

Upper New York Conference
The United Methodist Church



2018 Annual Conference

Journal Vol. 1

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1 **Letter from Upper New York Area Resident Bishop Mark J. Webb**

2
3 Dear sisters and brothers of the Upper New York Area,

4
5 Grace and peace to you in the name of Jesus the Christ!

6
7 Soon we will gather for the annual session of the Upper New York Conference of The United Methodist Church.
8 During those days we will have the opportunity to acknowledge the many ways God is at work in our individual lives,
9 our life as the body of Christ and in the life of the world among us. In a fresh way, we will proclaim our identity as
10 followers of Jesus Christ and renew our commitment to the mission of partnering with God 'to make disciples of
11 Jesus Christ for the transformation of the world".

12
13 The 2018 Annual Conference session will offer times of worship, study, fellowship, and, of course, important times
14 of discernment, conversation, and decision. The days we spend together will allow us to embrace who we are in
15 relation to God, one another, and the world around us, as we fully understand the awesome privilege and
16 responsibility we have to boldly be the Church in the 21st century!

17
18 Our theme this year is *Together in Prayer – Boldly Living Our Call*. Through all we do during our time together, we
19 will be guided by the truth and promise that we have been invited and fully equipped by God to accept and share in
20 a fresh, bold way the transforming work of God's amazing grace in our lives and in the lives of others.

21
22 We will be blessed to have the Rev. Dr. L. Gregory Jones of Duke Divinity School as our study leader. Bishop Dennis
23 Proctor of the North Eastern Episcopal District of the African Methodist Episcopal Zion Church will be our preacher
24 for the Service of Commissioning and Ordination. Our own Rev. Corey Turnpenny will be the preacher for our annual
25 Memorial Service.

26
27 As we worship throughout our time together, we will have multiple opportunities to offer our financial gifts to
28 undergird some very exciting ministries. We will receive offerings that will support our "Clergy Care Fund" (financial
29 assistance for clergy and families), our "Helping Hands Fund" (financial assistance for laity of our congregations), the
30 NEJ Mission of Peace, New Faith Community Development and the UNY Mission Central Hub.

31
32 Finally, what would Annual Conference session be without some reports, resolutions, and recommendations to read,
33 surround in holy conversation, and act upon. The pages in this workbook will prepare you to engage fully in all that
34 we will consider when we gather. I hope you will take the time to read each report and every page. I urge you to
35 surround your reading, preparation and consideration in prayer.

36
37 I am grateful to be a part of this place called Upper New York, and to share the journey of ministry with each of you.
38 God is accomplishing amazing things in us and through us and for everything God has called us to in the days ahead,
39 God has promised all that we need! I know we are ready to allow God to use us in ways we have not yet dreamed
40 or imagined. So, come prepared for an amazing experience of faith, community, and celebration, as we gather May
41 31 – June 2, 2018 at the (SRC Arena) at Onondaga Community College in Syracuse, NY.

42
43 I look forward to greeting you, worshipping with you, and watching what God will do as we strive to be *Together in*
44 *Prayer – Boldly Living Our Call*.

45


46
47 Mark J. Webb
48 Resident Bishop, Upper New York Area

1 **Welcome letter from Conference Lay Leader, Susan Hardy**

2
3 Welcome to our Ninth Session of Upper New York 2018 Annual Conference!

4
5 As your conference lay leader, I long to see all persons who will gather in this season. All of us sitting
6 together in prayer. All of us standing in spirit, side-by-side in praise, worship, and Bible studies. All of us
7 called to engage in gracious conversation and Holy conferencing. All of us rejoicing in stories of effective
8 and equipping ministries. All of us sharing in communion and meals. Each and every one of us called to
9 boldly live as vital and loved disciples of Jesus Christ.

10
11 “Grace and peace to you from God our Father and from the Lord Jesus Christ” are familiar greetings in
12 each of Paul’s letters, from *Romans to Phileomen*. As your conference lay leader, I ask that we who are
13 one family in Christ, called United Methodists, embody those words as we gather on the campus of
14 Onondaga Community College, in the SRC Arena, May 30-June 2, 2018.

15
16 Our shared mission to make disciples of Christ is strengthened by those very qualities of extending God’s
17 grace and peace to our family in Christ. As we listen to updates from teams engaged in tough
18 conversations, hearing things that have the potential to divide us, let’s call for the wisdom of the Holy
19 Spirit to temper our attitudes and our words. I found James 3:18 in *The Message* offering both challenge
20 and hope for our times together as UMC clergy and lay members: “You can develop a healthy, robust
21 community that lives right with God and enjoy its results only if you do the hard work of getting along
22 with each other, treating each other with dignity and honor.”

23
24 May the grace and peace of our Creator, Redeemer, and Sustainer clothe our words, our thoughts, and
25 our actions.

26
27 Together with you in prayer and God’s love,
28 Susan Hardy, Conference Lay Leader

Holy Conferencing Principles

of the Northeastern Jurisdiction of The United Methodist Church

1
2
3
4
5
6
7
8
9
10
11

Ephesians 4:3 [Make] every effort to maintain the unity of the Spirit
in the bond of peace

- Every person is a child of God. Listen before speaking.
- Strive to understand from another's point of view.
- Speak about issues; do not defame persons. Disagree without being disagreeable.
- Pray, in silence or aloud, before decisions. Let prayer interrupt your busyness
- Strive to accurately reflect the view of others.

1 **Organizational Motion**

- 2
- 3 1. This is the ninth session of the Upper New York Conference held on May 30-June 2, 2018 at Onondaga
4 Community College.
- 5
- 6 2. The session shall be governed by the rules of General Conference of The United Methodist Church.
7 Roberts Rules of Order 11th edition shall govern all procedural questions where the rules of General
8 Conference cannot be applied.
- 9
- 10 3. Holy Conferencing affirms our covenant with God and one another. At any time during the
11 proceedings, the bishop may call for a moment of discernment and prayer before a vote is taken.
- 12
- 13 4. The published agenda available on the website shall be the official agenda for the Annual Conference.
14 Questions about the agenda shall be the official agenda may be directed to the executive assistant
15 to the bishop.
- 16
- 17 5. All reports without recommendations shall be placed on the consent calendar. The Bishop’s Address
18 to the Conference, the Report of the Conference Lay Leader and the Superintendents’ Report are
19 automatically exempt from this rule. Further, upon proper motion from the floor, any report may be
20 lifted from the consent calendar and placed on the agenda by a one-third vote of the Conference
21 body.
- 22
- 23 6. The roll call of attendance shall be taken from credential cards presented at the time of registration.
- 24
- 25 7. Lay members are those specified by the *2012 Book of Discipline*, ¶132, Article I. Selection of Lay
26 Equalization Members, as required in ¶132, Article I. was determined according to the Rules for
27 Determining and Selecting Lay members to the Annual Conference, adopted by the Committee on
28 Sessions on February 14, 2011.
- 29
- 30 8. Clergy entitled to vote are those specified by the *2012 Book of Discipline*, ¶1602, subject to the
31 limitations contained in the same paragraph.
- 32
- 33 9. The voting area of the Conference [“bar of the Conference”] shall be the floor area of the convention
34 center. Guest and non-members may be seated in the designated visitor seating area. Persons
35 standing or seated outside the bar of the Conference shall have no voice on legislative matters or
36 balloting.
- 37
- 38 10. Securing the Floor: Conference members wishing to speak to the Conference shall raise their colored
39 placard at their seat and wait to be recognized by the Bishop. When recognized they shall move to
40 the nearest microphone. Please state your name, and your church (laity) or appointment (clergy).
- 41
- 42 11. To ensure the accuracy of the minutes and faithfulness to the intention of the mover, motions and
43 amendments from the floor must be submitted in writing to the Secretary of the Conference on a
44 form provided for this purpose. A copy of the written motion or amendment will be provided by the
45 author to the secretary after the amendment has been made. No motion or amendment will be voted
46 on unless it is provided in writing. To facilitate this, as a motion or amendment is made, members of

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- 1 the conference staff or volunteers will provide the speaker with the proper form documenting the
2 motion or amendment. The documented motion or amendment will be taken to the conference
3 secretary by the conference staff or volunteer. A copy will be provided to the author as soon as
4 possible.
5
- 6 12. No person shall speak more than once upon the same question and shall be limited to not more than
7 three minutes, except the maker of the resolution or the chairperson of the agency submitting the
8 resolution, who shall have up to five minutes to open and three minutes to close debate.
9
- 10 13. The Journal Editor shall have sole authority to edit, condense, organize and print the *Upper New York*
11 *Conference Journal/Yearbook*. All material from this session must be submitted in writing by no later
12 than July 1, 2018.
13
- 14 14. The Director of Communications shall be responsible for reporting the general periodicals of The
15 United Methodist Church and secular news media. All references for printing by the Conference
16 official publication shall be subject to editing and condensing by the editor.
17
- 18 15. No material may be distributed within the bar of the annual conference sessions without prior review
19 of the Agenda Committee of the UNY Sessions team: Rev. Sherri Rood (Dean of Cabinet), Susan Hardy
20 (Conference Lay Leader), Vicki Swanson (Site Arrangements) and Rev. Bill Gottschalk-Fielding
21 (Director of Connectional Ministries).

1 **Consent Calendar**

- 2 Accessibility Concerns Team
- 3 Archives and History, Commission On
- 4 Camp and Retreat Ministries, Committee on (CCRM)
- 5 Chautauqua Institution, United Methodist House
- 6 Communications
- 7 Equitable Compensation (report only)
- 8 Finance and Administration, Conference Council on
- 9 Global Ministries, Board of
- 10 Laity Report, Board of
- 11 Lay Servant Ministries
- 12 New Faith Communities
- 13 Ordained Ministry, Board of (BOM)
- 14 Peace with Justice Grant Program
- 15 Peace with Justice in Palestine and Israel, UNY Task Force on
- 16 Pension & Health Benefits, Board of
- 17 Religion & Race, Conference Council on (CCORR)
- 18 Safe Sanctuaries® Team
- 19 Social Holiness
- 20 Special Sunday Giving Task Force
- 21 Status and Role of Women, Commission on the (COSROW)
- 22 United Methodist Men
- 23 Vital Congregations
- 24 Volunteers in Mission (VIM)
- 25 Youth Ministries, Conference Council on (CCYM)

1 **2018 Annual Conference Agenda**

2

3 **Wednesday, May 30, 2018**

- 4 11:45 a.m. – 3 p.m. Extension Ministry Luncheon (OCC Gordon Great Room)
5 1- 5 p.m. Mission Central Hub, United Methodist Center - open with Activities
6 4 – 8 p.m. Registration Opens – ((SRC Arena) Concourse)
7 4:30 p.m. Celebrating Christ in the City at Columbus Circle, Syracuse
8 7 - 9 p.m. Clergy Session (Allyn Gym OCC)
9 7 - 9 p.m. Laity Session (SRC Arena) OCC

10

11 **Thursday, May 31, 2018**

- 12 7:30 a.m. Registration open – (SRC Arena) Concourse)
13 8:15 a.m. Blessing of the space – (SRC Arena)
14 9:15 a.m. Open with Worship and communion – (SRC Arena)
15 Short break - reset stage
16 11 a.m. Plenary – (SRC Arena)
17 • Organizational motion
18 • Consent Calendar
19 • Move and adopt agenda
20 • CORR monitoring process
21 12 p.m. Lunch - (SRC Arena)
22 1:30 p.m. Plenary – (SRC Arena)
23 • Leadership report
24 • Conference Board of Pension
25 • Conference Board of Equitable Compensation
26 • Break
27 • Conference Board of Trustees
28 • Commission on a Way Forward
29 • Bishop’s Task Force on Racism
30 • Episcopacy Committee
31 5:30 p.m. Dinner - (SRC Arena)
32 Memorial Dinner (by invitation only) – (Gordon Great Room)
33 7:30 p.m. Memorial Service – (SRC Arena)
34 8:30 p.m. Plenary if needed

35

36 **Friday, June 1, 2018**

- 37 7:30 a.m. Registration open – (SRC Concourse)
38 8 a.m. Gathering Music – (SRC Arena)
39 8:15 a.m. Study Leader - Rev. Dr. Greg Jones of Duke Divinity School – (SRC Arena)
40 9:30 a.m. Plenary – (SRC Arena)
41 • Resolutions and Petitions
42 12 p.m. Lunch (SRC Arena)
43 1:30 p.m. Study Leader – Rev. Dr. Greg Jones of Duke Divinity School – (SRC Arena)
44 2:45 p.m. Plenary – (SRC Arena)
45 • Black College Fund
46 • Nominations

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1		• Continue with Resolutions & Petitions
2	5:30 p.m.	Dinner – (SRC Arena)
3		Ordinand and retiree dinner (by invitation only) – (Gordon Great Room)
4	7:30 p.m.	Celebration of Ministry Service – (SRC Arena)
5	8:30 p.m.	Plenary if needed
6	After Plenary	Ordination Rehearsal – (SRC Arena)
7		
8	<u>Saturday, June 2, 2018</u>	
9	8 a.m.	Gathering Music – (SRC Arena)
10	8:15 a.m.	Worship led by the Young Adults – (SRC Arena)
11	9:30 a.m.	Plenary – (SRC Arena)
12		• Budget & CFA report
13		• Advance Specials
14		• Resolutions & Petitions continue
15		• Recognize first time licensed local pastors
16		• Recognize new graduates of Course of Study
17		• Recognize first time approved Certified Lay Ministers
18		• Commissioning for the Office of Deaconess
19		• Presentation of Denman Awards
20		• Presentation of One Matters Award
21		• Evaluations
22		• Thank you’s
23		• Adjournment
24	12:15 p.m.	Lunch – (SRC Arena)
25	2 – 5 p.m.	Ordination – preacher this year will be Bishop Dennis Proctor of the North
26		Eastern Episcopal District of the African Methodist Episcopal (A.M.E.) Zion
27		Church – (SRC Arena)
28	Ordination reception	(SRC Arena)

Location of other activities:

Prayer Room & Spiritual Directors: Arena 201c next to the (SRC Arena) Entrance

Child Care: Allyn Hall 296 (ground level, behind gym)

Displays & Cokesbury: Allyn Hall Gym

Blueprint for Wellness: Allyn Hall 182 (lower level)



Recommendations



2018 Conference Journal



Upper New York Conference

The United Methodist Church



Narrative Budget Booklet 2019

Draft 2

2019 Upper New York Conference Budget

Introduction

The 2018 Narrative Budget Booklet proved to be incredibly helpful in enabling members across the UNY Conference to understand what their Ministry Shares support. The successful response of the narrative budget has prompted the UNY Conference to continue producing the budget in a narrative format each and every year. This booklet is an invitation for you to become familiar with the ministries the UNY budget will support in 2019.

Budgets tell a story. This budget's story is of a family of churches stretched across UNY, united by their love for Jesus and their desire to share the love of God with all people. This budget exists to show how the Conference supports the ministries of these churches by offering tools for ministry – tools that can be visualized as a compass, a lever, and a bridge.

2 Budget Booklet 2019



Cross and flame at Conference Communication
Hub, Rush United Methodist Church.
Photo by Rush UMC.

**Equipping
Ministries:
A Compass**

The compass symbolizes how the Conference equips churches for ministry by growing Christ-following leaders. Leaders equipped with a compass are able to guide people through rough terrain to new and promising places. The primary way the Conference equips leaders is through recruiting, training, credentialing, deploying, supporting, and supervising ordained and licensed clergy. The simplest way to answer the question “What do I get from the Conference?” is to point to your pastor! He or she is with you because of our connection as a Conference. Your pastor’s call to ministry was recognized and nurtured by the Conference; his or her gifts and skills were developed with Conference resources; and he or she was sent to minister among you by the Conference. Although laity are primarily equipped and supported by their local churches, the leadership of lay people is also increased through Conference initiatives and programs (e.g., Lay Servant Ministries, Older Adult Ministries, Conference Council on Youth Ministries, communication channels, coaching, leadership training, and much more).



**Enhancing
Ministries:
A Lever**

The lever symbolizes how the Conference enhances local church ministries by developing and “scaling up” resources to be shared by all. With a lever, you can magnify and stretch your efforts. Examples of how churches leverage their efforts through the Conference include our Conference’s camp and retreat ministries and our Media Resource Center. Few churches could own a camp site or purchase 1,000 DVD-based Sunday school programs, but churches linked together have access to these things. These are only a couple of the countless examples of how UNY churches leverage their efforts together.



**Extending
Ministries:
A Bridge**

The bridge symbolizes how the Conference extends the reach of local churches beyond their neighborhood or community. Bridges connect people across geography and culture. Conference “bridging ministries” include Conference Volunteers in Mission (VIM) programs, disaster response ministries, Conference support of Global Ministries’ missionaries and UMCOR aid workers that are supported through our General Church apportionments, and much more.



These three tools – the compass of spiritual leadership, the lever of shared resources, and the bridge of connection– are what we build together as a Conference to support the work we do as local churches.

Note: In the following Narrative Budget Summaries and the Line Item Budget you will be able to go deeper into what each funded ministry area is doing to support local ministries through the tools explained above and what they are doing to support the Conference’s mission, vision, primary task, and outcomes. This information should provide insight to those learning about the budget and allow those individuals to provide feedback to the UNY Committee on Finance and Administration as they prepare a final draft budget for the 2018 session of the Upper New York Annual Conference. Feedback and questions can be sent to Budget@unyumc.org.



Narrative Budget Summaries

Editor's Note: The number that precedes each ministry area represents the budget line item for that particular ministry. The number following each ministry area represents the 2019 Ministry Share Revenue Budget.

110: Connectional Ministries \$292,504

The Connectional Ministries area places people, and resources in the service of God's mission by providing strategies, networks, and resources for districts, congregations, teams, and leaders to increase the leadership capacity of local church clergy and laity. As part of this work, it seeks to develop and strengthen the ethnic, age-level, and outreach ministries of local congregations and align all Conference work with the core values of the Upper New York Conference (UNY) (centrality of the local church, connectionalism, and lay-clergy partnership). This past year the Office of Connectional Ministries has worked with Conference teams on strategic planning, assisted congregations with financial stewardship, and linked Conference leaders with denominational resources. In 2019, Connectional Ministries will continue to prioritize increasing the number of transformational leaders, vital existing congregations, and vital and sustainable New Faith Communities. It will also build on the work begun to develop strong District Leadership Teams and strengthen the UNY connection to the larger United Methodist Church beyond its borders.

4 Budget Booklet 2019

113: Conference Leadership Team \$7,650

The Conference Leadership Team (CLT) serves as the executive body of the Conference between Annual Conference sessions to ensure the decisions of the Conference are implemented in accordance with our mission, vision, primary task, and core values. In 2019 the Conference Leadership Team, working in partnership with District Leadership Teams, the Extended Cabinet and conference teams, will continue to develop and implement a range of Ministry Action Plans (MAPs) related to increasing transformational leaders, vital existing congregations and vital and sustainable new faith communities.



CLT holds a meeting at the United Methodist Center.
Photo by Steve Hustedt.

**122: New Faith Communities Team \$5,250
& 123: New Faith Communities Ministries
\$198,772**

The planting of New Faith Communities is one of the three central focuses of the Annual Conference, as we seek to live out our vision to “make disciples of Jesus Christ for the transformation of the world.” The various New Faith Community teams of the Upper NY Conference are continually working to build and improve a system that supports the inspiring, recruiting, equipping, deploying, coaching and supervision of the people (both lay and clergy) who feel called by God to create new places for new people. The 2019 budget will support the work of those teams.



Formed in refugee basements, the Karenni Good News and New Hope UMC is now a thriving New Faith Community in Mattydale, N.Y.
Photo by Mary Dalglish.

124: Congregational Revitalization \$148,760

The Vital Congregations ministry area continues making disciples of Jesus Christ for the transformation of the world by coming alongside districts and local churches to provide resource and direction so that greater vitality will be experienced. Vital Congregations is reaching toward living the Gospel of Jesus Christ and being God’s love with our neighbors in all places. Partnering with other groups in the Conference, Vital Congregations is working to increase the number of transformational leaders, increase the vitality of existing congregations, and increase the number of vital and sustainable New Faith Communities. At this time in the life of the Annual Conference, the most important focus is developing the capacity of Christ-Following leaders. Vital Congregations shares this ministry focus with all the ministries in Upper New York. Currently the programming being

offered by Vital Congregations includes Leadership Academy, Illuminate Preaching Academy, Hand to Plow, Tending the Fire, Tending the Soul, and select special events. Continued ministry will be engaged in the Pastoral Leadership Development groups, Team Vital, and increasing the number of leadership development interactions for laity along with clergy. In addition, ministry is being engaged with District Leadership Teams, Board of Ordained Ministry, and the UNY Cabinet. In the midst of the programs and key relationships, there is continued work with local congregations through preaching, teaching, coaching, and other forms of support as needed. In 2019 many of the ministry activities of Vital Congregations will continue while additional strategies and opportunities to serve the local congregations as they share the ministry of making disciples of Jesus Christ for the transformation of the world.

126: Hispanics Ministries Task Force \$1,970

The goal of the Hispanic Ministries Task Force is to assist lay and clergy leaders in reaching and supporting members of the Hispanic/Latino community. Specifically, this task force seeks to find ways to develop strategies to: (1) Strengthen existing ministries and congregations reaching Hispanic/Latino communities in Upper New York (UNY), (2) Start new congregations and ministries in UNY, including intentional ministries with children and youth, (3) Identify, equip, and deploy (lay and clergy) leaders that are uniquely equipped to minister to Hispanic/Latino communities, (4) identify financial and material resources to support and maintain” these strategies. In 2019, these goals will continue to drive the work of the Hispanic Ministries Task Force.



Youth dancers at Rochester: Aldersgate Hispanic UMC.
Photo courtesy of Hector Rivera.

I 30: Older Adult Ministries Team ¶651 \$1,970

The purpose the older adult ministries team is to “strengthen the older-adult ministries in the local churches and districts” of the Conference. This provides a pathway for older adults, who have vast experiences but face unique challenges in the life of the church, to grow as leaders and support the mission of the United Methodist Church. In 2019, this team seeks to fulfill its disciplinary mandate to “initiate and support ministries, plans, activities, and projects that are of particular interest to older adults,” looking for creative and effective ways to advocate for the needs of older adults and champion their full participation in the life and mission of the Church.

I 31: Young Adults Ministry Team \$9,145

The Young Adults Ministry Team is made up of young adult clergy and laity from around the Upper New York Conference. The Young Adult Ministry Team models how local churches can authentically connect across generations through worship and other resources. The Young People hope to connect young adults across the Conference, helping them build relationships and leadership capacity within the local church and beyond. In 2019, they will continue to work to help young adults translate/connect their faith to action through mission opportunities. And they will also help their relationship with each other strengthen through specific events.



Conference Council on Youth Ministries fall gathering.
Photo courtesy of CCYM.



The Worship led by the Young People of Upper New York at Annual Conference 2017.
Photo courtesy of CMI.

I 32: Conference Council on Youth Ministries \$4,900

The Conference Council on Youth Ministries (CCYM) is vital for the UNYAC to live out its mission and vision. Discipleship has no minimum age, and youth often make up the most passionate and enthusiastic demographic in the church. This excitement to be Christ’s body in the world is evident year round, most clearly at three events: two fall gatherings- one in the eastern part of the Conference, and one in the western part of the Conference and at the Conference-wide event in the spring that has been called Up!Word in the past. This event brought together youth from all over the Conference. At these three events youth hear prophetic speakers and sing together. Youth grew in their faith, knowledge, and capacity as leaders through workshops held on several different subjects. Each event is a powerful experience for Conference youth.

In 2017-2018, the CCYM reframed these three programs to better suit the needs of the youth, the Church, and the world. Fall Gathering is now Inward and Up!Word is now Outward. The goal of creating disciples, however, remains the same. In 2019, CCYM will continue to offer these great events to help encourage young people to become Disciples for the transformation of the world.

**133: Commission on Archives and History
\$25,293**

According to the *Book of Discipline*, all Conferences are required to have a Commission on Archives and History to “collect, preserve, and make accessible the historically significant records of the annual conference and its agencies, including data relating to the origin and history of the conference and its antecedents.” That said, the Upper New York (UNY) Conference Commission on Archives and History seeks to fulfill more than a disciplinary mandate. It seeks to keep and uphold the story of our past in order to help us understand our present and plan for our future. In day-to-day practice UNY collects artifacts, historical documents, books, etc. which help tell the story of the UNY Conference. Archives and History also assists researchers such as local churches as well as genealogists all over the country. The Archives and History ministry also helps local churches in managing their records, tasks, and serves as a resource for preservation of records.

Now that the archives, that were previously housed in three different places, are all under one roof at The United Methodist Center, the Commission of Archives and History can better assist people. In 2019, the Commission of Archives and History will be working diligently on organizing all materials with hopes of digitizing many.



The Media Resource Center provides resources to the local churches, districts, and Conference.
Photo by Mary Dalglish.

134: Safe Sanctuaries Team \$2,570

The Safe Sanctuaries Team focuses on building healthy congregations and growing Christ-following leaders by establishing minimum standards and procedures, providing training, and assisting local churches in reducing the risks of abuse to the most vulnerable among us. A highlight of 2017 includes developing a Safe Sanctuaries and Ministries with Older Adults workshop that was presented at Annual Conference and is now available from the Media Resource Center. Numerous UNY Safe Sanctuaries training opportunities were offered by more than 70 volunteer trainers. Safe Sanctuaries related questions and situations have been addressed by Conference Staff and team members. A Safe Sanctuaries Compliance Form has been developed and responses reviewed. The team continues to work on developing resources related to social media and a video to be used in training that includes the portrayal of an abuse disclosure and the response. An online training as an alternative to face-to-face training is being explored. The team's hopes for 2019 will continue to be reviewing minimum standards and procedures, providing resources and training, and assisting local churches in reducing the risks of abuse.

136: Media Resource Center \$73,458

The Media Resource Center, our free lending library, provides materials to the local churches, districts, and conference to support the mission, vision, and ministry of our Conference. With our focus on prayer this quadrennium, you will find a number of studies and books dedicated to prayer. As we strive to make disciples of Jesus for the transformation of the world, you will find studies and support materials to help your local church better understand just what it is to be a disciple. While we continue to expand the leadership capacity of the people in our conference, there are many resources to help with visioning, leadership, and spiritual growth. Support materials are available for all ages across the theological spectrum on a wide variety of topics. The coordinator provides consultations to laity and clergy as to which resources would be helpful in their ministry setting.

The move to the United Methodist Center in 2017 has helped make the resource center more assessable to people around the conference as they gather for meetings. In the fall of 2017, we began to add

resources in Spanish and Korean. We hope to expand the diversity of materials offered each year. A display cart was added and is available to borrow for district and conference events. No matter where you are located in our Conference, the resource library is available to you. In 2019 this vital ministry will continue to have the capacity to help people grow in their faith exponentially.

152: Board of Laity \$5,000

Our UNY Board of Laity are lay members in partnership with our clergy, all focused on the same outcomes. As laity are volunteers, our support for transportation and attendance at events is provided by budgeted funds through our AC. This increases the potential for access by all laity.

Many serve on the Conference Leadership Team, meeting for a Friday evening and most of Saturday on a monthly basis, as well as through electronic work in sub-groups. One outcome is the recently published bible study that focused on our theme of "Together in Prayer." This is intended for use by local churches, or at district gatherings, Conference-wide. It shows lay and clergy leaders collaborating in a shared process toward a communications outcome.

Most District Lay Leaders (DLLs) also serve on District Leadership Teams, as well as other district groups. This year all are challenged to attend district days and regional charge conferences as active partners with Superintendents. This grows vital leaders.

We expect to continue to grow lay leaders who are vital disciples of Christ through local, District, Conference, regional, national, and global gatherings and shared ministries in 2019. One focus is the vitality and accountability of DLLs in every District. Another is the increased identification, nomination, and training of laity for roles on Conference Teams.

153: Lay Servants Ministries Team \$1,100

According to the *Book of Discipline*, every Conference is encouraged to create a Conference Committee on Lay Servant Ministries. Lay Servant Ministries is an important way that new leaders are equipped and deployed for their ministry work. Increasing leadership capacity is currently the primary task of the Upper New York (UNY) Conference, so the role

of Lay Servant Ministries is very important. In 2017 the UNY Conference had approximately 875 active Certified Lay Servants, 26 Certified Lay Speakers and 76 Certified Lay Ministers. There were approximately 45 training opportunities offered across our Conference with almost 450 Lay Servants in attendance. These Lay Servants, Speakers and Lay Ministers serve as disciples of Jesus Christ through a myriad of ministries including: VIM, Small Group Leaders, Trustees, SPRC members, Sunday School Teachers, Visitation Coordinators, Prayer Leaders, Eucharistic Ministers, Worship Leaders and more. In 2019, UMY Lay Servant Ministries will continue to use the tools available to grow and deploy leaders across UNY and across the connection.



The Sodus Farmers' Market is run by the Laity of the United Third Methodist Church in Sodus village, N.Y.
Photo by Mary Dalglish.

154: College Ministries Team \$61,648

The purpose of the College Ministries Team is to guide the Upper New York (UNY) Conference in its program of ministry in higher education; to train and provide resources for District committees and local church ministry areas of higher education and campus ministry; and to evaluate schools, colleges, universities, and campus ministries related to the UNY Conference, with concern for the quality of their performance, the integrity of their mission, and their response to the missional goals of the General Church and the Annual Conference, particularly in the area of leadership development. In 2019, the team will continue to invest its resources and time in fulfilling these responsibilities, enabling more young United Methodists the opportunity to grow and lead.

160: Conference Commission on Religion and Race \$26,970

The purpose of the Conference Commission on Religion and Race (CCORR) is “to challenge, lead, and equip the people of the United Methodist Church to become inter - culturally competent, to ensure institutional equity and to facilitate vital conversations about religion, race, and culture” (§12002).

The work of CCORR is rooted in the UNY vision of “Living the Gospel of Jesus Christ and being God’s love with our neighbors in all places.” Being inter-culturally competent and facilitating vital conversations about religion, race & culture are essential to living the Gospel, being God’s love to our neighbors of color, & making disciples of Jesus. In 2017, CCORR created & presented “Be an Ally Now” workshop with deep conversation as well as valuable handouts and skits at Annual Conference (AC). We developed a survey for all Lay Members to AC to complete. Several CCORR members serve on the Bishop’s Task force on Eliminating Racism (BTFER) and have analyzed survey data in conjunction with the task force. Having interfaced with the Bishop’s Task Force on Racism, CCORR will continue for the next several years at least to support, resource and implement a comprehensive plan for UNY local churches to address (1) congregational privilege & racism, (2) local community needs, and (3) the Northeastern Jurisdiction’s 2016 “Call to Action.”



The Act of Repentance at Annual Conference.
Photo by Matthew Williams.



The Bishop’s Task Force on Eliminating Racism meets regularly to address forms of racism.
Photo by Steve Husted.

161: Conference Commission on the Status and Role of Women \$1,970

Since the Conference Commission on the Status and Role of Women (COSROW) has been charged with monitoring, research, education, and advocacy to eradicate sexism in The United Methodist Church, our mission is huge, and what is at stake is the lives of women and girls and all with whom they interact. This work can most prominently be seen in monitoring at Annual Conference, as well as in other leadership environments, but it also involves behind-the-scenes conversations and education on the part of COSROW members.

In the coming year we hope to use some of our allocated funds to produce a publication whose title will be *The Bent Over Woman*. This book will endeavor to use personal stories to put faces on the statistics that demonstrate that we live in a rape culture where the lives of women are often seen as not as valuable as those of men.

162: Committee on Native American Ministries \$7,710

As promised in the Act of Repentance and Building Relationship with Indigenous Persons service at Annual Conference 2015, the Committee on Native American Ministries (CONAM) has continued to work with the Upper New York Conference on this road of building relationship. An important aspect of our vision has been to strengthen CONAM’s presence, representing the conference, with the ministries of the three Native American UMCs on the tradi-

tional territories of the Haudenosaunee Peoples. We have done this by supporting meetings between the District Superintendents, the Bishop and the pastors and congregation members. We have encouraged a further opening of communication, discussing the unique needs of these three churches that haven't necessarily been met in the past.

CONAM members also have traveled to the NEJ Native American Ministry Committee meeting and to Native American Comprehensive Plan training. These connections are vital to strengthening and developing our own ministries with Native Peoples within our conference. In 2019 CONAM will continue the important work that was made manifest during the act of repentance and continue to nurture the crucial relationships to provide ministry to indigenous people.

163: Committee on Accessibility Concerns ¶653 \$1,970

The Accessibilities Concerns Team's purpose is to "promote the full inclusion of persons with disabilities in the life of the local church and annual conference" by advocating, developing and promoting programs at all levels of the conference that meet the needs of persons with disabilities. Fully including individuals who are differently abled is a great example of being God's love for all people and allows people with unique outlooks and skills to develop as leaders, greatly enriching the body of Christ. In 2017, we have worked to raise awareness of accessibility needs within our conference and communities. We have



Annual Conference 2017.
Photo by Matthew Williams.

shared information and resources with congregations, set up a Facebook page to resource communities and share ideas. We have worked to meet with churches, and be available by phone to help people think of ways of being more accessible physically and in attitude for their communities to reach more people. We have gathered resources for physical accessibility, mental health support, learning disabilities, and autism inclusion. In 2019, this team specifically seeks to be a resource for local churches who are attempting to be accessible to all people, thereby fulfilling its disciplinary mandate in a way that puts the local church at the center of ministry.

165: Nominations & Leadership Development \$1,300

The Nominations Team serves throughout the year to recruit called, gifted, and skilled lay and clergy leaders to serve on various Conference committees, boards, teams, task forces, and agencies. It submits an annual roster of nominees for adoption by the Annual Conference each year and fills interim vacancies with submissions to the Conference Leadership Team. This is an essential feature of the Conference's primary task of "equipping and deploying Christ-following leaders." In 2019, the Nominations Team will seek to place a diverse and gifted group of leaders in ministry in the Upper New York Conference.

166: Annual Conference Sessions \$253,370

Long before our Annual Conference takes place each year, the Sessions Committee is busy planning all the various aspects that surround the event. The Committee is comprised of volunteers and Conference staff, all of whom have been tasked with duties, time constraints, and responsibilities to ensure the event is timely, well-coordinated, and, most importantly, glorifies God.

Varying aspects of this undertaking include teams who focus on securing a venue, arranging the meals, preparing the agenda, coordinating all the technical and technology pieces, maintaining our budgetary constraints, securing our Bible study leader, communicating the event to the entire Upper New York body, and planning the several worship services held during our time together, just to name a few. Each

one of these teams relies on the help and coordination of each other and input from many other Conference teams.

With these tasks, we are mindful of hotel availability, dietary needs, handicapped accessibility, child-care, music, transportation, volunteers needed, rules, logistics, and legalities at the AC Session.

Through the grace of God and with our advanced planning, we are looking forward to a successful and efficient 2019 Annual Conference.

182: Global Ministries \$5,470

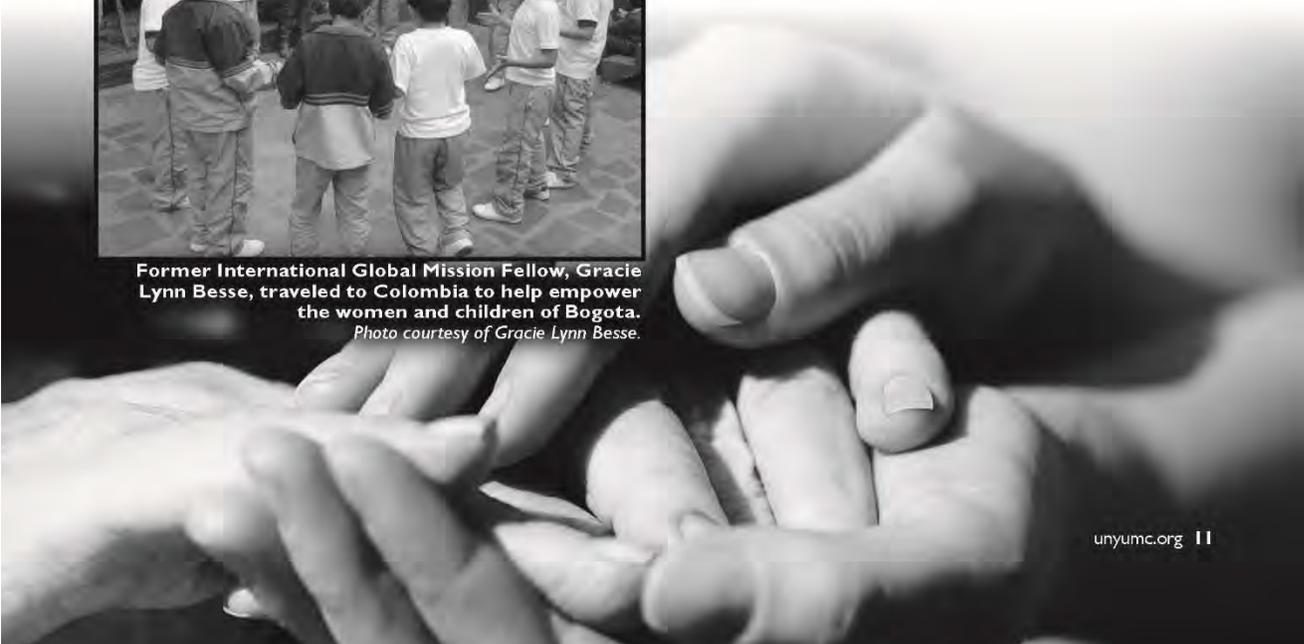
The purpose of the Global Ministries Team is to explore, develop, and support partnerships between the Conference, districts, and local churches with mission projects beyond the bounds of the Conference. It is also responsible for maintaining the connective relationships between the conference and the General Church, primarily through the General Board of Global Ministries. In 2019, the Global Ministries Team will seek to fulfill its disciplinary responsibilities through wise investment of time and resources, and be God's love to all people and in all places!



Former International Global Mission Fellow, Gracie Lynn Besse, traveled to Colombia to help empower the women and children of Bogotá.
Photo courtesy of Gracie Lynn Besse.

183: Social Holiness \$16,000

Social Holiness is a team representing different committees of the Upper New York Conference that pertain to the "social ministries" focused on justice and compassion. The committees represented give not only a presence in our various communities, but also, put a face on our faith statements. These reach from supporting the work of the Peace with Justice in Israel and Palestine to the funding of programs that help local churches better reach out to the marginalized in their locations. The areas of religion and race, Native American ministries, Ministries within the Prison System of New York, and the New York State Council of Churches are also areas that are supported and part of our monthly discussions. In other words, these ministries are directly involved in the Upper New York Conference serving as the love of God in local communities throughout UNY. The Social Holiness Committee sponsors various trainings and is a valuable resource for local churches across the Conference. In 2019, the Social Holiness team will continue to meet monthly to further their social justice efforts and will also offer more training to local churches so that all in Upper New York and around the world might feel the Love of God in their lives. Additionally, the team hopes to provide specific tools that will help local churches to offer trainings and educate their congregation with bulletin inserts and resources related to social ministries.





