is requesting \$398,746 of apportionment funding in 2021. This is a decrease of 35% from our 2020 request. We anticipate our overall budget being close to \$1.5 million. We plan on generating the remaining funds through usage fees and individual donor funds.

The BOCCRM has positioned itself to become more financially sustainable. This has been done through a number of efforts, most notable is the launch of the Kindling Club and the volunteer-driven Iowa Camps Annual Campaign which will take place in February each year moving forward.

CCMC approved for 2022: \$398,746

## Board of Church and Society

#### ACTION ITEM # 202

**After reviewing the Annual Conference's Mission, Vision and Strategic Priorities, outline your agency's plan for ministry for 2022.**

Care of God's Creation: Passion for the earth brings people to God. By caring for creation, the church creates opportunities for evangelism, discipleship and world-transformation.

Equipping leaders: The Board will empower and educate clergy and laity to be transformational leaders for environmental sustainability, protection and awareness of climate change.

The Board will continue dialogue, in 2020 and 2021, w/the School for Lay Ministry; and Initiate conversation with UMYF in 2020 to evangelize and grow disciples of Jesus Christ who connect to God through creation. We will seek to partner with JFON on their care for immigrants in 2020-2021. In 2020-2021 we will reach out to COSROW, and the Commission on Persons with Disabilities on ways to partner. World Transforming Witness: The Advocacy team and Church and Society share a booth at Annual Conference. Two members of the Board are on the Advocacy team. One Board member is on the Conference Mental Health Task-force. One member is on the Iowa Peace Network board. We have a UMW representative on our board. We are intentional about having a youth member. Following our Social Principles, the Advocacy team and advocacy action volunteers will lobby the 2020-21 Iowa Legislature for reestablishment of

felon voting rights; increased child mental health funding; increased public school funding; increases in the minimum wage; support laws that decrease gun violence; and advocate for energy efficiency. They will support removing from employment applications questions about whether an applicant has a criminal record. They will oppose moves to increase requirements for people on assistance programs like Medicaid and food stamps; and oppose reinstatement of the death penalty. New issues also always emerge during a Legislative session. Our Legislative Advocates are always guided by our Social Principles, *The Book of Discipline*, Iowa Book of Resolutions, and United Methodist Book of Resolutions. Promoting our Social Principles at the statehouse in these ways encourages healthier pastors, congregations, and disciples of Jesus Christ.

**Mental Illness:** We will continue to partner with NAMI (National Alliance on Mental Illness) to educate churches and church leaders on mental health issues.

**Restorative Justice:** Jesus taught the Church to confront sin and to forgive and bring sinners back to the flock. Restorative Justice work teaches us to follow Jesus, using mediation, accountability, understanding and relationship-building as ways to transform the world, not just punishment.

**Revised Social Principles:** In 2018-2019 we publicized how people could give feedback on the revision of our Social Principles on the Conference website and at Annual Conference 2019 with a presentation on the work. The revised Social Principles will be voted on at the 2020 General Conference.

**Women at the Well (WATW):** The Board is planning to assist WATW with a training on county jail ministry in March 2020 and will seek to continue that work in 2021. We gave WATW \$5,000 in 2019.

**Camp Hope:** Church and Society will continue to consult with the Board of Camps about sponsoring children to attend Camp Hope, a camp for children who have parents in prison. We help pay for Camperships each year.

**BeJe Clark Restorative Justice Award:** The Board gives this award annually at the Annual Conference banquet with a gift or plaque presented to the winner. BeJe Clark was a state legislator who was passionate about restorative justice. Doris Knight was the 2018 recipient for her JFON work; Bill Cotton in 2019 for his AMOS work.

**Advocacy Day** Will be on 1/30/20. The Bishop will be one of the speakers. We will continue to Co-Sponsor Advocacy Day with the Conference UMW and Wesley UMC in Des Moines. Advocacy Day trains and educates 50-70 UM's each year to be knowledgeable about issues before the Iowa General Assembly and the US Congress; and to effectively discuss these issues with their local churches and elected representatives from a United Methodist perspective through meetings, letters, emails, and petitions.

**Peace with Justice Offering Grants:** We periodically update our form and process for people to apply for Peace with Justice Offering funds.

The Board makes up to \$3,000 from Peace with Justice Offering funds available to be awarded to Peace with Justice essay scholarship winners. This is offered to high school students each year and awarded at the Annual Conference Awards banquet. In 2019 we had 3 winners who wrote on the topic of peace and community-building.

We send emerging leaders to Ecumenical Advocacy Days and the General Board of Church and Society's Young Clergy Conference each year. Attendees at these conferences are asked to provide workshops at their local churches, other gatherings as able, and to educate others through district and Conference publications. In 2018 we sent Jean Swenson to Ecumenical Advocacy Days and Andrew Bardole to the Young Clergy Conference.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

- \$24,600 for the Advocacy Team (based on projected 2020 budget):
  - \$12,000 for a Lobbyist Consultant
  - \$5,200 stipend for the team leader
  - \$6,400 for stipends for 4 other Advocates
  - \$1,000 for Advocacy Day expenses (i.e., Legislative Journal, Wesley UMC)

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

We are requesting \$24,600 from apportionments for the Advocacy team. The Board of C&S is asking for no funds for its other work. The Advocacy team met on 12/13/19, the day this plan was due, and we did not have time to discuss ways to reduce their apportionment ask.

2020 is the first year the Advocacy Team budget is under C&S. We expect to have discussions about reducing their budget for 2020 and beyond beginning in 2020. Some ideas: Use some Peace with Justice Offering Funds from C&S; decrease what we pay the consultant, cap the number of advocates at 3-5; reduce stipends (Stipends go towards reimbursements for expenses the Advocates have traveling to the statehouse and around the state, engaging legislators and United Methodists, and becoming knowledgeable about legislation).

CCMC approved for 2022: \$24,600

## Board of Discipleship

### **ACTION ITEM # 203**

**After reviewing the Annual Conference's Mission, Vision and Strategic Priorities, outline your agency's plan for ministry for 2022.**

We are in the midst of a three-year plan in which we would focus on the three foundational aspects of discipleship, helping churches train leaders and develop ministries that pertain to: Prevenient Grace in 2019, Justifying Grace in 2020 and Sanctifying Grace in 2021. By focusing on the foundations of grace, we believe we can help churches better integrate all five areas of discipleship (Worship, Community, Faith/Spiritual Formation, Stewardship and Evangelism).

In addition to the two already formed sub-committees of CEF and SF, the Advocates for Worship, Evangelism and Stewardship plan to recruit members to form teams in these areas, as well, so that we have five teams available to resource, train and share stories of success in each area of discipleship. In 2019, we are focusing on helping churches develop these five areas of discipleship as it pertains to those in their communities who are searching and exploring the Christian faith, thus focusing on ways the local church might help a person to experience God's prevenient grace. In 2020, these teams will focus on helping churches develop these five areas as it pertains to those in who are beginning the Christian faith and looking for ways to grow in their discipleship, thus focusing on ministries that connect disciples with God's justifying grace. In 2021, we will focus on helping churches develop their pathway in the five areas of discipleship that help disciples experience God's sanctifying grace - focusing on ministries for those who are growing and maturing in their faith.

The CEF sub-committee has set four primary goals for 2020:

1. Streamlining communication in order to keep us modern, efficient, and effective.
2. Increasing our online and social media presence so that we can connect with all those engaged in faith formation, regardless of budget, schedule, time, and travel.
3. Greater collaboration with BoD so that we can utilize and promote the various resources available to us and we might be a resource for others.
4. Increase CEF membership and event attendance by creating relevant, easily accessible, and needed resources.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

We are requesting a total of \$7,400 for 2021. Our broad plan is for our board and sub-committees to become effective partners for the conference's Wildly Important Goal of helping every church develop and implement its discipleship pathway. To that end, we are requesting \$1,800 for training, resourcing and storytelling, as well as to focus on helping congregations to discover who this board is and the resources which will facilitate more partnerships at the local, district and conference levels in the five areas of discipleship. In addition, the CEF and SF committees have several ministry focuses outside of this broad goal.

CEF-Part of our mission is to offer resources to our leaders in Christian Education. CEF is requesting to support continued faith formation education and existing higher education options through the distribution of one \$1,000 scholarship to a CEF member working on obtaining a degree or certification in a faith formation field at an accredited university.

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

BOD - \$1,800

CEF - \$1,000 for Scholarship Funding

SF - \$4,600 (\$2,000 to cover the honoraria and expenses of the faculty at our academies; \$1,600 for honoraria for eight 4-hour retreats; and \$1,000 for scholarships for 2-year Academy participants.)

TOTAL = \$7,400

CCMC approved for 2022: \$7,400

## Board of Global Ministries

### **ACTION ITEM # 204**

The Board of Global Ministries has eight standing committees that are engaged in various forms of missional work. Each committee's ministry plan is included in this manual. The plans together are one Action Item, and tables that include information about this board's budget and proposed apportionment request follow the ministry plan of the Standing Committee on Mission Personnel.

Total requested for all committees and standing committees for 2021: \$564,200

CCMC approved for 2022: \$502,867

## Standing Committee on Community and Institutional Ministries

**After reviewing the Annual Conference's Mission, Vision and Strategic Priorities, outline your agency's plan for ministry for 2022.**

Describe the work of your agency in addressing issues of poverty or other social concerns. The committee recommends grants to ministries that seek to meet basic human needs. Taking seriously Christ's call to care for the least of these, the ministries supported feed the hungry, provide clothing, give shelter to the vulnerable, and minister to prisoner.

The committee meets once or twice a year to review the ministries being funded and to prayerfully review applications for future funding.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

There is no overhead cost for the work we do as a committee, so all of our funds go towards the ministries/agencies we support. The amounts requested vary year to year though it would take \$220,000 to adequately fund the ministries supported through CIM grants. We received \$59,268 in apportioned dollars for 2020 grant applications as well as \$20,011 from Golden Cross and \$21,274 from Rural Life special offerings.

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

Knowing that apportionments are down but that ministry needs continue we request \$150,000 from apportionments.

## Standing Committee on Disaster Preparedness and Response

**After reviewing the Annual Conference's Mission, Vision and Strategic Priorities, outline your agency's plan for ministry for 2022.**

Disaster Response is a response ministry for those facing a disaster in their lives, congregations, and communities. By the very nature of responding we are creating new relationships, new communities and encouraging them in the response to the disaster and in their faith. Those responding are also creating new relationship groups that include people in all stages of faith. In 2019 we will continue to work closely with IAUMC VIM leadership and teams to have a coordinated effort for immediate response and long-term response to disasters in our Conference. We will also work within the Jurisdictional relationships to support disaster response within the Conferences in the Jurisdiction. We have an ongoing relationship with the State of Iowa, Department of Homeland Security and will continue to be active and present alongside the state preparedness and response to disasters. We plan to continue trainings and to include trainings for Spiritual Care and Chainsaw Team trainings.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

The flow of Disaster ministries is unlike to flow of other standing committees or outreach efforts. We have the responsibility to respond "at a moments notice". We also have the responsibility to hold trainings, support the work of the District Coordinators and to work with Disaster Preparedness.

**b. The amount of funding for your ministry plan that you are requesting from apportionments**

We are requesting	\$6,000.00
Reimbursement for hauling trailers	\$ 350.00
License for Trailers	\$ 200.00
Maintenance for Trailers	\$1,500.00
Supplies for Trailer and work days	\$ 750.00
Training Expenses	\$ 750.00
Storage units for Clean-Up Buckets	\$2,350.00

## Standing Committee on Hispanic/Latino Ministries

**After reviewing the Annual Conference's Mission, Vision and Strategic Priorities, outline your agency's plan for ministry for 2022.**

We will walk with Hispanic/Latino communities of faith; equip Hispanic/Latino leaders to do ministry in their local context and culture; and provide support and resources to communities of faith working in ministry with Hispanic/Latino people in the Conference. We work in cooperation with the Parish Development Committees, Districts, Board of Laity and local congregations to grow ministries.

In 2015 the Ministry Cabinet in collaboration with the Conference Parish Development Committee identified five priority ministries for creating world-transforming communities. Two of these were Hispanic/Latino ministries: Pueblo de Dios of Osceola, South Central District, and Fe y Esperanza, Epworth of Council Bluffs, Southwest District.

The Conference Hispanic/Latino Committee works in close collaboration with the Conference Parish Development Committee, the Conference LDM on Evangelism and New Ministry Development and the Districts to support the two priority ministries listed above and other ministries across the Iowa Conference:

- Central District: Amor y Paz and Trinity/Las Americas of Des Moines and La Luz of Perry.
- East Central District: Corridor Unido, North Liberty.
- North Central District: Vida Nueva, Corwith.
- Southeast District: San Pablo of Muscatine.
- First United Methodist of Des Moines also began a bilingual worship service this year.

Except for Vida Nueva, these ministries partner with established congregations & give them opportunities for local mission work.

The Conference Transition Team has asked us to develop ministry models for new ministries including the District Model (Pueblo de Dios and Vida Nueva), the Congregational Outreach Model (our other ministries), and New Church Start.

Equipping Transformational Leaders: the Instituto works with the Board of Laity to equip Spanish-speaking lay leaders through the Spanish School for Lay Ministry.

The Instituto will plan and fund the following events in 2020: Latino Women Retreat, Latino Pastors and leader's retreat, a Latino Bilingual Youth Camp in partnership with the North Central Jurisdiction, the North Central Jurisdiction Hispanic Caucus, and an Encuentro Latino event that brings all Iowa Hispanic/Latino communities of faith together for fellowship, worship and teaching.