Volunteers get ready to load flood buckets for transport.
Photo by Mary Dalglish



Conference staff assemble flood buckets.
Photo by Mary Dalglish

Lay Servant mission, Team Leader Training, Early Response Team (ERT) and advanced response courses. NEJ UMVIM/UMCOR Academy provides VIM with best practices in theology of mission, trainer certification, and cultural sensitivity training. Partial scholarships support academy attendance and mission teams. VIM collaborates with NEJ to offer accident and medical insurance to team members. Use of social media including email, Facebook, and online course registration improves connections. Presentations at district events improves understanding of mission possibilities. VIM continues training, presentations, support and experiences in 2019. Plans include expanded use of the Mission Hub and Conference space in training, support and mission events to process and store materials such as UMCOR kits.

184: Disaster Response Team \$8,525

The Disaster Response team provides physical, emotional and spiritual relief and assistance to churches and their communities in times of natural and human-made disaster. When people are in unthinkable pain, this team is there to respond with God's love and meet the physical and spiritual needs of those in pain. In 2019, this team will increase its preparedness to respond to disaster through training and resource-building. Most importantly, they will be at the ready to respond with the love of God when called upon.

185: Volunteers in Mission \$8,000

Volunteers in Mission (VIM) represent Christ's hands and feet in constructing and renewing of mission facilities, teaching, witnessing, conducting medical clinics, conducting children's Bible School, and serving in disaster relief efforts around the world with United Methodist Committee on Relief (UMCOR). VIM offer

186: Mission Central HUB

Occupying 6,000-square-feet at the conference center, the Upper New York Mission Central Hub serves as a place for coordinating relief efforts, training volunteers, and gathering and deploying relief supplies. Equipped with meeting spaces, loading bays and storage areas, UNY's Mission Central Hub is a vital resource to congregations, the conference, the jurisdiction and the wider community as we seek to be the hands and heart of Jesus in a hurting world. The Upper New York Mission Central Hub is in covenant relationship with the Mission Central in Mechanicsburg, PA as well as the United Methodist Committee on Relief. This line item does not yet have a dollar item associated with it as the initial funds came from a donation from Earlville UMC when it closed in 2017.

200: The Episcopal Office \$61,295

The Episcopal Office supports the leadership of the resident Bishop and the cabinet. It oversees the personnel files of clergy, provides administrative support to the twelve district offices, and maintains vital connections with other denominational, ecumenical and secular organizations. In 2019, the Episcopal Office will continue to provide these essential services to support leadership in the Area and Conference.

205: Committee on Episcopacy \$2,400

The UNY Committee on Episcopacy is focused on supporting and encouraging the Bishop of the UNY Conference. We are, in some ways, similar to an SPRC for the Bishop. We gather a few times a year to sit with the Bishop, to hear his concerns and vision for the Conference, to make sure his family has adequate housing and encouragement, to share potential insights we feel he should hear, and to pray for Bishop Webb that the Holy Spirit will empower, strengthen, and encourage him in his leadership. In short, a healthy bishop is better empowered to lead the Conference in developing leaders and living into our vision and mission. In 2019, the Committee on Episcopacy will continue to gather feedback to share with the Bishop, provide support for the Bishop, and encourage the Bishop in leading the Conference into its vision.



The Cabinet meets with representatives of growing churches throughout our Conference.
Photo by Mary Dalglish.

210: The Cabinet \$169,000

The full cabinet consists of the Resident Bishop, the Director of Connectional Ministries/Assistant to the Bishop, the Director of HR/Benefits, the Conference Treasurer, the Conference Lay Leader and the District Superintendents. The Cabinet provides oversight and direction for the work of the Annual Conference, Districts and local churches.

The appointive cabinet consists of the resident Bishop and the District Superintendents.

The job description for the Upper New York Conference Superintendents states: The Superintendent is a disciple of Jesus Christ, who lifts up the United Methodist Mission of making disciples of Jesus Christ for the transformation of the world, and the Upper New York Conference vision of living the Gospel of Jesus Christ and being God's love with our neighbors in all places. The Superintendents continue to work for alignment with The United Methodist mission and Upper New York vision in order to increase the leadership capacity of our clergy and lay leaders. Christ-following transformational leaders will in turn grow healthy congregations who will make disciples that will transform the world. The Superintendents are working to create this alignment within their specific contexts through their District Leadership Teams, district events and various district committees. Additionally, the Appointive Cabinet works to prayerfully and effectively deploy and supervise clergy as well as focusing on adaptive leadership in our changing world. The UNY Superintendents are continually learning and experimenting with new ways of leading so that our congregations may be healthy and vital.

214: Bishop's Crisis Response Team \$7,000

The Bishop's Crisis Response Team works with congregations and pastors in situations of acute trauma, particularly involving cases of clergy misconduct. The team, made up of trained clergy and laity, are deployed by the bishop to provide support for all parties involved in the allegation: the complainant, the accused, a spouse, or other involved persons. The team may also provide appropriate care to the affected congregation as a whole. In 2019, this team will invest resources in training, preparedness and the provision of care as needed.

220: District Operations \$2,304,768

The District Office is a resource to the pastors and churches of the district and the District Superintendent. It is an important connector between the pastors and laity of the district, the district superintendent, and the Conference office. Each district is provided with funding for trainings and workshops that help them to live out our primary task of increasing the leadership capacity of laity and clergy. Each district office employs a part-time district assistant who provides administrative support to the District Superintendent and the churches and pastors of the district. Job duties of the district assistant include reception, answering telephones, database management, calendar maintenance, storage of all church and clergy-related files, provision of general information including annual reports and direct communication through mail, email and websites. The District Office provides a computer work station for persons who may not have access to a computer at home or in their church in order to complete reports and other Conference-related work.



The Service of Ordination at Annual Conference 2017.
Photo by Mary Dalglish.

240: Board of Ordained Ministry \$300,676

The Board of Ordained Ministry (BOM) is tasked with recruiting, developing, and credentialing ministerial leaders for the United Methodist Church. Annually they grant monies to full and part time seminary students. They recommend to clergy session those considered for licensing, commissioning, ordination, status changes, and retirement. They provide continued nurture of the clergy of the Conference through continuing education, spiritual formation, and clergy

care grants as well as programs and training. The BOM has helped all active UNY clergy to complete a Boundaries Training and has developed a process to continue this training. This is to help clergy not only with sexual ethics, but issues regarding clergy transitions. Our clergy effectiveness division is developing the process for formal reviews and self-evaluations of clergy as outlined in the 2016 *Book of Discipline*. In doing so, they provide for the clergy leadership of the local churches and other ministries of the Conference, who will make disciples of Jesus Christ for the transformation of the world. In 2019, BOM will continue offering their recommendations, as well as offering support, education, and trainings to UNY clergy.

250 Conference Board of Pension & Health Benefits \$32,625

This Board supports the conference's mission of developing effective leaders by overseeing health, pension and welfare programs that support the clergy, employees, and their dependents. Each of these persons has a vital role in making disciples of Jesus Christ and transforming the world. Functions of the Board are directed by the *Book of Discipline* of the General Church, and by the actions of the annual conference; thus we serve at the direction of the annual and general conferences. We continually review and bring recommendations to the conference that will provide sustainable support systems to our leadership so that they may better serve the total mission of the conference and The United Methodist Church. The cost of the benefits is sustained through direct billing of local churches, however this budget area supports the educational opportunities provided by the Board, the meeting expenses associated with administering these many functions, and the Retired Clergy Moving Benefit.

260: Equitable Compensation \$220,000

The mission of the Commission on Equitable Compensation is to help equip struggling local churches to grow in their ability to establish sound financial footing, build leadership capacity, make disciples, and transform the world. The Commission works with the Cabinet to encourage right-sizing appointments and other local church staffing, in order to prevent

the need for supplementation. It is the policy of the Commission to support troubled churches that have a strong potential for returning to financial health. The Commission's work aligns with our shared emphases of reaching our neighbors in all places and holding down conference costs, allowing more resources to stay at the local-church level where disciples are made. We also seek to insure that leadership capacity in the local church is maximized, by establishing fair and adequate salary standards for our clergy.

270: General & Jurisdictional Conference Travel \$10,250

The funds allocated for General & Jurisdictional Travel support expenses related to the General Conference, and the Northeastern Jurisdictional Conference. In 2019 additional funds are needed to cover costs related to the Special Session of General Conference to be held in February of 2019.

300: Camp & Retreat Ministries \$870,000

Camp & Retreat Ministries (CRM) has been a significant outreach ministry/mission in the Upper New York region for more than 75 years. The United Methodist ministry support and income generated by CRM has been invested in serving nearly 20,000 guests per year with faith, discipleship, and spiritual development opportunities through quality camp and retreat programs. CRM reaches all ages and backgrounds offering them connection to an expanded Christian community. They serve a broad constituent base, Methodist, other denominations, seekers, and the un-churched. Surveys show that nearly 70 percent of ordained and lay leadership had a singularly significant spiritual experience at a camp or retreat. Many young adult summer staff move on to careers in ministry or mission. CRM leaders also recognize that mission support is changing and are investing in developing sustainable sites and programs. They have initiated a strategic plan to broaden and sustain our outreach by building site capacity with the types of programs and facilities that are attractive, meet youth, adult's, and family's needs, while reducing maintenance expenses. Their goals in 2019 and beyond are to continue to make disciples, intentionally develop leaders, and provide meaningful, relevant, sustainable programs at sites that offer attractive, premiere Christian hospitality so that lives are transformed.

410: Conference Administrative Operations \$268,140

Thanks be to God, the United Methodist Center of Upper New York is occupied and already has become a well-used facility for the benefit of the people of Upper New York! This space directly supports the mission and vision of the annual conference, enabling conference leadership development and mission opportunities. The budgeted amounts in the Administrative Operations lines go to support the day-to-day operations of this facility and your annual conference, in general. Visitors and meeting participants in the UM Center are met by your staff Hospitality Specialist (receptionist with added hospitality and clerical responsibilities), heated or air conditioned spaces, lights, and all other utilities. This budget area also pays for the resources needed by our ministry areas to function, such as paper, copiers and office supplies. Supply consumption is monitored with an eye toward reuse-recycle-repurpose and supply purchasing is routinely shopped for cost efficiencies.

Administrative Operations also includes managing, maintaining, and protecting the physical assets of the Conference. Routine maintenance supplies and exterior maintenance are included in this budget area along with staff support. The Maintenance Technician/Custodian is responsible for cleaning and maintaining your UM Center property and Mission Central Hub. To support other conference properties, there is a Property Manager, who works with the Trustees to oversee processes and protections for abandoned properties and the multi-peril insurance program.



CRM summer staff training 2017.
Photo by Mary Dalglish.

412: Treasurer's Operations \$554,582

The ministry of the Treasurer's Office is to serve and inform the leaders of our Conference Teams and Local Churches by acting as a resource to provide varied, professional financial support. The Treasurer provides direct leadership support to Trustees, CF & A, Cabinet, Executive Staff, Information Technologies, Benefits and Camp & Retreat Ministries. The staff in the finance ministry consists of the Treasurer, Finance Manager, an Accountant and three support specialists. The Treasurer and finance staff are responsible for processing, accounting for and reporting all financial activity of the Conference including the operations of our Conference Connectional Ministry Teams, Camps & Retreat Ministries, District offices, Conference properties, Investments, Ministry Shares, Clergy Benefits and the Episcopal office. These Conference activities total approximately \$23,000,000 each year. The finance team receives and disburses all Conference funds, processes payroll, manages cash flow, develops and monitors the annual budget, oversees the annual Conference audits, and maintains the financial books and records of the Conference.

414: HR/Benefits Office Operations \$248,354

The HR/Benefits Office has a significant ministry within the Annual Conference to all clergy, local churches, and the employees of the Conference through the provision of benefits, employment law guidance, and asset management. A cooperative, connectional approach to providing these services is more cost effective and efficient than pursuing them individually. The office provides this support to over 1,000 clergy families, almost 100 employee families, and over 850 local churches. Having sustainable benefit plans as part of pastoral compensation in the Upper New York Conference is important to attracting effective leaders to come alongside the clergy in UNY who are already making disciples for Jesus Christ. Local church leadership can turn to the staff in this ministry area to receive guidance on NYS mandated welfare programs as well as human resource best practices. This ministry area budget contains funding for three employees, their benefits, continuing education, supplies, and travel to connectional events related to pension and health benefits. This team works to support the ministry goals of the Annual

Conference, the Board of Pension & Health Benefits, and the Commission on Equitable Compensation. In 2019, the office will continue to support the primary task of the Conference by providing service and support to leaders who can then focus on their development and mission.

418: Computer Services \$231,554

The Conference IT team is staffed by a manager and a support technician. This team is responsible for the planning, design, implementation and maintenance of all Conference computer, electronic office equipment and other information technology systems. Our IT staff provides Conference leaders with the technical support they need to connect and operate in the digital world.

420: Council on Finance and Administration \$16,925

In fulfilling the Conference Council on Finance & Administration's (CF&A) purpose to develop, maintain and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures and management services for the Annual Conference, CF&A has spent a great deal of time developing and communicating a narrative budget for the Annual Conference. This narrative budget took the typical line-item budget and told the stories and ministries that that budget supports. CF&A also held twelve listening sessions across our Annual Conference, gathering questions and suggestions. In 2019, we hope to further communicate the stories that ministry share giving has supported. CF&A will also continue to create necessary policies and procedures and to work with local churches and other teams with regard to ministry shares, direct bills, effectively connecting various teams and local churches for stewardship and disciple-making ministries.

430: Director of Communications Operations \$408,855

In the end, Communications role is to share the story of what it means to be United Methodist in Upper New York (UNY) with as many people as possible, in as many ways as possible. By sharing the story of what it means to be United Methodist Christians in



The Communications team tells stories through multiple platforms, such as video and print. Photo by Ashley Riddell.

UNY, the Conference is equipping and empowering leaders to make disciples of Jesus for the transformation of the world.

The UNY Communications team successfully tells our story through multiple modalities including the print publications of the *Bridge* and *The Advocate*, electronic platforms, like the unyumc.org website, the *Weekly Digest* e-newsletter, frequent e-notes, and social media. Each of these mediums has their own audiences identified and communications are tailored specifically to that audience. This allows for the team to focus on evangelism, communicating with leaders, raising up leaders, and deploying leaders all at the same time.

The team also tells stories effectively through special campaigns, videos, and publications including this narrative budget. These projects are developed through close work with conference bodies like the Conference Leadership Team, the Commission on Finance and Administration, Connectional Ministry teams, and others. They may also be generated more internally when a need is identified by a Communications Team member, a member of the Communications Commission, or a member of a body operating in a similar advisory capacity to the Communications Commission.

The Communication team puts forth much to tell the stories taking place throughout the Conference in new, creative, and exciting ways. This effort will continue in 2019 and beyond. Members of the UNY Conference and beyond can continue to expect Conference Communication channels to grow, multiply, and evolve just as they have in the past, with the overarching goal of sharing our story. This is crucial

to both the Conference's primary task and living into the Conference's vision. Without our story to share, leaders cannot be grown or deployed and without our story we could not be God's love.

434: Board of Trustees \$12,500

The mission of your Annual Conference's Board of Trustees is to be stewards of the properties that have been entrusted to the Upper New York Annual Conference and to maintain a property insurance program to safeguard the properties, assets and people of our conference. Through careful attention to maintaining and preserving the assets of the Annual Conference, the Trustees seek to support both the Annual Conference and our local congregations. This asset preservation and maintenance might take the form of purchasing new buildings, selling closed buildings and attempting to develop policies that support the mission of our Annual Conference. The Trustees join with other leadership groups to strive to develop new and vibrant leaders for our Annual Conference. Rest assured that as we seek to support the mission and vision of our Annual Conference, your Board of Trustees will continue to do the important work that will allow us to empower the vision and mission of our Annual Conference.

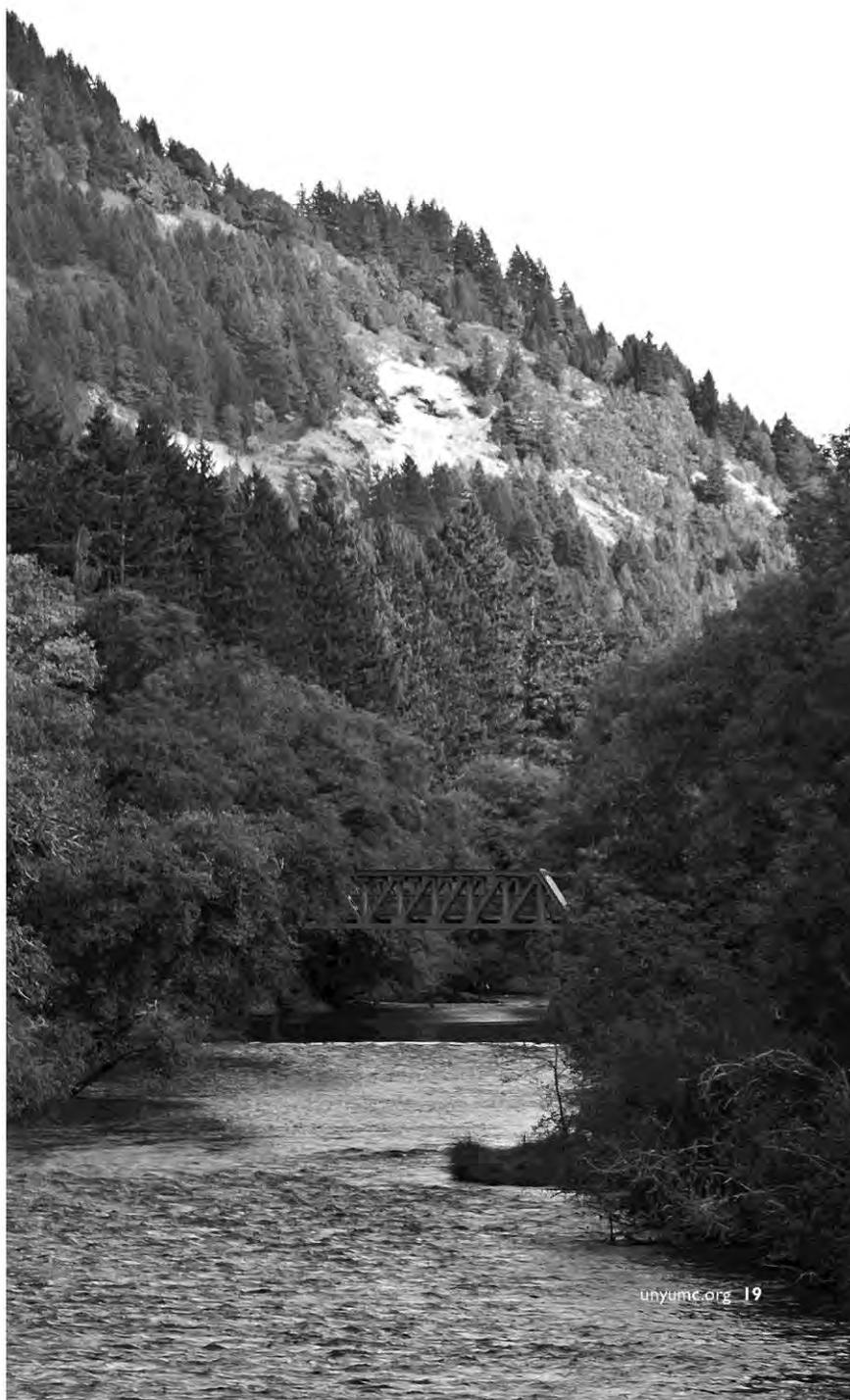
UPPER NEW YORK ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH
MINISTRY SHARE LINE ITEM BUDGET

Line Item	2019 Ministry Share Revenue Budget	B19 vs B18 Increase(decrease)	2018 Ministry Share Revenue Budget
GENERAL CHURCH APPORTIONMENTS			
World Service	1,084,041	130,606	903,435
Ministerial Education	233,414	4,560	228,854
Black College	146,049	(6,097)	152,146
Africa University	32,665	(1,365)	34,030
Episcopal	321,029	89,815	287,544
Interdenominational Cooperation	26,635	4,771	23,864
General Administration	(28,721)	21,448	107,275
Jurisdictional Administration	25,534	-	25,534
Unpaid General Church Apportionments	-	(382,749)	582,749
General Church Apportionments at 100%	2,000,108	(125,337)	2,125,445
CONFERENCE MINISTRIES			
Conference Connectional Ministries Support - Support			
110 Connectional Ministries	292,504	890	291,605
113 Conference Leadership Team	7,650	5,280	2,370
185 Nominations & Leadership Development Team	1,300	(1,070)	2,370
186 Annual Conference Sessions	253,370	85,870	170,000
Enhancing Ministries -			
102 New Faith Communities Team	5,250	-	5,250
120 New Faith Communities Ministries	195,772	32,285	166,486
101 Commission on Religion and Race	26,970	21,850	5,120
101 Commission on Status and Role of Women	1,970	-	1,970
102 Committee on Native American Ministry	7,710	4,865	2,845
103 Committee on Accessibility Concerns	1,970	-	1,970
134 Congregational Revitalization	144,760	15,860	128,900
128 Hispanic/Latino Ministries	1,970	-	1,970
130 Commission on Archives and History	25,203	23,323	1,079
134 Safe Sanctuaries Team	3,570	180	3,390
138 Resource Center	73,458	8,902	64,556
Equipping Ministries -			
160 Board of Laity	5,000	(70)	5,070
162 Lay Servant Ministry Team	1,100	400	700
130 Older Adult Ministries Team	1,970	-	1,970
119 Young People Ministries Team	9,145	(8,300)	15,405
132 Council on Youth Ministries	4,900	-	4,900
Extended Ministries -			
151 College Ministries	61,842	17,179	44,663
187 Global Ministries Team	5,470	3,500	1,970
181 Social Holiness Team	16,000	14,030	1,970
184 Disaster Response Team	8,525	-	8,525
185 Volunteers in Mission	6,000	80	5,920
186 Missional Engagement	-	-	-
Subtotal Conference Connectional Ministries	1,174,275	224,157	947,018
100 Conference Camp and Retreat Ministries	870,000	-	870,000
Ministerial Support -			
240 Board of Ordained Ministry	300,870	30,705	269,165
250 Board of Pensions and Health Benefits	12,625	3,800	18,825
269 Equitable Compensation	230,000	(500)	230,500
265 Episcopacy Committee	2,400	(170)	2,570
261 Episcopal Office	61,785	5,720	55,575
214 Bishop's Crisis Response Team	7,000	-	7,000
270 General & Jurisdictional Conference Travel	10,250	5,000	5,250
Subtotal Ministerial Support	634,245	104,655	529,590
Cabinet & Districts -			
110 Cabinet	189,000	39,000	120,000
120 District Operations	2,304,788	62,741	2,222,027
Subtotal Cabinet & Districts	2,493,788	121,741	2,352,027
Administrative Ministries -			
110 Conference Office & Administrative Services	265,140	10,327	257,813
114 Operations of Director of Benefits	248,354	(51,719)	298,573
112 Operations of Treasurer	554,582	20,265	534,297
116 Computer Services	231,554	10,654	221,000
130 Operations of Director Communications	408,855	44,116	384,739
130 Council on Finance and Administration	16,025	13,900	2,025
134 Board of Trustees	12,500	(51,600)	66,500
127 Communications Commission	-	(1,500)	1,500
Subtotal Administrative Ministries	1,740,910	(4,542)	1,745,452
Total Conference Ministries	6,890,199	446,011	6,444,188
Conference Ministry Shares at Full Giving	1,084,693	(340,674)	1,425,367
TOTAL GENERAL CHURCH AND CONFERENCE MINIS	9,975,000	(20,000)	9,995,000

Proposed 2019 Ministry Share Line Item Budget Explanation

The Conference Council on Finance and Administration (CF&A) is proud to present our Proposed 2019 Ministry Share Budget for consideration and adoption by the Annual Conference. The preparation of the budget began in the fall of 2017 with the distribution of budget worksheets and compensation information to the various Conference ministry teams. Each team drafted and submitted a preliminary budget request and a plan for ministry for their area. Conference staff worked with the Teams to compile the requests for review by Conference CF&A. Executive Staff and CF&A reviewed requests to ensure our plan for 2019 was in alignment with the Conference mission and strategies to make disciples of Jesus Christ for the transformation of the world by equipping our local churches for ministry and by providing a connection for ministry beyond the local church.

CF&A and the Conference Finance Ministry Team would like to acknowledge and thank all our team leaders and staff for their dedicated efforts to create our 2019 Ministry Share plan.



As United Methodists, we seek to enhance and expand the mission and ministries of local churches by joining together as an annual conference. *The Book of Discipline* in ¶601 defines the purpose of the annual conference as: To make disciples of Jesus Christ for the transformation of the world by equipping its local churches for ministry and by providing a connection for ministry beyond the local church; all to the glory of God.

In fulfilling this purpose, the primary tasks of the Upper New York Annual Conference are to:

- Recruit, train, equip, and deploy transformational clergy and lay leadership so that our congregations will joyfully and faithfully live out the vision of UNY.
- Resource our local churches with effective tools and practices for effective disciple-making in the 21st century, and reforming the church for vitality, relevance, and fruitfulness.
- Nurture a planting culture where people are recognizing the movement of the Spirit in their neighborhoods to plant new communities of faith; and, provide the training, support, and resources needed for people to plant new, sustainable communities of faith.

- Align resources to support the purpose of the Annual Conference and the mission of the local church and implement a system of accountability for mission and ministry at all levels.
- Communicate how we share a common mission as United Methodist Christians in the 21st century.

The core values of the Upper New York Conference are:

- **Centrality of the Local Church** – “The local church provides the most significant arena through which disciple-making occurs.” (BOD ¶ 201) - Mission happens at the local church.
- **Connectionalism** – “We are connected by sharing a common tradition of faith, constitutional policy, common mission, common ethos that characterizes our distinctive way of doing things.” (BOD ¶132) – We do big things together.
- **Calling And Gifts of Laity and Clergy Leadership** – “The United Methodist tradition has recognized that laypersons as well as ordained persons are gifted and called by God to lead the Church.” (BOD ¶134) – The power of partnership.





The 2019 Ministry Share Budget represents our primary operating plan for the Conference ministry activities and participation in the global initiatives of The United Methodist Church. The 2019 budget totals \$9,975,000 compared to the 2018 budget of \$9,995,000, a decrease of \$20,000. The actual expenditures under the plan are dependent on the level of Ministry Share payments by Churches throughout the year.

Our priority for the 2019 plan was to align Conference efforts to support and develop Clergy and Lay Leaders throughout the Conference. Conference teams reviewed priorities and costs to better align our work and reduce the financial impact on our Churches.

Team budgets represent fixed amounts each team will have to spend based on the alignment of their ministry plan with the mission and purpose of the Conference.

Ministry Shares at Full Giving represents the estimated difference between the Ministry Shares billed and the Ministry Shares paid by our Churches. This difference for 2019 is estimated to be 11% of the total budget. The 2018 difference was estimated at 18%.

General Church Apportionments represent the Conference's apportionment determined by the General Church to fund the broader initiatives of the denomination. The Conference's ability to pay these apportionments is directly dependent on the level of Ministry Share payments by our Churches.

Ministry Share payments by our Churches in 2017 and 2016 exceeded our expectations, allowing the Conference to pay 100% of its apportionments for 2017 and 2016.

Based on the increased levels of Ministry Share collections in 2017 and 2016, our 2019 budget for General Church apportionments has been increased to 100%.

Connectional Ministries encompass the direct work of staff and team volunteers to:

- Identify, train, deploy, and support leaders throughout the Conference.
- Empower, resource, support, build, and connect with our congregations and members.
- Connect, support and aid our neighbors in the Conference in need.

Ministerial Support's primary focus is to identify, recruit, train, credential, deploy, and support clergy to serve in our churches and congregations.

Conference Camp and Retreat Ministries represents Ministry Share funds directed to support our camps. The budget reduction reflects the effects of cost controls and operational efficiencies.

Cabinet & Districts includes funding for our 12 District Superintendents' staff and offices.

Administrative Ministries include the Conference-level activities to manage the operations of the Conference to enable and support the work of our staff and teams as they carry out our mission and strategies.

General Budget explanations and descriptions:

Several areas of our 2019 Ministry Share budget changed as compared to 2018 to increase alignment with our purpose and initiatives as follows:

- General Church Apportionments for 2019 reflect a decrease in the GCFA allocation to the Conference of \$125,338. Also, the 2019 budget anticipates paying the apportionments at 100%.
- The 2019 Annual Conference Sessions budget has been increased for the costs to add a fourth day of conferencing and electronic voting equipment to the usual 3-day plan for AC.
- The New Faith Communities Ministries increase is due to the addition of \$30k to the Salary Support line.
- Our Commission on Religion and Race budget has been increased by the addition of a \$20k program expense line to enable the team to develop, support and implement activities in alignment with Conference and Jurisdictional initiatives.
- The increase in the Congregational Revitalization budget is due to a \$10k increase in general travel costs based on historic levels of actual expenses.
- The Commission on Archives and History budget has been increased to add part-time staff support and program related costs to establish and operate the Conference work in this area.
- The net increase in Resource Center relates to a reduction of payroll cost and an increase in health insurance costs resulting from a change in staffing.
- Campus Ministries was increased for health insurance costs for the Clergy assigned to Syracuse University.

- The Global Ministries and Social Holiness budgets were increased for 2019 to provide resources to the Teams as they develop and expand their ministry work.
- The increase in the Board of Ordained Ministry budget represents an overall effort to right-size the funds available and the expenses necessary to accomplish the multiple initiatives and responsibilities related to the development and care of our Clergy. The team leaders worked with Conference staff to recognize line item increases based on history and to align the budget components with the BoM plan for their ongoing work. Line increases included Event Expenses, Mileage, Hospitality and Travel costs.
- The Cabinet budget increased \$39k with the addition of costs for Seminary visits, Hospitality and professional fees costs. District Operations budgets increased \$82k resulting from the annual pay increase of \$25k and increases in Health Insurance costs of \$55k.

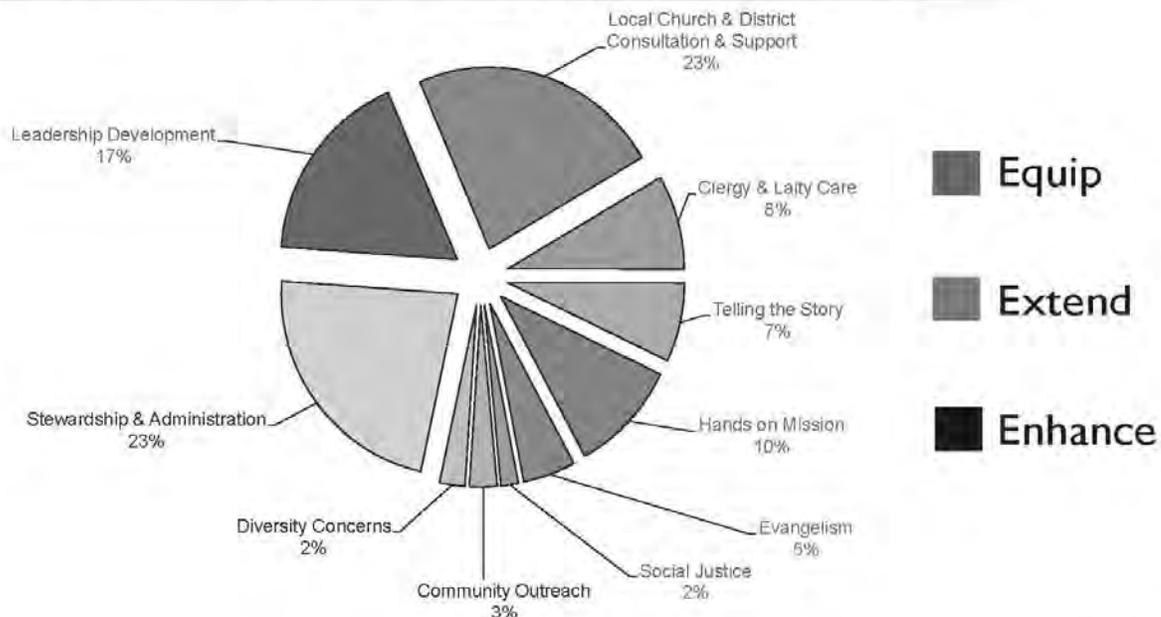
Budget Changes in Administrative Ministries:

- Budget Changes in our internal operational costs including Ministry Areas 410, 412, 414, 418, 420 and 430 had a net increase of \$48k in their 2019 Budget, primarily due to an increase in health insurance and secondarily to the relocation of costs to reflect personnel assignment changes. Note that these changes did not increase operational cost.
- The decrease in the Trustees Ministry 2019 budget resulted from lowering the legal expense line to reflect history.
- Compensation levels for 2019 include a 2% pay increase for non-executive staff and a 1.8% increase for executive staff. Benefits including payroll taxes, health insurance and pension costs reflect predicted rates for 2019.

Salaried staff compensation and benefits by position for 2019 are as follows:

Position	Salary & Housing Allowance per position	Benefits including health insurance, pension, workers compensation, disability, life insurance, and FICA
Director of Connectional Ministries/Assistant to the Bishop	\$106,120	\$41,045
District Superintendent (13 individuals)	\$99,071* to 81,071	\$37,661 to 23,343
*Housing Allowances for 3 District Superintendents without a parsonage amounting to \$18,000 each		
Treasurer	\$106,120	\$19,490
Benefits Officer	\$86,530	\$16,320
Director of Communications	\$97,121	\$16,781
Director of Vital Congregations	\$82,087	\$32,205
Director of Camp & Retreat Ministries	\$86,143	\$38,517
Camp Directors (3 full-time, 2 part-time)	\$51,000 to 26,520	\$34,212 to 5,929

A quantitative portrayal of how the Conference staff engages in Ministry



2019 UNY Conference Budget Frequently Asked Questions



We have the answers...

What is needed to fund all Conference ministries?

The estimated minimum funding needed for Conference ministries in 2019 is the Ministry Share revenue budget of \$9,975,000, minus the Ministry Shares at Full Giving (\$1,084,693), for a net amount of \$8,890,307.

The estimated minimum funding needed for 2018 is 8,186,992 and for 2017 is \$8,068,463.

Why is the proposed Conference budget set at \$9,975,000?

The Conference shared ministries budget represents what we believe is needed to fund the ministries we understand God is calling us to carry out in 2019. It is based on prayer, conversation, and calculation. It is in line with the shared ministry budgets of Annual Conferences of similar size across the United States.

How do the stated ministries of the Conference compare in priority to the ministries of the local church?

The Book of Discipline in ¶202 states: "The function of the local church ... is to help people to accept and confess Jesus Christ as Lord and Savior and to live their daily lives in light of their relationship with God. Therefore, the local church is to minister to persons in the community where the church is located, to provide appropriate training and nurture to all, to cooperate in ministry with other local churches, to defend God's creation and live as an ecologically responsible community, and to participate in the worldwide mission of the church..." *The Book of Discipline* in ¶601 defines the purpose of the Annual Conference "to make disciples of Jesus Christ for the transformation of the world, by

equipping its local churches for ministry and by providing a connection for ministry beyond the local church; all to the glory of God."

How does our actual Conference spending match up with our stated Conference priorities?

The objective for the 2018 budget was to align Conference efforts to support and develop clergy and lay leaders throughout the Conference. Conference teams reviewed priorities and costs to better align the work and reduce the financial impact on local churches.

In fulfilling the purpose stated in the question above, the primary tasks of the Upper New York Conference are to:

- Recruit, train, equip, and deploy transformational clergy and lay leadership so that our congregations will joyfully and faithfully live out the vision of UNY.
- Resource local churches with practical tools and practices for effective disciple-making in the 21st century, and reforming the church for vitality, relevance, and fruitfulness.
- Nurture a planting culture where people are recognizing the movement of the Spirit in their neighborhoods to plant new communities of faith; and, provide the training, support, and resources needed for people to plant new, sustainable communities of faith.
- Align resources to support the purpose of the Annual Conference and the mission of the local church and implement a system of accountability for mission and ministry at all levels.
- Communicate how we share a common mission as United Methodist Christians in the 21st century.

What does the large portion of the budget called Administration provide for the local church?

The dictionary defines “administration” as “the action of dispensing, giving, or applying something.” Administration is supportive work; it adds value to the work of others. Conference administration equips, enhances, and extends the ministries of the local church.

It provides leadership resources to local church clergy and lay leaders through connectional ministries and the ministry of the Bishop’s cabinet. It helps local churches connect with each other, tell their story, and hear the story of God’s work among us through communication ministries. It helps local churches care for their financial, personnel, and property resources through the finance and benefits ministry areas. Through passionate staff and administration, the Conference enhances local church ministries by developing and scaling up resources to be shared by all, such as Camp and Retreat ministries, and the Media Resource Center. The Conference extends the reach of local churches beyond their neighborhood or community through programs such as Volunteers in Mission and UMCOR aid workers.

This is only the beginning. To learn more about how staff directly support ministry see the chart on page 23. To learn more about what we are able to do together, thanks to our connection and Ministry Shares, see the Vol. 8 Issue 4 of the *Advocate*.



Hundreds of youth and adults from across Upper New York came together in Liverpool, N.Y. for UpWord! 2k17. Photo courtesy of CCYM.

How do we measure the results of our shared ministries spending?

Measuring results for non-profit organizations like the Upper New York Conference is a challenge because, unlike a business, success can’t be measured in terms of sales revenue or widgets sold. The bottom line for ministry is a changed life.

That said, there are ways to measure the results of Conference activities. Examples include: number of children and youth attending a summer camping programs; number of youth participating in leadership activities sponsored by the Conference Council on Youth Ministries (CCYM) and number of youth attending CCYM’s Fall Gatherings and spring UPWORD! event; number of clergy completing Conference leader-



The participation of children and youth in leadership activities can help measure results of Shared Ministry spending. Photo by Mary Dalglish.

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ship development programs, such as the Leadership Academy and the Illuminate Preaching Academy; number of churches participating in the Hand to Plow process; number of laity completing Lay Servant courses and the number of laity achieving Certified Lay Servant or Certified Lay Minister status; number of individuals, congregations and teams involved in a Volunteer in Mission project or trip. Tracking the number of participants involved in such programs helps us see the immediate results of Conference activities. Gauging the impact of these results on the fulfillment of the larger vision (i.e., to increase the number of transformational leaders, vital congregations and vital/sustainable New Faith Communities) is work the Conference Leadership Team is now undertaking.



Leadership development programs, such as the Illuminate Preaching Academy, help to measure Conference Activity results.

Photo by Mary Dalglish.

Isn't it a lot, to ask churches to dedicate almost 15% of their local budget to shared ministries?

Churches are not asked to contribute Ministry Shares based on their total local budget. Ministry Share allocations are based on the income received by a church that is for the operations of the church. Funds given for missions, capital improvements and endowments are not counted in the Ministry Share calculations.

How does that percentage compare to other Conferences?

There are nearly 60 Conferences in the USA. Each Conference adopts its own funding model. Some base their calculations on revenue, some on expenses, some on various congregational statistics or combinations of factors. Conferences include different costs in their budgets. Some Conferences have a two-layered Ministry Share charge; part billed by the Conference and part billed by individual Districts. As a result, a comparison of the Ministry Share percentage does not tell the whole story.