**Outline your financial plan for supporting your ministry plan including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan**

In 2021 we anticipate these costs: Communities of Faith, \$395,000. Equipping Transformational Leaders (Instituto): \$9,000.

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

Hispanic/Latino Ministries Apportionment Request: \$107,000.

United Grants: \$100,000 to support existing and new communities of faith so they may fulfill their mission of 'making disciples of Jesus Christ for the transformation of the world.'

Leadership Development through Instituto: \$7,000.

## Standing Committee on Volunteers in Mission

No report submitted.

## Standing Committee on Justice for Our Neighbors

**After reviewing the Annual Conference's Mission, Vision and Strategic Priorities, outline your agency's plan for ministry for 2022. Describe the work of your agency in addressing issues of poverty or other social concerns.**

**Founding Principles**

Iowa Justice for Our Neighbors has welcomed immigrants into our churches and communities by providing hospitality and free, high quality immigration legal services, education, and advocacy since 1999. The Iowa JFON Standing Committee oversees this ministry and gives churches and individuals the opportunity to participate in the process through which newcomers to our country are empowered to share their gifts with their communities. The mission of the church is to serve others in the name of Jesus Christ, and Iowa JFON does this by serving the "strangers" among us and inviting others to serve with us. We are admonished not to oppress the immigrant, as we were once immigrants too. Exodus 23:9. We are called to speak out on behalf of the voiceless and seek justice for all those on the verge of destruction. Proverbs 31:8-9. We are guided by what may well be our final test: "I was a stranger and you welcomed me....I assure you that when you have done it for one of the least of these brothers and sisters of mine, you have done it for me." Matthew 25: 35, 40.

**Work and Advocacy**

Iowa JFON's attorneys, legal assistants, office staff, and volunteers work to provide the best possible representation for immigrants in the immigration process. The desirable outcome is a stable immigration status, and, with hope and time, legal permanent residence and citizenship. We believe this strengthens communities by creating a more secure and diverse environment.

Iowa JFON participates in educating the community by making presentations to community groups about the rights of immigrants and types of immigration relief. "Know Your Rights" seminars are an important way we get that message to immigrant communities. Iowa JFON participates in local grassroots advocacy organizations supporting immigrants and comprehensive immigration reform.

Our committee members, volunteers and attorneys are active writing and speaking on immigration issues in our communities across Iowa. Our members and attorneys also give interviews and write to local news media to advocate for fair legislation. Our members are active in the work of the Conference, proposing resolutions and action on behalf of immigrants.

These are just some of the ways that Iowa JFON is participating in advocacy work which aligns with the resolutions and positions of the General Conference and Bishops of the United Methodist Church.

**Benefits to Individuals and Communities**

Immigration legal services revitalize local economies by helping immigrants seek legal status and citizenship, which are highly correlated with positive social and economic outcomes. Iowa JFON's services allow its clients to better access community resources, earn more money, and seek higher levels of education.

At the most basic level, immigration legal services help immigrants access community resources. For fear of revealing their unlawful status, undocumented immigrants are less likely to enroll their children in school, see a doctor when they are sick, or call the police when they are in danger. Often, they also avoid opening bank accounts or signing apartment leases. Legal service providers help ease the fear of deportation and provide people with identification and status they can use to access these vital community services.

Iowa JFON's services also empower our clients to find good jobs and earn higher incomes. According to the Center for American Progress, a grant of lawful status has been shown to result in a 15% wage increase, and a grant of citizenship results in a 25.1% increase. Lawful status also helps immigrants access legal protections, including the right to contest an unlawful termination of



employment, the right to negotiate for fair compensation, and the right to file a complaint if they are mistreated or abused. These protections also benefit native-born Iowans, who no longer have to compete with the depressed wages of undocumented workers.

Iowa JFON even helps our clients overcome barriers to education. Even if they are enrolled in school, undocumented immigrants and their children often suffer anxiety that inhibits learning and cognitive development. Lawful status and citizenship, on the other hand, boost educational attainment, even as late as the third generation.

Lawful status can even help immigrants overcome financial barriers to education, as those granted asylum, lawful permanent residence, or Deferred Action for Childhood Arrivals (“DACA”) also receive social security numbers that can be used to apply for federal student aid.

Iowa JFON’s benefits to individuals can also be felt at the community level. According to a report from August 2016, called *The Contributions of New Americans in Iowa*, produced by the Partnership for a New American Economy, 154,060 Iowa residents were born abroad, and 13,252 people immigrated to Iowa between 2010 and 2014. Besides benefitting their communities as consumers, these immigrant workers participate in local economies as taxpayers. The report also shows the role of immigrants as entrepreneurs in Iowa, with 6,070 immigrants are self-employed and that is also a contribution to create more jobs where 25,399 people in Iowa are employed at firms owned by immigrants. Even undocumented immigrants pay state sales, excise, and income taxes. Immigrants in Iowa play an important role contributing to the state as both taxpayers and consumers. In 2014, immigrant-led households in Iowa earned \$4.1 billion dollars—or 4.8 percent of all income earned by Iowans that year. With those earnings, the state’s foreign-born households were able to contribute more than one in every 22 dollars paid by Iowa residents in state and local tax revenues, payments that support important public services such as public schools and police. Through their individual wage contributions, immigrants also paid almost \$574 million into the Social Security and Medicare programs that year. Income and tax contributions of key groups from Iowa’s immigrant population data from 2014 shows:

- Asian \$2.0 B total income and \$623.3M total paid in taxes
- Hispanic: \$1.2B total income and \$277.8M paid in taxes
- Middle Eastern and North African: \$181.6M total income and \$52.0M total paid in taxes
- Sub-Saharan African: \$215.7 total income and \$60.9M total amount paid in taxes.

These economic benefits help revitalize local economies, especially in rural areas.

Iowa JFON’s services also help prevent fraud in immigrant communities.

Unscrupulous attorneys or unlicensed “notarios” prey on uninformed immigrants, charging them exorbitant fees in exchange for promises of visas which never materialize. Even where Iowa JFON does not accept full representation, the free advice we provide at clinics helps community members to make informed decisions as consumers of legal services.

#### Merger Transition

Iowa JFON has completed the process of merging with the American Friends Service Committee (AFSC) Iowa Program effective April 1, 2021 in order to better serve immigrants and refugees in Iowa under a separate 501(c)(3). The support of the Iowa Annual Conference is crucial in this transition and in future work of the new organization, Iowa Migrant Movement for Justice, which will continue to be a part of the National Justice For Our Neighbors network. The work of the Iowa Migrant Movement for Justice will remain similar to how Iowa JFON has functioned these past 20 years along with increasing the systemic and advocacy work needed to bring about societal and governmental change that will largely impact the lives of immigrants and refugees for the better.

#### Outline your financial plan for supporting your ministry plan, including:

##### a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.

See the [attached exhibit](#) budgeting Iowa JFON’s estimate of expenses for 2021. Barring unforeseen circumstances, this budget is about the same as for 2020, with allowed increases for cost of living and associated salary, benefits and reimbursements adjustments.

##### b. The amount of funding for your ministry plan that you are requesting from apportionments.

Iowa JFON is requesting apportionment funding for 2021 of \$60,000. This will provide sustained support for one staff FTE at the DOJ-accredited representative level. Historically, other expenses have also been provided from the United Methodist Church and Community Worker (“CCW”) program, from individuals, corporations, and churches which contribute to Iowa Advance Special #375. Governmental agency grants and partnerships with other nonprofit agencies provide program-specific funds for work Iowa JFON does.

## Standing Committee on Mission Education

#### After reviewing the Annual Conference’s Mission, Vision and Strategic Priorities, outline your agency’s plan for ministry for 2022.

Our ministry is to educate and advocate for UMC missions and to encourage churches to support missions through involvement, prayer and funding, using In Mission Together (IMT).

We will continue our efforts to educate about Advance Specials and mission opportunities through the use of the Conference website, District Newsletters, our Facebook page (Mission Education For Iowa UMC) and direct email. Establish and maintain our relationships with our Iowa Conference Advance Specials.

Based upon need we will offer training on IMT and the annual report form.

We are working with the Iowa Board of Global Ministries to "develop and implement an effective communications ministry," about missions by submitting articles and suggestions to district and conference communications.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

We request \$1,200 in order to attend jurisdictional and general conference trainings; and the cost of the display booth and materials at annual conference, and iteration of missionaries as needed.

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

\$1,200

## Standing Committee on Parish Development

**After reviewing the Annual Conference's Mission, Vision and Strategic Priorities, outline your agency's plan for ministry for 2022.**

**Create a New Parish Development Operational Team** – In 2020 With the permission of the Board of Global Ministries, the Bishop's operational team, and Parish Development we agreed to form a Parish Development operational team. It will meet monthly in 2021 for six to eight hours a month and be charged with identifying opportunities, tackle adaptive challenges and it will have the administrative responsibility of Parish Development. This team will also work very closely with the Office of Congregational Excellence and New Communities of Faith. 2020 was a transition year as we made the move to the new operational team model. This operational team will focus on new and revitalized communities of faith.

**Support the Work of New Communities of Faith** – we continue to come along side our director of New Communities of Faith to support and encourage the formation of new communities of faith in the Iowa Annual Conference. The purpose of New Communities of Faith is to create communities of faith who plant communities of faith. We dream of a time when every healthy congregation can plant some type of new expression of faith, new ministry, new service and reach new people. In 2021 we will strive for 20 new communities of faith. However, the type of communities of faith we may create is hard to gage as we move with the spirit and often create communities we were not planning.

**Support the Work of Congregational Excellence** – The purpose of the office of congregational excellence is to prepare churches to multiply – that is reach new people for Christ. That is happening through consultation, coaching, conflict transformation, Transitional Intentional Interim Ministry, and through building a conference wide strategy. In 2021 we will train five long-term coaches who will be available to work with congregations through adaptive challenges. By long term we mean 18 months to two years. We will also have 30 topic specific coaches willing to work with churches in specific areas of specialty. (Mission vision, hospitality, single board, retreat facilitation, outreach, worship, behavior covenant, discipleship pathway development etc.) In 2021 we will also build our consulting capacity so that we can conduct up to 50 Congregation Assessment Tools (CATS) with congregations.

**Establish Clear Benchmarks** - We will continue working with our new communities of faith to establish clear benchmarks. This will be done in conversation with the local congregations, and all the stakeholders including but not limited to (pastor, lay leaders, the DS, the Director of New Communities of Faith and/or the Director of Congregational Excellence) We will establish clear benchmarks for our new communities of faith that will also include an exit plan if the ministry is not working the way we had envisioned. We want to move away from the conference being the primary funding source of these congregations as that model is not sustainable or healthy to the long term vitality of the local ministry or the annual conference.

**Re-imagine HCI** - What we have discovered in the past eight years is HCI is not right for all congregations. It was originally designed to be used for churches at the top of the congregational lifecycle. It is very effective when used as intended. However, we have used HCI as our primary redevelopment tool even in places it was not designed to be used and it has not thrived in those settings. Therefore in 2021 we will be wrapping up HCI with churches who have entered the process. We will also continue our HCI 2.0 retreats and revisit the churches that have been part of HCI to see how we can assist them in going deeper in the prescriptions they received. We intend to gather all churches who have been part of HCI to evaluate and revision where we go next.

**Smaller Churches** – We will invite Rev. Dr. Phil Schrader co-author of The Small Church Checkup to conduct workshops with our smaller churches.

**Reach Event** – We will hold a large educational event designed to engage people interested in planting new communities of faith, developing existing communities of faith, and developing in their leadership. This event, which will be for pastors and laity, will also include online meetings and coaching throughout the year. This is a model being used in other annual conferences. We are looking into what it might look like to share this event with other conferences in the NCJ.

**Multi-Cultural Ministry** – We will continue to develop and identify strategies and unique ministry opportunities in Iowa. We want to do so in a way that is supportive of those local communities of faith that does not impose a way of ministry that is influenced by our Western European perspective. We also need to do so in an economically sustainable way. We will continue to meet with the standing committee on Hispanic/Latino Ministry once a year to discuss our shared work.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

Assessment/Consultation \$38,000

- MissionInsite \$15,000
- CAT \$23,000

Revitalization/Redevelopment \$5,000

HCI/Coaching/Consulting \$5,000

Leadership Development \$37,000

- Coaching \$12,000
- Planter Training \$6,000
- Multi-Site Training \$8,000
- Leadership Training \$11,000

Mission Congregation Support \$173,750

- Immigrant Congregations 142,000
- Mission Congregations 31,750
- New Communities of Faith \$46,250
- New Worship Services \$11,250
- Fresh Expressions \$20,000
- Adoptions/Vital Mergers \$15,000

TOTAL \$300,000

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

300,000

## Board of Higher Education and Campus Ministry

**ACTION ITEM # 205****After reviewing the Annual Conference's Mission, Vision and Strategic Priorities, outline your agency's plan for ministry for 2022.**

As the Iowa Annual Conference transitions from the current strategic priorities to the priorities emerging from the Vision 2032, the BHECM feels that its threefold connectional ministries will continue to be vital.

In 2021, BHECM will continue to support its existing communities of faith on the eight current ministry sites while striving to find ways to reach more college-age people. It is a current strategic priority to increase the vitality of existing communities of faith. This meshes with our charge to maintain "adequate" support for our current ministries. The shift to self-sufficiency for the Wesley Foundation has been swift and our 2021 ministry plan maintains a slight funding preference for them. The funding for the colleges and university are lower, but necessary as an acknowledgment that they will continue to choose to be related to the United Methodist Church and satisfy the requirements of good standing with the University Senate.