Even though the comparison question is complex, the Conference Commission on Finance and Administration has done the work to understand and compare the UNY methodology with other Conferences. In short they have found that taking differences into consideration, UNY is in line with other Conferences.

How is the Ministry Share percentage computed?

The approved annual Conference Ministry Share revenue budget is allocated to the local churches based on operating income reported by local churches on their annual statistical reports. The total of all churches annual operating income is approximately \$68M. The total Ministry Share revenue budget divided by the operating income total gives an annual Ministry Share percentage to be applied to each local church's reported annual operating income. The percentage was 14.6% in 2017.

Wouldn't the churches be much more effective, if shared ministries were lowered to (say) a tithe of 10%?

Although a 10% tithe of a local church's income might appear to be a more simple approach, and also be biblically based, the amount received bears no relationship to the Conference budget. A tithe would be on all church income not just operating income and the final amount received may be more or less than that which is required for the our shared ministry as the Upper New York Conference.



If we are sending 14.6% of our budget to Conference, how can we compete with other non-United Methodist congregations that do not have such a burden? Aren't they able to fund youth ministries, music ministries, outreach ministries, and local missions that we cannot afford?

The genius of United Methodism is our ability to pool our resources in order to provide benefits to all of our churches – small, medium, and large membership in rural, small town, urban, and suburban settings. For example, every Conference church has access to thousands of cutting-edge youth ministry and Sunday School resources through our Media Resource Center. Every one of our churches has access to five camp and retreat ministry sites offering summer and year-round programming for children, youth, and adults. Through shared ministry giving, every church has a stake in the global outreach of the United Methodist Church, in Asia, Africa, Latin America, and Europe. And close to home, when it's time for new pastoral leadership, every one of our churches can count on a team of Conference leaders to help fill that vacancy. For many non-UMC congregations, finding a new pastor can take a year and a half or more. In short, the connectional system provides support that even the largest non-UMC churches do not have and allows for ministry no church could accomplish on its own.

What is being done to address the underpayment of shared ministries?

In early 2016, Bishop Webb, the Conference Council on Finance and Administration, the Conference Leadership Team, the Cabinet, and Conference staff developed a plan to address the underpayment of Ministry Shares. All churches in the Conference that did not pay their 2015 Ministry Share obligation in full have been asked to develop a three-year ministry plan to meet their congregation's full connectional giving. On an on-going basis, District Superintendents work with and support these Churches to implement their ministry plans. As a result, Ministry Share payments for 2016 reached an all-time high of just over \$8.5 M. Ministry Share payments continued to grow in 2017 with even higher payments than 2016, totaling over \$8.6 M.



Camp and Retreat Ministry sites are available for summer and year-round programs.
Photo by Mary Dalglish.

Is the underpayment a result of local church financial hardship, or is there another factor?

The reasons for underpayment vary from church to church. For each church underpaying, leaders are working to understand the reasons and provide the support needed to help them fully participate in our shared ministry.

How do the salaries of Conference-level clergy compare to the salaries of local church clergy?

The Conference establishes a minimum salary for clergy based on ordination status, educational level, and years of service. This guideline sets the floor on clergy salaries. There is no established ceiling on salaries. The salaries of clergy appointed to serve in extension ministry with the Conference (i.e., District Superintendents, Directors of Connectional Ministries and Vital Congregations) are comparable to the salaries of clergy serving larger congregations.

How does our overall staffing and staff salaries compare to other Annual Conferences?

According to a 2015 salary survey conducted by Conference treasurers, the UNY Conference staff salaries are comparable to similar staff positions in other Annual Conferences. For example, UNY's Director of Connectional Ministries salary (including housing) is \$104,244. The average salary across the United States for the same position was \$108,066; across the Northeastern Jurisdiction it was \$103,124. UNY's Conference Treasurer's salary is also \$104,244. The average salary across the United States for the same position was \$112,344; across the Northeastern Jurisdiction it was \$110,745.

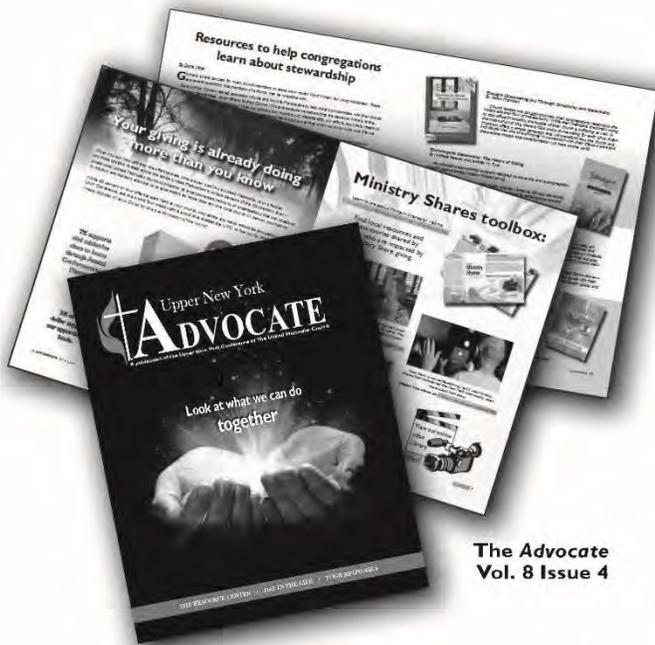
	UNY	US – UMC	NEJ
DCM	\$104,244	\$108,066	\$103,124
• cost/member	\$0.66	\$1.14	\$0.97
Treasurer	\$104,244	\$112,344	\$110,745
• cost/member	\$0.66	\$1.22	\$1.05

Extensive work is done with every hire to clearly identify the specific responsibilities and appropriate salary level. Staffing levels are regularly adjusted as roles and needs change. This has resulted in a marked decrease in staff levels since the coming together of the Upper New York Conference, while drastically increasing productivity and outputs by the staff. Compared to other businesses in Central New York, the UNY Conference's compensation is just under or at the middle range for similar positions.

To learn more about the ministry of the Conference Staff see the graph on page 23 or the Day in the Life blog at <http://www.unyumc.org/news/perspectives/tagged/day-in-the-life>.



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The Advocate
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In the local church, I can understand what gets budgetary priority; are Conference priorities more important?

The number one priority of the local church is shared by the conference: to effectively make disciples of Jesus Christ for the transformation of the world. The local church does this directly through its ministries of nurture, outreach and witness. The Conference does this by supporting the ministries of the local church through activities which increase the number of transformational leaders, vital existing congregations, and vital and sustainable New Faith Communities.

How am I supposed to understand such a complicated budget, let alone promote support for it in the local church?

The Conference budget is just one of the ways we communicate our ministry passions and priorities. It speaks to some people, but not to others. Both Vol. 8 Issue 4 of the *Advocate*, which is packed with stories about how local-church giving and Conference ministries are making a difference and the Budget Booklet provide alternatives to simply presenting a spreadsheet style budget that lists columns of numbers under various headings.

What is the budget development process? How does CF&A decide what is important and what isn't?

The preparation of the 2019 budget began in the fall of 2017 with the distribution of budget worksheets and compensation information to the various Conference ministry teams. Each team drafted and submitted a preliminary budget request and a plan for ministry for their area. Conference staff worked with the teams to compile the requests for review by Conference Council on Finance and Administration (CF&A). Executive Staff and CF&A reviewed requests to ensure our plan for 2019 was in alignment with the Conference mission and strategies to make disciples of Jesus Christ for the transformation of the world by equipping our local churches for ministry and by providing a connection for ministry beyond the local church.



The New Faith Community Pastoral Leadership Development group make an effort to create vital and sustainable New Faith Communities.
Photo by Mary Dalglish.

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Are we financially healthy as a Conference? What is 'health' for us?

A simple definition of financial health would be we have sufficient financial resources to fund the ministries we discern God is calling us to offer and we are able to do so year after year (i.e., our finances are stable and sustainable). Though we have struggled in the past, there are many signs we are improving our overall financial health as a Conference: 632 of churches paid 100% or more of their ministry shares last year. We also received more revenue through ministry shares in 2017 than in any previous year while keeping expenditures at or below the previous year's spending. In 2017, we improved even more with 638 churches paying 100% of their Ministry Shares. In 2017 and 2016 we were also able to pay our General Church apportionment at 100% - another first for our Conference.

How can I help improve Ministry Share giving?

Work with your church to give 100 percent of your Ministry Shares benevolence. Some churches have even given beyond 100 percent of their Ministry Shares and if your church can afford to do that it would be worth prayerfully considering. If you cannot give 100 percent don't just give up. Send what you can to support our shared ministry and work on a plan to improve your church's giving level.

Are there tools to help me tell the story of why Ministry Shares matter?

Yes! The Ministry Shares Toolbox is full of helpful videos, brochures, graphics, articles, and more. Visit <http://www.unyumc.org/resources/ministry-shares-toolbox> for the Ministry Shares Toolbox.

Who should I contact for more information?

For more information, please contact Upper New York Conference finance office at (315) 898-2000 ext. 2004 or e-mail questions to budget@unyumc.org.

The screenshot shows the website for The Upper New York Conference of the United Methodist Church. The navigation menu includes HOME, ABOUT, MINISTRIES, MISSION, EVENTS, and NEWS. A sub-menu for RESOURCES / FINANCE is active. The main heading is "Ministry Shares Toolbox". Below this, there is a paragraph explaining the impact of Ministry Shares, followed by a section titled "Ministry Shares Allocation" with a link to the 2017 document. Another section, "Ministry Shares Advocate: Nov. 2016", features a thumbnail of the advocate magazine cover. Below that are sections for "News Stories" and "Videos", each with links to related content. At the bottom, there is a video player for "Life as a Camp Director" and a link to "UMCGiving.org" with a note about resources for Special Sunday's and other ministries.



Upper New York Conference
The United Methodist Church

Budget Booklet 2019 ■ www.unyumc.org

Recommendation from the Accessibility Committee - Disability Awareness Weekend

1
2 **Whereas**, the *2016 Book of Discipline* (§1265.4) requires the Annual Conference to set the date for the
3 observance of Disability Awareness Weekend; and

4
5 **Whereas**, Disability Awareness Sunday, as defined by the *2016 Book of Discipline*: “calls the Church to
6 celebrate the gifts and graces of persons with disabilities and calls the Church and society to full inclusion
7 of persons with disabilities in the community”; and

8
9 **Whereas**, there may be an offering received for this purpose to be used in this Annual Conference for
10 ministries as defined by the *Discipline*: “to promote the work of creating architectural and attitudinal
11 accessibility in local churches.”

12
13 **Therefore, be it resolved** that the Upper New York Annual Conference establish February 1-7, or another
14 weekend chosen by the local church, to be designated as Disability Awareness Weekend and that a special
15 offering may be received in local churches for promotion of awareness issues as well as ministries that
16 provide opportunities for fuller inclusion of people with disabilities.

17
18 There are materials available at the UMDisability.org website to assist churches in the celebration of this
19 special Sunday; and

20
21 **Be it further resolved** that churches who have submitted a collection in support of accessibility Sunday
22 may be eligible to apply for a grant if they have need for funding of projects to make their community
23 more accessible to all people.

24
25 **Submitted by:** Melissa McCarthy,
26 Accessibility Chair for UNYAC and pastor at Adams UMC and Sulphur Springs UMC
27 mmkmccarthy@gmail.com

Recommendation from the Board of Pension and Health Benefits

1 **Brief Rationale:** The board recommends the 2019 Past Service Annuity Rate for pension payment to
2 retired clergy of the Upper New York Conference be set at \$645 per qualified service year prior to 1982.
3 This is an increase of 1.1% over the 2018 rate.
4

5 And, the Board recommends adopting the Housing/Rental Exclusion Resolution which designates 100% of
6 United Methodist pension, severance, or disability income as housing exclusion in accordance with IRS
7 Code section 107 is approved for the year January 1, 2019 through December 31, 2019 as follows:
8

9 **Whereas**, the religious denomination known as The United Methodist Church (THE “Church”), of which
10 this Conference is a part, has in the past functioned and continues to function through Ministers of the
11 Gospel (within the meaning of Internal Revenue Code section 107) who were or are duly ordained,
12 commissioned, or licensed ministers of the Church (“Clergypersons”); and
13

14 **Whereas**, the practice of the Church and of this Conference was and is to provide active Clergypersons
15 with a parsonage or a rental/housing allowance as part of their gross compensation; and
16

17 **Whereas**, pensions or other amounts paid to active, retired, terminated, and disabled Clergypersons are
18 considered to be deferred compensation and are paid to active, retired, terminated, and disabled
19 Clergypersons in consideration of previous active service; and
20

21 **Whereas**, the Internal Revenue Service has recognized that the Conference (or its predecessors) as an
22 appropriate organization to designate a rental/housing allowance for Clergypersons who are or were
23 members of this Conference and are eligible to receive such deferred compensation.
24

25 **Therefore, be it resolved** that an amount equal to 100% of the pension, severance, or disability payments
26 received from plans authorized under *The Book of Discipline of The United Methodist Church*, which
27 includes all such payments from the General Board of Pension and Health Benefits (“GBOPHB”), during
28 the period January 1, 2019 through December 31, 2019, by each active, retired, terminated, or disabled
29 Clergyperson who is or was a member of the Conference, or its predecessors, be and is hereby designated
30 as a rental/housing allowance for each such Clergyperson; and
31

32 **Therefore, be it further resolved** that the pension, severance, or disability payments to which this
33 rental/housing allowance designation applies shall be any pension, severance, or disability payments from
34 plans, annuities, or funds authorized under the *Discipline*, including such payments from the GBOPHB and
35 from a commercial annuity company contracted by the GBOPHB to provide an annuity arising from
36 benefits accrued under a GBOPHB plan, annuity, or fund authorized under the *Discipline*, that result from
37 any service a Clergyperson rendered to this Conference or that an active, a retired, a terminated, or a
38 disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church,
39 general agency of the Church, other institution of the Church, former denomination that is now a part of
40 the Church, or any other employer that employed the Clergyperson to perform services related to the
41 ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit
42 under, such a plan, annuity, or fund for such an active, a retired, a terminated, or a disabled Clergyperson’s
43 pension, severance, or disability plan benefit as part of his or her gross compensation.
44

45 NOTE: The rental/housing allowance that may be excluded from a Clergyperson's gross income in any year
46 for federal (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section

1 107(2), and regulations thereunder, to the lesser of: 1) the amount of the rental/housing allowance
2 designated by the Clergy person's employer or other appropriate body of the Church (such as this
3 Conference in the foregoing resolutions) for such year; 2) the amount actually expended by the
4 Clergy person to rent or provide a home in such year; or, 3) the fair rental value of the home, including
5 furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. Each Clergy person
6 or former Clergy person is urged to consult with his or her own tax advisor to determine what deferred
7 compensation is eligible to be claimed as a housing allowance exclusion.

8

9 **Submitted by:** Conference Board of Pension & Health Benefits

Recommendation from Camp and Retreat Ministries

1 **Brief Rationale:** Secretary of the Conference Board of Trustees, on recommendation of the Committee on
2 Camp and Retreat Ministries (CCRM) of the Upper New York Annual Conference of The United Methodist
3 Church, hereby certify that the following is a true summary of Resolutions adopted by CCRM on January
4 20, 2018:
5

6 **Whereas**, the Annual Conference owns and operates 6 camp and retreat centers, which total over 2,117
7 acres; and
8

9 **Whereas**, stewardship of the camp and retreat centers requires attention to various landowning-related
10 challenges, including, but not limited to: boundary line disputes with neighboring landowners; creation
11 and termination of beneficial and servient easements; acquisition of strategic parcels of property; and,
12 occasionally, resolving ownership and title claims; and
13

14 **Whereas**, efficient and cost-effective responses to these landowning challenges can include acquisition,
15 sale, lease, conveyance, and exchange of parcels or other real property interests; and
16

17 **Whereas**, in order to take necessary stewardship actions, the Conference Trustees may require various
18 denominational consents; and
19

20 **Whereas**, it is in the best interest of the Annual Conference that the Annual Conference Trustees be
21 authorized to sell, lease, convey, and exchange parcels of property or other real property interests
22 associated with the camp and retreat centers as efficiently and cost effectively as possible; and
23

24 **Whereas**, the Conference Trustees are not seeking authority to sell any of the five-operating camp and
25 retreat centers in the Upper New York Area and, further, the Conference Trustees are not seeking
26 authority to sell or convey any real property associated with the five-operating camp and retreat centers
27 that would in any way diminish existing ministry programming.
28

29 **Therefore be it resolved** that CCRM recommends to the 2018 Session of the Annual Conference that the
30 Conference Trustees be corporately authorized to sell, lease, convey, transfer and exchange parcels of
31 real property or other real property interests associated with the camp and retreat centers as may be
32 necessary in the discretion of the Conference Trustees, upon consultation with CCRM, in order to resolve
33 boundary line disputes and title questions, acquire strategic parcels of property and establish beneficial
34 easements and other interests in land without further action of the Annual Conference provided that the
35 real property transaction does not diminish the currently existing ministry programming at the respective
36 camp or retreat center; and
37

38 **Be it further resolved** that the recommended standing authorization to the Conference Trustees to sell,
39 lease, convey, transfer, and exchange parcels of real property or other real property interests shall, in the
40 event that it is adopted by the 2018 Session of the Annual Conference, be subject to the ad interim consent
41 requirements set forth in ¶12515 of *The Book of Discipline* governing the sale, transfer, and lease of Annual
42 Conference real property, and, further, remain in effect until further action by a future Session of the
43 Annual Conference.

Ninth Session of the Upper New York Annual Conference May 30-June 2, 2018: Vol. I

- 1 **Submitted by:** Secretary of the Conference Board of Trustees, on recommendation of the Committee on
- 2 Camp and Retreat Ministries (CCRM) of the Upper New York Annual Conference of The United Methodist
- 3 Church

Recommendation from Equitable Compensation

This year we bring three recommendations for approval: The Minimum Base Compensation, the additional amount for years of service, and an addition to the Clergy Housing Policy.

Minimum Base Compensation – A standardized minimum base compensation is established for the Upper New York Annual Conference effective January 1, 2018 as follows:

- A. The minimum base salary, according to credential level, for all full-time clergy persons is set as noted below: (No Changes)

	<u>Base</u>
Full connection (elders & deacons):	\$39,984
Provisional (elders & deacons):	\$38,556
Associate:	\$37,842
FT LP completed Course of Study or MDiv	\$37,128
FT Local Pastor:	\$35,700

(Less than full time appointments shall receive a base salary pro-rated according to the appointment.)

- B. An additional amount is added to the base for each full time equivalent year of service based on credentials as follows:

<u>Full</u>	<u>Provisional</u>	<u>Associate</u>	<u>FTLP w/MDiv or COS</u>	<u>FTLP</u>	<u>Per Yr. FTE service up to 25 years</u>
\$385	\$375	\$370	\$365	\$350	

- C. Plus, an additional \$500 for each additional church on the pastoral charge (over one), not adjusted for part-time appointments.

- D. No pastor's salary can be decreased as a result of this policy, as long as they retain their current appointment.

All churches are encouraged to offer a salary increase of no less than the 10-year average increase in the Consumer Price Index (1.4% for 2019) in order to account for increases in the costs of living. Churches are encouraged to consider further raises based on exceptional service.

- E. Section B.4.d of the **Clergy Housing Policy** says:

Safety, Security, and Environment - Parsonages shall be equipped with properly maintained CO detectors and smoke alarms, and have fire extinguishers in kitchen, furnace room, near fireplaces, pellet stoves or wood stoves, and near bedrooms. Radon testing shall be done periodically, and remedial measures taken if necessary. Visible mold and moldy odors shall not be present.

We move the addition of the following: "The presence of any health threat shall be remediated including, but not limited to: lead and uncontained asbestos."

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1 (See full text of Clergy Housing Policy here:

2 http://www.unyumc.org/images/uploads/Clergy_Housing_and_Parsonage_Standards.pdf

3

4 There are no changes to the Accountable Reimbursement Plan policy for 2019.

5

6 The members of the Commission on Equitable Compensation for 2017-18 have included: Lauren Swanson
7 (chair), Lynne Blake, Peggi J Eller, Robyn Wernham Hays, Patience D. Kisakye, Pamela Klotzbach, Paula
8 Kuempel, Ray Noell, Nancy Rhodes, Mitchel Smith, and Ex Officio Members: William Gottschalk-Fielding,
9 Vicki Swanson; Conference Staff Support: Julie Valeski.

UNY2018.SHRec.1 – Recommendation from the Social Holiness Team - Welcoming the Stranger

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Book of Discipline (§)162 H, 163 E, F, 165 A, D /*Book of Resolutions*: (§) 3281, 6028.

Brief Rationale: Going back to Biblical times, the people of God have been migrants, strangers and sojourners on the earth (“A wandering Aramean was my father...” Deuteronomy 26:5 passim). As people of faith, we rededicate ourselves to welcoming the stranger among us and to advocating for immigrants and refugees in our congregations and communities as well as in the political realm.

Whereas, “In the New Testament, Jesus’ life begins as a refugee to Africa when he and his family flee to Egypt to escape Herod’s infanticide (Matthew 2:13-18). Jesus fully identifies with the sojourner to the point that to welcome the sojourner is to welcome Jesus himself (Matthew 25:35). Jesus teaches us to show special concern for the poor and oppressed who come to our land seeking survival and peace;” and

Whereas, with the exception of the Native Americans among us, everyone who lives in upstate New York is an immigrant to this nation or a descendent of immigrants; and

Whereas, especially in communities along major highways and waterways, immigrants and refugees continue to move into upstate New York, many with immigration documents but some undocumented, seeking employment, education, security, and a better life for themselves and their families; and

Whereas, the upstate economy has been renewed and revitalized by the influx of new neighbors who are immigrants and refugees; and

Whereas, throughout upstate New York there are not for profit organizations whose mission it is to assist immigrants, refugees, and asylum-seekers, as well as the undocumented and those seeking sanctuary.

Therefore, be it resolved that the members and congregations of the Upper New York Conference rededicate themselves to following Jesus in welcoming the stranger in our midst by:

- a. Contacting our Congressional representatives to urge them to support legislation that will uphold the civil and human rights of all migrants in the United States and will provide an opportunity to attain legal status for all undocumented migrants currently in the United States, as well as for those arriving in the future.
- b. Denouncing the rise of xenophobic, racist, and violent reactions against migrants in the United States, and support all efforts to build relationships among people, instead of building walls between diverse ethnicities and cultures, and insisting that law enforcement grant to all the protections afforded by the Bill of Rights;
- c. Welcoming newly arriving immigrants into our congregations and communities, seeking to walk alongside them, learning from them and valuing their gifts.
- d. Partnering with local nonprofits and government agencies which are working to provide assistance to immigrants and refugees.
- e. Prayerfully considering the call to become sanctuary churches.

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- 1 **Submitted by:** UNYAC Social Holiness Team, Rev. Alan D. Kinney, Chair
- 2 5135 Comstock Road, Brewerton, NY. 13029
- 3 (315) 676-4814
- 4 akinney3@tcny.rr.com

UNY2018.SHRec.2 - Recommendation from the Task Force on Peace with Justice in Palestine/Israel - Advocating for the Rights of Children Living Under Israeli Occupation

1
2 **Whereas**, Israel’s military occupation of the West Bank, including East Jerusalem and the Gaza Strip is now
3 more than 50 years; and
4

5 **Whereas** Israel is the only country in the world that systematically prosecutes children in military courts,
6 with approximately 500 to 700 children entering the Israeli military detention system in any given year;
7 and
8

9 **Whereas** in a 2013 landmark study of this detention system, the United Nations International Children’s
10 Emergency Fund (UNICEF) reported that ill-treatment of children in the Israeli military detention system
11 is “widespread, systematic, and institutionalized throughout the process;” and
12

13 **Whereas** despite sustained engagement by UNICEF and repeated calls to end night arrests and ill-
14 treatment and torture of Palestinian children in Israeli military detention, Israeli authorities have
15 persistently failed to implement practical changes to stop violence against child detainees; and
16

17 **Whereas** the U.N. Convention on the Rights of the Child has been ratified by every single member of the
18 United Nations except the United States, and ratification by the United States could also underscore our
19 nation’s responsibility for humane treatment of all children; and
20

21 **Whereas** on Nov. 14, 2017, legislation was introduced in the United States Congress entitled *Promoting*
22 *Human Rights by Ending Israeli Military Detention of Palestinian Children Act (H.R. 4391)* which declares
23 that “Peace can only be achieved by respecting human rights, especially the rights of children,” and seeks
24 to prevent the United States from financing Israel’s military detention, interrogation, abuse, and ill-
25 treatment of Palestinian children; and
26

27 **Therefore be it resolved** that the Upper New York Annual Conference calls on the United States Senate,
28 the House of Representatives, the President, the Vice President, and the Secretary of State to join with
29 196 other nations in ratifying the United Nations Convention on the Rights of the Child so as to bring
30 stronger international pressure to bear on Israel to comply with the Convention’s provisions, particularly
31 those governing the treatment of children held in detention.
32

33 **Therefore, be it further resolved** that the Upper New York Annual Conference of the United Methodist
34 Church calls on the government of the United States to adhere to its own established law – in this case,
35 the U.S. Foreign Assistance Act – by withholding military assistance from the State of Israel that would
36 support financing Israel’s military detention, interrogation, abuse, and ill-treatment of Palestinian
37 children; and
38

39 **Therefore, be it further resolved** that the members of this 2018 Annual Conference take action by: 1)
40 Relaying these two calls to their congregations; 2) Writing their members of Congress, as well as the
41 President, Vice President, and Secretary of State, urging them to respond to our calls; and 3) Encouraging
42 and facilitating their congregations to do the same.

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- 1 **Submitted by:** The Upper New York Task Force
2 on Peace with Justice in Palestine/Israel
3 Linda Bergh, Co-Chair
4 116 Edna St., Syracuse. N.Y. 13205
5 315-492-8507
6 lindagarybergh@gmail.com
7 Bellevue Heights UMC- Syracuse
8
9 Leah Mae Carlisle, Co-Chair
10 437 Lachenauer Drive, Watertown, N.Y. 13601
11 315-778-7511
12 leahtomc@gmail.com
13 Asbury UMC - Watertown
14
15 Karen Peterson, Co-Chair
16 116 Greenridge Drive, Horseheads, N.Y. 14845
17 607-739-3141
18 dpeterson1@stny.rr.com
19 Horseheads UMC - Horseheads
20
21 **Endorsed by: The UNY Social Holiness Team**
22 Rev. Alan Kinney, Chair
23 518-374-4306
24 akinney3@twcnny.rr.com
25 Retired
26
27 The Rev. Dr. Gary E. Doupe, retired
28 243 Mt. Pleasant Road, Bainbridge, N.Y. 13733
29 607-743-5062
30 gary@doupe.com
31 First UMC, Bainbridge, N.Y.
32
33 Arlene M. Lundquest
34 74 Suburban Drive, Elmira, N.Y. 14903
35 607-358-4023
36 lene12232@aol.com
37 Big Flats United Methodist Church
38
39 Craig Stonebraker
40 3227 Bellreng Dr., Apt. 11, Niagara Falls, N.Y.
41 14304
42 craigstonebraker@yahoo.com
43 St. James UMC, Niagara Falls
44 Pastor Bob Long
45 833 Oregon Ave., Niskayuna, N.Y. 12309
46 518-372-1083
47 Bikealong2@nycap.rr.com
48 Located in retirement at First UMC,
49 Schenectady
50
51 Donald Snyder
52 6018 Unionville Rd. Bath, N.Y. 14810
53 dongrace52@hotmail.com
54 Centenary UMC, Bath, N.Y.
55
56 Grace Snyder
57 6018 Unionville Rd., Bath, NY 14810
58 dongrace52@hotmail.com
59 Centenary UMC, Bath, N.Y.14810
60
61 Christine Root
62 6 Carefree Ln., Gansevoort, NY 12831-1708
63 christiew067@gmail.com
64 Saratoga Springs UMC
65
66 Thomas D. Carlisle
67 437 Lachenauer Dr., Watertown, N.Y. 13601
68 315-778-7510
69 tdcremodel@gmail.com
70 Asbury UMC, Watertown, N.Y.
71
72 The Rev. Gary Kubitz
73 68 Maple Ave., Voorheesville, N.Y. 12186
74 607-624-9314
75 Kubi514@yahoo.com
76 Voorheesville UMC
77
78 Dianne Roe
79 90 West Market St., Corning, N.Y. 14830
80 607-654-3450
81 vineandfig@aol.com
82 Corning First UMC
83
84 Ron Bretsch
85 7 Elm St. Norwood, N.Y. 13668
86 315-353-2735
87 Norwood UMC

UNY2018.SHRec.3 - Recommendation from the Social Holiness Committee - Fossil Fuels

1
2 **Whereas**, the burning of fossil fuels pumps greenhouse gases into the atmosphere which retain heat and
3 accelerate global warming; and
4
5 **Whereas**, global warming, in turn, is making severe weather events more common and more powerful;
6 and
7
8 **Whereas**, warmer oceans add energy to storms and result in higher winds, creating warmer winds which
9 hold more moisture and result in greater precipitation; and higher sea levels result in greater storm surges
10 and flooding; and
11
12 **Whereas**, the United States has just experienced a flurry of such storms in Houston, South Florida, and
13 Puerto Rico; and Asia has experienced enhanced weather in India, Bangladesh, and Nepal causing major
14 loss of life; and
15
16 **Whereas**, we should not be making money from an industry that is causing planetary destruction and
17 profound human suffering, including loss of life; and
18
19 **Whereas**, virtually every developed country in the world has pledged to replace fossil fuel with renewable
20 energy sources; and
21
22 **Whereas**, it is inevitable that the value of fossil fuel investments will decline, and
23
24 **Whereas**, it makes no sense to be supporting a public policy designed to shrink the fossil fuel industry
25 while at the same time continuing to invest in the industry; and
26
27 **Whereas**, divestment is a powerful moral statement against the big oil, gas, and coal companies which
28 generate huge profits and overly influence public policy, even while the planet is quickly warming towards
29 an uninhabitable state; and
30
31 **Whereas**, divestment communicates the urgent need to leave untapped 80% of the known carbon
32 reserves and invest in renewable energies capable of meeting humanity's needs; and
33
34 **Whereas**, God's creation and creatures are suffering from climate change caused by the burning of fossil
35 fuels; and
36
37 **Whereas**, there is a Biblical call to love and care for creation in keeping with God's covenant with all things
38 alive and yet to be born (Genesis 9); and
39
40 **Whereas**, it is imperative that the Upper New York Conference withdraw its support from companies that
41 profit from destroying creation.
42
43 **Therefore, be it resolved** that the Upper New York Conference support the New York State Council of
44 Churches' push for the NYS Divest program in support of divestment legislation before the NYS Legislature,
45 which calls for divesting from fossil fuels in the NYS pension funds; and

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- 1 **Be it further resolved** that the Upper New York Conference and its districts divest in all funds invested in
2 fossil fuels and reinvest in renewable energy investments wherever possible; and
3
4 **Be it further resolved** that that individual churches and their members prayerfully consider fossil fuel
5 divestment of their funds, as well.
6
7 **Submitted by:** UNY Social Holiness Committee; Ellen Klock and Merle Showers
8 UNY Social Holiness Committee, Rev. Alan D. Kinney, Chair
9 5135 Comstock Road, Brewerton N.Y.
10 (315) 676-4814
11 akinney3@twcny.rr.com

UNY2018.SHRec.4 - Recommendation from the Task Force for Immigration - Radical Hospitality

1
2 **Whereas**, the Upper New York Annual Conference of the United Methodist Church has been repeatedly
3 called to practice the art of “radical hospitality” to better make disciples for Jesus Christ; and
4

5 **Whereas**, we are called by in Leviticus 19:33-34 “when a stranger sojourns with you in your land, you shall
6 not do them wrong. You shall treat the stranger who sojourns with you as the native among you, and you
7 shall love them as yourself, for you were strangers in the land of Egypt: I am the Lord your God;” and
8

9 **Whereas**, the author of Hebrews calls us to practice hospitality with strangers in Hebrews 13:1-2 “Let
10 brotherly love continue. Do not neglect to show hospitality to strangers, for thereby some have
11 entertained angels unaware;” and
12

13 **Whereas**, the author of 3 John wrote in the fifth verse “It is a faithful thing you do in all your efforts for
14 these brothers and sister strangers as they are;” and
15

16 **Whereas**, in the words of Jesus found in Matthew 25:35 “For I was hungry, and you gave me food, I was
17 thirsty, and you gave me drink, I was a stranger and you welcomed me;” and
18

19 **Whereas**, to one can better practice the art of “radical hospitality” by speaking the native language of the
20 stranger and/or the sojourner.
21

22 **Therefore be it resolved** that to better practice the art of “radical hospitality” and to better practice what
23 the scripture of the Old and New Testaments call us to and the life style and teachings of Jesus Christ call
24 us to; that when our districts and/or our Conference is hiring people who will be the first point of contact
25 a priority shall be that these people shall be a minimum of bilingual or more. So that the Upper New York
26 Annual Conference of the United Methodist Church may be even more faithful to God’s call to make
27 disciples of all persons of all origins and all ethnicities.
28

29 **Submitted by:** Task Force for Immigration of the Upper New York Annual Conference
30 Rev. Hector Rivera and Rev. Alan D. Kinney, Co-chairs
31 5135 Comstock Road Brewerton, N.Y. 13029
32 (315) 676 – 4814
33 akinney3@twcny.rr.com

UNY2018.SHRec.5 - Recommendation from the Social Holiness Team - Specify Peace and Justice Coordinator

1
2 **Whereas**, the *2016 Book of Discipline*, ¶1629 states that each Conference shall “name a Conference Peace
3 with Justice Coordinator who will be responsible for administering the Conference Peace with Justice
4 Special Sunday Offering receipts and for coordinating peace and justice ministries;” and
5

6 **Whereas**, the work of the Conference Peace with Justice Coordinator is to act as primary coordinator of
7 Peace with Justice resources, interpretation, and advocacy. The coordinator links the local churches in the
8 annual conference with the General Board of Church and Society Peace with Justice Program; and
9

10 **Whereas**, the UNY Conference rules do not specify that the Peace with Justice Coordinator, if a lay person,
11 shall be a delegate to the Annual Conference sessions.
12

13 **Therefore, be it resolved** that the Upper New York Conference Rules Committee shall include Peace with
14 Justice Coordinator (if a layperson) to the list of equalizing lay members based on position of leadership
15 (Policies and Resolutions, Appendix II, V, C of *2017 UNY Conference Journal*). This change would take effect
16 beginning with the next Annual Conference Session and remain in any future iteration of our rules to show
17 our commitment to justice issues.
18

19 **Submitted by:** UNY Social Holiness Team, Rev. Alan D. Kinney, Chair
20 5135 Comstock Road Brewerton, NY. 13029
21 (315) 676 - 4814
22 akinney3@twcny.rr.com

UNY2018.SHRec.6 – Recommendation from the Social Holiness Team - Safe and Free from Firearms

1
2 **Whereas**, at the writing of this resolution, February 15, 2018, there have been 18 acts of gun violence in
3 the schools in the United States; and

4
5 **Whereas**, we have been called to pray for and support the victims, the families, the friends, and even the
6 perpetrators of these crimes; and

7
8 **Whereas**, the Upper New York Annual Conference has prayed about the safety of the children and people
9 at risk who enter our sanctuaries, our buildings, and our programs and have been moved to enact Safe
10 Sanctuary Policies that all the United Methodist Churches and programs are compelled to adhere to; and

11
12 **Whereas**, in 2016 the *United Methodist Book of Resolutions* states “7. For United Methodist congregations
13 to display signs that prohibit carrying guns onto church property;” and

14
15 **Whereas**, in Matthew’s Gospel chapter 26 verse 52 Jesus commands his followers to “put your sword back
16 in its place, for all who take the sword will perish by the sword.” Clearly denying the use of violence to
17 end violence or to defend from violence; and

18
19 **Whereas**, it is the purpose of the United Methodist Church to become once again, a beacon to all people
20 that within our buildings is a place and programs that are free from violence and free from fear; and

21
22 **Whereas**, we have prayed to God for guidance and need to respond to God’s call and God’s answer to our
23 prayers to be a shining example of people who chose to live by our faith and not by the threat of returning
24 violence for violence.

25
26 **Therefore, be it resolved** that no firearms will be allowed within the sanctuaries, the buildings, or any of
27 the programs, or any of the lands owned by local churches or the Conference facilities, programs, or land.
28 Law enforcement officers and others required by law to carry firearms at all times are exempted from this
29 provision.

30
31 **Be it further resolved** that all churches and Conference sites shall post clear and visible signage that
32 firearms are strictly forbidden on any of our properties or programs; and

33
34 **Be it further resolved** that each District of the Upper New York Annual Conference shall ensure that all
35 local congregations and programs within their districts shall adhere to this resolution.

36
37 **Submitted by:** Social Holiness Committee, Rev. Alan D. Kinney - Chair
38 5135 Comstock Road
39 Brewerton, NY. 13029
40 (315) 676-4814
41 akinney3@twcny.rr.com

1 **Upper New York Annual Conference of The United Methodist Church**
2 **Annual Conference Resolution for the**
3 **Closure of a Local Church – Binghamton: High Street United Methodist Church**

4 **WHEREAS**, Binghamton: High Street United Methodist Church was organized in 1874, and faithfully
5 served its community in ministry for over 144 years;

6
7 **WHEREAS**, Rev. David Kofahl the Binghamton District Superintendent, comprehensively assessed
8 Binghamton: High Street United Methodist Church’s past, present and potential ministry, after
9 prayerfully and extensively meeting with, listening to and guiding the congregation;

10
11 **WHEREAS**, the members of the Binghamton: High Street United Methodist Church convened at a duly
12 noticed Church Conference held on February 18, 2018 and voted in favor of closing the church pursuant
13 to the provisions of *The Book of Discipline of The United Methodist Church.*”

14
15 **WHEREAS**, the District Superintendent determined that Binghamton: High Street United Methodist
16 Church no longer serves the purpose for which it was organized and recommended that it be closed
17 pursuant to the provisions of *The Book of Discipline*;

18
19 **WHEREAS**, in relation to the proposed closure, the District Superintendent recommended that control
20 and possession of all real and personal property of the Binghamton: High Street United Methodist
21 Church vest in the Annual Conference Trustees, and

22
23 **WHEREAS**, the District Superintendent recommended that the membership of Binghamton: High Street
24 United Methodist Church be transferred to Fairview United Methodist Church or other United
25 Methodist churches as the individual members select; and

26
27 **WHEREAS**, Bishop Mark J. Webb, a majority of the District Superintendents, and the Binghamton District
28 Board of Church Location and Building received and consented to the District Superintendent’s closure
29 recommendations; It is therefore

30
31 **RESOLVED**, that effective July 1, 2018 the Binghamton: High Street United Methodist Church is closed;
32 and it is further

33
34 **RESOLVED**, that control and possession of all real and personal property formerly held in trust by
35 Binghamton: High Street United Methodist Church is hereby vested in the Annual Conference Trustees,
36 and that the Annual Conference Trustees are authorized to sell and convey the real estate in accordance
37 with market conditions; and it is further

38
39 **RESOLVED**, that the net assets formerly held in trust by Binghamton: High Street United Methodist
40 Church, including the net proceeds from the sale of real estate, be allocated and transferred to the New
41 Beginnings Fund for new faith community development and revitalization of disciple-making ministries,
42 Camp and Retreat Ministries and the Annual Conference property proceeds account managed by the
43 Annual Conference Trustees in accordance with the standing resolutions and policies of the Annual

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- 1 Conference with respect to closed churches effective during the Quadrennium (January 1, 2017 through
- 2 December 31, 2020); and it is further
- 3
- 4 **RESOLVED**, that the membership of the Binghamton: High Street United Methodist Church be
- 5 transferred to the Fairview United Methodist Church, or other United Methodist churches as the
- 6 individual members select.