The 2021 ministry plan aims to strengthen the connection between the Ministries of BHECM and the districts to make more students in our local churches aware of United Methodist ministries as they make decisions about higher education and growing in Christian discipleship.

In support of the current strategic priority to establish new communities of faith and the emerging circuit structure, BHECM will search for new ways to provide the increased learning and leadership needed among the new circuit and district structure. The BHECM can act as facilitator among our current ministries to provide gathering places for learning and leadership development. This is also reflected in the budget by the inclusion of funds for supplemental ministry grants. This ministry plan envisions that \$4,000 would be available in each of the 5 proposed districts to fund new ministries for college-age people and provide supplemental funding for existing ministries.

Preference for these grants would be for collaborations among our existing ministries, local churches and other conference ministries. For example, Drake Wesley Foundation and Simpson could collaborate with Camp Wesley Woods for an event for high school students discerning a call to ministry. Iowa Wesleyan University, already an Ingathering site could collaborate with Cornell to assist and involve more students in the important missions of the Ingathering. Morningside and Iowa State Wesley Foundation could collaborate with the Storm Lake United Methodist Church for a ministry event to benefit students at Buena Vista University.

Supplemental ministry grants may also be used by existing ministries for emergencies or special projects.

The BHECM will continue to find ways to promote the Student Sunday Offering so that scholarships for Iowa students attending United Methodist related colleges, universities and seminars will be available.

Following a year of reorganization for our Committee in 2020 as well as more clarity in knowing the future of the United Methodist Church, BHECM will renew its oversight of the existing campus ministries in 2021. Collaboration with newly developed Conference goals within each unique campus ministry will be prioritized. Activity and progress reporting from the campus ministries will be a part of BHECM meetings and provide an important forum for the chaplains and consultants to share ideas, build connections and support each other in ministry.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

- Wesley Foundation at Drake University \$15,000
- Wesley Foundation at Iowa State University \$15,000
- Wesley Foundation at Iowa University \$15,000
- Wesley Foundation at the University of Northern Iowa: Three House \$15,000
- Cornell College \$10,000
- Morningside College \$10,000
- Simpson College \$10,000
- Iowa Wesleyan University \$10,000
- Supplemental Grants to Campus Ministries \$20,000 Total \$120,000

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

\$120,000

## Board of Laity

**ACTION ITEM # 206****After reviewing the Annual Conference's Mission, Vision and Strategic Priorities, outline your agency's plan for ministry for 2022.**

In the Iowa Conference, the Board of Laity is responsive to the strategic priorities, especially the second priority, equipping Iowa United Methodists as transformational leaders who contribute to creating, nurturing and sustaining world transforming Communities of Faith. Because Disciples are made and faith is nurtured primarily in the local church, nurturing leadership there is essential. We support and promote the United Methodist tradition of lay/clergy partnership and recognize that the realities of finances and the shortage of clergy, make it imperative that called, well-prepared laity work alongside clergy to build and sustain vital congregations and ministries.

As local congregations and the UM Church in Iowa, face the reality of reduced financial resources, it becomes even more urgent for lay people to accept responsibility and to come alongside pastors to enable the work of the Church.

Additionally, we seek to better prepare individuals for lay leadership roles and service in all parts of the church: the districts; conference boards, agencies and initiatives; outreach ministries and work in their communities.

The BOL Ministry Plan prioritizes providing opportunities for lay people to improve their knowledge and skills for ministry and to experience spiritual nurture.

These opportunities include:

SCHOOL FOR LAY MINISTRY (SLM) which is known for high quality, challenging learning experiences. It is unique to Iowa and does an outstanding job of preparing lay people to work alongside their pastors, providing service and transformational leadership in their own congregations, communities and beyond. The curriculum is organized into 12 weekends over three years and includes extensive out-of-class reading assignments. Most of the instructors are highly regarded clergy members of the Iowa Conference. There are also a few highly qualified lay instructors who would typically participate in team teaching with a clergy instructor. Classes are now held at Cornell and at the Conference Center.

Exploration of on-line SLM classes continues. If this proves feasible and fundable, classes would be offered in a group setting but in more parts of the state. This exploration is being done in cooperation with the Director of Communications.

The Board of Laity provides scholarships toward tuition for SLM students who could not otherwise participate. Because SLM tuition has been raised, the scholarship amount has also increased modestly. The BOL also provides oversight to the School for Lay Ministry Commission which is the direct decision-making entity for SLM. The Chair of the School for Lay Ministry Commission serves on the BOL and the BOL Chair serves on the SLM Commission.

In addition to the regular SLM classes, there are Advanced SLM classes offered at the Cornell site, usually twice a year. They are open to both clergy and laity and to those who have not attended SLM, as well as to SLM graduates. The Advanced classes are financially self-sustaining.

Because of the need for SLM graduates who are prepared to serve alongside pastors in the local church and because of the personal value of SLM, the BOL is recommitted to recruitment efforts to be sure that potential students are aware of the great opportunity presented by SLM. The Board and the SLM Commission (especially the Deans of each campus) also seek to engage the superintendents, in identifying and encouraging appropriate applicants for SLM.

LAY SERVANT MINISTRY (LSM) CLASSES are offered in each District which makes them more responsive to District needs and more geographically accessible. The General Board of Discipleship provides and specifies the basic course outline and some materials. However, additional classes can be approved by the Conference Lay Servant Committee if they meet General Board of Discipleship guidelines. Each District determines which (approved) classes they will offer and the format they will follow. (Formats include: one weekend, two days on consecutive weekends, etc.) As with SLM, classes are taught by well qualified instructors, primarily clergy. (The

time commitment for LSM classes is generally less than for SLM.) In 2018, three districts reported that 136 students attended 5 basic classes and 12 advanced classes. This is the first year of reporting beyond the District. There is a Conference Director of Lay Servant Ministry and each District has a Director who serves on the Conference Lay Servant Ministry Committee. The Conference Director is a member of the Board of Laity. At the time of this writing, 2019 figures are not available for comparison, but they will be offered orally to Program Review.

The SLM Commission and Director of Lay Servant Ministries have cooperated so that SLM classes now match or exceed the certification requirements for Lay Servant and Certified Lay Speaker designations.

LAITY DAY WITH THE BISHOP has become a valuable annual opportunity for spiritual nurture and learning. Typically, the Bishop makes one or two presentations, presides over communion and is available for personal and group interaction with laity. This is one of the areas (noted above) where, even though the event is constant, the topics differ from year to year. The day also includes worship and two supplemental sessions. As examples of those offerings, in 2018, one was on the topic of "Unconscious Bias" and the other on "Childhood Trauma." Both expanded the awareness of lay people about situations that exist in local churches but that often go unrecognized and unaddressed.

In 2019, in addition to the Bishop's presentation, there was a panel discussion titled "Taking Stock and Looking Forward" about the 2019 General Conference. Representatives of multiple points of view participated in an extremely civil discussion. For many attendees, it was the first time they had actually heard from someone with a view different than their own.

The second 2019 special topic was about lessons learned at Women at the Well UMC and focused on how we (collectively) treat each other and those who visit our churches. The importance of relationships was a central message.

LAITY SESSION AT ANNUAL CONFERENCE is well attended (usually about 600) and is a time of fellowship, inspiration, recognition and learning. Since Bishop Laurie has been in Iowa, she has offered to speak briefly at Laity Session, a recognition of the value she places on the laity. SLM graduates and new Certified Lay Speakers are recognized, and there are learning opportunities through a general session topic and through workshops focused on topics useful to lay persons serving in and through their local churches. Virtually all members of the BOL participate in the Laity Session, helping people connect names and faces. The Laity session is traditionally held at the same time as the Clergy Session.

At the 2018 Laity Session, a major topic was the role of lay persons in supporting their pastors, again stressing the partnership of laity and clergy for effective ministry. In 2019, the major educational component was a multipart presentation on New Communities of Faith. It included the choir of the Mabaan Sudanese congregation and the congregation's pastor telling the story of the Mabaan coming to Des Moines. Rev. Bill Poland, Director of New Communities of Faith, gave information about other developing Communities of Faith.

INGATHERING is a major mission outreach program of Iowa United Methodists, annually raising almost one million dollars in cash and in-kind contributions. Because it is a lay-initiated and lay-led activity, it falls organizationally, under the Board of Laity. It involves hundreds of volunteers and attendees at five sites across the state and supports mission, especially related to food and hunger. There are hundreds more in local churches who prepare and send designated items for kits distributed to places of need, both domestically and internationally. Although Ingathering is a little different at each site, there is usually worship, an educational/inspirational speaker related to mission, often a quilt auction and lunch providing both food and fellowship. Most sites have youth programs through which youth volunteer, are exposed to mission programming and build friendships. The Ingathering Chairperson is a member of the Board of Laity and is able to educate members, especially District Lay Leaders, about the Ingathering so that they are better able to encourage participation and the mission it enables. Also, the BOL is represented on the Ingathering Task Force.

MISSION U AND EMMAUS participation is also encouraged by the Board of Laity, in keeping with our purpose of nurturing the spiritual and intellectual growth of Iowa United Methodists. Because the tuition is less than that of SLM, the scholarships are smaller but are a proportional percentage of tuition.

PREACHING AND WORSHIP INSTITUTE. Although by definition, the Board of Laity concentrates on laity, we are acutely aware that lay people are led and nurtured by having excellent people in the pulpit. Therefore, creating and supporting efforts to increase the quality of preaching, worship and other skills essential to success in ordained ministry, is a logical extension of the Board's interests. The Preaching and Worship Institute Design Team" convened in January 2019.

Others involved at this time are the Bishop's Office, the Board of Ordained Ministry (which will recognize CEUs), the Kaizen Leadership Team and potentially others. The cost of implementing this program will be shared by participants' use of their continuing education funds for tuition and by obtaining grants to assure that it will be a high-quality experience for participants.

The Preaching and Worship Institute includes six two-day retreats over 18 months beginning in January 2020. All but one will be at Wesley Woods. There will be multiple instructional methods, cohort groups led by outstanding Iowa preachers and a guest leader for each session who will preach, teach and interact with students. Leaders for the first three sessions are Bishop Deb Kiesey, Rev. Dr. Tex Sample and Rev. Dr. Bruce Forbes.

DISTRICT TRAINING FOR LOCAL CHURCH LEADERS. Some Districts regularly offer training specific to the tasks of local church leaders but (at least in recent years) it has not been a consistent practice across the Conference. The Board of Laity will offer to supplement training already offered in some Districts and to help other Districts get started. The initial emphases will support learning

for Local Lay Leaders and SPRCs. District Lay Leaders and the Director of Clergy and Leadership Excellence will partner with the Board of Laity which will work closely with Superintendents to assure alignment with District Goals.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

The total cost of implementing this Ministry Plan is far beyond the Board of Laity request of \$14,650. That is because almost all work is done by very competent volunteers (many of whom are SLM graduates).

Requested funds are designated as follows with the caveat that line items could be shifted to assure adequate support for SLM Scholarships.

	2020 Request	2021 Request
Scholarships	10,080 (42 @ 240)	10,400 (40 @ 260)
Laity Day	250	250
Laity Session	1,000	1,000
Lay Leadership Training Events	2,400	2,400
Dues for ACLSM and AACLL	400	400
Preaching and Worship Academy	4,000	
Local Church Leader Training	200	
Total request	18,230	14,650

- Tuition for SLM has increased \$10 per class (\$40 a year). The scholarship is increased by \$20 a year and the number of scholarships reduced to 40. This increases the line item by \$220.
- \$200 is added for Local Church Leader Training in Districts.
- The budget line for Preaching and Worship Academy is removed. For the first PWI, costs will be covered by tuition and grants. (The tuition should not be a hardship for pastors because continuing education funds from two calendar years can be utilized.)
- Offerings are taken at Laity Day and Laity Session, but they do not cover costs.
- Participation in ACLSM and AACLL training is Disciplinary and provides valuable training and information.
- Note that again we are not making a request for Scouting and Youth Serving Ministries. This ministry is one designated in the *Discipline* and will be reinstated when that sub-committee has leadership and becomes active again.

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

The Board of Laity is requesting the full \$14,650. Our limited outside income is reflected in the numbers requested above. Self-sustaining items are not included in the budget request as either income or expense.

CCMC approved for 2022: \$14,650

## Commission on Ministries with Persons with Disabilities

### ACTION ITEM # 207

**How, specifically, is your agency fulfilling its responsibilities as required by the *Discipline* and/or Rules of Order? How is your Ministry Plan informed and guided by the Annual Conference's Mission, Vision and Strategic Priorities?**

As per *The Book of Discipline* of The United Methodist Church; ¶ 162. III The Social Community, I) We recognize and affirm the full humanity and personhood of all individuals with mental, physical, developmental, neurological, and psychological conditions or disabilities as full members of the family of God.

We also affirm their rightful place in both the church and society. We affirm the responsibility of the Church and society to be in ministry with children, youth, and adults with mental, physical, developmental, and/or psychological and neurological conditions or disabilities whose particular needs in the areas of mobility, communication, intellectual comprehension, or personal relationships might make more challenging their participation or that of their families in the life of the Church and the community.

We urge the Church and society to recognize and receive the gifts of persons with disabilities to enable them to be full participants in the community of faith. We call the Church and society to be sensitive to, and advocate for, programs of rehabilitation, services, employment, education, appropriate housing, and transportation. We call on the Church and society to protect the civil rights of persons with all types and kinds of disabilities.

As per *The Book of Discipline* of The United Methodist Church; ¶ 162. III. THE SOCIAL COMMUNITY The rights and privileges a society bestows upon or withholds from those who comprise it indicate the relative esteem in which that society holds particular persons and groups of persons. We affirm all persons as equally valuable in the sight of God. We therefore work toward societies in which each person's value is recognized, maintained, and strengthened, as per the Mission Statement of the Iowa Annual Conference: Inspire, equip and connect communities of faith to cultivate world-changing disciples of Jesus Christ and the Vision Statement of the Iowa Annual Conference: God's hope for the world made real through faithful leaders, fruitful communities, and fire-filled people.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

Advocacy, support, and informational assistance is all done voluntarily by commission members, with zero cost to the commission or the Iowa Annual Conference. Telephone conferencing capabilities for commission meetings are provided by the Iowa Annual

Conference, with zero cost to the commission. An information and awareness booth is procured and staffed during Iowa Annual Conference, current booth fee is \$30.00, paid one time per year. Financial assistance awarded through grant funds to improve accessibility to churches, agencies, and organizations within the Iowa Annual Conference are treated as unique and individual circumstances, the cost to the commission varies, but the amount awarded is typically 10% of each project's total cost, depending on available grant funds.

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

Zero, 0%

CCMC approved for 2022: \$0

## Commission on Religion and Race

### ACTION ITEM # 208

**How, specifically, is your agency fulfilling its responsibilities as required by the *Discipline* and/or Rules of Order? How is your Ministry Plan informed and guided by the Annual Conference's Mission, Vision and Strategic Priorities?**

*Book of Discipline*, esp. para. 643.3, which specifies the responsibilities and goals of the CORR within the annual conference (Iowa.) In summary, the BOD states that as a CORR group for Iowa we are to 1) Monitor, Review, and Report the inclusiveness of racial and ethnic diversities at all levels; especially during Annual Conference. 2) Educate, through provision of resources and training, at all levels of Conference to increase intercultural competency. 3) Partner with and consult with BOOM and Cabinet, as well as other agencies and commissions within the Conference, to ensure inclusion of ethnic clergy and lay people in leadership positions within the Conference. 4) Work in tandem with the Anti-Racism Leadership Team so efforts will not be duplicated or supplanted.

**Mission:** Inspire. Equip. Connect. CORR, through training and resources, is working to equip ministers throughout the Conference to be advocates against racism and for diversity. We connect leaders throughout the Conference as we go to local churches to speak with SPRC committees about ethnic and racial cultures, especially where the current culture is quite different than what may be under the appointment of an ethnic clergy.

**Vision:** Faith. Fruit. Fire. CORR is working toward fruitful results of 100% of our workshops taking place before June 30th of each new appointment involving cross-cultural/cross-racial clergy/ families. We have received much positive feedback where these workshops take place. (2018 saw 7 new appointments with workshops taking place at the local church at all 7 with CORR representatives present.)

**Strategic Priorities:** Create communities of faith. Equip transforming leaders - lay and clergy. Direct resources to Common Goals. CORR has a goal to fulfill the call of the BOD to lead cross-cultural workshops throughout the Conference. With some understanding and conversations between the appointed clergy and the congregation, churches can go forward to work on continuing or becoming a community of faith embracing diversity both in the church and outside the church.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

- A) Training at the local church level for newly appointed charges receiving an ethnic pastor. These trainings should be conducted by Iowa CORR representatives from the District level, if possible. If someone in the District is not available, there are other clergy or lay people already serving in Iowa that are trained to represent the same ethnicity of newly appointed pastor. These trainings then, may need monetary support for the representative in mileage, meals, and lodging. We estimate seven of these local training workshops may take place in 2021 across the state. No financial support is requested for this, as CCMC has committed to paying these expenses.
- B) A priority for 2021 is to partner with BOOM and the Cabinet (not just the Bishop) about ethnic inclusiveness at all levels of the Conference. We would like to partner with these groups especially during a banquet and overnight retreat for participants. We have concluded that the best way to promote participation of ethnic/racial clergy and their families in this event and to connect them with our Cabinet/Bishop is to provide the meal, lodging, and mileage for participants where necessary. We request \$4000 for the ministry, expecting 50 participants.
- C) At the 2021 Annual Conference, we anticipate a meeting of all ethnic and racial clergy and lay members to AC. This meeting will occur over a meal break. We request \$1000 to cover meal and gratuity for all participants.
- D) It is our hope to continue Iowa participation in the NCJ CORR Conference in 2021. We support sending one delegate from Iowa CORR and therefore request funds for lodging, meals, transportation, and registration fee in the amount of \$800.

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

- A) \$0
- B) \$4000
- C) \$1000
- D) \$800

Total requested: \$5800

CCMC approved for 2022: \$5,800

## Commission on the Status and Role of Women

### ACTION ITEM # 209

**How, specifically, is your agency fulfilling its responsibilities as required by the *Discipline* and/or Rules of Order? How is your Ministry Plan informed and guided by the Annual Conference's Mission, Vision and Strategic Priorities?**

1. Our responsibilities as noted in *the Book of Discipline*, Par. 644 and our work in those areas are noted below:  
To advocate for full participation of women in the life of the Iowa Conference at all levels. To be informed of data collected relating to this through our Conference and the General Commission on the Status and Role of Women and share that in our Conference.
  - (A) Monitoring at Annual Conference sessions, tabulating statistics regarding participation by age, gender, ethnicity, lay and clergy and report to Annual Conference plenary sessions. We have also begun collecting data to look at pay discrepancy and appoint disparities between male and female clergy
  - (B) To continue collaborating with the United Methodist Women (UMW) through their liaison to our board, displays at Mission U and at District event. UMW units are encouraged to nominate candidates for the Ambassador Award. This award recognizes individuals who are committed to the full inclusion of women in the life of the church and could include those who are active with women and others on the margins of society.
  - (C) Along with General COSROW, we focus on sexual ethics and advocacy which includes being part of the Healthy Ministries Task Force, working on policies and workshops relating to sexual ethics and boundaries. This year, that work culminated in passing a Domestic Violence in Clergy Families Policy at the 2018 annual conference. We are continuing to work on ethics issues and awareness by partnering with Lanette Plambeck, our cabinet liaison with other conference policies. In an effort to continue raising awareness we provide information relating to these issues at our Annual Conference booth along with our business cards with the Sexual Ethics Hotline 1-800 number maintained by General COSROW. As a commission we continue to train and educate ourselves. We look forward to the upcoming General COSROW Women's Leadership Summit in August 2020.
  - (D) Beyond our annual conference booth, we work to keep in communication with the conference by hosting a yearly annual conference breakfast having a social media presence.
2. How is our Ministry Plan informed and guided by Annual Conference Mission, Vision, and Strategic Priorities?
  - a. Mission: Inspire, equip, and connect communities of faith to cultivate world-changing disciples of Jesus Christ.
  - b. Vision: God's hope for the world made real through faithful leaders, fruitful communities, and fire-filled people.

As we continue to live into the #metoo movement we are reminded of the power of vulnerability, authenticity, and connection. We are reminded that healing and growth take place through tender, steadfast love, active listening, and the act of suffering together (offering compassion). At the Iowa Annual COSROW all the work we do is guided by the phrase #persistingtogether. This phrase, hashtag, slogan, of ours we believe is the mission and vision of the Iowa Annual Conference. Sharing voices and standing in solidarity is God's hope made real. Keeping people connected that they might never walk alone but have someone to suffer with them is discipleship. Sharing tender, steadfast love is how the world will be changed.

Strategic Priorities: 1. Creating World-Transforming Communities of Faith. 2. Equipping Ourselves and Others as Transformational Leaders. 3. Directing Our Resources to Our Common Goals

As our world becomes increasingly more technologically focused, the Iowa COSROW has been working to explore what they could mean for creating a new community with a virtual presence. We are continuing to develop and explore how to best create this virtual community while utilizing it to equip our existing communities.

We believe that often times equipping transformational leaders comes down not to education and lectures, but to belief and confidence. As the Iowa COSROW we strive to make sure each person knows of their inherent worth for in knowing their worth they will be better equipped and able to serve in the fullness God has called them too. For this reason, we are working to create space of voice and encouragement. This is why in the next year we will be organizing district listening sessions.

### **Outline your financial plan for supporting your ministry plan, including:**

#### **a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

Women in Ministry Breakfast at Annual Conference  
 \$450.00 Food  
 \$300.00 AV Equipment  
 District Gatherings Mileage Reimbursement \$250.00  
 Workshops for Iowa COSROW members \$1000.00 Travel/ Hotel/Registration Fees  
 Display at Annual Conference \$75.00 booth/supplies  
 Ambassador Award \$25.00 Certificate/frame  
 Total \$2,100.00

#### **b. The amount of funding for your ministry plan that you are requesting from apportionments.**

The amount of funding for your ministry plan that you are requesting from apportionments. We are asking for a total of \$2,100 from apportionments.

CCMC approved for 2022: \$2,100



## District Connectional Ministries Councils

### **ACTION ITEM # 210**

**After reviewing the Annual Conference's Mission, Vision and Strategic Priorities, outline your agency's plan for ministry for 2022.**

¶661 of *The Book of Discipline* also states that "Each district may organize to develop, administer, and evaluate the missional life, advocacy, needs, and ministries of the Church in and through the district." We continue to learn and grow as we live into the Spiritual Leadership Inc. process of Loving, Learning, and Leading (L3) as a conference and as individual districts. This is a time of adaptive change and challenge at every level of the Iowa Annual Conference. As a means of being nimble and adaptive in our changing environment, the L3 teams on Conference and District levels are creating Ministry Action Plans (MAPs) that help teams in aligning to the strategic priorities, contextualize ministries, and provide a template to Reflect, Adjust, and Do (RAD). The foundation for these MAPs includes the Conference Mission and Vision, as well as the context of each District, in order to test and experiment with strategies to more fruitfully and boldly live into the strategic priorities and Wildly Important Goals of the Annual Conference. Strategies that are shared by each district include: Healthy Church Initiative (HCI), HCI Next Retreats, New Communities of Faith Development Resourcing and Assessment Tools. In addition to the Healthy Church Initiative, District and Conference Teams utilize, and at times collaborate in making tools available to help local churches discover and establish context as well as opportunities for growth. Examples include incorporating the SLI and the L3 process in the local church, the CAT (church assessment tool), and coaching for clergy and congregations outside of the HCI process.

Lay Ministry- Each district celebrates and validates the call of laity in the life of the church. In many of our districts, we are seeing and planning for a continuing cross-pollination between the work of the Lay Servant Ministry committee, the School for Lay Ministry, the Lay Leadership Development portion of Phase 1 and the implementation portion of Phase 3 of HCI.

District Days Apart, Workshops and Training Events are to further resource around areas of the District Operational Team MAPs, the Strategic Priorities, the Wildly Important Goal, as well as areas that we discover are needed through conversation with clergy and laity on the characteristics of effective ministry and leading vital congregations.

**Outline your financial plan for supporting your ministry plan, including:**

**a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan.**

For Missional Accountability, Leadership Multiplication and Preparing Churches to Multiply.

Riverview Park District- \$8,000.

Pictured Rocks District - \$8,000

Camp Clear Lake District - \$8,000

Golden Valley District - \$8,000

Aldersgate District - \$8,000

**b. The amount of funding for your ministry plan that you are requesting from apportionments.**

\$40,000

In 2020 CCMC approved \$64,000

CCMC approved for 2022: \$40,000

## District Matthew 25 Initiative

### **ACTION ITEM # 211**

In 2004 action by the Annual Conference Session created this pool of funding to support hands-on ministry and address needs as outlined in Matthew 25.31-46 (see pages 157-160 of the 2004 *Iowa Conference Journal*). The funds are allocated to the districts based on a formula that takes into account the number of families living in poverty, the number of seniors, and the percentage of the population that is non-English speaking within each district. The formula is reviewed, revised, and adopted annually by the Conference Connectional Ministries Council.

All of the districts use the same application and process for determining distribution of the funds in their respective areas. Each ministry is required to submit mid-year and year-end reports to both the district that gave the grant and to the Conference Connectional Ministries Council. The districts' reports of how the grants were distributed are to be included in their ministry plans.

With the COVID-19 pandemic and the Contingency Plan that went into effect in the first half of 2020, and with districts being realigned, no Matthew 25 grant applications were solicited in the Fall of 2020 for disbursement of funds allocated to this program for 2021.

However, the new districts' Connectional Ministries Committees will undertake, as soon as practicable and before the end of 2021, the following steps:

- Allocation and disbursement of the \$38,000 carryover of 2020 Matthew 25 funds that have recently been released by the Council on Finance & Administration.
- Allocation and disbursement of as much as possible of the \$111,616 budgeted for 2021, subject to limitations imposed by the Contingency Plan (50%), until lifted, and any spending caps (currently 84%).

The District Connectional Ministries Committees will obtain assistance from Planning & Research to promptly update the distribution formula for the five new districts and will determine how they can make decisions on allocating the 2020 and 2021 funds under Matthew 25. This may include the allocation of 2021 funds using the same process each DCMC will put in place for applications, decisions, and allocation of Matthew 25 funds approved for 2022.

The District CCMCs will report on ministries receiving distribution of these funds at 2022 annual conference.