7

1 **Upper New York Annual Conference of The United Methodist Church**
2 **Annual Conference Resolution for The Closure of a Local Church**
3 **Closure of a Local Church – Blockville United Methodist Church**
4

5 **WHEREAS**, Blockville United Methodist Church was organized in 1850, and faithfully served its community
6 in ministry for over 167 years;
7

8 **WHEREAS**, on November 15, 2017, Resident Bishop Mark J. Webb and the District Superintendents of the
9 Upper New York Annual Conference Cabinet met and, upon full and deliberate consideration, declared
10 that Blockville United Methodist Church was no longer used, kept, or maintained by its membership as a
11 place of divine worship and no longer served the purpose for which it was organized and/or incorporated;
12 and
13

14 **WHEREAS**, the Cabinet further determined and declared that exigent circumstances existed requiring the
15 immediate protection of the local church's property for the benefit of the denomination;
16

17 **WHEREAS**, immediately upon the Cabinet's declaration of exigent circumstances, all real and personal,
18 tangible and intangible, property of the Blockville United Methodist Church vested in the Annual
19 Conference's Board of Trustees, with denominational authority to hold and dispose of the property in its
20 sole discretion subject to the standing rules of the Annual Conference; and
21

22 **WHEREAS**, the Board of Trustees faithfully and diligently administered the real and personal property of
23 the Blockville United Methodist Church from November 15, 2017 until this session of the Upper New York
24 Annual Conference; it hereby
25

26 **RESOLVED**, that Blockville United Methodist Church is closed pursuant to the provisions of *The Book of*
27 *Discipline of The United Methodist Church*; and it is further
28

29 **RESOLVED**, that all actions taken by the Annual Conference Trustees following the Cabinet's declaration
30 on November 15, 2017 are affirmed; and it is further
31

32 **RESOLVED**, that the net assets formerly held in trust by Blockville United Methodist Church, including the
33 net proceeds from the sale of real estate, be allocated and transferred to the New Beginnings Fund for
34 new faith community development and revitalization of disciple-making ministries, Camp and Retreat
35 Ministries and the Annual Conference property proceeds account managed by the Annual Conference
36 Trustees in accordance with the standing resolutions and policies of the Annual Conference with respect
37 to closed churches effective during the Quadrennium (January 1, 2017 through December 31, 2020); and
38 it is further
39

40 **RESOLVED**, that the membership of the Blockville United Methodist Church be transferred to the Ashville
41 United Methodist Church, or other United Methodist churches as the individual members select.

1 **Upper New York Annual Conference of The United Methodist Church**
2 **Annual Conference Resolution for the**
3 **Closure of a Local Church – Coopers Plains United Methodist Church**
4

5 **WHEREAS**, Coopers Plains United Methodist Church was organized in 1860, and faithfully served its
6 community in ministry for over 150 years;

7
8 **WHEREAS**, in 2015, the Coopers Plains United Methodist Church and the Campbell-Erwin Baptist Church
9 consolidated under the New York Religious Corporations Law and Order of the Supreme Court, County of
10 Steuben, to establish the Coopers Plains Community Church;

11
12 **WHEREAS**, following the 2015 corporate consolidation, the Annual Conference Trustees and
13 representatives of the Coopers Plains Community Church mutually resolved all outstanding questions
14 relating to the former denominational real and personal property which was subject to the United
15 Methodist Trust Clause;

16
17 **WHEREAS**, by mutual agreement and upon the terms of a Supplemental Order of the Supreme Court,
18 County of Steuben, signed on December 6, 2017, the personal property of the Coopers Plains United
19 Methodist Church and the future disposition of the local church's real property were fully and equitably
20 allocated;

21
22 **WHEREAS**, on February 28, 2018, Resident Bishop Mark J. Webb and the District Superintendents of the
23 Upper New York Annual Conference Cabinet met and, upon full and deliberate consideration, declared
24 that Coopers Plains United Methodist Church was no longer used, kept, or maintained by its membership
25 as a place of divine worship and no longer served the purpose for which it was organized and/or
26 incorporated; it hereby

27
28 **RESOLVED**, that Coopers Plains United Methodist Church is closed pursuant to the provisions of *The Book*
29 *of Discipline of The United Methodist Church*; and it is further

30
31 **RESOLVED**, that all actions taken by the Annual Conference Trustees are affirmed; and it is further

32
33 **RESOLVED**, that the net administration balance of the assets formerly held in trust by Coopers Plains
34 United Methodist Church, which were recently received by the Annual Conference Trustees by mutual
35 agreement, be allocated and transferred to the New Beginnings Fund for new faith community
36 development and revitalization of disciple-making ministries, Camp and Retreat Ministries and the Annual
37 Conference property proceeds account managed by the Annual Conference Trustees in accordance with
38 the standing resolutions and policies of the Annual Conference with respect to closed churches effective
39 during the Quadrennium (January 1, 2017 through December 31, 2020); and it is further

40
41 **RESOLVED**, that the membership of the Coopers Plains United Methodist Church be transferred to other
42 United Methodist churches as the individual members select.

1 **Upper New York Annual Conference of The United Methodist Church**
2 **Annual Conference Resolution for The**
3 **Closure of a Local Church – Earlville United Methodist Church**
4

5 **WHEREAS**, Earlville United Methodist Church was organized in 1839, and faithfully served its community
6 in ministry for over 170 years;
7

8 **WHEREAS**, on October 18, 2017, Resident Bishop Mark J. Webb and the District Superintendents of the
9 Upper New York Annual Conference Cabinet met and, upon full and deliberate consideration, declared
10 that Earlville United Methodist Church was no longer used, kept, or maintained by its membership as a
11 place of divine worship and no longer served the purpose for which it was organized and/or incorporated;
12 and
13

14 **WHEREAS**, the Cabinet further determined and declared that exigent circumstances existed requiring the
15 immediate protection of the local church's property for the benefit of the denomination;
16

17 **WHEREAS**, immediately upon the Cabinet's declaration of exigent circumstances, all real and personal,
18 tangible and intangible, property of the Earlville United Methodist Church vested in the Annual
19 Conference's Board of Trustees, with denominational authority to hold and dispose of the property in its
20 sole discretion subject to the standing rules of the Annual Conference; and
21

22 **WHEREAS**, the Board of Trustees faithfully and diligently administered the real and personal property of
23 the Earlville United Methodist Church from October 18, 2017 until this session of the Upper New York
24 Annual Conference; it hereby
25

26 **RESOLVED**, that Earlville United Methodist Church is closed pursuant to the provisions of *The Book of*
27 *Discipline of The United Methodist Church*; and it is further
28

29 **RESOLVED**, that all actions taken by the Annual Conference Trustees following the Cabinet's declaration
30 on October 18, 2017 are affirmed; and it is further
31

32 **RESOLVED**, that that the net assets formerly held in trust by Earlville United Methodist Church shall be
33 allocated and used as follows:
34

35 (a) All income distributions from the Belle P. Keech Trust Agreement dated December 29, 1966
36 received by the denomination together with all trust principal that accrues or becomes available to the
37 denomination shall be allocated and dedicated to the continued development, construction and support
38 of Mission Central at the Conference Center;
39

40 (b) Thirty-Eight Thousand (\$38,000) shall be allocated to Aldersgate Camp and Retreat Center in the
41 Mohawk District for programming and support; and
42

43 (c) All remaining net assets formerly held in trust by Earlville United Methodist Church shall be
44 allocated and used for further development, construction and support of Mission Central at the
45 Conference Center; and it is further

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- 1 **RESOLVED**, that the membership of the Earlville United Methodist Church be transferred to the Poolville
- 2 United Methodist Church or other United Methodist churches as the individual members select.

1 **Upper New York Annual Conference of The United Methodist Church**
2 **Annual Conference Resolution for the**
3 **Closure of a Local Church – Ellenburg United Methodist Church**
4

5 **WHEREAS**, Ellenburg United Methodist Church was organized in 1883, and faithfully served its community
6 in ministry for over 130 years;
7

8 **WHEREAS**, on April 26, 2017, Resident Bishop Mark J. Webb and the District Superintendents of the Upper
9 New York Annual Conference Cabinet met and, upon full and deliberate consideration, declared that
10 Ellenburg United Methodist Church was no longer used, kept, or maintained by its membership as a place
11 of divine worship and no longer served the purpose for which it was organized and/or incorporated; and
12

13 **WHEREAS**, the Cabinet further determined and declared that exigent circumstances existed requiring the
14 immediate protection of the local church's property for the benefit of the denomination;
15

16 **WHEREAS**, immediately upon the Cabinet's declaration of exigent circumstances, all real and personal,
17 tangible and intangible, property of the Ellenburg United Methodist Church vested in the Annual
18 Conference's Board of Trustees, with denominational authority to hold and dispose of the property in its
19 sole discretion subject to the standing rules of the Annual Conference; and
20

21 **WHEREAS**, the Board of Trustees faithfully and diligently administered the real and personal property of
22 the Ellenburg United Methodist Church from April 26, 2017 until this session of the Upper New York
23 Annual Conference; it hereby
24

25 **RESOLVED**, that Ellenburg United Methodist Church is closed pursuant to the provisions of *The Book of*
26 *Discipline of The United Methodist Church*; and it is further
27

28 **RESOLVED**, that all actions taken by the Annual Conference Trustees following the Cabinet's declaration
29 on April 26, 2017 are affirmed; and it is further
30

31 **RESOLVED**, that the net assets formerly held in trust for the denomination by Ellenburg United Methodist
32 Church shall be allocated as follows:
33

34 (a) All unencumbered bequests and gifts now or later vesting in the local church shall be
35 added to the Annual Conference's New Beginnings Fund or an equivalent fund established by the Annual
36 Conference;
37

38 (b) All net mortgage payments yet to be paid by Rabideau Funeral Home arising out of the
39 sale of the Ellenburg Corners Community Center shall be allocated and transferred to the Dannemora
40 United Methodist Church;
41

42 (c) All proceeds from the sale of the local church's real property adjoining the Town Office in
43 Ellenburg Center shall be allocated and transferred to the Brainardville United Methodist Church;
44

45 (d) The Ellenburg United Methodist Church parsonage shall be transferred and conveyed to
46 Burke United Methodist Church in trust, and either sold or used as a parsonage as further determined by
47 Burke UMC; and

1
2 (e) The net proceeds from the sale of the Ellenburg United Methodist Church building located
3 at 5 Church Street in Ellenburg Center and all other assets formerly held in trust by Ellenburg United
4 Methodist Church shall be allocated and transferred to the New Beginnings Fund for new faith community
5 development and revitalization of disciple-making ministries, Camp and Retreat Ministries and the Annual
6 Conference property proceeds account managed by the Annual Conference Trustees in accordance with
7 the standing resolutions and policies of the Annual Conference with respect to closed churches effective
8 during the Quadrennium (January 1, 2017 through December 31, 2020); and it is further
9
10 **RESOLVED**, that the membership of the Ellenburg United Methodist Church be transferred to the
11 Dannemora United Methodist Church, or other United Methodist churches as the individual members
12 select.

1 **Upper New York Annual Conference of The United Methodist Church**
2 **Annual Conference Resolution for the**
3 **Closure of a Local Church – Kenyontown United Methodist Church**
4

5 **WHEREAS**, Kenyontown United Methodist Church was organized in 1909, and faithfully served its
6 community in ministry for over 105 years;

7
8 **WHEREAS**, on April 26, 2017, Resident Bishop Mark J. Webb and the District Superintendents of the Upper
9 New York Annual Conference Cabinet met and, upon full and deliberate consideration, declared that
10 Kenyontown United Methodist Church was no longer used, kept, or maintained by its membership as a
11 place of divine worship and no longer served the purpose for which it was organized and/or incorporated;
12 and

13
14 **WHEREAS**, the Cabinet further determined and declared that exigent circumstances existed requiring the
15 immediate protection of the local church's property for the benefit of the denomination;

16
17 **WHEREAS**, immediately upon the Cabinet's declaration of exigent circumstances, all real and personal,
18 tangible and intangible, property of the Kenyontown United Methodist Church vested in the Annual
19 Conference's Board of Trustees, with denominational authority to hold and dispose of the property in its
20 sole discretion subject to the standing rules of the Annual Conference; and

21
22 **WHEREAS**, the Board of Trustees faithfully and diligently administered the real and personal property of
23 the Kenyontown United Methodist Church from April 26, 2017 until this session of the Upper New York
24 Annual Conference; it hereby

25
26 **RESOLVED**, that Kenyontown United Methodist Church is closed pursuant to the provisions of *The Book*
27 *of Discipline of The United Methodist Church*; and it is further

28
29 **RESOLVED**, that all actions taken by the Annual Conference Trustees following the Cabinet's declaration
30 on April 26, 2017 are affirmed; and it is further

31
32 **RESOLVED**, that the net assets formerly held in trust by Kenyontown United Methodist Church, including
33 the net proceeds from the sale of real estate, be allocated and transferred to the New Beginnings Fund
34 for new faith community development and revitalization of disciple-making ministries, Camp and Retreat
35 Ministries and the Annual Conference property proceeds account managed by the Annual Conference
36 Trustees in accordance with the standing resolutions and policies of the Annual Conference with respect
37 to closed churches effective during the Quadrennium (January 1, 2017 through December 31, 2020); and
38 it is further

39
40 **RESOLVED**, that the membership of the Kenyontown United Methodist Church be transferred to the RW
41 Johnsburg United Methodist Church, or other United Methodist churches as the individual members
42 select.

1 **Upper New York Annual Conference of The United Methodist Church**
2 **Annual Conference Resolution for the**
3 **Closure of a Local Church – Lockwood United Methodist Church**
4

5 **WHEREAS**, Lockwood United Methodist Church was organized in 1871, and faithfully served its
6 community in ministry for over 146 years;

7
8 **WHEREAS**, on December 31, 2017, Resident Bishop Mark J. Webb and the District Superintendents of the
9 Upper New York Annual Conference Cabinet met and, upon full and deliberate consideration, declared
10 that Lockwood United Methodist Church was no longer used, kept, or maintained by its membership as a
11 place of divine worship and no longer served the purpose for which it was organized and/or incorporated;
12 and

13
14 **WHEREAS**, the Cabinet further determined and declared that exigent circumstances existed requiring the
15 immediate protection of the local church's property for the benefit of the denomination;

16
17 **WHEREAS**, immediately upon the Cabinet's declaration of exigent circumstances, all real and personal,
18 tangible and intangible, property of the Lockwood United Methodist Church vested in the Annual
19 Conference's Board of Trustees, with denominational authority to hold and dispose of the property in its
20 sole discretion subject to the standing rules of the Annual Conference; and

21
22 **WHEREAS**, the Board of Trustees faithfully and diligently administered the real and personal property of
23 the Lockwood United Methodist Church from December 31, 2017 until this session of the Upper New York
24 Annual Conference; it hereby

25
26 **RESOLVED**, that Lockwood United Methodist Church is closed pursuant to the provisions of *The Book of*
27 *Discipline of The United Methodist Church*; and it is further

28
29 **RESOLVED**, that all actions taken by the Annual Conference Trustees following the Cabinet's declaration
30 on December 31, 2017 are affirmed; and it is further

31
32 **RESOLVED**, that the net assets formerly held in trust by Lockwood United Methodist Church, including the
33 net proceeds from the sale of real estate, be allocated and transferred to the New Beginnings Fund for
34 new faith community development and revitalization of disciple-making ministries, Camp and Retreat
35 Ministries and the Annual Conference property proceeds account managed by the Annual Conference
36 Trustees in accordance with the standing resolutions and policies of the Annual Conference with respect
37 to closed churches effective during the Quadrennium (January 1, 2017 through December 31, 2020); and
38 it is further

39
40 **RESOLVED**, that the membership of the Lockwood United Methodist Church be transferred to the Waverly
41 United Methodist Church, or other United Methodist churches as the individual members select.

1 **Upper New York Annual Conference of The United Methodist Church**
2 **Annual Conference Resolution for The**
3 **Closure of a Local Church – Jamestown: New Beginnings Fellowship United**
4 **Methodist Church**

5
6 **WHEREAS**, Jamestown: New Beginnings Fellowship United Methodist Church was organized in 2010;

7
8 **WHEREAS**, on September 13, 2017, Resident Bishop Mark J. Webb and the District Superintendents of the
9 Upper New York Annual Conference Cabinet met and, upon full and deliberate consideration, declared
10 that Jamestown: New Beginnings Fellowship United Methodist Church was no longer used, kept, or
11 maintained by its membership as a place of divine worship and no longer served the purpose for which it
12 was organized and/or incorporated; and

13
14 **WHEREAS**, all real and personal, tangible and intangible, property of the Jamestown: New Beginnings
15 Fellowship United Methodist Church vested in the Annual Conference's Board of Trustees, with
16 denominational authority to hold and dispose of the property in its sole discretion subject to the standing
17 rules of the Annual Conference; and

18
19 **WHEREAS**, the Board of Trustees are faithfully and diligently administering the property of the
20 Jamestown: New Beginnings Fellowship United Methodist Church; it hereby

21
22 **RESOLVED**, that Jamestown: New Beginnings Fellowship United Methodist Church is closed pursuant to
23 the provisions of *The Book of Discipline of The United Methodist Church*; and it is further

24
25 **RESOLVED**, that all actions taken by the Annual Conference Trustees following the Cabinet's declaration
26 on September 13, 2017 are affirmed; and it is further

27
28 **RESOLVED**, that the net assets formerly held in trust by Jamestown: New Beginnings Fellowship United
29 Methodist Church, including the net sale proceeds of the real estate, be allocated and transferred to the
30 New Beginnings Fund for new faith community development and revitalization of disciple-making
31 ministries, Camp and Retreat Ministries and the Annual Conference property proceeds account managed
32 by the Annual Conference Trustees in accordance with the standing resolutions and policies of the Annual
33 Conference with respect to closed churches effective during the Quadrennium (January 1, 2017 through
34 December 31, 2020); and it is further

35
36 **RESOLVED**, that the membership of the Jamestown: New Beginnings Fellowship United Methodist Church
37 be transferred to the Frewsburg: Trinity United Methodist Church, or other United Methodist churches as
38 the individual members select.

1 **Upper New York Annual Conference of The United Methodist Church**
2 **Annual Conference Resolution for the**
3 **Closure of a Local Church – Perrysburg -Dayton United Methodist Church**
4

5 **WHEREAS**, Perrysburg-Dayton United Methodist Church was organized in 1977, and faithfully served its
6 community in ministry for over 40 years;
7

8 **WHEREAS**, on September 13, 2017, Resident Bishop Mark J. Webb and the District Superintendents of the
9 Upper New York Annual Conference Cabinet met and, upon full and deliberate consideration, declared
10 that Perrysburg-Dayton United Methodist Church was no longer used, kept, or maintained by its
11 membership as a place of divine worship and no longer served the purpose for which it was organized
12 and/or incorporated; and
13

14 **WHEREAS**, the Cabinet further determined and declared that exigent circumstances existed requiring the
15 immediate protection of the local church's property for the benefit of the denomination;
16

17 **WHEREAS**, immediately upon the Cabinet's declaration of exigent circumstances, all real and personal,
18 tangible and intangible, property of the Perrysburg-Dayton United Methodist Church vested in the Annual
19 Conference's Board of Trustees, with denominational authority to hold and dispose of the property in its
20 sole discretion subject to the standing rules of the Annual Conference; and
21

22 **WHEREAS**, the Board of Trustees faithfully and diligently administered the real and personal property of
23 the Perrysburg-Dayton United Methodist Church from September 13, 2017 until this session of the Upper
24 New York Annual Conference; it hereby
25

26 **RESOLVED**, that Perrysburg-Dayton United Methodist Church is closed pursuant to the provisions of *The*
27 *Book of Discipline of The United Methodist Church*; and it is further
28

29 **RESOLVED**, that all actions taken by the Annual Conference Trustees following the Cabinet's declaration
30 on September 13, 2017 are affirmed; and it is further
31

32 **RESOLVED**, that the net proceeds from the sale of real estate and all other net assets formerly held in
33 trust by Perrysburg-Dayton United Methodist Church following the Annual Conference Trustees'
34 administration of the closed church's property be transferred and allocated equally between Versailles
35 United Methodist Church, Gowanda United Methodist Church, Collins Center United Methodist Church,
36 and Forestville United Methodist Church; and it is further
37

38 **RESOLVED**, that the membership of the Perrysburg-Dayton United Methodist Church be transferred to
39 the Forestville United Methodist Church or other United Methodist churches as the individual members
40 select.

1 **Upper New York Annual Conference of The United Methodist Church**
2 **Annual Conference Resolution For the**
3 **Closure of a Local Church – Stannards United Methodist Church**
4

5 **WHEREAS**, Stannards United Methodist Church was organized in 1872, and faithfully served its
6 community in ministry for over 146 years;

7
8 **WHEREAS**, on February 28, 2018, Resident Bishop Mark J. Webb and the District Superintendents of the
9 Upper New York Annual Conference Cabinet met and, upon full and deliberate consideration, declared
10 that Stannards United Methodist Church was no longer used, kept, or maintained by its membership as a
11 place of divine worship and no longer served the purpose for which it was organized and/or incorporated;
12 and

13
14 **WHEREAS**, the Cabinet further determined and declared that exigent circumstances existed requiring the
15 immediate protection of the local church's property for the benefit of the denomination;

16
17 **WHEREAS**, immediately upon the Cabinet's declaration of exigent circumstances, all real and personal,
18 tangible and intangible, property of the Stannards United Methodist Church vested in the Annual
19 Conference's Board of Trustees, with denominational authority to hold and dispose of the property in its
20 sole discretion subject to the standing rules of the Annual Conference; and

21
22 **WHEREAS**, the Board of Trustees faithfully and diligently administered the real and personal property of
23 the Stannards United Methodist Church from February 28, 2018 until this session of the Upper New York
24 Annual Conference; it hereby

25
26 **RESOLVED**, that Stannards United Methodist Church is closed pursuant to the provisions of *The Book of*
27 *Discipline of The United Methodist Church*; and it is further

28
29 **RESOLVED**, that all actions taken by the Annual Conference Trustees following the Cabinet's declaration
30 on February 28, 2018 are affirmed; and it is further

31
32 **RESOLVED**, that the net assets formerly held in trust by Stannards United Methodist Church, including the
33 net proceeds from the sale of real estate, be allocated and transferred to the New Beginnings Fund for
34 new faith community development and revitalization of disciple-making ministries, Camp and Retreat
35 Ministries and the Annual Conference property proceeds account managed by the Annual Conference
36 Trustees in accordance with the standing resolutions and policies of the Annual Conference with respect
37 to closed churches effective during the Quadrennium (January 1, 2017 through December 31, 2020); and
38 it is further

39
40 **RESOLVED**, that the membership of the Stannards United Methodist Church be transferred to the
41 Wellsville United Methodist Church, or other United Methodist churches as the individual members
42 select.

1 **Upper New York Annual Conference of The United Methodist Church**
2 **Annual Conference Resolution for the**
3 **Closure of a Local Church – Watervliet United Methodist Church**

4
5 **WHEREAS**, Watervliet United Methodist Church was organized in 1907, and faithfully served its
6 community in ministry for over 111 years;

7
8 **WHEREAS**, on March 27, 2018, Resident Bishop Mark J. Webb and the District Superintendents of the
9 Upper New York Annual Conference Cabinet met and, upon full and deliberate consideration, declared
10 that Watervliet United Methodist Church was no longer used, kept, or maintained by its membership as
11 a place of divine worship and no longer served the purpose for which it was organized and/or
12 incorporated; and

13
14 **WHEREAS**, the Cabinet further determined and declared that exigent circumstances existed requiring
15 the immediate protection of the local church's property for the benefit of the denomination;

16
17 **WHEREAS**, immediately upon the Cabinet's declaration of exigent circumstances, all real and personal,
18 tangible and intangible, property of the Watervliet United Methodist Church vested in the Annual
19 Conference's Board of Trustees, with denominational authority to hold and dispose of the property in its
20 sole discretion subject to the standing rules of the Annual Conference; and

21
22 **WHEREAS**, the Board of Trustees faithfully and diligently administered the real and personal property of
23 the Watervliet United Methodist Church from March 27, 2018 until this session of the Upper New York
24 Annual Conference; it hereby

25
26 **RESOLVED**, that Watervliet United Methodist Church is closed pursuant to the provisions of *The Book of*
27 *Discipline of The United Methodist Church*; and it is further

28
29 **RESOLVED**, that all actions taken by the Annual Conference Trustees following the Cabinet's declaration
30 on March 27, 2018 are affirmed; and it is further

31
32 **RESOLVED**, that the net assets formerly held in trust by Watervliet United Methodist Church, including
33 the net proceeds from the sale of real estate, be allocated and transferred to the New Beginnings Fund
34 for new faith community development and revitalization of disciple-making ministries, Camp and
35 Retreat Ministries and the Annual Conference property proceeds account managed by the Annual
36 Conference Trustees in accordance with the standing resolutions and policies of the Annual Conference
37 with respect to closed churches effective during the Quadrennium (January 1, 2017 through December
38 31, 2020); and it is further

39
40 **RESOLVED**, that the membership of the Watervliet United Methodist Church be transferred to other
41 United Methodist churches as the individual members select.



Resolutions and Petitions



2018 Conference Journal

UNYAC2018.1 - Guidelines for GC 2019 Delegation

1 **Total Number of Pages:** 2

2
3 **Book of Discipline/Book of Resolutions paragraph (¶):** N/A

4
5 **Conference Committee/Agency, et al. that would be affected by/responsible for implementation if**
6 **passed:** 2019 General Conference Delegation

7
8 **Financial Implications:** N/A

9
10 **Rationale:** The members of the 2016/2019 General Conference delegation will be participating in the
11 special called session of General Conference (GC) in February 2019 on behalf of the Upper New York
12 Annual Conference. It is important for the UNYAC to express its desires for this extraordinary session of
13 GC for them to guide the UNYAC delegation's work there.

14
15 **Whereas,** there will be an extraordinary special session of General Conference in St. Louis, MO, USA, in
16 February 2019; and,

17
18 **Whereas,** the purpose of this GC, according to the Call Letter from the Council of Bishops, "shall be limited
19 to receiving and acting upon a report from the Council of Bishops based on the recommendations of the
20 Commission on a Way Forward"; and, the Council of Bishops (COB) recommendation that led to the
21 creation of the Commission on a Way Forward charged this commission in part, "to develop a complete
22 examination and possible revision of every paragraph in our *Book of Discipline* regarding human
23 sexuality," calling such language, "contradictory, unnecessarily hurtful, and inadequate;" and,

24
25 **Whereas,** GC voted to adopt the COB's recommendation; the commission was created and has done its
26 work; the COB has received the commission's proposal, and the COB is working on a final report and
27 recommendation to GC, to be submitted in July 2018.

28
29 **Therefore, be it resolved** that the following biblically-based values should guide the UNY delegation's
30 work preceding and during the 2019 special session of GC:

- 31
- 32 • Grace
 - 33 • Dignity
 - 34 • Justice
 - 35 • Relationship
 - 36 • Solidarity (with the oppressed)
- 37

38 **Be it further resolved,** that it is the desire of the UNYAC for our delegation to work toward a resolution at
39 GC that would end all forms of discrimination against LGBTQIA+ persons. In pursuing this end, the UNYAC
40 delegation should work to:

- 41
- 42 • Uphold the grace and dignity of all involved;
 - 43 • Seek justice for and stand in solidarity with all who are oppressed by the
44 current policies in the *Discipline* regarding the discrimination of LGBTQIA+ persons;
 - 45 • Preserve relationships to the greatest extent possible; and,

- 1 • Resist dissolving or restructuring away the connectional structure of The UMC as it currently
2 exists.
3

4 **Be it further resolved**, the biblical values of Grace, Dignity, Justice, Relationship and Solidarity with the
5 oppressed are realized in a UMC that embraces all persons regardless of gender or sexuality. Individuals
6 and entities who choose not to embrace all persons and refuse to remain in connection with a UMC that
7 does not discriminate against LGBTQIA+ persons should be permitted a gracious exit. Such an exit would
8 protect all pertinent interests of the UMC. No punitive action should be taken against those who exit the
9 UMC. No individual or entity should be coerced into departing. No theological litmus test should be
10 imposed for remaining in connection with the UMC.

11

12 **Dated:** February 15, 2018

13

14 **Submitted by:** Home Missioner Kevin M. Nelson on behalf of FUMC Schenectady Church Council, adopted
15 February 13, 2018

16 Electronic Signature: Kevin M. Nelson

17 906 Rankin Ave., Schenectady, N.Y. 12308

18 212-729-4059; kmichael07@yahoo.com

19 UNY local church membership: FUMC Schenectady

UNYAC2018.2 - On Sexual Abuse, Harassment, and Misconduct

1 **Total Number of Pages:** 6

2
3 **Book of Discipline/Book of Resolutions paragraph (¶):** 161(F), 161(I), 161(J)

4
5 **Conference Committee/Agency, et al. that would be affected by/responsible for implementation if**
6 **passed:**

7
8 **Financial Implications:** Cost of conference-wide training

9
10 **Rationale:**

11
12 **Whereas**, widespread naming of sexual abuse, sexual harassment, and sexual misconduct have become
13 empowered this past year through the #MeToo campaign. More so than at any time in the past, victims
14 have been heard and believed, and offenders have experienced consequences for their actions. The public
15 outrage has been swift and strong, even though the long lists of offenders have been numerically and
16 emotionally overwhelming. *Time* has now named its Person of the Year as the “silence breakers,” honoring
17 those who have been speaking out. While this may seem new to some, sexual misconduct reporting has
18 been going on for a long time; and

19
20 **Whereas**, in The United Methodist Church (UMC), the term in general use is “sexual misconduct.” A
21 limitation of the definitions the United Methodist Church offers is that they focus primarily on interactions
22 from clergypersons directed at laypersons, though they attempt to cover a wide range of such
23 relationships. Sometimes the harassment comes from the other direction--laypersons sexually harassing
24 clergy, especially female clergy--and sometimes it is related to the abuse of power perpetuated among
25 Bishops, District Superintendents, and clergy, especially but not exclusively as experienced by females in
26 these roles. A broader definition in use in society today, and of more familiarity to lay people, comes from
27 the U.S. Equal Employment Opportunity Commission (EEOC); and

28
29 **Whereas**, the EEOC states about sexual harassment, “Harassment can include “sexual harassment” or
30 unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a
31 sexual nature. Harassment does not have to be of a sexual nature, however, and can include offensive
32 remarks about a person’s sex. For example, it is illegal to harass a woman by making offensive comments
33 about women in general. Both victim and the harasser can be either a woman or a man, and the victim
34 and harasser can be the same sex;” and

35
36 **Whereas**, RAINN, the Rape Abuse and Incest National Network is the nation’s largest anti-sexual violence
37 organization. They go further than the EEOC, adding, “Sexual harassment does not always have to be
38 specifically about sexual behavior or directed at a specific person. For example, negative comments about
39 women as a group may be a form of sexual harassment. Sexual harassment interferes with your
40 performance by threatening your job security or becoming an obstacle to effective work. Although sexual
41 harassment laws do not usually cover teasing or offhand comments, these behaviors can also be upsetting
42 and have a negative emotional impact. Sexual harassment can occur in a variety of circumstances. The
43 harasser can identify with any gender and have any relationship to the victim, including a being a direct
44 manager, indirect supervisor, co-worker, teacher, peer, or colleague. Some forms of sexual harassment
45 include:

- 1 • Making conditions of employment dependent on sexual favors
- 2 • Physical acts of sexual assault
- 3 • Requests for sexual favors
- 4 • Verbal harassment of a sexual nature
- 5 • Unwanted touching or physical contact
- 6 • Unwelcome sexual advances

7
8 Sexual harassment can occur in the workplace or learning environment, like a school or university. It can
9 happen in many different scenarios, including after-hours conversations, exchanges in the hallways, and
10 non-office settings of employees or peers;” and

11
12 **Whereas**, the United Methodist Church (UMC) has strong Social Principles on “Women and Men” (161.F),
13 sexual abuse (161.I), and sexual harassment (161.J). In sum, we understand gender diversity as a gift from
14 God, reject the idea “that one gender is superior to another” and that “members of one gender may
15 receive love, power, and esteem only at the expense of another.” We further stridently condemn sexual
16 abuse and sexual harassment, lifting-up our values and our understandings of God’s will for God’s people
17 that speak to the damage inflicted by sexual abuse and sexual harassment; and

18
19 **Whereas**, data reflected in the General Commission on the Status and Role of Women’s recent update to
20 their study on sexual misconduct in the UMC, as well anecdotes shared in countless private conversations
21 all over this annual conference and across the church, clearly demonstrates that we utterly fail to live up
22 to these values; and

23
24 **Whereas**, statements are not adequate for confronting sexual abuse, harassment, and misogyny. Neither
25 are after-the-fact processes for attempting to address sexual misconduct after it has already taken place.
26 Efforts at changing behavior before sins are committed are needed. Training related to sexual abuse,
27 sexual harassment, appropriate boundaries, and rejecting misogyny are needed.

28
29 **Therefore, be it resolved that**, clergy and laity within the UNYAC are in need of further training in how to
30 stop and prevent others from engaging in sexual assault, sexual harassment, sexual misconduct, and
31 misogyny, as well as how to create appropriate boundaries/relationships between women and men; and

32
33 **Be it further resolved** that such training needs to include components that address the following matters:

- 34
- 35 • Sexual assault,
- 36 • Sexual harassment with components focused on clergy colleagues and clergy/lay interactions
37 (including the often overlooked dynamic of laity harassing clergy, especially but not exclusively
38 female clergy),
- 39 • Inappropriate comments on physical appearance or clothing, inappropriate comments about
40 fertility or sex life, other forms of inappropriate language,
- 41 • Speaking up (especially from bystanders) about inappropriate behavior,
- 42 • Physical touch,
- 43 • Equality but not sameness between men and women,
- 44 • Micro-aggressions,
- 45 • Power dynamics between men and women (including sensitivity to the way men and women
46 participate in and are responded to in meeting settings),

- 1 • The grossly under-weighted need to believe, rather than dismiss, accusers (while not sacrificing
- 2 the fair process rights of the accused),
- 3 • The power dynamics involved, and specific sensitivities needed in men in positions of power
- 4 receiving and processing complaints from women in subordinate positions,
- 5 • Addressing sexual harassment when witnessing it; and
- 6

7 **Be it further resolved** that such training shall be mandatory for the Bishop, all members of the extended
8 cabinet, all executive/professional level conference staff, the Conference Lay Leader, Associate Lay
9 Leader, Conference Secretary, Conference Chancellor, all persons serving under appointment, and all
10 persons serving on the Conference Leadership Team, the Board of Ordained Ministry, on each District
11 Committee on Ordained Ministry, on each District Leadership Team, the Conference Council on Finance
12 and Administration, the conference Trustees, the Conference Committee on the Episcopacy, all church
13 employees within the annual conference, and members serving on committees that may touch on matters
14 addressed in these trainings, including the Safe Sanctuaries Committee, the Commission on the Status
15 and Role of Women, the Social Holiness Team, and the Committee on Investigation.

16
17 As a first step in implementing such training, the General Commission on the Status and Role of Women
18 (GCSRW) offers an existing training program called Do No Harm. This is a training offered every two years
19 with an agenda addressing integrity and healthy boundaries, advocacy, administrative/judiciary
20 response, and response teams to sexual ethics violations; annual conferences are expected to send at
21 least four persons to attend. The upcoming session of their Do No Harm training is being held in San
22 Antonio on October 11-13, 2018. Since it is typically an every-other-year training, it is not anticipated to
23 be held again until 2020.

24
25 With this train-the-trainer event, the UNYAC will be better equipped to develop a comprehensive plan for
26 ongoing trainings designed to strengthen the Church's commitment to both the prevention of sexual
27 misconduct and the response to sexual misconduct, always offering healing for all parties and holding
28 persons accountable for violations.

29
30 At least four members of an Annual Conference are needed to attend in order to cover all four agenda
31 tracks. Because these trainings are so important, and the content is so sensitive, it is critical that persons
32 named to this team must have personal experience and/or professional expertise in the topics being
33 addressed. Therefore, Bishop Webb shall select from among the following names: Tom Blake, Michelle
34 Bogue-Trost, Carl Chamberlain, Lynnette Cole, Ted Finlayson-Schueler, Richelle Goff, Bob Kolvik-Campbell,
35 Rebecca Laird, Carmen Perry, Rebekah Solar, Rebekah Sweet; and

36
37 **Be it further resolved** GCSRW shall be invited to provide a sexual ethics training in 2019 addressing the
38 matters identified in this resolution. Such trainings are provided at no additional cost to the Annual
39 Conference because they are already covered through our existing general church ministry shares. This
40 training will be mandatory for the above-named groups.

41
42 COSROW shall also examine how to most effectively make this training available to lay leadership,
43 specifically including other members of conference committees, leadership bodies, church councils,
44 SPRCs, finance committees, and lay leadership/nominating committees.