CCMC approved for 2022: \$111,616

## District Askings

### ACTION ITEM # 212

Updated 5/30 to include effective dates

## 2022 District Askings (Effective July 1, 2021 through Dec 31, 2022)

### **Aldersgate District \$4.00 per member**

\$0.77	Mobile United Methodist Missionaries (MUMMS)
\$0.50	Iowa Migrant Movement for Justice (IMMJ)
\$1.34	Pueblo De Dios
\$0.38	Carter Lake UMC
\$0.12	Hastings UMC
\$0.89	District Hispanic Ministry

### **Camp Clear Lake District \$3.75 per member**

\$1.50	Vida Nueva
\$1.50	French Ministry in Sioux City and LeMars
\$0.25	Iowa Migrant Movement for Justice (IMMJ)
\$0.25	Mobility Worldwide
\$0.25	Sheshler Hall

### **Golden Valley District \$3.00 per member**

\$3.00	Application-based grants
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### **Pictured Rocks District \$3.00 per member**

\$1.00	Iowa Migrant Movement for Justice (IMMJ)
\$2.00	Church Revitalization, Circuit Ministries, Local Churches, and Campus Ministry (application based)

### **Riverview Park District \$4.00 per member**

\$0.50	Mobile United Methodist Missionaries (MUMMS)
\$1.25	Mabaan Ministry
\$1.00	Campus Ministry (application based)
\$0.25	Leadership Development
\$0.25	Women at the Well UMC
\$0.25	Iowa Migrant Movement for Justice (IMMJ)
\$0.25	Bidwell Riverside
\$0.25	Hawthorn Hill

## III: Conference Ministries - Connectional Resources

### Board of Trustees

#### **ACTION ITEM # 301**

*This ministry area covers the following apportioned programs: 10906 Dist Office Equipment Reserve, 10907 Conf Computer Fund, 10908 Dist Parsonage Maint Reserve, 10909 Dist Parsonage Replacement Reserve, 10911 BOT Admin Fund, 10912 Conf Operations, 10913 Conf Equipment Reserve, 10914 Conf Bldg Reserve, 10916 Conf Insurance, 10917 Central Services.*

#### **Outline your 2021 Ministry Plan.**

- A) The Board of Trustees along with the Conference Treasurer will continue to evaluate the services provided for the maintenance of the Conference Center. The building is now 14 years old and capital expenditures required will be evaluated.
- B) The Board of Trustees will be concentrating on the maintenance of the district parsonages. As district structure changes have been made, we have sold 3 of the 4 District parsonages and have the last one on the market to be sold.

#### **Apportionment Request**

##### **a. What was your apportionment request for 2021?**

\$460,235

##### **b. How much did you spend in 2020?**

\$368,788

##### **c. What is your apportionment request for 2022?**

\$402,685

**CFA approved for 2022: \$402,685**

## Episcopal Office and Operations

#### **ACTION ITEM # 302**

*The Episcopal Office and Operations budget includes Communications and Human Resources. All three ministry plans are included in this manual. The plans together are one Action Item. The Episcopal Office and Operations budget summary report follows the Human Resource ministry plan.*

**Total approved includes Episcopal Office and Operations, Communications, and Human Resources**

**CFA approved for 2022: \$697,997**

#### **Outline your 2022 Ministry Plan.**

The Episcopal Office will:

- Coordinate the work of the Bishop's Operational Team, Cabinet Operational Team, Conference Communications, Human Resources, Annual Conference Sessions Administrative Committees, Ministerial Ethics, Conflict Transformation, Intentional Interim Ministry, and various task forces called by the Bishop and/or created by the Annual Conference.
- Collaborate with the Board of Ordained Ministry, Board of Laity, Conference Connectional Ministries, Conference Council on Finance and Administrative, Conference Board of Trustees, and other Conference related entities.
- Partner with the Appointive Cabinet and Board of Ordained Ministry to launch the Iowa Flourishing Clergy Venture (Iowa's 8-Year Assessment) to resource clergy persons under Conference appointment for ongoing leadership development and collegial connection with the goal of clergy care, health, and pastoral effectiveness in ministry, and the adoption of the EM360 assessment of pastoral leaders.
- Collaborate with General Board of Higher Education (GBHEM) and the Appointive Cabinet to implement the Reflective Supervision process for IAC clergy.
- Collaborate with local ministry settings and the Appointive Cabinet, create an on-boarding process for clergy in transition.
- Create and develop the Transformational Leadership Team (child team of the Bishop's Operational Team) and network with the Conference Connectional Ministries Council, Board of Laity, and Board of Ordained Ministry to identify best practices and partnerships for leadership development that engages our Wesleyan identity upholding both personal and social holiness.
- Facilitate the Bishop's Anti-Racism Initiative and the Bishop's Ezekiel Team.
- Collaborate with Conference, District, and Circuit leadership to understand and address the "why" behind the "what" of social injustice, poverty, and inequity, including but not limited to: racism, sexism, homophobia, ageism, ableism, xenophobia, food insecurity, living Wage, homelessness, safe and healthy working conditions; redlining (implicit as well as explicit); civilian oversight of policing services; adequate mental health and child welfare services; abuse (physical, sexual, mental, child, elder); water, land and air pollution; economic justice for working people and for local small farmers/businesses. The Bible, *The Book of Discipline*, Resolutions and Social Principles, and Annual Conference Resolutions are all resources for this work.

**Apportionment Request****a. What was your apportionment request for 2021?**

Episcopal Office \$289,986 Special Task Forces \$3,500  
 Committee on the Episcopacy \$2,500 Healthy Conference Team \$15,000  
 General/Jurisdictional Delegate Fund \$15,000  
 Total 2021 Apportionment Request \$325,986

**b. How much did you spend in 2020?**

Episcopal Office \$208,364  
 Special Task Forces \$0  
 Committee on the Episcopacy \$0  
 Healthy Conference Team \$1,572  
 General/Jurisdictional Delegate Fund \$1,359  
 Total Expenditures \$211,295  
 General Church Finance & Administration Episcopal Grant \$83,071  
 Total Expended 2020 Apportionment Funds \$294,366

**c. What is your apportionment request for 2022?**

At the time of the publication of this ministry plan, the Iowa Conference continued to receive the General Church Finance and Administration Episcopal Fund Grant through 2020. However there are indications that this grant may be reduced in 2021 and following years. Since the amount of the Grant cannot be estimated at this time, it will not be counted as additional income for the 2022 Episcopal Office and Operations Budget.

Episcopal Office \$321,409  
 Preaching and Worship Institute \$1,200\* (See other funding sources below)  
 Clergy Assessment Program \$10,000  
 Special Task Forces \$3,500  
 Committee on the Episcopacy \$2,500  
 Healthy Conference Team \$15,000  
 General/Jurisdictional Delegate Fund \$15,000  
 Total 2022 Apportionment Request \$368,609

Note: With the realignment of the Assistant to the Bishop role with the Director of Clergy and Leadership Excellence role there is a net reduction of \$239,248 in 2022 budgeted expenses of combined budgets of The Episcopal Office and Operations and Ministry Directors.

## Communications

**Outline your 2022 Ministry Plan.**

- Development and launch of an updated resource section of our website
  - Survey users, create resources, design, outline, edit, proof, launch
- Continuation of support and implementation of Vision 2032
  - Plan and host live streams, create scripts, power points, record, and edit videos, promote, design branding, report on, share resource
- Provide support and coverage of AC2022
  - Yearly member of Sessions and internal planning teams; create and maintain web pages; create logo and branding; create power points; plan and host town hall live stream/webinars; member of worship team; member of tech team; create and edit scripts; video record all sessions; transcribe all sessions; live stream all sessions; work with, plan and host laity session, teaching session, and workshops; publish daily recaps email; report on all sections; organize tech; photograph in-person gatherings; retirees photos and summaries and create retiree video; memorial photos and create a memorial video;
- Provide coverage from decisions made at the rescheduled GC2020 and how they affect the United Methodist Church
  - To be determined but will include and not limited to news coverage reporting, writing, photography, videography, Livestream, recording.
- Offer on-going multi-platformed news coverage
  - To be determined but will include and not limited to news coverage reporting, writing, photography, videography, Livestream, recording.
- Continue to launch a video learning platform for churches
  - Survey members/users, create a launch team, advertise, develop an A/V users group Facebook page, manage users,
- Engage in crisis and major event Communications management
  - To be determined but will include and not limited to news coverage reporting, writing, photography, videography, Livestream, recording.

**Apportionment Request****a. What was your apportionment request for 2021?**

\$255,887

**b. How much did you spend in 2020?**

\$272,000

**c. What is your apportionment request for 2022?**

\$230,845

## Human Resources/Benefit Office

**Outline your 2022 Ministry Plan.**

The Office will continue to evaluate existing employee programs and policies, and recommend new or revised programs and policies, for alignment with the Conference strategic priorities.

These include, but are not limited to, training, performance and development, hiring and retention, and compensation and benefit programs and policies. The Office will also continue to evaluate the current work flow in and across the department in order to find opportunities to create efficiencies and improve effectiveness and accuracy. In addition, the Office will collaborate with other departments, boards, and agencies as we seek new opportunities and new methods to inspire, equip, and connect United Methodists across Iowa.

In 2022, the HR/Benefit Office and the Conference HR Committee will collaborate with Conference leaders, boards, and agencies to provide resources and training to our local churches, focusing particularly on personnel and payroll best practices. Organizational changes will require the leaders of the Conference to develop alternative ways of carrying out the essential functions of the Conference in support of the mission and vision, and the HR/Benefit Office will participate fully in the development and implementation of such plans.

**Apportionment Request****a. What was your apportionment request for 2021?**

\$97,765

**b. How much did you spend in 2020?**

\$83,099

**c. What is your apportionment request for 2022?**

\$98,543

## Conference Connectional Ministries Council Funds – Resources and Operations

**ACTION ITEM # 303****Outline your 2022 Ministry Plan.**

At the time of the writing of this ministry plan, a Bishop's Operational task team was working on reimagining the Conference Connectional Ministries Council. Initial feedback collected by the task team from CCMC boards, agencies, and committee chairpersons and other stakeholders indicated that the CCMC needed to be more flexible, adaptive, and relevant to local church needs, be aligned with the emerging circuit ministry, and connect local churches through the circuit to the General Church to foster the transformation of both the local churches' surrounding communities and the world with the love of God in Jesus Christ. A reimagined CCMC would implement the mission of the Iowa Annual Conference to inspire, equip, and connect local communities of faith to live into the ministries to which God has called them.

The ministry plan for the administrative support and leadership for the CCMC seeks to facilitate and support these changes for a reimagined CCMC in these ways:

- Support the day-to-day work of a reimagined CCMC Executive Committee and the boards, agencies, and committees of CCMC assisting CCMC with communication, information, and promotion of the ministries of its boards, agencies, and committees and facilitate the connection to local churches through the circuits.
- Provide leadership training and administrative guidance to the lay and clergy leadership of the reimagined CCMC to facilitate the resourcing of pastors and local church lay leadership so that CCMC's missions and ministries may be incorporated into the witness of local churches and extension ministries in response to the local contexts of local churches.
- Resource CCMC leadership in discernment, planning, and implementation of restructuring itself to better serve local churches in their communities and their connectional ministries.
- Resource and support CCMC leadership and their boards, agencies, and committees in their discernment of the most effective ways of providing for the financial support of its missions and ministries.

**Apportionment Request****a. What was your apportionment request for 2021?**

Program Resource Support: \$39,850 Program Delivery Support: \$311,563 Total: \$351,413

**b. How much did you spend in 2020?**

Program Resource Support: \$235 Program Delivery Support: \$349,572 Total: \$349,807

**c. What is your apportionment request for 2022?**

Program Resource Support: \$39,850 Program Delivery Support: \$264,407 Total: \$304,257

**CFA approved for 2022 \$304,257**

## Commission on Archives and History

**ACTION ITEM # 304****Outline your 2022 Ministry Plan.**

Our budget request is based on our current levels of expenditures, which includes the office of the Archivist located at the Iowa U.M. Archives at Iowa Wesleyan University, Mount Pleasant, Iowa. Currently we are in the mid-phase of our online services, which we hope to have up and running by 2019. Also, we continue to work at being a resource for the empowerment of local churches and the Annual Conference, on how to best express the witness of the Gospel of Jesus Christ over the last 170+ years.

**Apportionment Request****a. What was your apportionment request for 2021?**

\$21,335

**b. How much did you spend in 2020?**

\$20,585

**c. What is your apportionment request for 2022?**

\$21,335

**CFA approved for 2022: \$21,335**

## Conference Administrative Committees

**ACTION ITEM # 305****Outline your 2022 Ministry Plan.**

Due to the COVID-19 Pandemic, the Iowa Annual Conference Sessions Administrative Committees coordinated and implemented a virtual Session of the Iowa Annual Conference (see below for detail). While it is the intention of the Bishop and the Administrative Committees that the 2022 Session of the Iowa Annual Conference meet in-person, the experience of planning and implementing a virtual session in 2020 and a virtual/hybrid session for 2021 has raised significant questions for the planning and implementing of future IAC Sessions.

At the heart of these questions is a consideration of how we, as the Iowa Annual Conference, might best align our resources for the planning, implementation, and completion of an annual conference session. These resources include but are not limited to the prayerful work of the lay and clergy members of an IAC Session in which members can fully participate in the least restrictive manner and discern the leading of the Holy Spirit in the mission and ministry of the IAC especially when financial resources for the meeting of a traditional IAC session are less available due to declining Conference Apportionment giving.