45
46 **Dated:** February 15, 2018

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1	Submitted by:	48	607-862-3387
2	Home Missioner Kevin M. Nelson	49	pastor.rdean@gmail.com
3	Electronic Signature: Kevin M. Nelson	50	Maine Federated Church
4	906 Rankin Ave, Schenectady, N.Y. 12308	51	
5	212-729-4059	52	Lettie Dickerson
6	kmichael07@yahoo.com	53	28 Gardner Terrace, Delmar, N.Y. 12054
7	FUMC Schenectady	54	518-729-8474
8		55	lettie_d@yahoo.com
9	Rev. Sara E. Baron	56	FUMC Schenectady
10	906 Rankin Ave, Schenectady, N.Y. 12308	57	
11	607-435-2201	58	Sylvester Doyer
12	s.baron@gmail.com	59	54 Westerlo St. # 1, Albany, N.Y. 12202
13	First UMC Schenectady	60	doyer93@gmail.com
14		61	First UMC Schenectady
15	Allison Clunn	62	
16	307 Yoakum pkwy #625	63	John Daniel Falatico
17	Alexandria, VA 22304	64	109 Long Pond Drive #34 12306
18	518-847-7012	65	jdfalotico@gmail.com
19	allycatblu@gmail.com	66	First UMC Schenectady
20	First UMC Schenectady	67	
21		68	Ann Farrell
22	Lynnette Cole	69	103 Princetown Rd, Schenectady, N.Y. 12306
23	PO Box 848, Schroon Lake, N.Y.	70	518-867-7654
24	518-817-8495	71	afjones@nycap.rr.com
25	coleyllynette@gmail.com	72	First UMC Schenectady
26	Schroon Lake Community Church	73	
27		74	Jeanne Finlayson-Schueler
28	Michele Cole	75	118 Shirley Rd, Syracuse, N.Y. 13224
29	663 Bozenkill Road, Altamont 12009	76	315-446-6333
30	518-861-6833	77	jeannefs327@gmail.com
31	micheleacole@yahoo.com	78	University United Methodist Church
32	FUMC Schenectady	79	
33		80	Ted Finlayson-Schueler
34	Brooke Conklin	81	118 Shirley Rd, Syracuse, N.Y. 13224
35	23 Bog Meadow Run, Saratoga Springs, N.Y.	82	315-446-6333
36	12866	83	SchoolBusTed@safetyrules.net
37	518-584-3379; bjconklin@aol.com	84	University United Methodist Church
38	Saratoga Springs UMC	85	
39		86	Rev. Craig French (retired)
40	Pastor Susan Crawson-Brizzolara	87	4950 Skyline Drive, Syracuse, N.Y. 13215
41	2185 SR 79, Harpursville, N.Y. 13787	88	315-657-5869
42	607-349-9828	89	craigfrench@twcny.rr.com
43	Crawsbrizz102613@gmail.com;	90	Syracuse University UMC Charge Conference
44	Harpursville - Ouaquaga Charge	91	
45		92	Jean Gustafson
46	Pastor Robert Dean	93	86 Beacon Street, Ballston Spa, N.Y. 12020
47	PO Box 356; Maine, N.Y. 13802	94	518-288-3315

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- | | | | |
|----|---------------------------------------------------|----|----------------------------------------------|
| 1 | jgustafson@nycap.rr.com | 48 | 315-717-8235 |
| 2 | FUMC Schenectady | 49 | revlaird79@gmail.com |
| 3 | Jan Guzior | | |
| 4 | 57 Spring Rd., Scotia, N.Y. | 50 | Pastor Bob Long |
| 5 | 518-372-5135 | 51 | 833 Oregon Ave, Niskayuna, N.Y. 12309-6423 |
| 6 | First United Methodist Church Schenectady | 52 | 518-372-1083 |
| 7 | | 53 | Bikealong2@nycap.rr.com |
| 8 | Rev. Colleen Hallagan Preuninger | 54 | First UMC, Schenectady in retired location |
| 9 | 1321 S. Loudoun Street, Winchester, Va. 22601 | 55 | |
| 10 | 315-527-7383 | 56 | Beth Long-Velasquez |
| 11 | colleenpreuninger@gmail.com | 57 | 2048 Hoover Rd., Niskayuna, N.Y. 12309-4114; |
| 12 | Charge conference University UMC, Syracuse | 58 | 518-347-0803 |
| 13 | N.Y., serving in extension ministry as Dir of the | 59 | BLongVelasquez@nycap.rr.com |
| 14 | Shenandoah Univ. Youth Theology Institute | 60 | FUMC Schenectady |
| 15 | | 61 | |
| 16 | Pastor Justin Hood | 62 | DeeAnne L. Lowman |
| 17 | 5395 Orangeport Rd. Brewerton N.Y., 13029 | 63 | 1 Colonial Drive, Schenectady, N.Y. 12306 |
| 18 | 315-668-3999 | 64 | 802-338-6111 |
| 19 | Pastorjustinhood@gmail.com | 65 | Dee@shifrahconsulting.com |
| 20 | Brewerton and Phoenix UMC | 66 | Lark Street TOGETHER & Shifrah Consulting |
| 21 | | 67 | |
| 22 | Rev. Emily Huyge | 68 | Rev. Doug Mackey |
| 23 | 48 Wayne Street, Mexico, N.Y. 13114 | 69 | 5852 Meetinghouse Rd, Tully, N.Y. 13159 |
| 24 | 315-963-3066 | 70 | 518-925-4790 |
| 25 | pastor.emily.huyge@gmail.com | 71 | pastdm@gmail.com |
| 26 | Mexico First UMC | 72 | Tully United Community Church |
| 27 | | 73 | |
| 28 | Ann Jackson | 74 | Dion Marquit |
| 29 | 2419 Jaffrey Street, Niskayuna, N.Y. 12309 | 75 | PO Box 456; Nassau, N.Y. 12123 |
| 30 | 518-788-2494 | 76 | 518-915-3393 |
| 31 | aejackson@nycap.rr.com | 77 | dionmarquit@aol.com |
| 32 | Eastern Parkway UMC | 78 | Grace UMC, Nassau. St. Pau's UMC, Castleton. |
| 33 | | 79 | |
| 34 | Kristen Johnson | 80 | Alice E. Nash |
| 35 | 1060 Pearl Street, Schenectady, N.Y. 12303 | 81 | 17 Haigh Ave, Schenectady, N.Y. 12304 |
| 36 | 518-986-5971 | 82 | 518-225-3886 |
| 37 | kritnit@gmail.com | 83 | photogirl12@gmail.com |
| 38 | FUMC Schenectady | 84 | First UMC Schenectady |
| 39 | | 85 | |
| 40 | The Reverend Dr. Judith Johnson-Siebold | 86 | Rev. Carmen L. Perry |
| 41 | 35 State St., Troy, N.Y. 12180 | 87 | PO Box 33, Chautauqua, N.Y. 14722 |
| 42 | 518-729-8215 | 88 | 716-357-4045 |
| 43 | johnsieb60@gmail.com | 89 | carmenperry10@yahoo.com |
| 44 | Christ Church United Methodist | 90 | Hurlbut Memorial Community United |
| 45 | | 91 | Methodist Church |
| 46 | Rev. Rebecca L. Laird | 92 | |
| 47 | 34 Church Street, Moravia, N.Y. 13118 | 93 | Anne P. Phillips |

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- | | | | |
|----|-----------------------------------------------|----|----------------------------------------------|
| 1 | 3 Somerset Lane, Scotia, New York 12302 | 3 | annephillips@nycap.rr.com |
| 2 | 518-469-0511 | 4 | FUMC Schenectady, N.Y. |
| 5 | Rev. Elizabeth Quick | 41 | Marthalyn Sweet |
| 6 | 32 Barnes St, Gouverneur, N.Y. 13642 | 42 | 91 Grimsby Rd W, Buffalo, N.Y. 14223 |
| 7 | 315-729-7099 | 43 | 570-470-6354 |
| 8 | bethquick@gmail.com | 44 | Mmmk.sweet@gmail.com |
| 9 | Gouverneur and N. Gouverneur UMC | 45 | Gouverneur First United Methodist Church |
| 10 | | 46 | |
| 11 | Pastor Sharon Rankins-Burd | 47 | Paul Sweet |
| 12 | 1115 North Winfield Road, West Winfield, N.Y. | 48 | 91 Grimsby Rd W, Buffalo, N.Y. 14223 |
| 13 | 13491 | 49 | 570-647-8142; paulksweet@gmail.com |
| 14 | 315-822-3342 | 50 | North Gouverneur United Methodist Church |
| 15 | pastorsharon@windstream.net | 51 | |
| 16 | Fly Creek and Schuyler Lake UMCs. | 52 | Rev. Rebekah Sweet |
| 17 | | 53 | 91 Grimsby Road, West, Buffalo, N.Y. 14223 |
| 18 | Shirley Readdean | 54 | 570-647-8267 |
| 19 | 2232 Turner Ave. Schenectady, N.Y. 12306 | 55 | revbeckiesweet@gmail.com |
| 20 | 518-372-7065 | 56 | |
| 21 | whirrly@earthlink.net | 57 | Elaine Troy |
| 22 | FUMC Schenectady | 58 | 519 Giffords Church Rd., Schenectady, N.Y. |
| 23 | | 59 | 12306 |
| 24 | Rev. William S. Rowe IV | 60 | 518-356-2687 |
| 25 | 1865 Eastern Parkway, Schenectady, N.Y. | 61 | Lanie600@nycap.rr.com |
| 26 | 12309 | 62 | FUMC Schenectady |
| 27 | wsr001234@yahoo.com | 63 | |
| 28 | First UMC, Schenectady in retired location | 64 | Ian C. Urriola |
| 29 | | 65 | 636 Kayleigh Drive, Webster, N.Y. 14580 |
| 30 | Rev. Rebekah Solar | 66 | 585-705-9334 |
| 31 | 13 Church Street, Morris, N.Y. 13808 | 67 | i.urriola@yahoo.com |
| 32 | rebekah.solar@gmail.com | 68 | Asbury First United Methodist Church |
| 33 | Morris and Edmeston United Methodist | 69 | |
| 34 | Churches | 70 | Rev. Merry Watters |
| 35 | | 71 | 13 Empire Circle, Rensselaer, N.Y. 12144 |
| 36 | Rachel Erin Stuart | 72 | 518-956-1284 |
| 37 | 4304 Grayson Pl. Decatur, Ga. 30030 | 73 | merrywatters14@gmail.com |
| 38 | 706-255-2390 | 74 | Retired, Averill Park Church of the Covenant |
| 39 | rachel.erin.stuart@emory.edu | | |
| 40 | Appointed to extension ministry | | |

UNYAC2018.3 - Methodist Heritage, Methodist Doctrine, Biblical Truths, and Sexual Ethics Going Forward

1 **Total Number of Pages:** 2

2
3 ***Book of Discipline/Book of Resolutions:***

4
5 **Conference Committee/Agency, et al. that would be affected by/responsible for implementation if**
6 **passed:** Annual Conference

7
8 ***Financial Implications:*** Costs of books for participants

9
10 ***Rationale:*** Do we really know, or have we forgotten what truly makes us United Methodists? Do we
11 preach and teach the unique teachings and beliefs that our foundational to our Methodist Christian
12 denomination, the cause and fuel for the amazing growth of our denomination across America in the
13 1800s that thrived and built so many of our Upper New York Conference churches that we have today?
14 Because 2018 is our 50th year as United Methodists, we need to review our core heritage and theological
15 differences to truly understand where the majority held beliefs in our denomination come from. We need
16 more than a single round table discussion at a conference. We need a commitment to spend this
17 anniversary year understanding where we come from and what Methodists believe not only about the
18 Bible, but the unique Wesleyan theology which is our heritage and our way forward if we are to remain
19 truly Methodist and not become pluralistic Unitarians.

20
21 **Whereas,** many United Methodists can commit to a book study and clergy are required to participate in
22 continuing education that refreshes their knowledge; and

23
24 **Whereas,** many of our members in the Church and in the Conference cannot tell you why the United
25 Methodist Church holds the beliefs that it does; and

26
27 **Whereas,** some members believe it is OK to teach that there are 150 ways to interpret the Bible but forget
28 that there is a Methodist Way to Scripture that is based on Wesleyan Theology that is well defined, but
29 unfortunately poorly taught, often forgotten, and sometimes purposefully ignored; and

30
31 **Whereas,** we are in need of Methodist revival, a renewed understanding of where we come from, what
32 we believe is meant by holy living, the proper place and reverence for Biblical authority, through
33 understanding our Wesleyan/Methodist Christian Theology and heritage; and

34
35 **Whereas,** we cannot go forward unified as a denomination unless we address, acknowledge, and study
36 what is truly Methodism and then applying that theological and Biblical doctrinal beliefs to a study of the
37 sexual ethics issues that continue to plague us.

38
39 **Therefore be it resolved** that the Upper New York Conference and all its member churches, clergy and
40 Laity consider a four book study over this next year that will help us to turn back to a deeper Methodist
41 understanding of our heritage, a deeper commitment to United Methodist beliefs and doctrine, a better
42 appreciation of what the bible really says on the topic of sexual ethics and marriage, and from there, more
43 easily see the way forward that God wants us to see as possible; and

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1 **Be it further resolved** that the Conference will promote the following four Books for study on the
2 conference website for consideration by churches, clergy and/or individuals to study and discuss with
3 others in the coming year before Annual Conference in 2019;

4
5 The four books to consider in order are:

- 6 • *The Way of the Wesleys – A Short Introduction*; by John Tyson; Wm. B. Erdmann Publishing Co.;
7 2014 ISBN # 9780802869548
- 8 • *Top 10 United Methodist Beliefs*; by Don Adams; Abingdon Press; 2016 ISBN # 9781501804229
- 9 • *What Does the Bible Really Teach about Homosexuality*; by Kevin DeYoung; Crossway Publishing;
10 2015; ISBN # 9781433549373; Audio CD ISBN # 978-1633892774
- 11 • *Same-Sex Attraction and the Church*; by Ed Shaw; Inter Varsity Press; 2015, SBN # 9780830844517

12
13 **Dated:** February 15, 2018

14
15 **Submitted by:** Rev. Merrill Bender

16 Merrill S. Bender

17 8955 Lower Lake Rd, Baker, N.Y. 14012

18 716-795-3875

19 Merrill2012@gmail.com

20 UNY local church membership: County Line United Methodist Church

21

UNYAC2018.4 - Rules and Agenda Changes for Enhanced Order of Floor Discussion and Debate on Motions before the UNY Annual Conference

Total Number of Pages: 3

***Book of Discipline/Book of Resolutions* paragraph (¶):**

Conference Committee/Agency, et al. that would be affected by/responsible for implementation if passed:

Financial Implications: None

Rationale: To foster better connection and unity within our Conference, delegates to Annual Conference need to feel they have had fair, open, and sufficient debate on resolutions and business brought before the conference in business sessions. Many delegates to Annual Conference feel short changed when a “call of the question” ends the debate too early. We need to add rules for floor discussion and provide a more complete agenda so that people are better prepared to participate and understand the debate and the discussion. The goal is to bring forward prepared comments from both sides of an issue to elevate debate and to be more informed and inclusive before a vote.

Whereas, delegates to the Upper New York Annual Conference would prefer informed and orderly debate of resolutions before them in Annual Conference Session; and

Whereas, they would like their fellow delegates to feel they have been heard and their concerns aired; and

Whereas, there is not enough time for every hand raised to be heard, it is desired that there be a change in the agenda and rules that govern the Conference session that will enhance discussion and debate.

Therefore, be it resolved that the following rules be changed or added to the proposed organizational motion submitted for consideration at future annual conference sessions of the Upper New York Annual Conference of the United Methodist Church starting with the 2019 Annual Conference:

The Conference Secretary will prepare, post, and update the Conference agenda with an outline and order of the motions to be considered for each business session; indicating the time of day it is planned to be discussed and the corresponding page number where the agenda item can be found in the Conference booklet.

The Conference shall establish table(s) near the registration area (or other designated area) where delegates can ask questions on motions or resolutions to be considered before the business session on which they will be voted on. At those times the tables should be staffed by the maker(s) of the motion or member of the committee sponsoring the motion or report.

Conference delegates shall be reminded in all future Conference booklets and/or by the chair that they could have emailed the maker of the motion prior to the conference to ask questions and they could have attended the informational sessions around the Conference to ask for clarification. They can visit the agenda informational tables set up near registration (or other designated area) to ask questions prior to debate those motions are scheduled for.

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1 Conference delegates shall be reminded in the Conference booklet that to have quality discussion of
2 important issues, the Conference delegates that wish to speak on the floor should be well informed on
3 the issues and have prepared remarks or notes ready to share if called on by the chair.
4

5 Order of floor discussion and debate on motions before the Upper New York Annual Conference to be
6 added Standing rules for Conference Sessions:
7

- 8 1. Motion/amendments shall be displayed for all to read or be read aloud by Conference Secretary
9 as chair deems appropriate.
- 10 2. Maker or submitter of the motion/amendment will have first opportunity to speak and give
11 rationale or explanation of the motion/amendment for informational purposes of up to five*9
12 minutes and will be given an additional five minutes at the close of debate to defend his/her
13 motion prior to any vote called by the chair or by a vote called by the body. (by a call to vote
14 motion or a move the question vote-2/3 vote required)
- 15 3. Amendments to the main motion will only be accepted if they have been previously submitted in
16 writing to the Conference Secretary.
- 17 4. The delegate that seconds the motion/amendment will be allowed to speak for up to three
18 minutes after the maker or presenter of the motion has finished.
- 19 5. In the case of an amendment to a motion being properly made, the maker of the amendment will
20 have three minutes and will be followed by the maker of the main motion for three minutes to
21 comment on the affect the amendment has on their main motion.
- 22 6. Following that the chair may ask that those with "prepared remarks" in favor or opposed to the
23 motion raise their cards to be recognized. The chair will ask up to five delegates opposed to the
24 motion to raise their cards and have those delegates go to the odd numbered microphones
25 available and wait to be called. The chair will then ask for the cards to be raised of those in favor
26 of the motion and have up to five delegates go to the even numbered microphones available. The
27 chair will alternate between those opposed and those in favor giving each delegate up to three
28 minutes.
- 29 7. If there are not enough delegates with "prepared remarks" to speak and provide sufficient debate
30 then the chair may call on those without prepared remarks or that have points of information,
31 points of inquiry, or points of order.
- 32 8. If the chair determines that a fair number who wanted to speak have had an opportunity to speak
33 to the motion, the chair can announce that he is ready to call the vote. If not, the chair can call up
34 another round of delegates to speak. In all cases before the final vote is taken the maker of the
35 motion/amendment will be allowed closing comments for up to five minutes before the final vote
36 is taken, whether called for a vote by the chair or called for a vote by a 2/3 vote of the body.
- 37 9. Calling of the question will not be accepted by the chair until the body has heard from a minimum
38 of six delegates either in favor or in opposition. This does not include delegates with questions,
39 clarifications, points of information, points of inquiry, or points of order.
- 40 10. All amendments will be voted on separately and once the main motion is properly amended it will
41 become, for the sake of debate, a new motion requiring another full round of debate opportunity
42 for the body.
43

44 **Dated:** February 15, 2018

45
46 **Submitted by:** Rev. Merrill Bender
47 Electronic Signature: Merrill S. Bender

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- 1 8955 Lower Lake Rd, Baker, N.Y. 14012
- 2 716-795-3875
- 3 Merrill 2012@gmail.com
- 4 County Line United Methodist Church

UNYAC2018.5 - Lead Resolution

1 **Total Number of Pages:** 2

2
3 **Book of Discipline:** ¶162.V, ¶258.16

4
5 **Book of Resolutions paragraph:**

6
7 **Conference Committee/Agency, et al. that would be affected by/responsible for implementation if**
8 **passed:** TBD

9
10 **Financial Implications:** N/A

11
12 **Rationale:** The negative effects of lead exposure are far better understood today than they were in the
13 past decades. As many of our church buildings and parsonages were built before 1978 and no safe blood
14 lead level has been identified by the CDC we as a Church have the responsibility to disclose the presence
15 of lead-based paint in homes or building built before 1978 when lead-based paints were banned. Even
16 seemingly minuscule amounts of lead can be significant - a sugar packet's worth of lead dust reaches a
17 hazardous level more than twice the federal housing standard even after it is spread across one hundred
18 10"x10" rooms [100 µg/ft² compared to 40 µg/ft²] (*National Center for Healthy Housing*). Children are
19 particularly vulnerable to the toxic effects of lead which can result in reduced IQ and ADHD. In adults,
20 lead can also cause long-term harm including increased risk of high blood pressure and kidney damage.
21 The neurological and behavioral effects of lead exposure are believed to be irreversible (*World Health*
22 *Organization*) but lead exposure is avoidable when the presence of lead is known, and proper precaution
23 is taken.

24
25 **Whereas,** in 2016 the Upper New York Conference had 898 churches and it is estimated that 34.9% of U.S.
26 homes have lead-based paint somewhere in the building, of which 21.9% of all U.S. homes have one or
27 more lead-based paint hazards (*2011 American Healthy Homes Survey by HUD*); and

28
29 **Whereas,** homes and facilities built before 1978 (when lead-based paints were banned) likely contain
30 lead-based paint (*CDC's Prevent Childhood Lead Poisoning*) and when paint peels and cracks it makes lead
31 dust that children can be poisoned by when they swallow or breathe in lead dust; and

32
33 **Whereas,** one in five Attention Deficit Hyperactivity Disorder (ADHD) cases are attributed to lead exposure
34 (*American Academy of Pediatrics*); and

35
36 **Whereas,** the Upper New York Annual Conference believes that congregations and clergy benefit when
37 clergy and their families live in buildings which are safe (*UNY Clergy Housing Policy*); and

38
39 **Whereas,** the annual inspection of the church parsonage mandates the immediate resolution of
40 parsonage problems affecting the health of the pastor or pastor's family (¶ 258.16) and since 1992 federal
41 law has required landlords to disclose any known lead-based paint hazards; and

42 **Whereas,** disciples of the One who came that we might have life and have it abundantly, our first and
43 highest priority regarding health must be the promotion of the circumstances in which health thrives
44 (*Book of Resolutions: 3202 Health and Wholeness*) and Global Health is one of the United Methodist
45 Church's current areas of focus; and

1 **Whereas**, the United Methodist Church has a long history of concern for social justice and we affirm the
2 importance of preventive health care, health education, environmental and occupational safety...and
3 secure housing...and sees health care as a basic human right (§ 162.V).
4

5 **Therefore be it resolved** that as federal law requires landlords to disclose any known information
6 concerning the presence of lead-based paint or lead-based paint hazards in the home or building built
7 before 1978, The UNY's annual Parsonage Report be revised in 2018 to reflect a church's last date of lead
8 testing **and** the question "Is lead present?" with boxes to check "yes" or "no" and "If yes, list locations of
9 lead," and
10

11 **Be it further resolved** that the Upper New York Conference determine the cost of "Lead-based Paint
12 Liability Insurance Coverage" through Church Mutual and at the appropriate time, but no later than
13 Annual Conference 2019, an offer for the inclusion of this coverage to UNY's insurance policy for local
14 churches be shared with the conference at-large.
15

16 **Dated:** February 9, 2018
17

18 **Submitted by:** Rev. Abigail Browka
19 Electronic Signature:
20 116 W. Grove St., Oneida, N.Y. 13421
21 315-363-2450
22 PastorAbigail1@gmail.com
23 Oneida First & St. Paul's UMC: Uniting in Ministry
24

25 Rev. Bob Kolvick-Campbell
26 417 Park St., Sherrill, N.Y. 13461
27 315-363-1061
28 PastorBob@hotmail.com
29 Christ United Methodist Church
30

31 Rev. Denise Bowen
32 PO Box 296
33 Oneida, N.Y. 13421
34 315-363-1921
35 Bowen1956@gmail.com
36 Oneida First & St. Paul's UMC: Uniting in Ministry
37

38 Pastor Bryant Clark
39 214 Madison St., Waterville, N.Y. 13480
40 570-362-3662
41 bryantchristopherclark@gmail.com
42 Park: Hamilton UMC & Waterville UMC

43 Rev. Corey Tarreto Turnpenny
44 7311 Collins St., Whitney Point, N.Y. 13862
45 607-692-3638
46 pastorcoreyt@gmail.com

1 Whitney Point UMC

UNYAC2018.6 - Expansive Language

2 **Total Number of Pages: 6**

3

4 **Book of Resolutions paragraph (¶): 8011**

5

6 **Conference Committee/Agency, et al. that would be affected by/responsible for implementation if**
7 **passed: All**

8

9 **Financial Implications: None**

10

11 **Rationale:** Our culture is experiencing tension around the ideas and issues of gender; a natural outcome
12 is the examination of the ways the church addresses gender and naming. If the church and all its
13 components cannot express its understanding of the singularity of all individuals as being reflective of the
14 God who created each of us uniquely, yet in God’s image, we have much work to do. This resolution
15 addresses the ways that Upper New York Conference uses names and images for God and humanity as an
16 exemplar for all its congregations, committees, agencies, and individuals.

17

18 **Whereas,** imagery conveyed by language becomes a teaching methodology as we articulate our
19 understandings of humanity and of God, and influences our understanding of the nature of the Divine and
20 of all creation, including all of God’s people, and

21

22 **Whereas,** in the words of a denomination not our own, “We believe some people have experienced the
23 use of language and the images it conveys as barriers to acknowledging that they are created in God’s
24 own image. These people need faithful and inviting language about God which welcomes them as full and
25 complete children of God” (*adapted by included permission from How Shall We Speak, UCC Office for*
26 *Church Life and Leadership, 1993*), and

27

28 **Whereas,** limiting our use of language and imagery to male-only naming for God or for humanity; or using
29 language and imagery that feels pejorative regarding different physical abilities or conditions of persons;
30 or using language and imagery that refers to the gender, marital status, race, ethnicity, age, or physical
31 ability of persons unless it is specifically relevant; or using language and imagery that lends itself to being
32 pejorative of persons in reference to color; or using language and imagery that stereotypes any person,
33 race, culture, or status, limits our understanding of humanity and God, and is hurtful to faithful persons
34 of all varieties, and

35

36 **Whereas,** the United Methodist Book Church has in 2016 readopted a Resolution (8011) encouraging
37 United Methodist clergy and laity “to use diverse Biblical images and titles for God, including
38 masculine/feminine metaphors; use language for humans that reflects both male and female; use
39 metaphors of color, darkness, ability, and age in positive ways,” and further, that “we affirm the use of
40 Biblical language and images in all their forms as appropriate for use in hymns, liturgy, teaching, and in all
41 areas of our common life together.” Further, “that publications, audiovisual media, online resources, and
42 other communication materials of The United Methodist Church shall reflect the diverse Biblical
43 metaphors and the diversity and inclusiveness of humanity,”

44 **Therefore, be it resolved** that the Upper New York Annual Conference commits itself to use language and
45 imagery about God and humanity in ways that are faithfully inclusive of the variety of humanity and the

1 myriad of understandings of God. UNY shall honor this commitment in all publications, notifications, and
2 all print and other media material produced by UNY Conference. UNY shall honor this commitment in all
3 petitions and resolutions submitted to or by persons, churches, committees, or boards and agencies of,
4 or on behalf of UNY Conference. UNY shall honor this commitment by choosing or creating songs and
5 prayers for all UNY meetings and events with this commitment in mind, being mindful of the ways we can
6 expand, rather than limit, our collective understanding of God and God's wonderful creation, including all
7 of God's people, by our intentional use of a variety of language and imagery, and
8

9 **Therefore, be it further resolved** that we covenant to treat each other with the utmost kindness and
10 respect as we forthrightly confront the difficulties associated with varieties of theological language,
11 particularly the reality that language familiar and beloved by some is experienced as exclusive by others,
12 and as we encounter formulations of belief that are not easily expressed in ways that are immediately or
13 readily viewed as faithful by all.

14
15 **Dated:** February 14, 2018
16

17 **Submitted by:**

18 The Rev. Dr. Michelle Bogue-Trost
19 Electronic Signature: The Rev. Dr. Michelle
20 Bogue-Trost
21 17 Nanticoke Avenue; Endicott, N.Y. 13760
22 607-754-6060
23 pastormichellebt@gmail.com
24 Pastor, Endicott: Central—Binghamton District
25
26 Central United Methodist Church by Church
27 Council Action January 23, 2018
28 17 Nanticoke Avenue; Endicott, N.Y. 13760
29 607-754-6060
30 centralumc@stny.rr.com
31 Endicott: Central—Binghamton District
32

33 UNY COSROW
34 Judith Johnson-Siebold, Chair
35 35 State St.; Troy, N.Y. 12180-3327
36 518-272-8392
37 johnsieb60@gmail.com
38

39 UNY United Methodist Women by Executive
40 Leadership action
41 Ilah Sisson Walsler, President
42 161 Saratoga Ave; Ballston Spa, N.Y. 12020
43 518-885-1275
44 isissonwal@aol.com
45

46 Mrs. Margaret Ann Wolford, Laity
47 690 Owego Road; Candor, N.Y. 13743

48 270-556-6081
49 margaret.cude@gmail.com
50 Endicott: Central—Binghamton District
51
52 Mr. Tyler Jon Wolford, Laity
53 690 Owego Road; Candor, N.Y. 13743
54 260-729-3567
55 tylerjonwolford@gmail.com
56 Endicott: Central—Binghamton District
57
58 The Rev. Dr. Elizabeth Quick
59 34 Grove St.; Gouverneur, N.Y. 13642
60 315-287-2440
61 FirstUMCGouverneur@gmail.com
62 Gouverneur: First UMC
63
64 Pastor Lynnette Cole
65 PO Box 276; Schroon Lake, N.Y. 12870-0276
66 518-532-7272
67 colelynnette@gmail.com
68 Schroon Lake Community Church
69
70 Pastor Sharon Rankins-Burd
71 PO Box 128; Fly Creek N.Y. 13337-0128
72 607-547-9946
73 pastorsharon@windstream.net
74 Fly Creek and Schuyler Lake UMC
75
76 The Rev. Carmen Perry
77 PO Box 33; Chautauqua, N.Y. 14722-0033
78 716-357-4045

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1	hurlbut@netsync.net	46	
2	Chautauqua: Hurlbut Memorial UMC	47	Rev. Philip Richards
		48	127 Beekman Street Plattsburgh N.Y. 12901
		49	518-563-2992
3	The Rev. Dr. Nancy Hale	50	pastorphils@gmail.com
4	107 Chapel St Ste 1; Cobleskill, N.Y. 12043	51	Plattsburgh United Methodist Church
5	518-234-3671	52	
6	cobyumc107@gmail.com	53	Ian C. Urriola
7	Pastor, Cobleskill UMC	54	636 Kayleigh Drive; Webster, N.Y. 14580
8		55	585-705-9334
9	The Rev. Sara Baron	56	i.urriola@yahoo.com
10	603 State St; Schenectady N.Y. 12305-2111	57	Asbury First United Methodist Church
11	518-374-4403	58	
12	fumcschenectady@yahoo.com	59	Pastor Bryant Clark
13	Schenectady: First UMC	60	214 Madison St; Waterville N.Y. 13480
14		61	570-362-3662
15	Brooke Conklin, Laity	62	Bryantchristopherclark@gmail.com
16	23 Bog Meadow Run; Saratoga Springs, N.Y.	63	Park: Hamilton UMC & Waterville UMC
17	12866	64	
18	518-584-3379	65	Rev. Richelle Goff
19	bjconklin@aol.com	66	4 Hamilton Avenue; Auburn, N.Y. 13021
20	Saratoga Springs UMC	67	315-532-5823
21		68	Rduchano@gmail.com
22	Kevin Nelson	69	Auburn UMC
23	906 Rankin Ave; Schenectady N.Y. 12308	70	
24	212-729-4059	71	Rev. Steven M. Smith
25	kmichael07@yahoo.com	72	10 Arthur Rd; Newtonville, N.Y. 12110
26	Schenectady First UMC	73	518-322-7746
27		74	boston.redsoxfan@hotmail.com
28	The Rev. Dr. Meredith Vanderminden	75	Pastor, Newtonville UMC - Albany District
29	54 Bay St.; Glens Falls, N.Y. 12801-3028	76	
30	518-793-3468	77	Nathan Trost, Laity
31	christchurchglensfalls@gmail.com	78	101 E. Union St; Endicott, N.Y. 13760
32	Christ Church UMC, Glens Falls N.Y.	79	518-669-7012
33		80	trost.nate@gmail.com
34	The Rev. Richard W. Neal (retired)	81	Endicott: Central UMC
35	350 Washington Hwy; Amherst, N.Y. 14226	82	
36	716-984-3541	83	The Rev. Mary A Kelly
37	richneal@together.net	84	216 Beard Avenue; Buffalo, N.Y. 14214
38	Charge Conference affiliation, Buffalo: Central	85	716-833-3193
39	Park UMC	86	kellchamp@yahoo.com
40		87	Central Park UMC, Buffalo, N.Y.
41	Rev. Dr. Cathy Hall Stengel	88	
42	1621 Rush Henrietta TL Rd; Rush, N.Y. 14543	89	The Rev. Stephen C Butler (retired)
43	585-604-6447	90	39 Whitney Road S; Saratoga Springs N.Y. 12866
44	cathyhallstengel@gmail.com	91	518-260-0748
45	Pastor, Rush UMC	92	Sc.butler@twc.com

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1	Saratoga Springs UMC	48	Rev. Jan McClary Rowell
2		49	9 Van Buren St; Albany 12206
3	Christine Doran, Laity	50	jmrweaver@gmail.com
4	16 Leland Rd; Rochester N.Y. 14617	51	Emmaus UMC, Albany
5	315-720-5017	52	
6	Doran.christine@ymail.com	53	The Rev. Darryl R Barrow
7	Covenant UMC Rochester	54	75 East Avenue; Lockport N.Y. 14094
8		55	716-433-2838
9	The Rev. Rebecca L. Laird	56	drenbarro@gmail.com
10	34 Church Street; Moravia N.Y. 13118	57	Lockport: Emmanuel UMC
11	315-717-8235	58	
12	revlaird79@gmail.com	59	The Rev. Beckie Sweet
13	Christ United Methodist of Locke and Moravia	60	32 Landers Rd; Kenmore, N.Y. 14217
14		61	716-875-5091
15	Alisyn Klock	62	info@kenmoreumc.org
16	129 West Edward St.; Endicott N.Y. 13760	63	Kenmore UMC
17	607.239.7332	64	
18	aklock00@yahoo.com	65	The Rev. Robert Dean
19	Central UMC	66	PO Box 356; Maine, N.Y. 13802
20		67	607-862-3387
21	The Rev. Colleen Hallagan Preuninger	68	pastor.rdean@gmail.com
22	1321 S. Loudoun St, Winchester, Va. 22601	69	Maine Federated Church
23	315-527-7383	70	
24	colleenpreuninger@gmail.com	71	The Rev. Dr. Thom White Wolf Fassett
25	Ext. Min.: Dir. of the Shenandoah Univ. Youth	72	4019 Ball Diamond Road; Hector, N.Y.
26	Theology Inst. Charge Conf: University UMC,	73	607-546-4626
27	Syracuse, N.Y. and Braddock St UMC,	74	fassettww@empacc.net
28	Winchester Va.	75	Asbury First UMC
29		76	
30	The Rev. Doug Mackey	77	The Rev. Dr. Mark Marino
31	5852 Meetinghouse Rd; Tully N.Y. 13159	78	60 Crary Ave; Binghamton N.Y. 13905
32	518-925-4790	79	607-217-7302
33	pastdm@gmail.com	80	m.marino@earthlink.net
34	Tully United Community Church	81	
35		82	The Rev. Roger Richards
36	Pastor Justin Hood	83	733 Partridge Place; Endwell N.Y. 13760
37	5395 Orangeport Rd.; Brewerton N.Y., 13029	84	607-761-7340
38	315-668-3999	85	rrichards52@gmail.com
39	Pastorjustinhood@gmail.com	86	
40	Brewerton and Phoenix UMC	87	The Rev. Sheila Price
41		88	2844 County Line Drive; Big Flats, N.Y. 14814
42	The Rev. Dana Carroll	89	607-857-5394
43	390 Closson Road; Scotia, N.Y.	90	sprice518@aol.com
44	518-894-9468	91	Odessa-Catharine and Montour Falls UMC
45	danacarroll06@gmail.com	92	
46	First United Methodist Church, Schenectady	93	The Rev. Kim Krause
47		94	255 Patroon Crk Blvd #2120; Albany, N.Y. 12206

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1	518-331-1390	48	1974 Beach Road; Apalachin N.Y. 13732
2	pastorkim@nycap.rr.com	49	607-972-6060
3	Grace UMC, Ravena	50	Cualum86@gmail.com
4		51	Little Meadows UMC
5	Rev. Dr. Patricia Ann Bush	52	
6	50 Birch Drive; West Sand Lake, N.Y. 12196	53	The Rev. Merry Watters
7	518-275-5908	54	13 Empire Circle; Rensselaer N.Y. 12144
8	drpab@aol.com	55	518-956-1284
9	Salem UMC West Sand Lake	56	merrywatters14@gmail.com
10		57	Averill Park, Covenant UMC
11	Ted Finlayson-Schueler	58	
12	118 Shirley Road; Syracuse, N.Y. 13224	59	The Rev. DeeAnne L. Lowman
13	315-446-6333	60	1 Colonial Drive; Schenectady, N.Y. 12306
14	schoolbusted@safetyrules.net	61	518-355-2835
15	University United Methodist Church	62	dlowman82@gmail.com
16		63	Lark Street Together: New Faith Comm. District
17	J.J. Warren	64	
18	127 Franklin St; Penn Yan, N.Y. 14527	65	The Rev. James M. Pollard, Elder, retired, UNYAC
19	315-398-4541	66	64 Charlestown Rd.; Amherst N.Y. 14226
20	warrenjj97@gmail.com	67	716-839-6548
21	Penn Yan UMC	68	Jmpump21@aol.com
22		69	Amherst: Christ
23	The Rev. Alicia Wood	70	
24	1085 E Genesee St, Syracuse, N.Y. 13210	71	Thomas Boll
25	315-450-1632	72	407 Halton Road; Syracuse, N.Y. 13224
26	pastoraliciawood@gmail.com	73	315-558-8247
27	Syracuse UM Churches @ University UMC	74	uumctb@twcny.rr.com
28		75	University United Methodist Church
29	The Rev. Dr. Stephen M. Cady II	76	
30	1050 East Avenue Rochester, N.Y. 14607	77	The Rev. Steve Heiss, retired
31	585-271-1050 x117	78	226 Stevens Rd.; Binghamton N.Y. 13903
32	scady@asburyfirst.org	79	607-722-0065
33	Asbury First United Methodist Church	80	stephenheiss@gmail.com
34		81	Tabernacle UMC, Binghamton
35	The Rev. Ben O'Connor	82	
36	1290 Vestal Ave Binghamton N.Y. 13903	83	The Rev. Heather Williams
37	315-529-1648	84	8 Bog Meadow Run; Saratoga Springs, N.Y.
38	oconnor.benjamin.p@gmail.com	85	12866
39	High Street UMC	86	315-391-3500
40		87	pastorheather@saratogaumc.org
41	The Rev. K. Wayne Butler	88	Saratoga Springs United Methodist Church
42	144 Medowview Ln; Williamsville, N.Y. 14221	89	
43	716-204-8993	90	Samuel Smith, Laity Co-Chair, Conference
44	waynebutler@unyumc.org	91	Council on Youth Ministries
45	Extension Ministry	92	10 Arthur Rd; Latham N.Y. 12110
46		93	518-605.8453
47	Pastor Paul D. Reed	94	sesmithac@gmail.com

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- | | | | |
|----|---------------------------------------------|---|-----------------|
| 1 | Newtonville UMC | 7 | Newtonville UMC |
| 2 | | | |
| 3 | Heather Smith, UNY Peace with Justice Coor. | | |
| 4 | 10 Arthur Rd; Newtonville, N.Y. 12110 | | |
| 5 | 518-785-7383 | | |
| 6 | peacewithjustice@unyumc.org | | |
| 8 | Bruce McDaniel | | |
| 9 | 1709 Blossom Road; Rochester, N.Y. 14610 | | |
| 10 | 585-482-5314 | | |
| 11 | bruceimcdaniel@earthlink.net | | |
| 12 | Rochester: Covenant-Genesee Valley District | | |

UNYAC2018.7 - Parental Leave

1 **Total Number of Pages: 1**

2

3 ***Book of Discipline:***

4

5 **Conference Committee/Agency, et al. that would be affected by/responsible for implementation if**
6 **passed:** Executive Committee Board of Ordained Ministry, Committee on Equitable Compensation, Upper
7 New York Cabinet, Upper New York Conference Benefits Administrator, Communications, Upper New York
8 Conference Webmaster

9

10 ***Financial Implications:*** None (except any hourly staff wages)

11

12 ***Rationale:***

13

14 **Whereas,** ¶355 of the *2016 Book of Discipline* of the United Methodist Church lays out a process for entering
15 into parental leave that existed prior to the implementation of the New York State (NYS) Paid Family Leave
16 Act; and

17

18 **Whereas,** the NYS Paid Family Leave Act applies to individuals as they bond with a child (whether they are
19 born, adopted, or fostered), care for an infirm family member, or take extra time to assist family members
20 when a loved one is deployed through the armed forces; and

21

22 **Whereas,** the process found in ¶355 of the *2016 Book of Discipline* of the United Methodist Church only
23 applies to individuals who have brought a child into the family through birth or adoption, but not fostering;
24 and

25

26 **Whereas,** this is the first year where there are differing rules and regulations in place for the UMC's Parental
27 Leave Process and the NYS Paid Family Leave Act in overlapping areas of concern; and

28

29 **Whereas,** a lack of one clear resource and process can cause disruption and frustration in the lives of clergy
30 and laity in local congregations and community.

31

32 **Therefore, be it resolved** that a member of the Cabinet, a member of the Committee or Equitable
33 Compensation, the Benefits Office of the Upper New York Annual Conference, and a member of the Board
34 of Ordained Ministry's Executive Committee collaborate with the Conference Communications department
35 to create a readily available resource which can be distributed and easily accessed through the Conference
36 website by laity, clergy, and Conference staff. The resource to be provided will provide education on
37 Parental Leave requirements as outlined in ¶355 of the *2016 Book of Discipline*, education on the NYS Paid
38 Family Leave Act, how they differ, and how they might be used in conjunction to best serve our churches.

39

40 **Dated:** February 15, 2018

41

42 **Submitted by:** Rev. Robert Dean

43 Electronic Signature: Rev. Robert Dean

44 PO Box 356; Maine, N.Y. 13802

45 607-862-3387; 607-323-8010

UNYAC2018.8 - Funding Ecumenical Inter-Faith Leaders

1 **Total Number of Pages:** 2

2
3 **Book of Discipline/Book of Resolutions paragraph (¶):**

4
5 **Conference Committee/Agency, et al. that would be affected by/responsible for implementation if**
6 **passed:** Bishop and Annual Conference Planning Team

7
8 **Financial Implications:** Yes

9
10 **Rationale:** The United Methodist Church is but one branch of the Christian family, which in turn is only one
11 valid way of engaging the source of life and love. In this age where people in every place and faith are able
12 to interact with and influence each other, we may either choose to co-exist with and claim each other in a
13 joy-filled joint journey of praise and gratitude, or to perish together, each claiming it has the only access to
14 the Eternal One, building walls of hatred and violence, which actually mock the Holy One.

15
16 **Whereas,** for Christians, "God is revealed in Christ, but Christ is revealed in Jesus," and "the norm of the
17 Christian Bible is the biblical Christ and the norm of the biblical Christ is the historical Jesus;" [John Dominic
18 Crossan, *How to Read the Bible* (central theme)]; and

19
20 **Whereas,** Jesus, lived all his life in Galilee's submission to the Roman empire and near the metropolitan area
21 of Sepphoris (Capital of Galilee), making him intimately aware of the reality of other faith perspectives; and

22
23 **Whereas,** Jesus employed people of other faiths in his parables as examples of people of trust in God's
24 present grace, not binding them with any suggestion that they could only engage the Eternal through him;
25 and

26
27 **Whereas,** Francis of Assisi was named the saint of the poor, the environment and animals, and lived a life
28 of evangelical poverty, humility and peacemaking; but, he did not "buy the pope's call to war but goes
29 instead to embrace the Muslims," meeting the presiding Sultan in Egypt and affirming with the Sultan that
30 their way of being together, the attitude of mutual respect and understanding, as well as their belief in one
31 God, prayer, kindness to the poor, and peace appealed to both, thereby demonstrated that interreligious
32 dialogue with people who believe differently is the healing alternative to hostility and worse in the name of
33 God; and

34
35 **Whereas,** the period following the Arabic invasion and preceding the Christian Reconquest in 1492 offers a
36 unique glimpse into cultural cohabitation in Spain, a time of peaceful coexistence and cooperation, with
37 mutual religious and cultural exchanges that benefited Muslims, Jews, and Christians alike, while
38 superimposing over, nor demeaning any of these faiths in relation to the others; and

39
40 **Whereas,** though a person of his times, John Wesley studied at Oxford University, learned Hebrew and Old
41 Testament, Greek and New Testament, Arabic and the Qur'an, and provided a foundation for Interfaith
42 engagement through the understandings of some of his broad themes, including perfect love and true
43 religion, offering a practical divinity grounded in theology and useful in daily living; and

44 **Whereas,** when the Christian Church succumbed to bribes by the Hitler and Mussolini regimes, supporting
45 their rise to power and aligning the church with state power and not the Jesus-like God of peace, Dietrich

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1 Bonhoeffer determined that God is ‘Lord of the World’, not just of religion and not of one particular religious
2 group over another, and worked with leaders of many faiths to express grace of healing in a war-torn
3 world; and
4

5 **Whereas**, Mahatma Gandhi [who deeply respected Jesus and employed Jesus' ethical and moral teachings
6 as essential ingredients of his own faith] said: “Religions are different roads converging upon the same
7 point. What does it matter that we take different roads, so long as we reach the same goal;” and
8

9 **Whereas**, Osmid Sofi, Director of Duke University's Islamic Center, says: “Real interfaith work assumes that
10 we have something to teach one another, something to learn from one another. We have to be open to the
11 possibility of learning from, and learning with, one another;” and
12

13 **Whereas**, the General Board of Higher Education and Ministry supports increased interfaith dialogue among
14 United Methodist campuses, providing students with the education and skills they need to be leaders in a
15 religiously pluralistic world, on and off campus; and
16

17 **Whereas**, increasingly today our communities are composed of God's “beloved” children from all over the
18 world and a significant variety of faiths; and
19

20 **Whereas**, the Capital District of New York has a long, practically helpful and deeply engaging history of
21 interfaith engagement, whereby those of differing faiths not only “coexist” but “claim each other as sisters
22 and brothers.”
23

24 **Therefore, be it resolved** that the Upper New York Conference, at least every fourth year, [beginning the
25 very first year when there is not yet a major presenter already engaged] provide a major presentation [or
26 focus on sacred texts by a significant leader of a differing non-Christian faith during Conference Sessions,
27 including settings for total and smaller group dialogue with the presenter; and
28

29 **Be it further resolved** that time is made available during each year's Annual Conference gathered sessions
30 for brief greetings by leaders of differing Christian perspectives and of differing faiths.
31

32 **Dated:** February 15, 2018
33

34 **Submitted by:** Bob Long

35 Electronic Signature: *Bob Long*

36 833 Oregon Avenue, Niskayuna, N.Y. 12309-6423

37 518-372-1083

38 Bikealong2@nycap.rr.com

39 Located in retirement at First UMC, Schenectady, N.Y.
40

41 **Co-Sponsored by:** Church Council of First UMC, Schenectady, NY

42 603 State Street, Schenectady, N.Y. 12305

43 518-374-4403

44 fumcschenectady@yahoo.com

UNYAC2018.9 - Location of Annual Conference

1 **Total Number of Pages:** 2

2
3 **Book of Discipline / Book of Resolutions paragraph (¶):**

4
5 **Conference Committee/Agency, et al. that would be affected by/responsible for implementation if**
6 **passed:** The Bishop, Administrative Team, Annual Conference Session Planning Team and all participants.

7
8 **Financial Implications:** limited financial implementations overall on balance.

9
10 **Rationale:**

11
12 **Whereas,** The Upper New York (UNY) Annual Conference is composed of 867 individual congregations, and
13 65 new faith communities within 12 districts, themselves within 49 of 62 counties within New York State
14 [every county above the Catskills within New York State; (data from 02/06/2018 Conf. website); and,

15
16 **Whereas,** UNY Annual Conference is still seeking to create a vital identity which represents the full spectrum
17 of the geography, cultures, and values of the merging conferences; and

18
19 **Whereas,** identity is created from “top downward” and “bottom upward;” and

20
21 **Whereas,** solidarity with every portion of the Annual Conference leads to establishing a maturing UNY
22 Annual Conference identity; and,

23
24 **Whereas,** reciprocity of hospitality is a significant factor in creating and maintaining a maturing relationship
25 within all communities, including Annual Conferences; and

26
27 **Whereas,** being present in differing geographical regions within the Annual Conference boundaries opens
28 the way for more complete bonding and ownership of Annual Conference vision and implementation by
29 those within fuller geographical extents of the Annual Conference; and

30
31 **Whereas,** there are several major population regions within UNY Annual Conference that are well suited to
32 hosting the UNY Annual Conference sessions; and,

33
34 **Whereas,** at least one former Conference [Troy] which merged with others to become UNYAC found this
35 practice to be a significant means of affirming those of every area within its varied boundaries and cultures
36 and of inviting solidarity throughout; and

37
38 **Whereas,** the experience of 2018 makes it clear that it is possible to hold annual conference in locations
39 other than Syracuse, despite all objections offered in the past.

40
41 **Therefore, be it resolved** that beginning with Annual Conference, 2020, UNY Annual Conference sessions
42 will be held once every four years reciprocating within the Albany region and the Buffalo/Rochester regions,
43 with sessions during the intermittent three consecutive years being held in Syracuse.

Ninth Session of the Upper New York Annual Conference May 30-June 2, 2018: Vol. I

- 1 **Dated:** February 15, 2018
- 2
- 3 **Submitted by:** Bob Long
- 4 Electronic Signature: Bob Long
- 5 833 Oregon Avenue, Niskayuna, N.Y. 12309-6423
- 6 518-372-1083
- 7 Bikealong2@nycap.rr.com
- 8 Located in retirement at First UMC, Schenectady, N.Y.
- 9
- 10 **Co-Sponsored by:** Church Council of First UMC, Schenectady, NY fumcschenectady@yahoo.com.
- 11 603 State Street, Schenectady, N.Y. 12305
- 12 518-374-4403
- 13 fumcschenectady@yahoo.com

UNYAC2018.10 - Non-Binary Gender Resolution

1 **Total Number of Pages: 3**

2
3 **Book of Discipline / Book of Resolutions paragraph (¶):**4, 214, 215

4
5 **Conference Committee/Agency, et al. that would be affected by/responsible for implementation if**
6 **passed:** Conference Statistician, Director of Connectional Ministries

7
8 **Financial Implications:** None

9
10 **Rationale:**

11
12 **Whereas,** the Constitution of the United Methodist Church, Article 4, states that: “The United Methodist
13 Church acknowledges that all persons are of sacred worth. All persons without regard to race, color, national
14 origin, status, or economic condition, shall be eligible to attend its worship services, participate in its
15 programs, receive the sacraments, upon baptism be admitted as baptized members, and upon taking vows
16 declaring the Christian faith, become professing members in any local church in the connection. In the
17 United Methodist Church, no conference or other organizational unit of the Church shall be structured to
18 exclude any member or any constituent body of the Church because of race, color, national origin, status,
19 or economic condition” (2016 Book of Discipline, ¶14); and

20
21 **Whereas,** the *Book of Discipline* further states that, “The membership of a local United Methodist church
22 shall include all people who have been baptized and all people who have professed their faith... 3. For
23 statistical purposes, church membership is equated to the number of people listed on the role of professing
24 members” (2016 Book of Discipline, ¶215); and

25
26 **Whereas,** despite the lack of a requirement of a binary gender identity in order to profess membership in
27 the United Methodist Church, and regardless of the instructions to, “report for each member the gender
28 with which she or he identifies,” the statistical tables in the Ezra Data Management System for the Upper
29 New York Annual Conference require the reporting of membership by gender based on a binary distinction
30 between male and female; and,

31
32 **Whereas,** the General Council on Finance and Administration has a process in place to allow Annual
33 Conferences to add columns to the statistical reports for their own situations, which could provide a way
34 for congregations to report members with a non-binary gender identity.

35
36 **Therefore, be it resolved,** that the Upper New York Annual Conference Statistician and the Director of
37 Connectional Ministries will work with the General Council on Finance and Administration to add a “non-
38 binary” column to the membership gender section of the statistical tables to allow the reporting of members
39 who do not identify as male or female, beginning with the 2018 statistical report.

40
41 **Dated:** February 14, 2018

Ninth Session of the Upper New York Annual Conference May 30-June 2, 2018: Vol. I

1 **Submitted by:** Steven M. Smith
2 Electronic Signature: Steven M. Smith
3 10 Arthur Rd, Newtonville, N.Y. 12110
4 518-322-7746
5 boston.redsoxfan@hotmail.com
6 Clergy member in full connection of UNYAC
7 serving the Newtonville UMC
8
9 Samuel Smith, co-chair, Conference Council on
10 Youth Ministries
11 10 Arthur Rd, Newtonville, N.Y. 12110
12 518-605-8453
13 sesmithac@gmail.com
14 Newtonville United Methodist Church
15
16 Maria Schermerhorn, co-chair, Conference
17 Council on Youth Ministries
18 49 County Route 32, Valatie, N.Y. 12184
19 518-598-2367
20 mespica1@yahoo.com
21 North Chatham United Methodist Church
22
23 Jonathan Smith
24 10 Arthur Rd, Newtonville, N.Y. 12110
25 518-334-0142
26 jgamersmith5@gmail.com
27 Newtonville United Methodist Church
28
29 Heather Smith, Conference Peace with Justice
30 Coordinator
31 10 Arthur Rd, Newtonville, N.Y. 12110
32 518-368-2209
33 beezermcgee@yahoo.com
34 Newtonville United Methodist Church
35
36 Dr. Frank Essien (Newtonville Church Council
37 chair, on behalf of the Newtonville Church
38 Conference, which voted to support this on
39 January 7, 2018)
40 4147 Albany St, Colonie, N.Y. 12205
41 518-456-3955
42 fessien@albany.edu
43 Newtonville United Methodist Church
44
45 Rev. Alan Kinney (on behalf of the UNY Social
46 Holiness Team, which voted to support this on
47 January 11, 2018)
48 5135 Comstock Rd, Brewerton, N.Y. 13029
49 518-390-0883
50 akinney3@twcnny.rr.com
51 Retired clergy member in full connection of
52 Upper New York Annual Conference
53
54 Rev. Dr. Michelle Bogue-Trost
55 17 Nanticoke Avenue Endicott, N.Y. 13760
56 607-754-6060
57 pastormichellebt@gmail.com
58 Clergy member in full connection of Upper New
59 York Annual Conference serving the Endicott:
60 Central United Methodist Church
61
62 Rev. Elizabeth Quick
63 32 Barnes St. Gouverneur N.Y. 13642
64 315-729-7099
65 bethquick@gmail.com
66 Clergy member in full connection of Upper New
67 York Annual Conference serving the
68 Gouverneur and North Gouverneur United
69 Methodist Churches
70
71 Rev. Colleen Hallagan Preuninger
72 1321 South Loudoun St., Winchester Va. 22601
73 315-527-7383
74 cpreunin@su.edu
75 Clergy member in full connection of UNYAC;
76 Dir., of Youth Theology Inst. Shenandoah Univ.
77
78 Rev. Sarah Chase White
79 1299 Hardscrabble Rd, Cadyville, N.Y. 12918
80 518-236-7129
81 pastogrammy10@yahoo.com
82 Retired clergy member in full connection of
83 UNYAC serving Mooers UMC
84
85 Caleb Smith
86 30 Rudolph Rd, Waterbury Hall Box 172,
87 Oswego, N.Y. 13126
88 518-495-8138
89 csmith45@oswego.edu
90 Newtonville United Methodist Church
91
92 Mitchel R. Smith
93 314 Lake St, Saranac Lake, N.Y. 12
94 518-891-3915

Ninth Session of the Upper New York Annual Conference May 30-June 2, 2018: Vol. I

- | | | | |
|----|-------------------------------------------------------------------|---|---------------------------------------------|
| 1 | mitchcin@roadrunner.com | 2 | Saranac Lake: First United Methodist Church |
| 3 | Cynthia J. Smith | | |
| 4 | 314 Lake St, Saranac Lake, N.Y. 12983 | | |
| 5 | 518.891.3915 | | |
| 6 | csmith314@gmail.com | | |
| 7 | Saranac Lake: First United Methodist Church | | |
| 8 | | | |
| 9 | Ian C. Urriola | | |
| 10 | 636 Kayleigh Drive, Webster, N.Y. 14580 | | |
| 11 | 585-705-9334 | | |
| 12 | i.urriola@yahoo.com | | |
| 13 | Asbury First United Methodist Church | | |
| 14 | | | |
| 15 | Pastor Dion Marquit | | |
| 16 | PO Box 456, Nassau, N.Y. 12123 | | |
| 17 | 518-915-3393. | | |
| 18 | revberdan@aol.com | | |
| 19 | Nassau: Grace and Castleton: St. Paul's United Methodist Churches | | |

UNYAC2018.11 - Statistical Reporting

1 **Total Number of Pages:** 2

2
3 **Book of Discipline/Book of Resolutions paragraph (¶):** 613

4
5 **Conference Committee/Agency, et al. that would be affected by/responsible for implementation if**
6 **passed:** Conference Council on Finance and Administration

7
8 **Financial Implications:** Yes

9
10 **Rationale:**

11
12 **Whereas,** the definition of local operating expenses needs to be consistent throughout the UMC
13 organizational structure from the local church level to the Annual Conference level to the General Church
14 level; and

15
16 **Whereas,** the General Council on Finance and Administration, in calculating apportionments to Annual
17 Conferences, subtracts the amount of General Church apportionments paid, so as not to “double-tax,” or
18 base apportionment billing on, apportionment expenses; and

19
20 **Whereas,** local churches report expenses in four categories in their statistical reporting to the
21 denomination, in the United Methodist Church Local Church Report for 2017-2020 Quadrennium:

- 22
23 1. Benevolence: Table 2, Lines 29a-38
24 2. Local Operating Expenses: Table 2, Lines 41a-47
25 3. Expenses for Debt: Table 2, Lines 48
26 4. Expenses for Capital Expenditures: Line 49; and

27
28 **Whereas,** Ministry Shares, clergy health, and pension payments are categorized as benevolence expenses,
29 and are not reported as local church operating expenses in Table 2; and

30
31 **Whereas,** Table 2 makes clear that benevolences and connectional support are not a local church operating
32 expense; and

33
34 **Whereas,** counting the income supporting these expenses as local church operating income results in
35 assessing Ministry Shares billing based, in part, on a church’s Ministry Shares payment (akin to a tax
36 payment); and

37
38 **Whereas,** ¶613.3 of the *2016 Book of Discipline* states that the Conference Council on Finance and
39 Administration shall have the authority and responsibility “3. To recommend to the Annual Conference for
40 its action and decision the methods or formulas by which apportionments to churches, charges, or districts
41 for duly authorized General, Jurisdictional, Conference, and district funds shall be determined,” yet a clear,
42 complete, and transparent formula has not been shared with nor acted upon by the Upper New York Annual
43 Conference.

44 **Therefore, be it resolved** that Table 3, Line 52t of the Statistical Report for UNYAC local churches will be
45 amended to request reporting only the income used to pay the expenses reported on Table 2, lines 41a-47,

Ninth Session of the Upper New York Annual Conference May 30-June 2, 2018: Vol. I

1 Local Operating Expenses. Further, Line 53, pertaining to benevolent and mission giving, will include
2 instruction to report “income used to pay Ministry Shares, pension and health billing, and other
3 connectional support billing;” and
4

5 **Be it further resolved** that the Ministry Shares apportionment formula be published in a clear, complete
6 and transparent manner, and be affirmed by vote of the Annual Conference, every year.
7

8 **Dated:** February 15, 2018
9

10 **Submitted by:** Dr. Stephanie Kempf, Finance Chair of First United Methodist Church of Schenectady, on
11 behalf of Finance Committee

12 Electronic Signature: Dr. Stephanie Kempf

13 1074 Cornelius Ave., Niskayuna, N.Y. 12309

14 865-776-9717

15 nukechic007@gmail.com

16 First United Methodist Church of Schenectady
17



Reports **(Conference Teams)**

 **2018 Conference Journal**

Accessibility Concerns Team

1 We have been making steady progress on raising awareness of accessibility concerns and needs within
2 the conference and during Annual Conference. We have received a lot of positive feedback and many
3 people are looking for resources and assistance.
4

5 We have worked to address that in two ways this year. First, we have a Facebook page on which we share
6 resources and information. We often share information about everything from mental health issues to
7 ways of making your church more inclusive to those with mobility concerns. You can locate our page at
8 <https://www.facebook.com/UNYACAccessibility/>. This is a space to share what is working for you, find
9 ideas on things you are working on in your churches, and share resources. The second piece that people
10 need is financial resources. To facilitate that we have written a resolution that encourages the celebration
11 of Disability Awareness Weekend, with a special collection taken. Any church who contributes to the
12 collection will be eligible for a grant from those monies to fund projects to make their communities more
13 accessible to all people.
14

15 In the upcoming year we hope to establish a website with more information and links that you can use in
16 your own congregations. We also need to find volunteers in each district who would be willing to be a
17 resource for churches seeking to be more inclusive.
18

19 Respectfully submitted,
20 Melissa McCarthy

Archives and History, Commission On

1 The Commission is happy to announce that all the archival records for the Upper New York Conference
2 and its previous conference areas are now all in one location in the new Conference Center in Liverpool,
3 New York. The North Central NY archives moved in Dec. 9, 2016, the Troy/Wyoming archives moved in
4 March 31, 2017 and the Western NY archives moved in July 18, 2017. This will be a great thing for
5 researchers and other Conference personnel to have all the materials in one location. The massive job of
6 organizing the collection is now underway.

7
8 As the Commission had decided last year, when the supply of pastor grave markers is exhausted,
9 information will be provided to families as to where to purchase a marker if they would like to have one.

10
11 The Commission had five members attend the Annual NEJ Commission on Archives in History meeting
12 located in Charleston, West Virginia, hosted by the West Virginia Annual Conference. This was held May
13 9-11, 2017.

14
15 The Upper New York Conference Historical Society held its first official meeting in Esperance, N.Y. on June
16 17, 2017. The President, Ken Jones presented a wonderful presentation about the History of Methodism
17 in Schoharie County, New York and the group visited some local historic sites as well. The Historical Society
18 has been slowly growing. All members of the Historical Society have access to a closed Facebook group
19 page where historical items of interest are posted for all to comment on and view. This has been working
20 well. The second meeting was held September 30, 2017 at the new Conference Center in conjunction with
21 the Commission on Archives and History meeting. The Historical Society members were given a tour of
22 the new archival location. Karen Staulters also gave a presentation to both groups entitled "What to Keep
23 and What to Toss" which gave more detail into what the archives is required to keep.

24
25 At the September meeting, Karen Staulters announced her resignation as Chairperson of the Commission
26 which she has held for the past 12 years and from the position as Treasurer due to health reasons. Ken
27 Jones will be taking over these roles.

28
29 This year's Annual Conference display featured information about the moving of the three archival
30 locations into the new Conference Center and the newly formed Upper New York Historical Society. It was
31 prepared by Ken Jones and Nancy Rutenber.

32
33 The Commission has had several work days in the archives since the moves to weed out materials not
34 needed and to start in the organization process, so the archives can be functional. In December, Karen
35 Campolieto from the Conference Office began working in the archives one day per week to help process
36 records and tend to research requests as needed.

37
38 Members of the Commission: Ken Jones (Chair), Nancy Rutenber(Secretary), Margaret and Lee Flanders,
39 Rev. Jim Lesch, Rev. Betsye Mowry, Betsey Baker-Whitney, Rev. Cathy Lee, Rev. Don Hoff, Karen Staulters,
40 Susan Slenker, James Hare, Richard Ward, Rev. Thomas Place, Ralph Taylor, Ray Leonard (Emeritus),
41 Gilbert Smith (Emeritus member), Ken Summers (Emeritus), and Merle and Catharine Doud (Emeritus).

42
43 Respectfully submitted by:
44 Ken Jones, Chair Archives and History

Camp and Retreat Ministries, Committee on (CCRM)

1 Your Committee on Camp and Retreat Ministries (CCRM) has continued the work of advising and guiding
2 our Camp and Retreat staff in providing places and experiences for making disciples for Jesus Christ. As
3 partners with the local church, and other organizations doing good in the world, we served nearly 7,500
4 guests at our six centers in 2017. Of those guests, approximately 2,500 were children and youth involved
5 in a transformational experience of community at a summer program. While all our centers offer similar
6 quality experiences, each of our centers have a unique specialty:

- 7
- 8 • **Aldersgate**, while still offering a week and a half of summer camp programs and a family weekend,
9 specializes in offering Christian hospitality to week-long guest camps. Future plans for Aldersgate
10 include constructing a new welcome center & office building as well as creating additional adult
11 retreat spaces. Maintenance/restoration of building exteriors will proceed in the near future and
12 a deck on the back of “C” Lodge overlooking the bog will provide an enhancement to Aldersgate’s
13 nature programming.
- 14
- 15 • **Asbury** has continued to grow rapidly as a year-round retreat facility with the unique opportunity
16 to serve guest groups during warm weather months while our other sites are offering summer
17 camp programming. Future plans for Asbury include construction of a new maintenance facility
18 and renovation of the current maintenance building into the site’s main offices. With Asbury at
19 capacity many weeks out of the year, the need for a new retreat lodge is critical and conversation
20 around building a new lodge is in the initial stages. Upgrades to Willmott Lodge have been
21 identified and a plan to raise funds for that project is in place.
- 22
- 23 • **Casowasco** specializes in leadership development and an expansive summer camp program while
24 offering year-round retreats and Christian hospitality to guest groups. Future plans for Casowasco
25 include completing the renovation/expansion of Galilee Lodge and construction of a new lodge
26 to replace Bethany and Wesley Lodges.
- 27
- 28 • **Sky Lake** continues to excel at offering multiple weeks of Christ-focused experiences for
29 differently abled populations and Christian hospitality to guest groups year-round. Future plans
30 for Sky Lake include construction of family cabins and a new lodge to replace Riley Lodge.
- 31
- 32 • **Skye Farm** has a renewed focus on adventure programming and is expanding some programs to
33 give campers a two-week experience this season. Future plans for Skye Farm include construction
34 of a new maintenance facility and a new dining facility that incorporates comfortable retreat
35 space.
- 36
- 37 • At the time of preparing this report we (CCRM) continue to participate in discussions surrounding
38 the sale of **Findley** and hope to be able to provide an update at Annual Conference.
- 39

40 Generous donors assisted 265 campers by making camp possible for families who would otherwise not
41 have been able to send a child to camp. Donors gave to specific projects this year such as a new basketball
42 court at Skye Farm, a new roof on Hamer Lodge and renovation of the lower level into bedrooms at
43 Aldersgate, interior painting of cabins at Sky Lake, repurposing of a former staff residence into a retreat
44 house at Casowasco, and sponsorships for the Silver Lake Experience at Asbury. The continued generosity
45 of our donors is critical for the advancement of the mission and vision of camp and retreat ministries.

46

1 We recognize and acknowledge the challenges related to ministry in a changing world with large facilities
2 with many needs. We have reduced staff, streamlined operations and worked to increase ministry
3 revenue with the goal of being fiscally healthy while remaining missionally impactful. We are pleased to
4 report that two years in a row we have been able to balance the budget. We sincerely appreciate all our
5 Camping and Retreat Ministries leaders and staff members who continue their commitment to making
6 our facilities and programs the best possible.

7
8 We have undertaken an extensive review of the net assets that rolled into the UNY Conference from
9 previous conferences and have reconciled with the UNY Finance Department all financial gifts that have
10 been received since July 1, 2010. This important work will help us move forward in our ministry as this
11 information is critical for the support of and implementation of our Strategic Plan for Ministry.

12
13 Many of our campers, report making a first time or a renewed commitment to follow Christ. It is said that
14 more than half of the people in full time ministry today have made life-changing decisions at camp. Many
15 not only gave their lives to Jesus, but also learned their leadership skills at camp as well. Seventy-six
16 percent of summer participants in 2017 reported making a first time or renewed commitment to follow
17 Jesus. Ninety percent reported that being at camp helped them increase their faith in God.

18
19 The Upper NY Conference, through Shared Ministry, advocacy, participation and contributions equip
20 leaders from our local churches, grow transformational young adult leaders, introduce creation care and
21 stewardship to people of all ages as we invite all who spend time on our sites the opportunity to live a life
22 of discipleship. These outcomes are articulated in the 7 Foundations of United Methodist Camp & Retreat
23 Ministries:

- 24
25 • **Provide Sacred Places Apart:** This invitation to a place apart includes some often unexpected
26 rhythms and understandings whereby we encourage guests and participants to receive through
27 letting go, to move closer by being still, to hear the Divine Word in silence, to advance through
28 retreat, to act on God's behalf by resting, to learn community from solitude and strangers, and to
29 discover ways to be more present at home by taking time away.
- 30 • **Nurture Christian Faith and Discipleship:** One unique gift of Christian camps and retreat centers
31 that other types of programs and centers rarely highlight are specific opportunities to learn from
32 and practice the Christian path taught by Jesus.
- 33 • **Teach Creation Care and Appreciation:** Camp and retreat leaders perceive and value the
34 unparalleled spiritual benefits of having persons spend time outdoors as part of the process of
35 seeking God and being found by God.
- 36 • **Partner with United Methodist Churches & Agencies:** One of the most fruitful and vital
37 dimensions of United Methodist Camp & Retreat Ministries is our participation in a tremendous
38 covenant connection.
- 39 • **Extend Christian Hospitality and Community:** Welcoming people and doing all we can to
40 engender a true experience of community touches people profoundly.
- 41 • **Develop Principled Spiritual Leaders:** Leaders play a critical part in shaping the present and the
42 future for good or for ill. Within the plethora of perspectives and possibilities, our UM Camp &
43 Retreat Ministries help persons grow in a very specific type of leadership.
- 44 • **Inspire and Equip Lives for Love and Justice:** The times Camp & Retreat Ministries provide for
45 people to gather and to live together have great potential to inspire all guests and guest groups
46 to embrace more life-giving practices and to act more justly and lovingly.

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- 1 If you haven't been to one of our facilities recently, we encourage you to visit one during an open house.
- 2 We also encourage you to connect with one of our staff members or committee members at our annual
- 3 conference display to hear more about your ministry. Visit our web site at campsandretreats.org.
- 4
- 5 Respectfully submitted by: Carmen FS Vianese, Chair of CCRM, Stuart Williams, Vice Chair of CCRM and
- 6 Mike Huber, Executive Director of CRM, Joan Newlon, CRM Executive Assistant

Communications

1 It has been another successful year for Conference Communications as we continue to improve how we
2 share our story with each other and with the world.
3

- 4 • The *Advocate* has both informed and inspired with issue themes including: *Trusting that God is*
5 *Enough, God's Love in All Places, Ministry of the Laity, and Spiritually Planning Our Way Forward.*
- 6 • Special print publications have also been an important part of how we live together with
7 publications including the *Narrative Budget Booklet, the Annual Conference Guide, and The United*
8 *Methodist Center Guide.*
- 9 • *The Bridge* also continues to serve its audience well, providing a sampling of Conference and
10 United Methodist Church life to the people in the pews about twice a month. The goal of the
11 stories in *the Bridge* is connect churches to each other, to the Conference, and to the United
12 Methodist Church.
- 13 • UNY Notes and the *Weekly Digest* remain committed to informing church leaders about the
14 important news and events taking place around the Conference.
- 15 • Video Ministry continues to supplement both events and news around the Conference in a
16 dynamic and exciting way.
- 17 • The Conference website reaches a variety of audiences with everything from motivational news
18 items and blogs to church forms in an organized and user-friendly way.
19

20 This year, a long-time goal of identifying and supporting local Communications Hubs was achieved with
21 an official hub being identified in each District. These hubs will be used for the Imagine No Racism event
22 this spring and many times moving forward. It is expected that the number of official hubs in District will
23 grow, particularly in larger Districts.
24

25 In the coming year, Conference Communications will continue to support the successful communication
26 channels and build new ways to share our story. There will be a focus on building on the success of the
27 Conference blog to grow our social media presence. Staffing changes have allowed for a focus on this
28 growing edge without compromising other communications channels and the
29 Communications team is excited about the potential.
30

31 The Communications team is blessed to be able to lead the way in sharing our story and is excited for the
32 ministry the lies ahead. Through God's grace, we will have amazing stories to tell in the coming year.
33

34 Submitted by:

35 Stephen J. Hustedt, Director of Communications

Equitable Compensation, Conference Commission on

1 The mission of the Commission on Equitable Compensation is to help equip struggling local churches to
2 establish sound financial footing, so they can build leadership capacity, make disciples, and transform the
3 world. The Commission on Equitable Compensation administers funds used to support clergy salaries for
4 churches with pastors appointed full time where those churches are unable to meet minimum
5 compensation standards.

6
7 It is our policy to support churches that demonstrate the potential for moving back to full self-funding.
8 The Commission on Equitable Compensation works with the Bishop's Cabinet to encourage right-sizing
9 appointments and other local church staffing, in order to prevent the need for conference support. In
10 2017 we saw a reduction in the number of churches requesting funding, which is a sign that the downsizing
11 efforts of the cabinet are helping.

12
13 We are responsible for bringing to the Annual Conference Session, recommendations with respect to the
14 Minimum Compensation Base, the increment for years of service, and any other measures that would
15 insure that our clergy are fairly supported in their work.

16
17 This year we bring three recommendations for approval: The Minimum Base Compensation, the
18 additional amount for years of service, and an addition to the Clergy Housing Policy (see
19 recommendations).

20
21 There are no changes to the Accountable Reimbursement Plan policy for 2019.

22
23 The members of the Commission on Equitable Compensation for 2017-18 have included: Lauren Swanson
24 (chair), Lynne Blake, Peggi J Eller, Robyn Wernham Hays, Patience D. Kisakye, Pamela Klotzbach, Paula
25 Kuempel, Ray Noell, Nancy Rhodes, Mitchel Smith, and Ex Officio Members: William Gottschalk-Fielding,
26 Vicki Swanson; Conference Staff Support: Julie Valeski.

Finance and Administration, Conference Council on

1 The Conference Council on Finance and Administration (CF&A) continues to work together with the
2 finance staff and the various groups and teams in the Upper New York Conference to work on the Ministry
3 Share Narrative Budget to tell the stories showing what Ministry Shares paid by the local churches can do.
4

5 We are working on continuing to develop the CF&A page on the Conference website and continue to work
6 on policies and procedures. Several milestones during 2018 include:
7

- 8 • Publishing (for the second year) a narrative budget booklet, to better enable everyone to
9 understand the 2019 Ministry Share budget and the work that the Upper New York Conference is
10 accomplishing through that giving.
- 11 • Thanks to the increased Ministry Share giving by local churches, 2017 Ministry Share receipts
12 came in at an even higher level than 2016, again allowing the Upper New York Conference to
13 remit 100% of our General Church Apportionment asking or 2017.
14

15 In proposing the 2019 Ministry Share Budget, we have been working to control the Ministry Share Budget,
16 as well as committing, once again, to paying 100% of our general church apportionments. Our work
17 includes creating a budget around the anticipated continued growth in Ministry Share giving by the local
18 churches. As always, there are changes that we must consider, including increased health care costs, cost
19 of living pay-raises, the cost of an additional day of Annual Conference, as well as a decrease in the General
20 Church Apportionments set for our Conference.
21

22 We are excited to report that almost 75% of Upper New York churches paid at or above 100% of their
23 Ministry Shares in 2017. Many churches that were not able to pay 100% continue to work to increase their
24 level of support to the connection. We celebrate this wonderful news!
25

26 On a different note, in February 2018, CF&A, after prayerful discernment, made the decision to end our
27 relationship with Kevin Domanico as Conference Treasurer. We express our thanks for the ways in which
28 Kevin offered his service during his time as Conference Treasurer and we wish him well in future
29 endeavors. We are working with GCFA in our search for a new Conference Treasurer.
30

31 As the Upper New York Conference Council on Finance and Administration, we continue to endeavor to
32 meet our task of faithfully and prayerfully strengthening our financial resources through fervent prayer,
33 fiscally sound policy, and faithful stewardship practices, but we do not labor alone. We are a connected
34 people, as United Methodists and as Christians. It is only together that we can provide the revenue and
35 resources necessary for the financial support of vital ministries of the United Methodist Church here in
36 the Upper New York Conference and around the world.
37

38 I offer thanks to the members of CF&A for their service and ministry, to the financial staff for their
39 continued excellent work, and to the Board of Trustees, Pensions and Benefits, the Conference Leadership
40 Team, and the Director of Connectional Ministries for their continued aid and support in our ministry.
41

42 Blessings,

43 Rev. Susan M. Ranous, President

Global Ministries, Board of

1 This Board has had to regroup significantly during 2018. At a March 4 meeting, the Upper New York Board
2 of Global Ministries invested time with Bill Gottschalk-Fielding focusing around the following areas:

- 3
4 • Where are the functions assigned to the BGM as listed in ¶633 of the *Discipline* embodied within
5 the structure of the UNY Conference?
6
- 7 • How are these functions integrated to compliment, support, and enhance one another and thus
8 not to compete and waste resources with other UNY bodies to which some responsibilities from
9 ¶633 have been assigned, [i.e., as with the Social Holiness Team which includes several
10 interrelated emphases]? What specifically will BGM address as its responsibilities? How are they
11 funded?
12
- 13 • What happened to the vision, intent, and concrete financing of the 2013 Resolution adopted by
14 UNY Annual Conference for funding of groups doing ministry on behalf of the UNYUMC objective:
15 "living the gospel of Jesus Christ ... by building relationships with those neighbors who have been
16 'disenfranchised by mainstream society?'"
17

18 Bill Gottschalk-Fielding led us through a thorough engagement with the areas covered within ¶633, and
19 which aspects have been assigned to other than Upper New York Board of Global Ministries Team. This
20 helped the BGM Team to focus its concern.
21

22 As the Chairperson has required time to spin off responsibilities in several other areas of personal
23 involvement to undertake more fully those of UNY BGM, this board's activity this year has been at a
24 minimum.
25

26 During the year, the following vision and directions have been established:
27

- 28 • Global Ministries is the link between the church to the world. The responsibility of the UNY BGM
29 is to equip the church at the local, district and conference levels to be in ministry beyond
30 themselves within the wider world. To do so, it is the further responsibility of the UNY BGM to
31 connect the church at the local, district and conference levels with what is going on around the
32 world. Working from the framework of the vision statement of the conference, the responsibility
33 of the UNY BGM is to relate the church with and to the "in all places" emphasis.
34
- 35 • To do so the BGM has focused on necessary next steps: providing continued engagement with
36 what the gospel means by "being in mission;" offering training and opportunities for clergy and
37 laity to be "in mission" at home and in widening circles; and interfacing current people in mission
38 with bodies within the conference.
39
- 40 • Specific short-term goals include: identifying people within the Conference with a passion for
41 ministry with those "in all places;" teaching, training, guiding, resourcing, recruiting and engaging,
42 and evaluating; and representing the General Board of Global Ministries priorities within the
43 Upper New York Conference.
44
- 45 • A second distinct responsibility assigned to the UNY BGM is to continue to interpret and support
46 fulfilling of the Conference's commitment to providing eight fully funded perpetual scholarships

1 for students at Africa University.