Therefore, this ministry plan includes the request for financial resources that would adequately prepare for an in-person session for 2022 utilizing as many virtual resources as possible to prayerfully equip lay and clergy IAC members who will "meet and confer" in the Wesleyan tradition in-person while also allowing lay and clergy members to fully participate in a virtual manner if they so desire.

The 2021 IAC Session is being planned to be held virtually. This year will again require adaptation and wise use of Conference apportioned resources and lay and clergy members' resources.

**Apportionment Request****a. What was your apportionment request for 2021?**

\$247,513

**b. How much did you spend in 2020?**

\$32,721

**c. What is your apportionment request for 2022?**

\$247,398

**CFA approved for 2022: \$247,398**

## Council on Finance and Administration

This ministry area covers the following programs: 41902 Administrative Services, 41903 CF&A, 41998 Working Capital Reserves.

**ACTION ITEM # 306****Outline your 2022 Ministry Plan.**

CF&A will continue to monitor the Contingency Spending Plan to ensure there is adequate liquidity; work with the Conference Treasurer to attain a forgivable PPP loan; provide a proposed 2022 balanced budget based on previous years paid apportionments; work with the Cabinet to provide direction and assistance to individual churches relative to fulfilling apportionment payments; consider introducing an apportionment structure to the Annual Conference based on tithing; assure duties and requirements outlined in *The 2016 Book of Discipline* and Conference Rules are carried out accurately and timely.

**Apportionment Request****a. What was your apportionment request for 2021?**

\$775,593 plus \$956,326 Working Cap Reserve

**b. How much did you spend in 2020?**

\$768,829

**c. What is your apportionment request for 2022?**

\$583,036 plus \$100,000 Working Cap Reserve

**CFA approved for 2022: \$583,036****Working Capital Reserve****CFA approved for 2022: \$100,000**

## IV: Clergy & Congregational Support

### Board of Ordained Ministry

**ACTION ITEM # 401****Outline your 2022 Ministry Plan.**

The Board of Ordained Ministry will work to find more ways to support and care for clergy as they deal with the impacts of the COVID-19 pandemic. They will work to build relationships and community among clergy along with needed resources.

Our Order of Elders & Deacons & Fellowship of Local Pastors and Associate Members will continue trying to find ways to connect all Iowa clergy and create events that will be impactful and encourage all clergy to attend, being adaptive and focusing on the needs of our clergy. They continuously work to create community, have educational opportunities, discuss important issues and build accountability and fellowship among all clergy.

The board will work to provide support as needed and requested for the circuit ministry process. The Board will continue to work with the resident bishop and members of the cabinet to keep communication open and make sure that the Board and Cabinet have the mission as our focus "to create disciples of Jesus Christ for the transformation of the world."

The board will hope to resume in person interviews and evaluate programming and events to determine what things are best in person, what things are best in a hybrid format and what things should be done virtually.

If the General Conference happens in 2022, the board will review the new disciplinary requirements, work to implement them, provide trainings for district committees on ordained ministry to review requirements, make sure new processes are understood and continue to keep open lines of communication between the dCOM and the board, continue to provide an examination process that looks at the whole candidate determining fitness and readiness for ministry in the areas of Practice of Ministry, Worship & Preaching, Call & Disciplined Life, and Doctrine & Theology, focus on recruitment, provide quality mentoring and RIM experiences, and keep track of clergy statuses and processes.

This is a fluid plan, in part because we know that we will be responding to decisions of the postponed 2020 General Conference scheduled for 2022. If the General Conference happens, the board will plan to send individuals to a training hosted by the General Board of Higher Education and Ministry to learn about these changes, how they impact the work of the board and gain tools and resources for properly incorporating them.

**Apportionment Request****a. What was your apportionment request for 2021?**

\$112,930 which includes: CARE Committee, BoOM Administration, Clergy Examination, District Committee Training, Iowa Licensing School

**b. How much did you spend in 2020?**

\$123,737

**c. What is your apportionment request for 2022?**

\$112,530

**CFA approved for 2022: \$112,530**

## Commission on Equitable Compensation

**ACTION ITEM # 402****Outline your 2022 Ministry Plan.**

The commission fulfills a ministry which keeps the annual conference in compliance with *The Book of Discipline*. It strives to be effective in over-sight, communications, administration and the stewardship of conference funding.

For the 2022 calendar year, the Commission proposes a 1.5% increase in minimum base compensation for full-time pastors to \$44,933 for those in full connection, and \$44,312 for those not in full connection.

The minimum base compensation for full-time pastors shall be increased \$400 for each year of prior service in any annual conference of the United Methodist Church or other international Methodist community up to ten years for a total of \$4,000. Pastors and elders coming from other denominations will be given the same consideration.

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 to a limit of \$800 per charge.

While the annual conference continues to move through a season of reorganization and change, this commission pledges to be a collaborative and responsive partner.

**Apportionment Request****a. What was your apportionment request for 2021?**

\$145,860

**b. How much did you spend in 2020?**

\$74,715

**c. What is your apportionment request for 2022?**

\$145,860 - Our reasoning is a good number of churches in the conference applied for PPP loans/grants through the federal government to support payroll expenses in 2020. It is difficult to forecast the demand that could be placed upon the conference equitable salary funds when the federal funds are not available.

**CFA approved for 2022: \$145,860**

## Districts/Cabinet Administration

**ACTION ITEM # 403****Outline your 2022 Ministry Plan.**

In 2022, the Districts and Cabinet will continue the transitioning work of the move to 5 districts with 5 District Superintendents and 5 District Administrative Assistants, the move to virtual offices, and the transitions within the staffing of the Ministry Directors and the Episcopal Office. The focus of these transitions will be the support, implementation, and development of Circuit Ministry throughout the Iowa Conference aligned with the vision and mission of the Iowa Conference.

The vision and mission of the Districts and Cabinet is the same vision and mission of the Iowa Annual Conference:

- The vision of the Conference is to see God's home for the world real through faithful leadership, fruitful communities, and fire-filled people.
- The mission of the Iowa Conference is to Inspire, Equip, and Connect communities of faith to cultivate world-changing disciples of Jesus Christ.



The Districts and Cabinet has developed and continues to review and adjust their work in the following ways:

- Missional Appointment making. This is a fundamental way in which the Districts and Cabinet focuses the ongoing development of faithful pastoral leadership to work in partnership with faithful lay leadership within churches as churches and pastors work with each other for the transformation of the world. This requires ongoing, and in some situations, newly developing strong partnerships with local churches and lay leadership.
- Partner with the Board of Ordained Ministry and the Board of Laity in faithful leadership development and credentialing.
- Partner with related boards, agencies, and committees to inspire, equip, and connect existing and new communities of faith (including extension ministries) cultivate world-changing disciples of Jesus Christ.
- Using the guidance of the Antiracism Team and the Ezekiel Team the Districts and Cabinet will seek to implement processes to foster an antiracist Conference and lead in ways to assure that there is a place for everyone in the local churches of the Iowa Conference.

The Appointive Cabinet believes that this is best done through the development of Circuit Ministry. Circuit Ministry best addresses the transition of the Church in these highly changing and yet potentially fruitful and transformative times.

#### Apportionment Request

##### a. What was your apportionment request for 2021?

\$1,302,079

##### b. How much did you spend in 2020?

\$1,397,004

##### c. What is your apportionment request for 2022?

\$1,172,494

CFA approved for 2021: \$1,172,494

## Episcopal Funds (Other)

#### ACTION ITEM # 404

*The Episcopal Funds (Other) budget includes **Ministry Directors** and **Healthy Relationships**. Both ministry plans are included in this manual. The plans together are one Action Item. The Episcopal Funds (Other) budget summary report follows the Healthy Relationships ministry plan.*

**Total approved includes Ministry Directors and Healthy Relationships**

**CFA approved for 2022: \$553,852**

## Ministry Directors

*Directors of Clergy and Leadership Excellence, New Communities of Faith with two 1/4 time Associates for Multi-Cultural Ministry, Congregational Excellence, two Associates for Congregational Excellence, and Director of Camps and Retreats*

#### **Outline your 2022 Ministry Plan.**

Our Ministry Plan is undergoing redevelopment as positions are being redefined with the Director of Clergy/Leadership Excellence merging with the position of Assistant to the Bishop and the Director of New Communities of Faith merging with the Director of Connectional Ministries. At the time of this writing, we are still discerning what the responsibilities will be for these positions and how it will impact the team of Ministry Directors.

The Director of Clergy-Leadership Excellence is included with the Assistant to the Bishop in the Episcopal Office.

The Associate Director of Clergy Leadership Excellence will be ¼ time focusing on:

- a. Coordination with Board of Ordained Ministry
- b. Diversity, Equity, Inclusion, and Belonging
- c. Circuit Leadership Development and Support

The Director of New Communities of Faith will:

- a. Work with the Cabinet, Directors of Clergy/Leadership Excellence and Congregational Excellence, circuits, local churches, pastors, and others to develop a ministry plan to increase the number of new communities of faith in the Iowa Conference.
- b. Work with Superintendents, the Directors of Clergy/Leadership Excellence and Congregational Excellence, Parish Development, District Operational Teams, and others to increase the capacity of local congregations, campus ministries, and the Conference to begin new communities of faith. This includes developing funding sources outside of apportionments.

c. Establish a Strategy and Assessment Team to perfect the ministry plan and assess congregations, clergy and laity for readiness to begin new communities of faith.

Director of Congregational Excellence

a. Administer, interpret, and implement processes to generate faith, fruit and fire using the Congregational Assessment Tool (CAT) The DCE is working toward having all churches with over 85 in worship having a CAT every five years. From these CATs we will suggest adoptions, ministry partnerships, make recommendations to the DS, advise on appointments, and create and develop educational and coaching programs.

b. Continue to work on the development and resource the circuits and be able to resource the circuits when they are operative. Continue to coach congregations and train others to do the same.

c. Continue to work with the Conflict Transformation Team to develop at least four teams ready to be deployed to address conflict in our churches. And work toward the development of a basic conflict training that can be used in local churches.

d. Continue to work with the Transitional Intentional Interim Ministry in the IAUMC working toward building a pool of deployable pastors who are trained in specific areas needed by the Cabinet including, but not limited to grief recovery, conflict resolution, and the transition from one pastor to another.

### Apportionment Request

**a. What was your apportionment request for 2021?**

\$771,816

**b. How much did you spend in 2020?**

\$649,851

**c. What is your apportionment request for 2022?**

\$530,302 This does not include the office of Director of Clergy and Leadership Excellence which is now in the Episcopal Office with the Assistant to the Bishop.

## Healthy Relationships

### Outline your 2022 Ministry Plan.

The Healthy Relationships Team collaborates to:

- Provide orientation to new clergy persons who are appointed and new lay persons who are assigned to ministry in the Iowa Conference.
- Provide the mandatory 4-year Ethics and Boundary Training to all appointed clergy persons, all assigned lay persons, and a representative from their ministry setting (usually the Staff-Parish Relations Committee Chairperson or Member).
- Provide a Conflict Transformation Response Team for conflict intervention at the recommendation of the Appointive Cabinet.
- Train and equip pastoral leadership for appointments for local churches who would benefit from Intentional Interim Ministry leadership.
- Arrange for the Bishop to meet retired pastors and spouses, pastors of local churches, and in other settings.
- Foster the gathering of clergy spouses.

The Healthy Relationships ministry plan will be under review this next year as other ways of supporting healthy relationships throughout the church are emerging and adapting.

### Apportionment Request

**a. What was your apportionment request for 2021?**

\$23,550

This includes: Conflict Transformation, New Professionals in Ministry Seminars, Ministerial Ethics, Retired Clergy Fellowship, True Vine/Partners in Ministry (clergy spouse ministry), and Large Church Pastors' Gathering.

**b. How much did you spend in 2020?**

\$22,893

**c. What is your apportionment request for 2022?**

\$23,550

This includes: Conflict Transformation, New Professionals in Ministry Seminars, Ministerial Ethics, Retired Clergy Fellowship, True Vine/Partners in Ministry (clergy spouse ministry), and Large Church Pastors' Gathering.

## Clergy Support Funds

### **ACTION ITEM # 405**

#### **Outline your 2022 Ministry Plan**

Sometimes one or more of the following interventions are needed:

- Financial and pastoral support for both clergy and congregations when issues of clergy and/or clergy-family health needs are greater than what the health insurance plan of the Conference can cover.
- Financial support and/or other consultative resources when congregations are located in particularly key missional areas.
- Financial or consultative resources needed for clergy persons to transition to a potential exit from Representative Ministry, as defined in The Book of Discipline of The United Methodist Church 2016.
- Financial or other consultative resources needed for clergy persons to transition from an appointment to a local church or extension ministry to a leave of absence due to extenuating and/or unusual circumstances.
- Financial and/or consultative resources needed for clergy persons or family members of clergy persons who experience disabling conditions.

The Appointive Cabinet accepts that appointment making is a challenging process of discernment requiring a collaboration with the leadership of local churches and local church pastors. The Appointive Cabinet has worked with the L3 Process (Loving, Learning, and Leading) in the Appointive Cabinet Operational Team in partnership with the Bishop's Operational Team. Beginning with the appointment year of 2020-2021, the Appointive Cabinet has undertaken a transition into Circuit Ministry in order to more fully connect local churches and their leadership into circuits to better facilitate the connectional mission and ministry for the transformation of local communities, the state, and the world.

#### **Apportionment Request**

##### **a. What was your apportionment request for 2021?**

\$511,250

This includes: Clergy Recruitment, Appointment Consultation, Missional Appointment Support, Sustentation Fund, Disability Condition Support Fund, Ministry Intervention Fund, Clergy Moving, Transition Fund.