2
3 As Chairperson, I take much of my focus from words of Albert Outler, who in his book *Evangelism in the*
4 *Wesleyan Spirit* says:

5
6 “Part of what this means in our new future is that our message and witness must take into full
7 account the changed character of human existence, of the changed terms and conditions of the
8 human tragedy. To the starving, we must help them find bread! For the well-to-do, we must help
9 them find a way out of affluence's cruel traps. To the oppressed, we must help them to be free; to
10 the victims of freedom, we must help them find moral commitments that are anchored in God
11 and have some promise of staying power. One of the most pathetic and dangerous aspects of our
12 current moral chaos is the steady erosion of moral commitments.

13
14 “Just here the Christian life-style – if unencumbered with externals that once identified it without
15 being essential to it – becomes a life and hopeful Evangelion to [people] in their turmoil of
16 bewilderment and panic. The old linkage between anxiety-guilt-legalism, repentance-pardon-
17 salvation from hell-fire in a punitive society can now be reformed, without treason, into a message
18 of God's offer of meaning for [people] in search of meaning, of God's commitments to [people]
19 who have found nothing to commit themselves to fully, God's stubborn rejection of any final
20 triumphs for self-indulgence, self-righteousness, self-centeredness. Now, as never before, we need
21 to stress God's offer in Christ open to [people] who are willing to trust his love (i.e., faith), God's
22 gift of hope to [people] who are eager for a more humanly hopeful future.” [Pp. 104-105]

23
24 In honor of the One whom Jesus unlocks ... God who loves all without exception.

25
26 Submitted by: Pastor Bob Long, Chair

Laity Report, Board of

1 We are a denomination that supports and encourages clergy and laity partnering in ministry and mission.
2 Our Board of Laity parallels our Clergy Cabinet. Members strive to work in mutual respect and discipleship
3 to live God's call on our lives and to promote the vision and mission of our conference.
4

5 Members of our Board of Laity include the conference lay leader, associate conference lay leader, all
6 district lay leaders, our conference director of Lay Servant Ministries, and representatives from United
7 Methodist Men, United Methodist Women, Conference Council on Youth Ministries, Young Adult
8 Ministries, a conference staff liaison, and two at-large members.
9

10 Since we represent the entire conference, we utilize an electronic meeting format (ZOOM) that allows us
11 to see and hear one another clearly, while exercising financial responsibility. This also keeps us safer
12 during challenging travel seasons. These meeting times and dates are published in advance in our weekly
13 conference online site.
14

15 Our *Book of Discipline* offers five distinct purposes for our Board of Laity.
16

- 17 • We are to remind laity of how Jesus called and taught the first laypersons, as well as to emphasize
18 that such personal calls are ongoing
- 19 • We are tasked with promoting fruitful stewardship practices
- 20 • We are expected to offer training for lay members to annual conference
- 21 • We are asked to guide and support lay ministries at all levels, and to promote Laity Sunday
- 22 • We are encouraged to help develop and guide local church leaders
23

24 How did we work this past year to exercise these responsibilities? First, we met via ZOOM in the winter
25 and spring of 2016-17 to plan a Laity Session 2017 that would feature laity in leadership roles for distinct
26 ministries.
27

28 Susan Hardy, CLL, offered a message about personal calls for active discipleship; Mark Jones, president of
29 our UMM, was honored with an award for his exercise of active discipleship through ministries and spoke
30 of his call; two youth gave an engaging presentation of their Mission of Peace experience; Lucina Hallagan,
31 conference director of Lay Servant Ministries, educated everyone on changes in terminology and course
32 requirements for different certification; and Shafeegh Habeeb, DLL for Finger Lakes, guided our Helping
33 Hands time of offering, with collection help from our youth. We offered folders to first-time lay members
34 to AC, filled with educational information-- and we found that we could have uncovered a desire for all
35 lay members to have that resource!
36

37 When we convened in September 2017, Bishop Webb joined our ZOOM call and asked us to look at ways
38 to improve leadership training at the local level, to strengthen leadership at the district level, to provide
39 encouragement to continue to do good work, and to exercise the availability of conference staff for
40 support.
41

42 Drew Griffin, Associate CLL and Binghamton DLL, as well as Ellen Mall-John, Albany DLL, attended the NEJ
43 Association of Conference Lay Leaders in Morgantown, West Virginia, Sept. 29-Oct. 1, 2017. Lucina
44 Hallagan was the keynote presenter at this event. Drew took notes for the executive committee meeting,
45 and both he and Ellen shared how inspiring the worship services were and how well Lucina's presentation

1 was received. They also lauded the fruitfulness of gathering in mission as a group to pack 9,000 student
2 meals for the weekend.

3
4 As a means of strengthening leadership at local and district levels, most DLLs serve on District Leadership
5 Teams. Susan and Drew also serve on the Conference Leadership Team, which meets on a Friday evening
6 through Saturday most months. At Fall 2017 charge conferences, ten of our DLLs participated in a majority
7 of these gathering: explaining the purpose of DLTs, gathering survey feedback, promoting district training
8 days and Lay Servant classes, offering messages, and working in partnership with their District
9 Superintendents.

10
11 Our representatives from United Methodist Men, United Methodist Women, Conference Council on
12 Youth Ministries, and other groups report at each ZOOM meeting about upcoming plans for trainings, and
13 progress in such groups as the Bishop's Task Force on Eliminating Racism.

14
15 Thank you to all who serve so faithfully, actively, and patiently!
16 Susan G. Hardy, UNY Conference Lay Leader

Lay Servant Ministries

1 Lay Servant Ministries is one of the most significant lay leadership development programs already
2 available within the United Methodist connection. Through this system of equipping and empowering, lay
3 servants have an opportunity to grow as disciples of Jesus Christ who then go and make other disciples.
4 Lay Servants are to serve within and beyond the local church in any way that will inspire the laity to deeper
5 commitment to Christ and more effective discipleship, including the interpretation of Scriptures, doctrine,
6 organization, and ministries of the church. They lead, assist and support the program emphases of the
7 church, lead meetings, small groups, Sunday School, conduct or assist in conducting services of worship
8 and present sermons, provide leadership for congregational and community life and foster caregiving
9 ministries. They are the leaders who serve through leading, caring and communicating ministries in any
10 given church.

11
12 As we move forward into 2018 we are pleased to share there has been a noted increase in the
13 understanding of the process and requirements for being a Certified Lay Servant along with the additional
14 requirements for those Certified Lay Servants who are called and equipped to serve the church in pulpit
15 supply, Certified Lay Speakers. The 2016 General Conference brought new legislation regarding the
16 certification of Certified Lay Ministers and we are in process to bring our conference into compliance.

17
18 In 2017 the Upper New York Annual Conference had over 800 active Lay Servants. We also affirmed nine
19 new Lay Servant Lay Speakers: From the Binghamton District: Thomas Blake, Marilyn Ochs, Melody
20 Patterson, Sally Vasquez, Hudda Aswad, Virginia Pantle, Sandy Kosty and Debra Arnold, from the Genesee
21 Valley District: Kernon Ransom.

22
23 We also re-affirmed 21 Certified Lay Ministers and affirmed six new Certified Lay Ministers: From the
24 Mohawk District: Ken Guilfoyle, Theresa Grescheck and Margaret Donaghy; from the Niagara Frontier
25 District: Doug Niebch, Lynn Ende; from the Northern Flow District: Lori Hickey; and from the Oneonta
26 District: Penny Harrington and Gloria Munson.

27
28 There were approximately 50 courses offered across our conference with almost 400 Lay Servants in
29 attendance. These Lay Servants then go out and serve as disciples of Jesus Christ through a myriad of
30 ministries including: VIM, Small Group Leaders, Trustees, SPRC members, Sunday School Teachers,
31 Visitation Coordinators, Prayer Leaders, Pulpit Fill ... and the list goes on.

32 We are dedicated disciples of Jesus Christ committed to serving in whatever ways we are called in the
33 Upper New York Conference. Praise be to God.

34
35 Respectfully Submitted,

36 Lucina B. Hallagan, Conference Director of Lay Servant Ministries

New Faith Communities

1 The vision that drives us to plant is clear: To nurture a planting culture where everyone feels freed up to
2 plant a new faith community. Our desire is to allow the Holy Spirit to move freely in the hearts of women
3 and men, and to unleash all the gifts of our people to reach new people with the good news of Jesus
4 Christ! Our goal, set in 2014, was to plant 100 New Places for New People by 2020. During 2017 we
5 smashed that goal!

6
7 As of February 2018, the people of Upper New York Conference had launched a total of 107 New Faith
8 Communities over the past five+ years! Eighty-four of those were currently active. This means that 23 of
9 our efforts at planting new faith communities have now ceased. However, we have discovered that none
10 of these closed NFCs are “failures,” but rather are learning experiences for future planting work. There
11 are now more than ten additional groups of people discerning and planning for future planting projects
12 in new mission fields! Thanks be to God!

13
14 Our 84 active New Faith Communities take all shapes and sizes. Some are being planted by small groups
15 of like-minded people gathered around a vision. Others are being planted by existing churches as they
16 seek to extend their reach by starting an additional site or worshipping community. Some look a lot like a
17 traditional church, with weekly worship and small groups, and are designed to grow by adding numbers
18 to these activities. Others look more like Wesleyan class meetings where they gather in places like homes,
19 malls, coffee shops, bars, and cafes. All of them are designed to reach a particular group of people in a
20 particular mission field and all of them have as their ultimate goal to make disciples of Jesus Christ!

21
22 Our NFCs also reflect the full spectrum of God’s creation! Among them all there are more than 10 different
23 languages spoken and around 20 native cultures being reached. We have teams of people building new
24 relationships with and spreading Wesleyan ethos Christianity to people from Korea, China, Laos, the
25 Congo, South America, Cuba, Myanmar, Japan, and India. We have new faith communities that are
26 targeting people over the age of 70, and others that are aimed at reaching teenagers and college students.
27 Our Conference is becoming more diverse by the day!

What Supports this Work?

28
29 Up until this year, the primary funding source to enable our planting work has been a percentage of the
30 income from sold United Methodist church properties. This fund is called the “New Beginnings Fund” and
31 in 2017 approximately \$350,000 was spent from this fund to support our work. However, during 2017,
32 very little income from the sales of closed church buildings was realized. This has shown us that we cannot
33 be solely dependent on this money to continue our planting work. We are currently working with Bishop
34 Webb to design a major fund-raising campaign to establish an income producing fund to support planting
35 long-term.

Multiplying Leadership

36
37
38 During the year, in keeping with our current Conference focus on developing leaders, a Pastoral
39 Leadership Development group has been meeting, made up of planters who are also committed to
40 multiplying the planting movement in Upper New York. The Director of New Faith Communities, Dave
41 Masland, has been leading this group. Each month, after discussing books and key leadership themes,
42 Rev. Masland has been teaching the group various aspects of his work to grow the planting movement.
43 Themes have included: recruiting, assessing, funding, teaching, and coaching. In May, this group will be
44 deployed into four or five regional New Faith Community Teams. These teams will have the authority and
45

1 training they need to discuss and support planting New Faith Communities with any church or individual
2 who feels called to do so in their region.

3

4 **The Ultimate Goal**

5 Why are we planting? Our goal is not to have lots of new churches, but to make disciples of Jesus Christ
6 and transform lives and neighborhoods with God's grace and love. The measurements we are using to
7 discern the fruitfulness of our New Faith Communities are:

8

- 9 • Are they developing relationships with new people that are not connected to any church?
- 10 • Are they introducing these people to Jesus Christ?
- 11 • Are they providing people with an experience of God's grace and love?
- 12 • Are these new people discovering their spiritual gifts?
- 13 • Are they offering their gifts in service to the world around them?
- 14 • Are they in turn inviting other unchurched people to come and see Jesus for themselves... are
- 15 these new disciples making other disciples?

16

17 If you believe your church needs help learning how to do these things better by planting a new place for
18 new people, please talk to us today!

Ordained Ministry, Board of (BOM)

1 The Board of Ordained Ministry (BOM) is privileged to have the ministry of caring for the clergy of the
2 Upper NY Conference from the first perception of a call through retirement. We work through the 12
3 District Committees on Ordained Ministry (dCOMs), and in close partnership with the Appointive
4 Cabinet. BOM is the credentialing body for clergy seeking licensing, commissioning and ordination in the
5 Upper New York Annual Conference. The Board of Ordained Ministry has a wide scope of responsibilities
6 in cultivating and supporting excellent clergy leadership; these tasks are outlined in ¶635 of the *2016*
7 *Book of Discipline*.

8
9 The Board's membership is made up of clergy [deacons, elders, local pastors and associate members] and
10 at least 20% laypersons, appointed by the Bishop. Attention is paid to gender, ethnic diversity, age, and
11 geography in the appointment of members. We work in six broad areas: standards and qualifications (of
12 ordination candidates); clergy status; clergy effectiveness; dCOM coordination; recruitment/enlistment;
13 and oversight of the Provisional Members program.

14
15 The co-chairs of the BOM serve overlapping 4-year terms (e.g. 2014 -18 and 2016 - 20). Currently the co-
16 chairs are the Rev. Sue Russell, who was elected in 2016, and the Rev. Matthew Stengel, who was elected
17 in 2014. The Rev. Brian Fellows was elected at our March meeting to be the new co-chair, beginning July
18 1, 2018.

19
20 In the fall of 2017 we elected a new vice-chair, Stacy Taylor, a layperson from the Cornerstone District.
21 The duties of stewardship officer have been added to the position of vice-chair. We thank the Rev. Alice
22 Priset for her years of work in that position. Christine Doran, a layperson from the Genesee Valley District,
23 is secretary. The Rev. Tom Pullyblank is registrar. The Rev. Ann Kemper is assisting the registrar in
24 preparing the BOM section of the "Business of Annual Conference" which is the official record of the
25 status of every clergy person in the conference and is published annually in the Conference Journal. The
26 Rev. Glen Hardman has taken on the responsibility of coordinating the psychological assessments. We
27 give our thanks to the Rev. Pam Mikel Hayes who has been instrumental in the development of our current
28 psychological assessment protocol. The Rev. Suzanne Block, who has a background as a registered nurse,
29 has agreed to do interpretation of the recommendations of medical professionals on candidates' medical
30 forms.

31
32 The Rev. Wayne Mort has served us faithfully as our officer for "logistics" since the founding of the UNY
33 Conference, coordinating reservations, meeting places, housing and meals for all BOM events. He also
34 handled continuing education grants for all clergy. Rev. Mort stepped off the BOM this fall. We cannot
35 thank him enough for his diligence and dedication, as well his hearty "Thank-you Jesus!" when exciting
36 moments occurred in our meetings. Pastor Anne Cole has filled the role of coordinator of continuing
37 education grants, and Pastor Donna Martin has been our interim "logistics" officer this year.

38
39 Leading the Board's divisions this year are: The Rev. Eleanor Collinsworth, standards and qualifications;
40 the Rev. Carmen Perry, clergy status; the Rev. Bob Kolvik-Campbell, clergy effectiveness; the Rev. Brian
41 Fellows, dCOM coordination; the Rev. Brooke Newell, provisional program; and the Rev. Lee Carlson and
42 layperson Crystal Martin, recruitment. The Chairs of the Order of Elders (Heather Williams and Bob Kolvik
43 - Campbell), the Order of Deacons (Sheila Price and Dee Finch [not on BOM]), and the Fellowship of Local
44 Pastors and Associate Members (Anne Cole and Timothy Middleton) serve on BOM as ex-officio members
45 with vote.

1 Much of our work during the year builds toward the interview retreat in March, when we interview
2 candidates, and engage in discerning God’s movement and guidance in raising up future leaders for our
3 church. Throughout February, board members are hard at work reading candidate materials, watching
4 sermon videos, and praying for the candidates and the BOM. This year we had 17 candidates for Associate
5 Membership, Commissioning as Deacon and Elders, and Ordination as Elders. Those who have been
6 approved by the BOM for Commissioning, for Associate Membership, and for Ordination are
7 recommended to the full members of the Annual Conference for approval. The culmination of each
8 Annual Conference Session is the service of ordination and commissioning through the laying on of hands
9 by the Bishop and other full members of the conference.

10
11 In September and January, the Provisionals division offers a retreat for those on the path toward
12 ordination. Candidates for full membership must attend three of four retreats offered in two years of
13 provisional membership. Retreat content focuses on spiritual formation and continued learning of
14 knowledge and skills for ministry.

15
16 BOM officers participated in training provided by the General Board of Higher Education and Ministry in
17 the areas of recruitment, enlistment and care of candidates, and in the creation of evaluation programs
18 to meet the requirements of the new provisions of ¶349.3 of the *2016 Discipline*. This paragraph, new in
19 2016, calls for annual conferences to develop a formal review process for clergy, to take place every eight
20 years of a clergyperson’s career. This process is required to be in place in 2020.

21
22 The BOM provides financial support for students in seminary, in the Course of Study (COS) for Local
23 Pastors, and in doctoral studies. We also provide support for continuing education of active clergy and
24 retirees serving churches. This is accomplished using Ministerial Education Funds (MEF) from United
25 Methodist Student Day offerings, invested funds and bequests, and Shared Ministry monies. Many thanks
26 are due to Genesee Valley District Administrative Assistant, Betsy O’Flynn, who handles COS registration
27 and reimbursement, and Crystal Martin and Lee Carlson who handle seminary financial aid.

28
29 The BOM is working on a change of policy, to take effect in August 2018, regarding our financial aid for
30 seminarians taking the form of “service loans”. The amount of aid available to each student will remain
31 the same. However, instead of grants, the aid will be in the form of loans that can be repaid with five years
32 of service under appointment in our conference. One year of full-time service will repay 20% of the loan.
33 Arrangements will be made for those serving less-than-full-time. Those who do not graduate, or who do
34 not continue as members of our conference for five years will repay the remaining balance in cash
35 according to an agreed-upon schedule.

36
37 The Board Executive Committee meets with the Cabinet at least twice a year. This is an excellent way to
38 build community and communication, as we work in our different, yet complementary, ministry areas. A
39 representative of the Cabinet (the Rev. Sherri Rood) serves as ex-officio with vote on BOM, and two other
40 Superintendents, the Rev. Vonda Fossitt and the Rev. Nola Anderson, serve as members of the BOM. The
41 Bishop’s Executive Assistant, the Rev. Bill Gottschalk-Fielding, is present with us for much of our work on
42 an advisory basis. In the spring, we work with the cabinet to prepare the “Business of Annual Conference.”
43 This task is handled ably and cooperatively between the board registrar, Rev. Tom Pullyblank, Rev. Ann
44 Kemper, and the bishop’s office. Many thanks are due to Mary Bradley, the Bishop’s Administrative
45 Assistant, who is a tremendous help to both the BOM and the cabinet.

1 The Rev. Matthew Stengel has participated as the representative of UNY Conference in the Northeastern
2 Jurisdiction Board of Ordained Ministry. This body shares best practices of the 9 conferences' BOMs and
3 approaches to common struggles.

4
5 We, the co-chairs, are immensely grateful for the time, energy, prayer, and faithful service given by every
6 member of the Board. It is a holy and humbling work that we share, and it is only possible through the
7 loving effort of many faithful people working together. Thanks be to God!

8
9 Susan Russell and Matthew Stengel, UNYAC Board of Ordained Ministry Co-Chairs
10 UNY Board of Ordained Ministry members, as of March 2018: Nola Anderson, Marilyn Baissa, Bill Barber,
11 Suzanne Block, Denise Bowen, Anne Canfield, Lee Carlson, Yohang Chun, Anne Cole, Eleanor Collinsworth,
12 Greg DeSalvatore, Christine Doran, Brian Ethington, Matthew Farrell, Brian Fellows, Vonda Fossitt,
13 Richelle Goff, Bill Gottschalk-Fielding (advisory), Jennifer Green, Keith Grinnell, Glen Hardman, Pam Mikel
14 Hayes, David Herrmann, Youngjae Jee, Noel John, Ann Kemper, Mark Kimpland, Bob Kolvik-Campbell,
15 Crystal Martin, Donna Martin, Timothy Middleton, Patti Molik, Brooke Newell, Louise Ortman, Carmen
16 Perry, David Piatt, Sheila Price, Tom Pullyblank, Sherri Rood, Sue Russell, Sundar Samuel, Lynn Shipe,
17 Caroline Simmons, Chuck Smith, Steven Smith, Matthew Stengel, James Stevens, Stacy Taylor, Michael
18 Terrell, Bill Vallet, Leon VanWie, Denise Walling, and Heather Williams

Peace with Justice Grant Program

1 In 2017, we reviewed the program and made a few changes in effort to continue funding justice ministries
2 across the Conference. In March, the Social Holiness Team decided to reduce the amount of grants from
3 \$5,000 to \$2,000 and instead of considering each application as it was received, we began reviewing
4 applications only twice a year (April and October). No organization can receive funding more than once a
5 year and we continue to not give repeating grants for the same ministry.

6
7 With the 50 percent of the collection from Peace with Justice Sunday that stays in the Upper NY
8 Conference, we were able to support three important causes this year:

- 9
10 • **“Bridging the Rural-Urban Divide”** is a conference hosted by the New York State Council of
11 Churches and held in Johnstown, NY in July. Speakers included theologians, business people,
12 politicians, and union representatives. Videos of these talks can be found on the [New State
13 Council of Churches’ Facebook page](#). Connections made are helping to shape the second annual
14 conference to be held July 10-12, 2018 with a focus of Doing Social Justice with Politically Diverse
15 Communities.
- 16
17 • **New York State Truth Commission on Poverty** is a series of gatherings hosted by the Labor-
18 Religion Coalition of New York State and held in Cuba, Schenectady, and Wyandanch, N.Y. in the
19 summer and fall. With the purpose of raising awareness of the crisis of poverty in our state, the
20 meetings garnered greater enthusiasm than expected, allowing for more than 80 people to share
21 their stories. The culmination of these gatherings was a state-wide meeting where the Truth
22 Commission and Poor People’s Campaign merged in a sold-out event held in Binghamton. A
23 detailed report from the Truth Commission can be found at [nytruthcommission.org](#).

24
25 The annual Peace with Justice Sunday offering had its best participation rate (25.9%) in recent history.
26 However, there are still many congregations that are not offering this giving opportunity. Please find free
27 resources at [www.umcom.org](#) or contact me for more information and ideas. I am happy to speak with
28 you about ways to present and connect with this special ministry.

29
30 Respectfully,

31
32 Heather Smith, UNY Peace with Justice Coordinator
33 peacewithjustice@unyumc.org

Peace with Justice in Palestine and Israel, UNY Task Force on

1 "Love is seeing the face of God in every human being. Every person is my brother or my sister. However,
2 seeing the face of God in everyone does not mean accepting evil or aggression on their part." - Kairos
3 Palestine Document 4.2.1
4

5 The UNY Task Force on Peace w/Justice in Palestine/Israel's purpose is to educate, network, and advocate
6 for peace with justice in Palestine and Israel. Involving each of you, our fellow believers, in the task of
7 taking a step for Palestinian justice is our goal--even if it means simply a word of support for the
8 Palestinians' wish to be free of Israel's Occupation.
9

10 The Task Force meets monthly, most often by Conference Call, but several times during the year, "face to
11 face". Meetings are scheduled using "doodle poll" to accommodate varied schedules. It is a committee of
12 two dozen, including seven pastors, and more of you are always welcome.
13

14 Efforts and accomplishments this year include:

15 A. The presentation of three resolutions/recommendations at Annual Conference 2017, all of which
16 were voted approval.
17

- 18 1. Resolution on Hewlett Packard, calling on churches and Conference boards and agencies to refrain
19 from purchasing Hewlett Packard products until the company ends involvement with the Israeli
20 Occupation. (Rev. Gary Kubitz sent letters to the districts this fall as reminders.)
- 21 2. Resolution for retired clergy and Conference staff retirees to consider investing in Wespath's
22 Equality Social Values Plus Fund (ESVPPF), which omits specific companies identified as
23 supporting/benefitting from Israel's Occupation.
- 24 3. Resolution Protecting the Right to Peacefully Address Injustice through Boycotts, Divestment, and
25 Sanctions. (Specific contact with Gov. Andrew Cuomo).
26

27 B. Further presence at Annual Conference:
28

- 29 1. A display table, with handouts, displays, petitions, Palestinian handcrafts, and conversation.
- 30 2. The seventh annual UNY Palestinian Dinner, with authentic Palestinian food and speaker Beth
31 Harris, retired Ithaca College professor and leader in Ithaca Jewish Voice for Peace. She spoke on
32 "Deadly Exchange", the sharing of Israeli and U.S. Police and military strategies and weapons as
33 counter-productive, and the need to build bridges of understanding. Greetings from the bishop
34 were brought by Bill Gottschalk-Fielding to a gathering of over a hundred. Proceeds went to four
35 United Methodist Advance projects for Palestinians in the Jerusalem/Bethlehem area and to the
36 Gary Bergh Scholarship, a Conference Advance Special for persons wishing to travel to the Holy
37 Land on justice-seeking trips.
38

39 C. Support/encouragement for the Bishop's Holy Land Trip
40

- 41 1. Providing the background resource "Experience the Holy Land the United Methodist Way", with
42 contact information on the Methodist Liaison's office in Jerusalem, and suggestion of significant
43 time with Palestinian Christians in Bethlehem. This was included in the plans.
- 44 2. Awarding two scholarships to pastors who would then return to share about the trip.
45
46

1 3. Visions of reaching out to our districts, local churches, youth and young adults have not yet been
2 realized. Any suggestions or participation by new members is welcome. Please contact: Karen
3 Peterson at dpeterson1@stny.rr.com or Linda Bergh at lindagarybergh@gmail.com, or Leah Mae
4 Carlisle, co-chairs.
5

6 For further information:

- 7 • UNY Task Force: <http://um-palestine-israel-tf.org/> or
- 8 • Facebook: <https://www.facebook.com/pages/UM-Palestine-Israel-Task-Force-UNYAC/697571236995771>
- 9 • UM Kairos Response: <https://www.kairosresponse.org/>

10 2018 Palestinian Dinner -- Friday, June 1 at St. Paul's UMC, 2200 Valley Dr., Syracuse, N.Y. 13207-2838,
11 at 5:30 p.m.

12 Submitted by: Linda Bergh
13
14
15

Pension & Health Benefits, Board of

1 The Board of Pensions and Health Benefits of the Upper New York Annual Conference is an active group
2 of lay and clergy that is dedicated to faithfully serve the people and churches with compassion and
3 responsibility. Our work is directed by the *Book of Discipline*, the laws of the Federal and State
4 governments, as well as the actions of this Conference. Board members have a wonderful mix of attention
5 for details and vision for present and future needs for pension and health benefits. We have
6 representatives from the Cabinet and the Commission on Equitable Compensation, as well as the
7 knowledge and skill of Vicki Swanson, retiring **Director of HR/Benefits**, **Susan Latessa**, incoming **Director**
8 **of HR/Benefits**, **the Benefits staff**, the Conference Treasurer, and Ron Coleman, Wespath (General Board
9 of Pension and Health Benefits) Liaison.

10
11 The Board works to provide stability around essential matters of health and pension for the valued clergy
12 and employees of UNY. There were few changes in our benefit plans during the past year; as we maintain
13 the quality services that have been afforded to conference members in the past years.

14
15 Attention by the Board continues to be given to these areas:

- 16 • Developing and supporting effective leaders.
- 17 • The Comprehensive Benefit Funding Plan.
- 18 • Funding of the Pre-82 Plan.
- 19 • Arrearages from the lack of 100% funding from churches and clergy
 - 20 ○ Because of the Board's analysis of direct bill arrearages, a one-time forgiveness
 - 21 of unpaid direct billing amounts owed for 2014 and prior by churches was
 - 22 approved and executed in October 2017.
- 23
- 24 • Benefits education and information for churches, clergy, and employees.
- 25 • Future health care plans, that serve the needs of those covered with equitable funding
- 26 from all parties.
 - 27 ○ Like many conferences, companies, and persons across the country, our Board
 - 28 regularly discusses health insurance to find balance between what the churches
 - 29 can afford, what the clergy can afford, and what is sufficient coverage.

30
31 We've taken two actions to that end:

- 32 1. Utilize the benefits of the "small employer exception" Medicare rules,
33 which allow small employers (churches), to enroll persons over 65 in
34 Medicare Parts A & B and provide a supplemental plan for secondary
35 insurance. Doing so helps to keep costs down for the whole system due
36 to our practice of spreading the overall costs of the plan to all eligible
37 entities.
 - 38 2. Development of a rollout plan to join other conferences in offering a
39 Health Flex Exchange program. This plan will offer a wider variety of
40 plans, help keep costs to the churches in check, and allow individuals to
41 make choices around how they spend their personal health care dollars.
42 Our conference is behind the curve in instituting this kind of choice and
43 cost control effort.
- 44

- 1 • Updating policies and practices as needed to meet changing needs.
 - 2 ○ The Board is currently investigating automatic enrollment of eligible clergy into
 - 3 the personal contribution portion of UMPIP, as well as researching what kinds of
 - 4 changes may be needed in the future to continue funding retiree health care.
 - 5
- 6 • The recommendations approved by the 2017 Annual Conference, related to investment
- 7 screenings and investment account recommendations, has been referred to an
- 8 Investment sub-committee of the Board.
- 9

10 Please note that elsewhere in these pre-conference materials you will find the recommendations of the
11 Board.

12
13 Additional information regarding the Board's recommendations:

- 14 • The Past Service Annuity Rate for 2019 is being recommended to increase by 1.1%. This
15 is a variation from previous years in recognition of the recommendation over the last two
16 years for active clergy salary increases of less than 2%, and as a way to begin to address
17 the unfunded liability in this pension plan. The plan went from fully funded to
18 underfunded because of the effects of using an updated mortality table and because we
19 are in a season of high numbers of retirements. This shows that being 100% funded is not
20 sufficient, we need to strive to be more than fully funded to weather actuarial fluctuations
21 and market volatility.
- 22 • The Board's recommendation related to the housing allowance continues to be in order.
23 While a federal district court judge ruled the exclusion from taxation of a minister's
24 housing allowance as unconstitutional, the ruling is under appeal. Wespeth's legal
25 department and the Church Alliance (a coalition of 37 religious entity benefits boards) are
26 monitoring the case. The practical effect of the ruling will be delayed until the appeals are
27 exhausted, which may take several years.

28
29 With gratitude to an amazing group of individuals who are willing to share their God given gifts and talents
30 as part of the Upper New York Annual Conference, and with deep faith in our creating, redeeming, and
31 sustaining God, this report is presented to the Conference.

32
33 Respectfully,

34
35 Mary Rublee, Chair of the Board of Pensions and Health Benefits

Religion & Race, Conference Commission on (CCORR)

1 CCORR has had a challenging and productive year. We put a lot of energy into presenting a workshop at
2 Annual Conference 2017 called “Be an Ally Now”. We shared strategies for walking along side each other
3 in the quest to dismantle racism and privilege. We shared information sheets on relevant definitions and
4 understandings, the history of racism in the Methodist Church, mass incarceration, disparities in health
5 care, community violence against people of color, issues of immigration, resource lists, and examples of
6 how to be an ally. The conversation was fruitful!

7
8 As the Bishop’s Task Force on Eliminating Racism was established in 2017, CCORR became an important
9 partner in the work. Together we prayed, dreamed and strategized ways to engage all people in the Upper
10 New York Conference in this essential work that has been named *Imagine No Racism*. On April 21, all
11 clergy as well as passionate laity, met in their respective districts to hear the call of Bishop Webb and
12 others to engage in this vital ministry to dismantle the legacy of racism in our hearts, churches,
13 communities, and country. Major goals of this work include:

- 14
15 1. Understanding deeply the issue that compelled the Northeast Jurisdictional Council of Bishops to
16 write the *2016 Call to Action*.
- 17 2. Understanding the theological mandate for racial justice.
- 18 3. Exploring ways racial prejudice may be impacting lives.
- 19 4. Equipping members of every local church to engage in conversations about racism and privilege.
- 20 5. Engaging opportunities to participate in ministries of racial justice in their local or regional
21 communities. District Advocates now volunteer to support and oversee small groups of clergy and
22 laity as they learn and move to action in their communities. Four Regional Coordinators will each
23 cover three districts as resource people to help District Advocates and small groups with resources
24 as needed. CCORR is the responsible supervising unit to follow through with *Imagine No Racism*. This
25 endeavor is, and will continue to be, a long-term commitment to eliminate racism.

26
27 **CCORR members:** Blenda Smith (Convener), Harold Wheat, David Heise, Linda Hughes, Scott Johnson,
28 Julius Archibald, Anola Archibald, Evelyn Woodring, Shirley Readdean, Beckie Sweet, Georgia Whitney,
29 Aaron Moore, Sandra Allen, Charles Syms, Tom LeBeau, Carrie Wolfe, Pam Burns, Teresa Sivers &
30 Rachael Jordan.

Safe Sanctuaries® Team

1 The Safe Sanctuaries® Team addresses issues of policy making, training and accountability as related to
2 Safe Sanctuaries®. The SST establishes the minimum standards and procedures, provides training
3 programs, and assists local churches and Conference ministry programs in reducing the risk of abuse to
4 children, youth, and vulnerable adults. (2011 AC Safe Sanctuaries Resolution)
5

6 UNYC's standardized Safe Sanctuaries® Training program is a large part of the SST's work. The training
7 consistently receives very positive evaluations from participants. The goal is to have a five to six-member
8 training team in each district. This goal has been accomplished in nine of the 12 districts. Three Training
9 of Trainers opportunities were available in 2017. The SST thanks the Lansing UMC, Fairport UMC and Elm
10 Park UMC, Oneonta for hosting these opportunities. Thirty-three individuals were prepared to facilitate
11 the standard, 3-hour Safe Sanctuaries® Training. Members of district training teams are recertified every
12 year. Work continues toward recertifying persons who provide training in their local church/charge.
13 Another training related goal continuing into 2018 is replacing the dated video currently being used with
14 a video produced at the conference level or from another source.
15

16 The SST had a display at AC2017 which included examples of resources and some handouts to take away.
17 A workshop titled Safe Sanctuaries and Ministries with Older Adults was developed and presented. About
18 40 individuals participated. Church Mutual provided door prizes (*Melton's Safe Sanctuaries: The Church
19 Responds to Abuse, Neglect, and Exploitation of Older Adults*) for the workshop. The workshop is now
20 available from the Media Resource Center for churches/ministries to borrow.
21

22 The team responds to Safe Sanctuaries® questions from individuals and churches using email, phone calls
23 and face-to-face conversations. Many questions relate to interpretation and implementation of the 2016
24 Minimum Standards.
25

26 The Safe Sanctuaries® Team's initiatives for 2018 include but are not limited to the following:
27

- 28 • Visibility at annual conference with a display and several new resources to take away;
- 29 • Replace a video on the topics of responding to and reporting abuse that will replace the dated
30 video currently used in training;
- 31 • Explore on-line training possibilities as an alternative to the face-to-face training;
- 32 • Provide resources on safe use of social media in ministry available;
- 33 • Add 4-5 members to the team so there can be a smooth transition when service of several
34 members ends.
35

36 Current team members: Carol Barnes (chair), Deanna Finch, Glenda Schuessler, Charles Syms, Matthew
37 Williams, and Ex-officio: The Rev. Vonda Fossitt, Cabinet Rep, and The Rev. William Gottschalk-Fielding,
38 DCOM

Social Holiness

1 The Social Holiness Committee consists of representatives from five different Conference Committees
2 which are: Peace with Justice, Task force on Peace with Justice in Israel and Palestine, Commission of
3 Religion and Race, Committee on Native American Ministries, the Committee on the Role and Status of
4 Women, and a representative of the New York State Council of Churches, the Task Force on Immigration,
5 and we also have members at large. We have met primarily monthly using Zoom and twice a year face to
6 face. We have focused on hearing reports from each area and finding ways we can be supportive of each
7 area of ministry. We also have discovered areas not covered by individual Conference Committees that we
8 are discussing and moving into a more active role with. We have been intentional in asking a variety of
9 persons with, a variety of United Methodist theologies, to be a part of this team. It is felt that through a
10 diversity of ethnicity, sexuality, and theology we will be able to have the most informed discussions and
11 then make the most informed and acceptable decisions.

12
13 We are beginning to move in a new and rather unique direction of finding ways we can best facilitate social
14 ministries in the local congregations of the Upper New York Annual Conference. It is a new area of focus
15 and we expect to find some difficulties along with some wonderful experiences. The new approach to our
16 primary purpose will not eliminate or replace our support of each area of ministry but should help bring
17 each of the areas of ministry into a more direct and meaningful relationship with the people of our Annual
18 conference.

19
20 We continue to wrestle with the question how local churches can become more involved in local Social
21 Ministries and by doing so live out their faith and deepen their relationship with God and with the people
22 in the towns, villages, and cities around them. We feel one response can be found within our history as
23 United Methodists and in our understanding of who and whose we are. The earliest forms of Methodism
24 always included more than weekly worship and weekly study groups. They almost always included
25 involvement in mission areas as a means of answering the call of Jesus found in Matthew 25. (*"When was
26 it we saw you hungry and gave you food, or thirsty and gave you drink? And when was it we saw you a
27 stranger and welcomed you or naked and gave you clothing. And when was it we saw you sick or in prison
28 and visited you?"*) The mission societies of Methodism have been the very roots and foundation of our
29 denomination. These have helped change the lives of people who were without much in their lives to
30 discover and develop a relationship with God through Christ.

31
32 To this end we will offer the local churches opportunities to examine the areas geographically around their
33 church buildings to see where there may be social ministries taking place. This may be in the form of
34 regional food banks, shelters for the homeless, food pantries, tutoring in the local school system, respite
35 care for families with members on the autism spectrum, and much more. Once these have been identified
36 the church can become a linking source for people who want to make a difference in the world and the
37 areas of service.

38
39 Beyond that the local church can provide training for persons who want to have direct contact with people
40 in need in their areas. This is where the different committees of Social Holiness will be called upon. If we
41 are to be a means of God's grace for others we need to learn how to do this without being offensive to
42 different people because of their ethnicity, race, sexual identity, or nationality. We will be asking the
43 members of CONAM, CORR, COSROW, and others to provide training for people looking to make a
44 difference. We will also be asking the Rev. Dana Horrell to provide training for people who are looking to
45 be in ministry and interact with people that are not regularly a part of the congregation. Rev. Horrell has
46 developed a series of videos on this topic, *Ministry with the Marginalized*, that was funded in part by

1 grants from the Church and Society offerings through Social Holiness.

2

3 We believe that by becoming a linking source and a training source we will be able to develop relationships
4 that will demonstrate to people who are not presently a part of our congregations that the Church and
5 especially United Methodism is relevant and have much to offer the world around us. We hope to be able
6 to demonstrate our concern is not just about putting people in our pews, but rather to live out our faith
7 beyond the walls of the local churches. Then we may be able to earn the right to share our faith with the
8 people who do not always see the Church in a positive light.

9

10 This is not a “quick fix” or an instant solution to finding a means of becoming relevant to the people of the
11 Millennial, Gen Next and Gen Z generations. It will take time and effort for this to become a reality. But we
12 feel this is where God is calling the people of Methodism of the Upper New York Annual Conference. It
13 also does not suggest that we abandon finding ways to make worship meaningful or that our worship
14 experiences have become less important. This is not about an either/or; but a both/and approach.