##### **b. How much did you spend in 2020?**

\$425,013

This includes: Clergy Recruitment, Appointment Consultation, Missional Appointment Support, Sustentation Fund, Disability Condition Support Fund, Ministry Intervention Fund, Clergy Moving, Transition Fund.

##### **c. What is your apportionment request for 2022?**

\$511,250

This includes: Clergy Recruitment, Appointment Consultation, Missional Appointment Support, Sustentation Fund, Disability Condition Support Fund, Ministry Intervention Fund, Clergy Moving, Transition Fund.

**CFA approved for 2021: \$511,250**

## V: Financial Reports – For Information Only

**Editor's Note:** This section was for information only and can be viewed in the *2021 Post Conference Manual* on the Conference's website.

## VI: Board of Pension and Health Benefits

### **ACTION ITEM # 601**

#### **CONFERENCE BOARD OF PENSION 2020 IOWA ANNUAL CONFERENCE**

**Effective 1/1/2021**

#### **What is the primary purpose of your agency?**

The Conference Board of Pensions (CBOP) 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 institutions, organizations, and agencies within that Annual Conference of The United Methodist Church" BOD ¶639.

#### **Clergy Pension and Well-Being Plans**

For each plan listed below, plan documents and summary plan descriptions are available by contacting Wespath or the Conference Benefit Office. The Wespath offices may be reached by calling 800-851-2201 or visiting their website at [www.wespath.org](http://www.wespath.org). You may contact the Conference Benefit Office by calling 515-974-8940 or 515-974-8938 or visiting the website at [www.iaumc.org/hr](http://www.iaumc.org/hr).

**Pre-82 Pension Plan.** Each year, the CBOP sets the past service rate, also known as the annuity rate, for the Pre-82 Plan. Beginning January 1, 2022, the past service rate will be \$700. Decisions regarding the past service rate are determined in part by current investment performance, the change in the national inflation rate, and the change to Social Security benefits, balanced by the long-term financial responsibilities of the CBOP.

**Annuity Years Corrections.** There are no corrections to be reported.

**Ministerial Pension Plan (MPP).** For eligible participants, this plan was in effect from January 1, 1982 through December 31, 2006. MPP was a defined contribution plan with employers contributing to the plan.

**Clergy Retirement Security Program (CRSP).** The CRSP plan became effective January 1, 2007. Beginning January 1, 2014, all clergy appointed at least part-time (50%) to an Iowa Annual Conference local church/charge or position on the conference staff are eligible for the Clergy Retirement Security Program (CRSP).

**Comprehensive Protection Plan (CPP).** The plan provides a death benefit for eligible active and retired clergy and long-term disability benefits for active clergy who meet the plan 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.

**United Methodist Personal Investment Plan (UMPIP).** Effective January 1, 2014, clergy appointed one-quarter time (25%) are eligible for retirement benefits through contributions to UMPIP. All clergy who elect to participate will receive contributions from the Iowa Annual Conference equal to 6% of the participant's total compensation.

Active clergy appointed to a local church/charge in the Iowa Conference may also choose to participate in this plan by making contributions either before tax, after tax, or Roth payroll deductions. A local church/charge is the plan sponsor for clergy who elect to make personal contributions. The local church/charge is responsible for withholding and submitting these contributions directly to Wespath.

### **Lay Retirement and Well-Being Plans**

**United Methodist Personal Investment Plan (UMPIP).** The Iowa Annual Conference offers to its Conference lay employees and diaconal ministers a retirement plan known as the United Methodist Personal Investment Plan. The plan allows both the employer and the employee to make contributions into the plan for eligible participants.

Wespath also offers this same plan to local congregations for their lay employees. The plan is designed to accept both employer and employee contributions, and local congregations may set up a plan to suit their particular working environment. Plan sponsor agreements may be obtained by contacting Wespath directly at 1-800-851-2201 or visiting their website at [www.wespath.org](http://www.wespath.org).

**UNUM Life.** The Iowa Conference offers to its eligible Conference lay employees and diaconal ministers the Lay Long-Term Disability and Life Insurance Plan, with the employing agency responsible for the cost of the plan. The plan offers death and disability benefits to its participants.

### **Annual Actuarial Valuation Report**

The CBOP, in consultation with Wespath, evaluates the funding for the Pre-82, MPP, and CRSP pension plans on an annual basis. The most recent Wespath actuarial valuation, dated September 30, 2020, was based on the final numbers available through 2019 and the preliminary numbers available in 2020.

Based on the most recent valuation, the Pre-82 plan was funded at 109% as of January 1, 2019, and the CBOP was not required to make additional contributions for 2020. The actuarial valuation also reflected a preliminary funding ratio of 104% based on January 1, 2020 numbers; therefore, the CBOP does not expect to make any additional contributions to the Pre-82 plan for 2022.

Funding for the MPP and CRSP plans are combined into one funding pool, defined by Wespath as Corridor Funding. On January 1, 2019, the total plan was funded at 107%, and the CBOP will be required to make a \$2,059,818 contribution to the plan on December 31, 2021. The preliminary valuation for 2022, based on the January 1, 2020 numbers, reflect a funding ratio of 110%. The CBOP expects to make a contribution to the plan on December 31, 2022, in the amount of \$1,940,734.

**Comprehensive Benefit Funding Plan.** Each year, the CBOP will develop, adopt, and implement a formal comprehensive funding plan for all its benefit obligations. The comprehensive funding plan will be submitted to Wespath for review and a written opinion. Following the receipt of a favorable written opinion, the funding plan will be made available upon request by contacting the Conference Benefit Office.

**Local Church/Charge Billing.** In 2022, every local church/charge or conference agency with a clergyperson appointed a total of half-time (50%) or greater shall be billed directly an amount equivalent to 15% of the clergy's total plan compensation. Every local church/charge or conference agency with an active clergyperson appointed in total to quarter-time (25%) or less shall be billed directly an amount equivalent to 9% of the clergy's total plan compensation.

<b>Anticipated contributions to the plans for 2020:</b>		<b>2020 actual:</b>
CPP	765,103	504,594
CRSP – Defined Benefit	2,090,300	2,090,304
Defined Contribution	803,358	687,808
<i>Total</i>	<i>\$3,658,761</i>	<i>\$3,332,706</i>

<b>Anticipated receipts for 2020:</b>		<b>2020 actual:</b>
Direct Bill	3,658,761	3,565,759
Additional Revenue	0	0
<i>Total</i>	<i>\$3,658,761</i>	<i>\$3,565,759</i>

<b>Anticipated contributions for 2022:</b>		<b>Anticipated for 2021:</b>
CPP	649,006	722,998
CRSP – Defined Benefit	\$1,940,734	2,059,818
Defined Contribution	693,717	744,248
<i>Total Cost</i>	<i>\$3,283,457</i>	<i>\$3,527,064</i>

<b>Anticipated receipts for 2022:</b>		<b>Anticipated for 2021:</b>
Direct Bill	\$3,283,457	3,527,064
Additional Revenue	0	0
<i>Total</i>	<i>\$3,283,457</i>	<i>\$3,527,064</i>

### Iowa United Methodist Health Insurance Plan

**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, 2022 to December 31, 2022. All clergy under appointment to a local church/charge or a position in which compensation is paid directly by the conference central treasury, whose compensation is  $\frac{3}{4}$  or more of the minimum base compensation as set by the Commission on Equitable Compensation, will be enrolled in this program. All conference lay employees whose compensation is paid directly by the Conference Central Treasury and who are employed for 30 hours or more per week will be enrolled in this plan.

**Plan.** The health insurance plan provided during the 2022 calendar year will offer participants the opportunity to enroll for single participant or family coverage. Following receipt of the renewal rates from the current health insurance provider, the CBOP will approve of a health insurance provider and active health plan, providing a summary of the plan and any associated benefits to participants, churches, and the Conference no later than Annual Conference session each year. The plan will become effective on January 1 following Annual Conference session.

**Billing.** Each local church/charge will be billed a fee for each appointed clergy who meets the eligibility 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 meet the eligibility requirements. The CBOP will set the billable rates for the plan and inform churches, the Conference, and participants of the rates by September 1 of each year.

Clergy and Annual Conference lay staff who elect to participate in a family plan will be billed a portion of the family premium each month. This portion of the premium will also be determined and communicated to churches, the Conference, and participants by September 1 of each year. The employee's share of the family premium is to be withheld from their compensation as a pre-tax deduction through the Section 125 Cafeteria Flex Plan of the CBOP.

**Special Circumstances.** There are some special circumstances when a person may continue to be enrolled in the active health plan, and the enrollment may continue as either single participant or family coverage.

- Clergy on leave of absence during the first 12 months of leave can remain on the active health plan and will be billed the entire cost of the plan at the current billable rate.
- Clergy on medical leave that are receiving disability benefits through CPP will remain on the active health plan until the person is eligible for Medicare. The CBOP shall pay the clergy's coverage under the active health plan. If the clergy has been enrolled in family coverage and will continue to cover their family under the active health plan, the clergy will be billed the same family premium portion as an active clergy electing family coverage. Once the clergy is eligible for Medicare, through a Social Security disability program or they have reached the age of 65, the person will be transferred to the CBOP approved Retiree Medical Coordinator.
- Surviving spouses and dependent children of deceased clergy that had most recently been in active relationship with the Conference and participating in the active health plan may continue to participate in the active health plan. The surviving spouse will be billed the same family premium portion as an active clergy electing family coverage. Eligibility shall expire if the surviving spouse remarries provided that all children are otherwise insured.

**COBRA and Conversion:** Although the Iowa UMC Health Plan is exempt from compliance with Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) regulations, the CBOP 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 set and billed by the CBOP approved health insurance carrier.

## **Health Insurance for Retirees Age 65 or Greater and Clergy on Medical Leave Receiving Medicare Benefits**

**Plan Contract.** The Board of Pensions will provide access to medical coverage. The plans are individual plans provided by various carriers for retired clergy, conference staff and spouses.

**Coverage.** The Board's intent is to assist each participant in obtaining appropriate medical insurance coverage while enrolled in Medicare. The Board will contract with a Retiree Medical Coordinator to help supply medical coverage programs and provide assistance to each participant.

**Eligibility.** Participants and spouses 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 health plan at least five years before retirement. Clergy on medical leave receiving Medicare benefits may also access additional coverage through the Board's chosen Retiree Medical Coordinator.

**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 contribution of \$100 per month placed in an HRA, (Health Reimbursement Account) administered by the CBOP approved Retiree Medical Coordinator. Participants will be billed directly by their health insurance plan and may be reimbursed through the HRA.

Participants retiring after July 1, 2011 shall have contributions of \$100 per month made by the Conference Board of Pension into an HRA plan administered by the CBOP approved Retiree Medical Coordinator. The contribution by the Conference shall decrease by \$240 each year after the first 18 months until contributions cease. Participants will be billed directly by their health insurance plan and may be reimbursed by the HRA.

Clergy on medical leave who are enrolled in Medicare shall receive contributions in the amount of \$100 per month into an HRA (Health Reimbursement Account) administered by the Retiree Medical Coordinator throughout their active relationship with the Conference. Once the clergy enters into retired status with the Conference, the clergy will receive the retiree benefits and stipend as outlined above. Participants will be billed directly by their health insurance plan and may be reimbursed by the HRA.

**Termination of the Benefit.** Any individual who chooses to obtain additional retiree medical coverage outside the CBOP approved Retiree Medical Coordinator effectively waives participation in the Conference retiree plan and will not receive a stipend. Once a participant waives the benefit, the participant's claim to any current or future reimbursement or stipend has been surrendered.

**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. As of December 31, 2020, the expected post-retirement medical benefit obligation was \$5,957,386. 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. The Conference Board of Pensions has more than 100% of the liability invested to meet the current benefit obligation and will redirect a portion of the surplus into a separate investment to offset administrative costs.

### **Direct Billing Delinquency**

Congregations who are more than two months delinquent in the payment of their direct billing for clergy health and/or retirement benefits will be contacted by the Conference Benefits Office, and the corresponding District Superintendent shall be notified of the congregation's delinquency. Arrangement will need to be made between the congregation, the District Superintendent, and the Benefits Officer for payment. Failure to make arrangements for payment may jeopardize future clergy appointments to the charge.

### **Direct Bill and Clergy Assistance Programs**

Funds have been established to assist local congregations and clergy in meeting their direct billing or medical payment obligations who have experienced unexpected difficulties impacting their financial situation. The funds are available for use by application to the Conference Board of Pension through the District Superintendent.

### **Conference Wellness Program**

The Wellness Program of the Iowa Annual Conference is sponsored by the Conference Board of Pensions. 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 Health Insurance/Wellness Committee of the Conference Board of Pensions. 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 that will inform future wellness programming.

**Board of Pension Administration Costs**

The cost of maintaining these various plans as well as audit and legal fees, fiduciary insurance cost, meeting costs, bank fees, the contract with Conference offices for services, and other normal administrative costs shall be covered by the Conference Board of Pension Operating Fund. Due to the decrease in the post-retirement medical liability, the Conference Board of Pension has designated \$9,000,000 from that fund to be invested separately to cover administration costs; therefore, the Conference Board of Pension will not be requesting any apportionments for 2022.

**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 *The Book of Discipline*. The Conference Benefits Officer is authorized to make interpretations and adjustments in some individual situations.

**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 Wespath (formerly known as the General Board of Pension and Health Benefits), during the years 2021, 2022, and 2023 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 Wespath and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath 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.