15

16 The newest addition to the team is the Task Force on Immigration. While this team is still forming, the
17 ministries and the support for ministries that local churches may be a part of, is far reaching. At the present
18 we are looking at partnering two Syracuse congregations in helping to learn and teach the languages of
19 Spanish and English. This would help pair a person who seeks to learn English as a second language, with
20 a person looking to learn Spanish as a second language. There are also exciting and ground-breaking
21 ministry happening in the Greece: Aldersgate congregation and the Leroy congregation under the
22 leadership of the Rev. Hector Rivera. Due to the time constraints on submission the newest and freshest
23 news in this and other areas will need to be reported either orally or next year.

24

25 Respectfully submitted

26 Rev. Alan D. Kinney, Chair

Special Sunday Giving Task Force

1 We are grateful to the Director of Communications for publishing the list of churches who gave to all six
2 of these offerings in 2017 in such a timely manner. The commitment of the Annual Conference to
3 increasing participation for the six Special Sunday offerings to 30% for 2018 gives us hope for the
4 Connection. After reviewing the data provided by the treasurer's office for 2017, we see little change in
5 the participation rates from previous years. However, we pray that 2018 will be a banner year for
6 participation in these important ministry opportunities in Upper NY.

7
8 We are a very small team, with only one member each from the Board of Global Ministries, Commission
9 on Native American Ministries, Campus Ministries, and Social Holiness Team. However, if your
10 congregation would like to hear more about the importance of supporting these Special Sunday offerings,
11 we are happy to help. A plethora of free resources can also be found at www.umcom.org as well.

12
13 Thanks to our UM connectionalism, these offerings give everyone who gives just a little the chance to be
14 involved in making a great impact in our world.

15
16 Respectfully,

17
18 Heather Smith, Convener
19 peacewithjustice@unyumc.org

Status and Role of Women, Commission on the (COSROW)

1 The Commission on the Status and Role of Women has met frequently throughout the year, praying for
2 discernment, and discussing our goals and the best way to work toward achieving them. We continue to
3 be committed to monitoring Annual Conference, primarily through the efforts of Tom Blake and Mary
4 Jane Russell.

5
6 To provide women within the Conference an opportunity to share their stories and state their truths, the
7 Commission on the Status and Role of Women (COSROW) solicited short (1-2 page) essays of women's
8 experiences of being abused or taken advantage of in the Church. We asked for references to support the
9 writers experienced or would have liked to experience, but didn't. As of this writing, the deadline of Easter
10 has not been reached, so we don't know what kind of a response we will get. Our intention is for the
11 essays to be published in a volume with the working title "The Bent Over Woman."

12
13 We continue to look for ways to support women, even if they are outside the Church, remembering that
14 the goal of the Church is to serve all in Jesus' name.

15
16 Faithfully,
17 Rev. Judith Johnson-Siebold, Ph.D., Chair

United Methodist Men

The Upper New York United Methodist Men (UNY UMM) has undergone significant growth in leadership this past year. God has blessed us with men that love God and have a passion to serve Him through United Methodist Men (UMM) ministry. As of January 1, 2018, we have added to our UNY UMM leadership team: one conference prayer advocate, one conference communications manager, one conference media manager, one district prayer advocate, and one district scouting representative! Officers are as follows:

President – Mark Jones

475 Shortlots Rd, Frankfort, N.Y. 13440
(315) 749-3700; msjwelshman@yahoo.com

Vice President - Buddy Heit

2374 Bixby Rd, Savannah, N.Y. 13146-9677
(315) 945-4388; agapefeast15@gmail.com

Vice President - Steve Ranous

201 Candee Ave, Syracuse, N.Y. 13224
(315) 427-3515; ummsteve@twcnny.rr.com

Secretary – George Ramseyer

18 Edgewood Dr., Baldwinsville, N.Y. 13027
(315) 720-6184; ramseyerg@gmail.com

Treasurer – Dave Greer

221 Golfcrest Cir., Baldwinsville, N.Y. 13027
(315) 720-4840; daveranda221@verizon.net

Mgr. of Communications – Sanjay Solomon

2107 Vestal Rd, Vestal, N.Y. 13850
(937) 626-5247; sanjsol@aol.com

31

Conference Media Mgr. – Tony Indilicato

5638 Compound Ln, Altamont, N.Y. 12009
(518) 366-9878; AlbanyDistrict@unyumm.org

Facebook Mgr. – Mark Hediger

9817 Pronevitch Rd, Westerville, N.Y. 13486
(315) 571-4467; UNYUMM@yahoo.com

Conference Prayer Advocate – Jim McMoil

1206 S Main St, Medina, N.Y. 14103
585-233-8717; jikammc@yahoo.com

Scouting Coordinator – Gary Bogner

2320 Brighton-Henrietta Townline Rd, Rochester,
N.Y. 14623
(315) 506-8110; gary.bogner@scouting.org

Hunger Relief Adv./Soc. of St. Andrew

Coord. – Dean Burdick

1255 County. Rte. 11, Central Sq., N.Y. 13036
(315) 420-9859; hungerrelief@umcchurches.org

Additional positions to complete our Executive Board leadership team as outlined in our UNY UMM by-laws and constitution are filled at the discretion of the president. This leadership of the UNY UMM is committed to reaching all parts of our Conference to disciple men and (also) women into a personal relationship with Jesus Christ through prayer and mission. The UNY UMM are “Men growing in Christ, so others will know Him.”

To date, we have six district presidents, and are in immediate need of six more, to provide each UNY district with leadership to oversee UMM’s ministry, mission, prayer advocacy, and (class-meeting-inspired) small men’s group formation.

UNY UMM is committed to bring REVIVAL to Upper New York! We continue to focus on putting God first in all that we do! We have set goals to improve communication and contacts for 2018. Our challenge is to attract spirit-led leadership in all our districts to fill vacant positions.

1 The United Methodist Men of UNY are dedicated in helping men and women grow spiritually through a
2 personal relationship with God. This is done through strengthening our own Christian relationships with
3 each other.

4
5 Our annual conference-wide mission was held during March and was to collect new and slightly used
6 shoes to a charity that pays for them by weight and gives us money that we in turn would donate to
7 several veterans' charities in our Conference. We promoted this in many ways and were successful in
8 collecting over 9,000 pairs of footwear at the new Mission Central area of the new Conference Center by
9 the first Saturday in April! By May we had sent over \$2,500 to veterans' charities in several parts of our
10 Conference!

11
12 The EJ Thomas UMM cluster in the Crossroads District worked hard to fund raise for a Disabled American
13 Veterans (DAV) patient transport vehicle to be purchased! The Ford Flex is now based in the Syracuse VA
14 Hospital fleet.

15
16 Eighteen UNY UMM traveled to Indianapolis in July for the 12th National UMM Gathering and returned
17 home stronger in their faith as a result.

18
19 The UMM have been greatly involved with hunger relief efforts within the Conference. Thanks to our
20 Hunger Relief Advocate, Dean Burdick and the national Society of St. Andrew, we coordinated four potato
21 drops (Auburn, Boonville, Campville, and Utica). Approximately 180,000 pounds of potatoes total (via
22 3,600 50-pound bags) were distributed to charities and food pantries/banks! We continue to work with
23 the Society to provide fresh produce for those in need of basic food in our communities by fund-raising
24 and hands-on mission work. In 2018 we plan to increase the potato drops by adding them in the Albany-
25 area, the Rochester-area, and at the Conference Center in Liverpool!

26
27 The annual UNY UMM gathering was at Casowasco Camp & Retreat Center on Sept. 15-16, 2017. Pastor
28 Mark Lubbock from the General Commission of UMM and Baton Rouge, LA spoke on this year's theme of
29 Revival. Forty-five men attended.

30
31 The UNY UMM partnered with the Boy and Girl Scouts of America to initiate our Conference's first ever
32 Bishop's Dinner for Scouting on Oct. 22, hosted by Rush UMC and the Genesee Valley District UMM. We
33 were blessed to have Bishop Webb speak at our dinner, with about 75 clergy and laity in attendance.

34
35 We continue to connect with our youth through the Programs of Religious Activities for Youth Programs
36 (P.R.A.Y.), a mentorship based religious emblems program aimed at children in grades 1-12. The P.R.A.Y.
37 program helps young people to develop a deeper relationship with God and to understand how God is
38 active in their lives and in the world around them.

39
40 The UNY UMM continue to "Grow in Christ, so others will know Him" through our daily commitment to
41 prayer, and spending time with God; putting Him first in our lives. We are seeing God raise up leaders
42 throughout this Conference. Currently we have district leadership in six of the 12 districts. We have 20
43 UMM in leadership roles throughout our Conference and districts! The UNY UMM are represented by 54
44 official chartered men's units through the Conference. Our goals are to add a minimum of three official
45 (class-meeting-inspired) UMM charters per district, while maintaining our current units, and establishing
46 20 class-meeting-Inspired groups by the end of 2018. We are committed to work in ministry/mission
47 together for God's glory; bringing men and women to Christ, one heart at a time.

- 1 Respectfully submitted,
- 2 Mark Jones, President, UN.Y.UMM

Vital Congregations

1 It has been another full year for Vital Congregations in the journey of making disciples of Jesus Christ for
2 the transformation of the world. Opportunities for growing Christ following leaders have been in
3 abundance from a Conference level as well as a District level. In the life of the Conference the Leadership
4 Academy continues to offer an opportunity to engage with peers, and teachers from around the
5 connection. An exciting change to Leadership Academy is the capstone trip will be to visit a learning lab
6 and congregation focused on multi-cultural church leadership. In addition to Leadership Academy another
7 cohort of Tending the Fire was engaged as well as the Tending the Fire 201 for those who have already
8 completed the initial set of retreats. At a district level, the Pastoral Leadership Development groups have
9 been resourced through Vital Congregations and deployed locally. It has been exciting to see the
10 adaptations being made to the curriculum to fit the context, and facilitate the best learning needed at the
11 time. Not to be lost in all the programs is the ongoing work of developing resources for tending to the
12 spiritual life of a leader. Nancy Dibelius, Assistant Director for Spiritual Life, has been developing program
13 resources as well as people resources to help grow the spiritual life of our leaders and congregations.
14

15 Looking to the year ahead, continued development of programming will take place. Leadership Academy,
16 Illuminate Preaching Academy, Pastoral Leadership Development, and other opportunities will continue.
17 In the development phase are opportunities such as Lay Leadership Development groups for the districts,
18 additionally a team has begun the work of developing a Leadership Academy for our Laity. In the ongoing
19 effort to come alongside congregations to increase their vitality, Upper New York will be offering an
20 opportunity called Team Vital. This is an interaction that is team based, clergy and laity, to discern the
21 context for ministry, evaluate current ministries, and build an actionable plan to take the next faithful
22 steps in ministry around the markers of a Vital Congregation. One of the exciting interactions emerging is
23 the gathering of those trained in Spiritual Direction. A team has been formed to be available across the
24 Conference to offer Spiritual Direction and explore the ways of growing deeper in spiritual formation.
25

26 The ministry of Vital Congregations will continue to come alongside leaders, clergy and laity, to increase
27 the vitality of local congregations. For the current season this involves the primary work of growing the
28 capacity of Christ following leaders. Further, this includes an increase of the amount of interactions that
29 take place closer to the local congregations. The programming done on a Conference-wide level will be
30 minimum, while the interactions at the district level will increase. Ideally, programming would happen
31 through a cluster of 8-10 churches in geographic proximity that is resourced by Vital Congregations. Vital
32 Congregations is committed to assisting congregations and leaders in ways that keep focus on the mission
33 of the church, while engaging the unique context for ministry.
34

35 If you have questions or would like to have a conversation about Vital Congregations, contact Rev. Dr.
36 Aaron M. Bouwens, Dir. of Vital Congregations at 315-898-2014, or by email aaronbouwens@unyumc.org.
37 If your congregation would like to host a training opportunity through Vital Congregations, or if you would
38 like to have Aaron guest preach for worship, please contact Judy Campany at JudyCampany@unyumc.org
39

40 Seeking to Serve Christ and the Church
41 Rev. Dr. Aaron M. Bouwens
42 Director of Vital Congregations

Volunteers in Mission (VIM)

1 Eric Arthur Blair, better known by his pen name George Orwell, personally experienced poverty in the
2 1920s. "The essence of poverty," he wrote, is that it "annihilates the future." He marveled at "How people
3 take it for granted they have the right to preach at you and pray over you as soon as your income falls
4 below a certain level."
5

6 Poverty exacerbates disaster. It prevents the homeowner from fleeing water, wind, and fire threatening
7 their homes and their very life. It displaces survivors and in so doing, eliminates human networks - the
8 neighborhood childcare giver, the gardener that plants a little extra, the mechanic who fixes your car on
9 a pay-when-you-can basis. Organizations and individuals impose help in ways devoid of recipient input.
10 The pray at and preach over mentality results in the mountains of used clothing and stacks of molding
11 teddy bears, prom gowns, and down coats gathered for tropical climes.
12

13 Our goal has been, is, and yearns to better understand how we might challenge the way we as individuals
14 and as teams carry out our call. How is it volunteers might better serve as Jesus calls us into mission?
15

Mission Central Hub

17 Upper New York signed an agreement with Mission Central, PA, part of the UMCOR network, to establish
18 a hub at the newly established UNY Conference Center in Liverpool, N.Y. The space continues to receive
19 UMCOR kits even as it is being renovated to serve the conference needs. A steering committee
20 representing the VIM, Disaster Response, UMM and UMW remains active. Mike Block began as Director
21 of Missional Engagement, overseeing the day to day operations of the hub and other mission efforts. The
22 Hub was part of the Conference Center open house with the VIM Steering committee serving as hosts.
23 The hub hosted an Early Response Team (ERT) certification training in October.
24

VIM Teams

26 Upper New York Conference supported six teams with grants in 2017. Haiti Partnership sent three teams
27 from UNY. Supported teams also traveled to Belfast in Northern Ireland for the 12th year, Nicaragua, and
28 Bosnia. Team diversity and leadership was supported with individual scholarships for youth and minorities
29 and for new leaders. Twelve individuals received support for travel to Nicaragua, Costa Rica, Bosnia, Haiti,
30 New Jersey, and Zimbabwe. A group of six joined a Brethren building team to Taipei. Teams responded to
31 Detroit, Pennsylvania, West Virginia, New Jersey, Louisiana, Maryland, and Georgia.
32

33 Responding to local community needs, volunteers serve in mission as a church and as individual
34 volunteers. This includes projects such as a community farmer's market, men's groups doing odd jobs for
35 community, UMM collecting gently used shoes, partnering with the YMCA for summer lunch program,
36 working with Habitat for Humanity, community food banks and meal programs, scouting, Children's
37 Disaster Services, Red Cross, gleaning, rehab of community homes, ramp building, prison ministry, and
38 Christmas boxes. Volunteers in Mission led UMCOR kit projects, delivering hundreds of health kits and
39 cleaning buckets to UMCOR depots. Connecting with community organizations continues to work well –
40 with a church as the sponsor or a congregation joining other organizations.
41

42 Four churches elected to sponsor teams to Red Bird Mission in Kentucky.

1 **Education**

- 2 • *Team Leader Training (TLT)*: We had eight newly trained leaders in 2017. This training allows
3 entire teams to qualify for NEJ insurance and conference VIM team grants or scholarships.
4 • *Early Response Training (ERT)*: Training sessions for 170 persons UMCOR certified or recertified
5 for early response. Five trainers with one more in process are available to train in the far-reaching
6 regions of NY.
7 • *Safe Sanctuaries* training is offered in conjunction with the above units for groups needing it. VIM
8 assumed the background check process.
9 • *Gods Mission, Our Journey* course given as an Advanced Lay Servant course.
10 • *VIM overview presentations*: Finger Lakes District Laity Banquet and two district events.
11 • Nine Upper New York individuals participated in advanced training at UMCOR/UMVIM Academy.
12

13 **UMVIM Teams and Outreach**

14 VIM reports to charge conferences are challenging for churches and districts to complete. The paper forms
15 consume hours of district and conference resources to process.
16

17 **Administration**

18 We serve on the Northeastern Jurisdiction VIM Board of Directors. Roger is the elected treasurer for the
19 board and by virtue of the office, is on the executive board for NEJ VIM. The board meets face-to-face in
20 the fall, at the annual Academy and by phone/zoom monthly.
21

22 The 12 districts are represented on the steering committee. Revamping of the team is indicated after a
23 few retirements and clergy appointments. The committee has two team meetings annually held in late
24 fall and just before Annual Conference. The membership list is at [http://www.unyumc.org/mission/vim-](http://www.unyumc.org/mission/vim-steering-committee)
25 [steering-committee](http://www.unyumc.org/mission/vim-steering-committee)
26

27 **Communications**

28 The conference VIM webpage is kept up to date. The VIM page can be used to find UMVIM projects
29 requesting teams, register teams and file reports, apply for team grants and individual scholarships, obtain
30 forms and link to more information. The conference communications team sends information to
31 subscribed church members, pastors and superintendents via mission “notes”.
32

33 UNYVIM Facebook page <https://www.facebook.com/UpperNewYorkVolunteersInMission> delivers timely
34 updates for upcoming teams and events, team reports, photos and videos.
35

36 Course registrations have moved to online. This has improved accuracy in records and follow-up email.
37 Online shortens response times for ERT badges.
38

39 Submitted by: Roger and Donna Cullen, UNY Volunteers in Mission Coordinators

Youth Ministries, Conference Council on (CCYM)

1 The 2017-2018 CCYM year has been one of many changes. We have altered everything that we had been
2 doing in some way, beginning with our fall events. Those two events, what were once called Fall Gathering,
3 are now known as Inward. This change reflects our attempt at creating an event that allows youth
4 throughout the Conference to reflect on their own relationship with God. Our large Spring event has also
5 undergone some alterations. Previously known as Up!Word, this year's Outward event aims to give youth
6 the chance to out their faith into action through some missional opportunities. All this year's events
7 shared the same theme: Embrace. Throughout the year the youth of the Conference have been reflecting
8 on what it means to Embrace, whether that be ourselves, our neighbors, the world, or above all, this God
9 Life.

10
11 This year has not been without its challenges, however. We have been trying to recover from the loss of
12 many long-time adult coordinators, who felt God calling them in other directions at the end of last year.
13 This is not to say that the adults we have now are not doing a fantastic job, it has simply been a difficult
14 transition for all. In addition, like every year, the CCYM has not received adequate funding to fully live out
15 our mission to make disciples of Jesus Christ for the transformation of the world. We firmly believe, as a
16 body, that if the Conference would allocate more financial resources to increasing the leadership
17 capacities of the youth of the Conference, that would make a tremendous difference in the lives of many
18 young people. All in all, the Conference Council on Youth Ministries has had a new and exciting year,
19 growing as siblings in Christ and living out, to the best of our abilities, our calling to be Christ's body in the
20 world. It is our hope that next year will be just as full of growth and change as this year was.

21
22 Peace,
23 Sam Smith and Maria Schermerhorn, Co-chairs, UNY CCYM

Members:

24
25 Rachel John, Julio Guity, Emily Holcomb, Zach Aiosa, Nicholas Hernandez, Luke Stephenson, Kristian
26 Snyder, Will Allen, Katie Allen, Paulina Patton, Brennan Dailey, George Taylor, Connor Nelson, Kennedy
27 Mitchell, Bri Joose, Anna Clark, Kyle Holeck, Alex Markarchuck, Hannah Williams, Connor Crowell, Ian
28 Crowell, Syble Billings, Gavin Hill, Ali Mann, Ethan Stierheim, Kristina Sweat, Lily Whiting, Amanda
29 Zwetsch, Sam Hefti, Larissa Wiltse, Nick Snyder, Sam Lasher, Grace Dunham, Sam Smith, Maria
30 Schermerhorn, Dee Finch, Tony Hipes, Greg Stierheim, Debbie Earthrowl, Laura Clark, Jeff Aiosa, Bill Allen,
31 Carol Doucette, Ryan Webb, Mary Anderson, Mike Mullin, Cory Jones, Eleanor Collinworth, Judy Hipes,
32 Rachael Jordan
33



Reports
(Connected organizations)



2018 Conference Journal

Africa University

1 Africa University enjoyed a banner year in 2017, thanks to United Methodists in the Upper New York
2 Conference and throughout the connection who spearheaded special events to mark the university's 25th
3 anniversary. These efforts brought Africa University's progress to the forefront and encouraged
4 congregations to reaffirm their commitment to the institution.
5

6 The university community—students, faculty, administrators, and support staff, trustees, alumni,
7 partners, and friends—is grateful to the Upper New York Conference for investing in the Africa University
8 Fund (AUF) apportionment at 102.04 percent in 2017. Thank you, Upper New York United Methodists, for
9 supporting Africa University in nurturing principled global leaders who bring new people into vital,
10 worshipping congregations and transform communities.
11

12 The Upper New York Conference was one of a record 35 annual conferences that achieved or exceeded
13 their 100 percent investment to the AUF. The strong support of the Upper New York Conference helped
14 the Northeastern Jurisdiction to lead with an overall investment of more than 100 percent for the third
15 consecutive year.
16

Institutional Update:

- 17 • Currently, Africa University hosts a vibrant campus community of 1,417 full-time students and
18 faculty and staff from 31 African nations. In addition, 392 students are pursuing degree programs
19 on a part-time basis. Amidst an ongoing transition in the governance of Zimbabwe, teaching and
20 learning activities are unfolding without interruption.
21
- 22 • Recognizing that economic and social instability are a reality for many African families, Africa
23 University's annual operating budget of just-under \$10.5 million prioritizes student access and
24 retention. More than \$2.2 million in scholarships and financial aid awards were disbursed in 2017.
25
- 26 • A new academic structure supports multidisciplinary programs and is enhancing Africa
27 University's relevance to The United Methodist Church and to sub-Saharan Africa. The recently-
28 launched Institute of Theology and Religious Studies offers leadership formation opportunities for
29 both clergy and laity.
- 30 • Through teaching and research, Africa University is making trailblazing, regional contributions in
31 key areas such as migrant and refugee protection, child rights, and the eradication of Malaria and
32 other insect-borne diseases.
- 33 • More than 8,000 graduates are engaged in efforts to make disciples, alleviate poverty, improve
34 global health, and better the quality of life in communities across sub-Saharan Africa.
- 35 • By 2020, Africa University expects its business incubation hub, launched on campus in 2017, to
36 deliver commercially-viable products and services that have been developed in partnership with
37 African innovators and investors.

38 The Upper New York Conference's engagement with Africa University represents hope and
39 transformation for young women and men who are answering the call to meaningful discipleship. On
40 June 9, 2018, Tafadzwa Mlambo, a young woman from Zimbabwe, will be awarded a degree in accounting
41 because Upper New York United Methodists invested in scholarships at Africa University as part of their
42 global legacy. Never tire in doing good, because your steadfast love is a bridge to dreams fulfilled.
43

44 Thank you, Upper New York Conference, for your foundational role in the Africa University story. Thank
45 you for being a part of this incredible year of blessings. Thank you for affirming the power of faithfully

1 sowing and working together as you journey in ministry with Africa University. May God bless and keep
2 you always in an abundance of grace and mercy.

3

4 *James H. Salley*

5 *Associate Vice Chancellor for Institutional Advancement*

6 *Africa University Development Office*

7 *1001-19th Avenue South*

8 *P O Box 340007*

9 *Nashville, TN 37203-0007*

10 *Tel: (615) 340-7438*

11 *Fax: (615) 340-7290*

12 jsalley@gbhem.org

13 www.support-africauniversity.org



Boston University School of Theology

Dear Colleagues in Ministry:

Greetings from Boston University School of Theology (BUSTH) as we travel together in this journey of discipleship!

Breaking News:

- **Students:** Our entering students were the most diverse in our history, creating remarkable opportunities for in-depth exchange and fruitful collaboration.
- **Faculty:** We welcomed three amazing faculty this year: **Rebecca Copeland** in Theology (focus on environmental theology); **Theodore Hickman-Maynard** in Black Church Studies; and **Cornell William Brooks** as Visiting Professor of Social Ethics, Law, and Justice Movements. Thanks to loyal alums, we also endowed the Harrell Beck Professorship in Hebrew Scripture and installed Kathe Darr as the first Beck Professor.
- **Congregations:** The Lilly Endowment awarded the Center for Practical Theology \$1.5 million to create an innovation hub, which will foster creative vocational reflection in congregations, and a sharing of the congregations' wisdom.
- **Doctor of Ministry:** The DMin in Transformational Leadership is soaring with lively student cohorts that are broadly ecumenical, culturally diverse, and global. The model includes intensives, online courses, and faculty mentoring.
- **Scholarships:** We continue our offer of free tuition to UMC registered candidates for ordained ministry, and we continue to build student scholarships and housing as a central campaign priority. New scholarships include the Dale Andrews Scholarship in Practical Theology and Race, Korean Student scholarship, and the Bishop John H. Adams and Dr. Dolly D. Adams Scholarship for candidates for ordained ministry in the AME, AMEZ, and CME churches.
- **Arts Initiatives:** Recent exhibits and events include "Symbols and Art of China, Korea, and Japan" and "Bridging Divided Communities through the Arts"

Partnering for Ministry and Transformation: Preparing students for ministry means meaningful partnerships with the local spiritual community.

- **Congregational courses:** Courses in congregations with church leaders and students learning together.
- **Religion and Conflict Transformation Clinic:** Internships and workshops that foster justice and reconciliation.
- **Travel seminars:** Courses engaging local communities on Arizona-Mexican border, Israel and Palestine, India, spiritual life centers, and Serbia and Croatia (with focus on interreligious dialogue).
- **Ecumenical partnerships:** Continuing close work with UMC, AME and other Wesleyan denominations, while launching robust Communities of Learning with the Episcopal Church and United Church of Christ.
- **Partnership with Hebrew College:** Joint courses and public events, plus co-sponsoring *The Journal of Interreligious Studies*. The focus is on enriching theological education with interreligious learning and leadership opportunities.

1 **Taking Action Globally and Locally:**

- 2 • **Campus action:** Work to improve accessibility and sustainability. BUSTH is the first certified Green
3 School in BU and is active in the Green Seminary Initiative. It has also been named as one of the
4 “Seminaries that Change the World.”
- 5 • **Internships in global service and peacemaking:** Student-initiated internships for service with
6 communities across the world, and for just peacemaking projects with international
7 organizations.

8

9 **Commitment to Justice:** Celebrating differences while joining in action.

- 10 • Faculty and students have led and participated in service for victims of hurricanes and fires,
11 protests on behalf of Puerto Rico and the Virgin Islands, protests of white supremacist
12 movements, protests and services on behalf of immigrants and DACA young people, and
13 ecumenical and interreligious witnesses for justice in the city of Boston.
- 14 • The community (often student-led) has had deep conversations on issues that divide (including
15 theological issues). We seek to foster respectful listening that builds community life and
16 communal action.

17

18 **Other Notable News:**

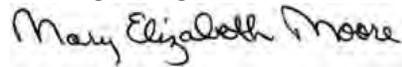
- 19 • Celebration of the 40th anniversary of the Anna Howard Shaw Center

20

21 As BUSTH looks back on 2017, it celebrates transformational leaders who keep the word of Jesus Christ
22 alive. Their living legacy and perceptive witness gives us hope and courage for the future.

23

24 Blessings and gratitude,

25 

26 Mary Elizabeth Moore, Dean

Chautauqua Institution, United Methodist House

1 The United Methodist House is located on the grounds of the Chautauqua Institution in the southwest
2 corner of New York State. The first of the Denominational Houses at Chautauqua, it is currently governed
3 by an elected Board of Trustees the members of which come from the Western Pennsylvania Annual
4 Conference, the Upper New York Annual Conference, and the community at large. The United Methodist
5 House (initially the Methodist House) was established, as were all denominational houses for their
6 respective denominations at Chautauqua, to provide a place for study, worship and socialization in a
7 manner consistent with the Institution's mission and purpose. The United Methodist House offers space
8 for visitors who attend Chautauqua events during the summer season and provides hospitality to all who
9 linger on the spacious porch. True to an ecumenical spirit, the House welcomes diverse groups who find
10 the Chapel or porch especially appropriate for their religious or programmatic purposes. During the
11 Chautauqua season, the House is staffed by Karen and Bob Douds and provides a Chaplain of the week
12 for the activities of the House. The House works in relationship with the Hurlbut Memorial United
13 Methodist Church staff to offer year-round retreat and small group opportunities.

14

15 We welcome applications for our Chaplaincy program. Potential summer guests, or those wishing to
16 secure retreat space at other times of the year, will find further information available on our website:

17 www.umhouse.com

18

19 Currently serving as elected Trustees of the House are: from Western Pennsylvania Annual Conference –
20 Roger Brumagin, Barry Lewis and Rev. Beth Nelson (Vice President). From Upper New York Annual
21 Conference – Brenda Baird (President), Lee Mount and Rev. Carolyn Stow (Secretary). Also serving from
22 the community at large – Willow Brost, Mike Corey (Treasurer), Karen Christopherson, Conrad Howard
23 and Rev. J. Howard Wright. Ex officio members are Rev. Sherri Rood, Rev. Joe Patterson, Judie Peterson
24 and Rev. Carmen Perry.

25

26 Submitted by: Brenda Baird

General Board of Higher Education and Ministry (GBHEM)

1 GBHEM launched a new mission and vision in August 2017. The updated mission and vision simplify
2 GBHEM's role as the primary leadership development agency for The United Methodist Church.

3
4 **Mission:** Build capacity for United Methodist lay and clergy leaders to discover, claim and flourish in
5 Christ's calling in their lives, by creating connections and providing resources to aid in recruitment,
6 education, professional development and spiritual formation. **Vision:** Generations of thriving, diverse
7 and compassionate Christian leaders for The United Methodist Church and the world.

8 **OUR WORK THROUGHOUT 2017 AND 2018**

9
10 The **Office of Discernment and Enlistment** at GBHEM hosted **Exploration**, a biennial event for young
11 adults ages 18-26 to hear, discern, and respond to God's call to ordained ministry as a United Methodist
12 deacon or elder. More than 350 attended the event in Portland, Oregon in November 2017.

13 The **Young Clergy Initiative (YCI)** funded **34 innovative projects** across the church in 2017 to attract
14 young people to ordained ministry. Since its inception, more than 100 projects have been funded
15 through YCI.

16
17 GBHEM works with the **Commission on Central Conference Theological Education (CCTE)** to distribute
18 grants for the theological education of pastoral leaders in the Central Conferences. In 2017, the CCTE
19 awarded **67 grants totaling more than \$1 million** to the seven Central Conferences of The United
20 Methodist Church.

21
22 The **Publishing Ministry**, established to engage, nurture, and advocate for the intellectual life of The
23 United Methodist Church, released **13 books in 2017**, reaching more than 10,000 people.

24
25 In 2017, GBHEM's Office of **Loans and Scholarships** awarded **2,000+ students with \$4.1 million** in
26 scholarships and **350 students with \$1.4 million in low-interest loans**. More than **\$1.6 million was**
27 **awarded to 200 recipients of the Excellence in Clergy Leadership Scholarship**, which helps United
28 Methodist clergy avoid excessive educational loan debt, minimize financial stress and build financial
29 acumen.

30
31 To aid pastors in their ministry journey, GBHEM's **Candidacy Office** introduced **EM360**. A formation
32 guide to help pastors and congregations meet mission and ministry goals, EM360 is a tool to help clergy
33 leaders **identify and gauge pastoral effectiveness**. In 2017, **1,438 candidates enrolled in UMCARES** to
34 seek certified candidacy for licensed or ordained ministry. A total of 589 **candidates were certified**.

35
36 **The Black College Fund distributed more than \$9.68 million in 2017** to the Historically Black Colleges
37 and Universities related to The United Methodist Church for faculty development, infrastructure
38 maintenance, academic programs and scholarships.

39
40 **Clergy Lifelong Learning** led African-American, United Methodist pastors who lead predominantly white
41 churches in **cross-cultural diversity training** in South Korea in 2017. Continuing education and coaching
42 opportunities are available through the innovative, multilingual platform, UMC Cyber Campus.

43
44 In 2017, **Schools, Colleges, and Universities** established the **Siri S. Gadbois Fund** in partnership with the
45 National Association of Schools & Colleges of The United Methodist Church (NASCUMC) for mentoring
46

1 among institution leaders (kickoff in 2018). The **Cutting-Edge Curriculum Award** was created to
2 recognize 10 exceptional faculty members who are building effective and innovative academic courses
3 (winners announced at the end of 2018 spring semester).
4

5 In partnership with Discipleship Ministries, GBHEM provides e-readers to theological schools in remote
6 areas of Africa and Asia, offering access to the latest textbooks and references books. The **E-Reader**
7 **Project** distributed **667 e-readers in 2017** and nearly **2,500 devices to 22 theological seminaries** since
8 the program inception in 2013.
9

10 In 2017, GBHEM and the Association of United Methodist Theological Schools (AUMTS) hosted two
11 **academic theological colloquies**. Initiated in service to the intellectual life of the church, the colloquies
12 are intended to be a resource for the church. The first colloquy (March 2017) focused on **human**
13 **sexuality and church unity**, the second (November 2017) reflected on the practice of **Missio Dei**. Both
14 events produced a study guide and book.



New York State Council of Churches

1 The New York State Council of Churches is very pleased to report on our activities in 2017 and 2018. In an
2 era where resources are more limited, we believe strongly in the value of ecumenism and working
3 together. We see ourselves, in many ways, as a networker and a “dot connector” to help our partners
4 know what each other is doing while helping congregations offer the Gospel in our communities, state
5 and nation. Our ecumenical witness is greatly enriched by the traditions and identities of our
6 denominational partners. We are keenly interested in the process of encouraging people to grow as
7 disciples for Jesus Christ. In this spirit, we want to offer tools and perspectives which invite people to
8 humbly engage the struggles of this world, listen to people’s real struggles, and seek to point to the
9 promised kingdom of God on earth by offering comfort and doing justice. For us, pastoral care is not just
10 an individual matter. It is about creating laws and policies which do not discriminate and offer hope. We
11 think this work is effectively done in an ecumenical way. Please visit our website www.nyscoc.org
12

13 Our purpose and work can be found in the following mission statement: New York State Council of
14 Churches, embracing a spirit of ecumenism and hospitality, seeks to live into God’s call to do justice and
15 to love our neighbor. Pointing to the Kingdom of God on earth, we envision a world where the
16 marginalized are freed from poverty, where prisoners can be restored to live happier and healthier lives,
17 and where we help young people grow in their Christian discipleship.
18

19 To live into our purpose and vision, we have three emphases:
20

We promote faith formation for people of all ages.

22 February 20-22, we held our annual high school trip to the United Nations. 44 high school students from
23 across the state participated in a seminar at The Church of the Covenant (Presbyterian) in New York City.
24 A seminar led by theologian and hip-hop artist, Solomon Starr, who used some very creative group
25 exercises, to help young people explore the complex dimensions of white privilege, racism, and power as
26 it relates to the Christian faith. We also had a tour of the United Nations. Christy D’Ambrosio, Director of
27 Youth Ministries at First Presbyterian Church in Albany, coordinated the trip. Our next trip is scheduled
28 for February 19-21, 2019. We welcome high school applicants across the state.
29

30 In July 2017 we held our first annual Bridging the Urban Rural Divide Conference in Johnstown. The
31 Conference was geared towards helping us get beyond superficial political and geographical categories to
32 meet concrete needs in our communities. The 2017 lectures can be found on our Facebook Page. The next
33 conference will focus on congregations as catalysts for economic and communal renewal. It will be held
34 July 10-12, 2018 at the First Presbyterian Church in Johnstown.
35

We certify and support chaplains in our state prison system and other state institutions.

37 We certify Protestant chaplains for the state. Certification is necessary before one can be interviewed by
38 the Department of Corrections and Community Supervision (DOCCS) and other state agencies. In the last
39 year, our two certification committees certified chaplains from the Assemblies of God, Episcopal, Seventh
40 Day Adventist, United Church of Christ, United Methodist Church denominations. As of March 2018,
41 twenty-eight chaplains have been visited and Reverend Cook has preached in a variety of prisons. The

1 Council also held its annual chaplain's conference comprised of chaplains from many different settings.
2 64 were in attendance this year. The Department of Corrections is experiencing a chaplain shortage. We
3 welcome applications of highly and qualified fully ordained clergy, with ecclesiastical standing, parish
4 ministry experience, a Bachelors' degree, and at least 96 hours of graduate theological work to apply for
5 certification.

6
7 **We help local churches and judicatories work ecumenically on a grassroots level to collaborate with**
8 **other religious and secular partners to do justice**
9

- 10 1. Working with the Collegiate churches, Enterprise Partners, Presbytery of New York City, Interfaith
11 Assembly on Housing and Homelessness, Banana Kelly Community Improvement Association,
12 Bronx Clergy Task Force, Kingdom Builders, and many other partners, the Council formed the
13 Interfaith Affordable Housing Collaborative which provides congregations in New York technical
14 assistance to position them to use their property to build supportive and affordable housing. 50%
15 of funds is allocated for projects in New York City and 50% in upstate.
16
- 17 2. We advocated for passage of the Home Stability Support Act to keep people in their homes who
18 find they cannot keep up with rising rents. We also supported the Bring It Home Campaign to
19 increase funding for woefully underfunded supportive housing communities which serve the
20 psychiatrically disabled.
21
- 22 3. We are one of a variety of co-sponsors with the Labor-Religion Coalition which is coordinating the
23 New Poor People's Campaign in New York. The Campaign is a national movement, led by The
24 Reverend Dr. William Barber, which is now working in over 35 states.
25
- 26 4. We led eight seminars on Doing Social justice in Politically Diverse Communities. The seminars,
27 designed to help us work on justice issues with people in our congregations with different political
28 perspectives, were held in Potsdam, Stony Brook, Brooklyn, Manhattan, Auburn, Little Falls, and
29 Buffalo. More seminars will be scheduled in 2018 through out the state.
30
- 31 5. Moving towards a clean energy economy, we have supported the Governor in efforts to divest of
32 Fossil fuel stocks from state pension funds. We also support the Climate and Community
33 Restoration Act and accompanying Polluter's Tax to pay for clean energy infrastructure,
34 restoration of social justice communities which are disproportionately affected by environmental
35 hazards and to provide a path for workers moving from fossil fuel-based jobs to clean energy jobs.
36
- 37 6. We worked with many partners to prevent the repeal and replacement of the Affordable Care Act
38 and to stop passage of the Federal Tax law which we believe will have a very adverse economic
39 affect on the poor and middle class, property and small business owners across New York. The
40 new law, in our view, will place an unacceptable strain of the state and Federal budgets and cause
41 significant increases in health insurance premiums. We are seeking now to support efforts to
42 recapture some of the tax benefit which flowed to the extremely rich to restore cuts to the social
43 safety net.
44
- 45 7. We support efforts of our denominational partners to address discrimination against immigrants,
46 people of color, and those of other faiths.
47

1 The Council wishes to thank our denominational partners for their financial assistance, along with
2 churches, individuals, labor unions, and other organizations who have offered grants and contributions.
3 We continue to need financial support to sustain our ministries.

4

5 In faith,

6 Peter Cook, Executive Director