## VII: Resolutions

**ACTION ITEM #701****9523. George Floyd Justice in Policing Act (2021)**

This resolution, adopted by Annual Conference action, may be found in the *2021 Book of Resolutions* and the *2021 Post Conference Manual*.

**ACTION ITEM #702****9522. Palestine Human Rights (2019, 2021)**

This resolution, adopted by Annual Conference action, may be found in the *2021 Book of Resolutions* and the *2021 Post Conference Manual*.

**ACTION ITEM #703****9719. Non-Binary Gender (2021)**

This resolution, adopted by Annual Conference action, may be found in the *2021 Book of Resolutions* and the *2021 Post Conference Manual*.

## VIII: Items brought to floor after Pre-Conference Manual/Addendum

**ACTION ITEM #801** – Item was never brought to the floor of conference.

**ACTION ITEM #802** – Item was not voted on at annual conference.

**ACTION ITEM #803** – Item was ruled out of order because it is in the form of resolution.

## B. OTHER REPORTS

### IOWA ANNUAL CONFERENCE TREASURER REPORT TO ANNUAL CONFERENCE 2021

Good morning! My name is Maggie Biggs and I am the Treasurer/Director of Administrative Services for the Iowa Annual Conference. It is a pleasure to be with you this morning. Today I'd like to present some information on how the Conference ended the year 2020 in terms of income and expenses as well as how our local churches did in contributing to our connectional community.

I'll go over the annual statistical data, update you on the Conference's PPP loans and then finally show the components of the 2022 budget that will be presented to the Annual Conference Session. Here are some of our year-ending results – Our total apportionment budget for 2020 was \$13,127,917. Our local churches sent in \$8,928,527 which was 68% of the total. The next chart will do some comparisons. Here is a comparison of budget versus actual received from 2016 to 2020. In 2016, we received 78.5% of the total budget. We had a high in 2017 of 81.6%, dropped to 74% in 2018, then leveled off in 19 and 20 at 68.9% and then 68% in 2020. Looking at the total revenues which would be fee income, contributions, sale of goods & services, investment earnings, and other miscellaneous receipts, there was a 19% decrease. However, along with that reduction in revenues was a drop in expenditures of 28%. As we have talked in previous meetings, the ministry activities of the Conference dropped significantly after COVID arrived. This was all at a time when the Conference was making the concerted effort to reduce staff and decrease expenses wherever possible which has been in the works for the past three years or more.

Our Working Capital Reserve which is the fund that we use to cash flow the Conference and cover deficits, increased by 52% in 2020. There are several factors that caused this: with less expenditures, there were more year end surpluses to go to the Reserve. Also, the budget provides for some apportionments to be allocated to the Reserve and there were no funds that came out of the Reserve to pay 100% of the General Church apportionments. We only passed on the amount of apportionments we received from our local churches.

Some additional year-ending results, I've laid out a comparison of three years showing how many churches paid within each of these designated categories. Keeping in mind that there were 15 less churches from 2018 to 2020, the number of churches who were able to pay 100% decreased by 16 between years 18 and 19 and then decreased by another 35 between years 19 and 20. As you are all aware, 2020 was not a normal year by any means and has affected all these numbers. A similar change occurred in the number of churches who paid zero from 2018 to 2020. This next chart is the same information but in graph form. As you can see, those two categories showed the greatest change over the three years. That is the 2nd one down, those paying zero, and the bottom lines, 100% payment.

The following 6 charts contain the statistical information I have presented to you every year since becoming Treasurer. The first being the weekly worship attendance. With all of the changes in the last year, a drop of over 5,000 would have been much higher without the quick action of many congregations in setting up online services. This chart is the numbers received on professions of faith. Dropped by 523 people between 19 and 20. This one is participants in Christian Formation Groups. As we would expect, it dropped by 26,963 people. This one is the number of persons engaged in mission activities. It dropped similarly to worship attendance by over 5000. This one shows the dollars local churches paid out for apportionments, district askings, advance specials, etc. In light of the COVID situation, the drop of just under \$600,000 was not near as much as the drop between 2018 and 2019 which was over \$2M. And the last statistical chart is of membership which remained on a similar path of decline as the past 7 years. Membership sits at 145,733 members.

As was reported earlier this year, the Conference did receive the first Payroll Protection Program (PPP) loan for \$1.2 million. As of the date of this writing, we do not yet have confirmation that the loan has been forgiven even though we are expecting that to happen. In April of this year, the Conference applied and was approved for the 2nd PPP loan at \$1.1 million. There were thoughts and opinions on both sides of the fence concerning applying for the PPP loans. Without those funds, I believe there would be more ministries in the future that will not be supported, and the services that the Conference provides clergy and local churches would be in increased jeopardy beginning in 2022.

The last item I have is the 2022 budget – maybe a bright spot in my presentation. With continued re-alignment of staff, reducing expenses wherever we could, and leaving Conference Missions' part of the budget unchanged from 2021 to 2022, the 2022 Budget proposed by CFA to the Annual Conference Session is a total of \$8,217,654. This table has the numbers broken down by the budget



categories, 1,2 &3. Connectional Resources is mainly staff and fixed costs, the bulk of the reduction. In total, a drop of \$1.5M, which is a 15.5% reduction.

With that good news, I'll turn it over to Norlan Hinke, our CFA President.

Maggie Biggs  
Treasurer

Please let me introduce myself. I am Norlan Hinke, a member of St. John's United Methodist Church, Davenport, Iowa. I live in DeWitt, Iowa with my wife and grandson. It is my pleasure to serve as Chair of CF&A when Jon Disburg stepped down after several years of successful leadership. We have a group of committee members who are committed with a focus on working with the Cabinet as well as every individual church and all church members throughout the Iowa Conference.

It is the objective of CF&A to propose an annual budget to serve the Conferences program needs, while established at a level that allows Iowa Conference churches to meet their apportionments. This is essential to allow us as Methodists to serve the many needs and people throughout the conference as well as the programs and services we provide to spread the Word of God and Make Disciples Throughout the World. Another financial objective is to establish a balanced budget to assure the Reserve Fund is not diminished after being reduced to a low dollar amount, but currently has been restored to an acceptable level.

You will denote from Maggie's previous reports and the reports I share with you, that the number of churches in the Iowa Conference continues to reduce annually as does church membership and church attendance. This is not unique to the Methodist faith as it is a trend throughout our nation. These reasons, plus various other reasons including the Covid Pandemic, have impacted apportionment giving.

As Maggie mentioned, we are pleased that our conference finished with a modest surplus in 2020. This was primarily due to making substantial internal adjustments, the conference deciding to pay General Conference apportionments at the same rate as they were received, plus the Treasurer's office managing expenses to meet the criteria of the Contingency Plan. We were able to utilize the PPP loan program, which was established to stabilize the economy while assisting organizations such as the Iowa Conference as well as for-profit businesses to maintain their level of employment while keeping businesses in operation to work through the Pandemic. The conference was able to complete a balanced 2020 budget as a result of the generosity and financial commitment from all conference membership. In addition, conference members donated unlimited gifts of time and talent to share our faith and love of God.

Following are reports intended to share information with you to show the historical pattern of apportionments and giving, the financial impact on the Reserve Fund, information supporting the reasons and impact of implementing the Contingency Spending Plan and the hopeful outcome that we can discontinue this program in the near future. Finally, staffing information to show membership the internal staffing changes undertaken to reduce budgetary needs.

#### Historical Review Apportionment Budget - Payments

	Budget	Payments	Churches
2016	\$14,810,617	\$11,804,320	777
2017	\$14,171,974	\$11,120,639	761
2018	\$14,794,211	\$10,973,012	753
2019	\$14,288,286	\$9,849,386	747
2020	\$13,127,917	\$8,928,527	738
2021	\$9,724,498	TBD	732
*2022*	\$8,217,654	TBD	TBD

You will note the apportionment budget has been reduced \$6,592,963 or 44.5%. This has been a challenging and difficult process. The intent is to continue to provide the programs and services necessary to carry out the missions of the conference while at the same time reducing expenditures so funds received could pay expenses without depleting the Reserve Fund and placing the conference in a tenuous financial position. The good news is that we finished in the black last year, this year-to-date shows improved giving, and we were able to restore Reserve Funds to an adequate level.

CF&A Objective to Present Proposed Balanced Budget - allow churches fair opportunity to meet apportionments - eliminate utilizing Reserve Fund Account to fund budget

#### Reserve Fund Account

2016	\$3,416,359
2017	\$3,212,001
2018	\$2,916,289
2019	\$1,985,546
2020	\$2,041,402
*Current*	\$3,194,509

\*Based on transfer of apportionments received, donation, transfer from General Conference Contingency after 2020 year-end\*

The Reserve Fund is a Balance Sheet item to assure the conference has adequate funds to cover annual budget shortfalls. As you can see the fund was significantly reduced to a point where with continued losses at the amounts of the previous year, it would be basically depleted. Through effective financial management by reducing general expenses, implementation of the Contingency Plan, changes in conference apportionment payments to General Conference, and other factors, the Reserve Fund has been restored to over \$3 million. We anticipate this amount of Reserve Funds should provide a financially stable future for the Iowa Conference.

The Contingency Plan was implemented April 15, 2020 to assure the conference maintained adequate cash funds to meet payroll, required fixed payments and necessary operating expenses. CF&A through the Conference Treasurer's Department established a cash-available formula that matches available funds with the potential required dollars of expenses per diem. CF&A set a policy that requires maintaining a minimum of 90 days liquid cash to a maximum of 180 days cash funds. As of December 31, 2019 available cash funds had reduced to 44 days, which resulted in the Contingency Plan being implemented. Through effective management procedures this ratio increased to 54 days as of October 31, 2020 and 70 days as of 2020 year-end. The cash funds available has increased to 78 days 2021 year-to-date. It is the intent of CF&A to maintain the Contingency Plan to increase cash funds to meet policy guidelines, with the hope that at some point in the near future we can discontinue this program and return to normal funds management.

The Contingency Plan directs the Conference Treasurer to paid operating expenses according to the following priority:

1. mortgage, lease payments; salaries and benefits
2. occupancy expenses; telephone, utilities, property maintenance, insurance, expenses deemed necessary to continue normal business operations
3. monthly grants to agencies (except Equitable Compensation grants) reduced to 50%. CCMC and other granting agencies are to convey how they prefer their grants be determined.

In addition, new equipment purchases and signing long-term leases require approval and open staff positions will only be filled if they are mission critical as determined by the Administrative Team.

This explanation will hopefully be transparent to all conference members, so we focus on the same intent to attempt to assure the conference remains financially viable and stable.

The Conference staff has reduced by 32% in the last 8 years. Alternatively, the conference is offering basically the same programs and services, which means we owe the current staff tremendous appreciation and support for "stepping to the plate" by assuming additional workload and responsibilities. We should also recognize, as a conference, that we cannot expect the same amount of work and additional levels of responsibility to be completed under these circumstances for the long-term.

In other words, we should be tremendously proud of the efforts of our conference staff but at the same time be cognizant of the fact that they cannot operate at this level in the long-term. Bottom line is that if the Iowa Conference wants to continue to serve and spread our faith at the present level of programs and services, we need to enhance revenue to support these programs and services. A special Thank You to ALL conference staff members for their dedication and commitment. Also, a special Thank You to ALL conference members for your commitment and contributions of time, talent, and financial support.

As President of CF&A, I would like to take a couple minutes to update comments that were made by Conference Treasurer Maggie Biggs and myself in our taped presentations.

Maggie mentioned the PPP loan (SBA Payroll Protection Plan loan program) was expected to be forgiven. The local lender and SBA have notified the conference of the fact the loan has been forgiven. This results in the \$1.2 million funds being converted from a liability in our Balance Sheet to a cash asset. This is the primary reason the liquidity funds available to fund expenses are improved.

CF&A is pleased to share with fellow Methodists that apportionment giving 2021 YTD is showing an improvement over the previous years. If current projections prevail, we will receive 85% total apportionments, which is up from 68% in 2020 and 69% in 2019. We believe this is due to several reasons, one of which is a \$5 million or 34% reduction in the apportionment budget in the last five years. The 2022 budget proposes another \$1.5 million reduction in apportionments, resulting in a 44.5% overall reduction since 2016. This has been accomplished through the cooperative efforts of the Cabinet, Conference staff, and general church membership. However, the PRIMARY reason is the faithful commitment and giving of individual churches and church members.

To share a few numbers with you:

- 2020 - 2021 shows an increase from 292 churches paying =>20% YTD apportionments compared to 390 churches - an increase of 1/3rd of conference churches.
- There is a 13% decrease in churches that have NOT paid YTD apportionments through April 30, 2021.

We encourage ALL churches to continue, or if possible, increase this level of giving so that the Conference can continue to carry out the programs and services we deem so important.

Bishop Laurie, the working budget from CF&A is before us. As a reminder, this budget is not debatable at this time, you may debate or amend the budget on Sunday afternoon and through the various Action Items before us today.

**Norlan Hinke**  
President, CFA

Slides from the Treasurer/Director of Administrative Services, Maggie Biggs and President of CFA Jon Disburg can be found at <https://www.iaumc.org/financeadministration>.

## 2020 Audit Report

To view the 2020 Audit Report of the Iowa Annual Conference, go to the Annual Conference's website at <https://www.iaumc.org/2020audit>.

To view other financial information, click on the link to the Finance and Administration page on the Conference's website at <https://www.iaumc.org/financeadministration>.