



Upper New York Conference

The United Methodist Church



Narrative Budget Booklet 2019

Draft 2

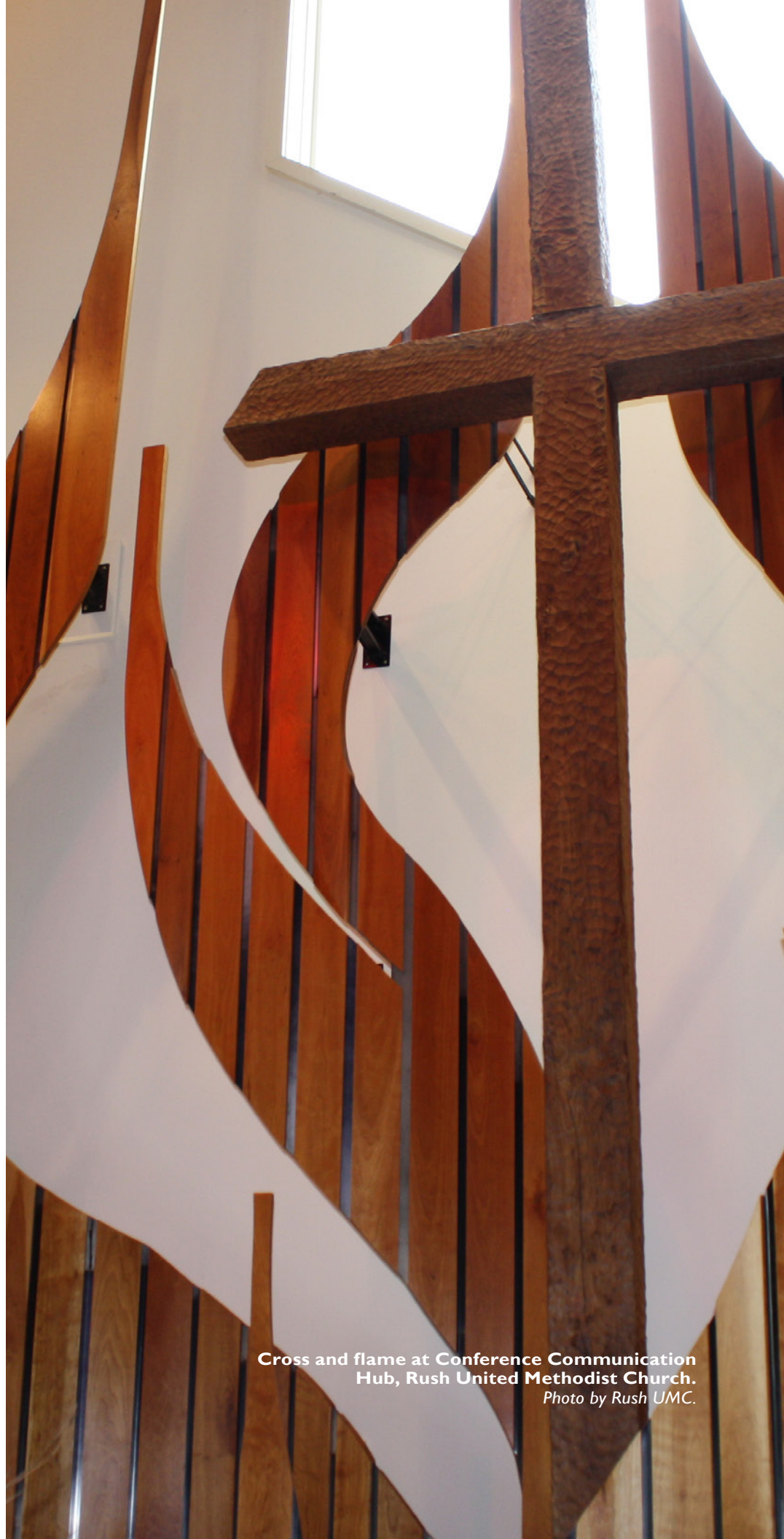
2019 Upper New York Conference Budget

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.

To view a video that explains how to use this Budget Booklet as a tool visit: <https://vimeo.com/257547653>.



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.

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 Husted.

**I22: New Faith Communities Team \$5,250
& I23: 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.

I24: 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.

I26: 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.

I30: 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.

I31: 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.

I32: 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.

I33: 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.

I34: 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.

I36: 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.

I60: 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” (¶2002).

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 Hustedt.

I61: 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.

I62: 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 Haudenasaunee 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.

I63: 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.

I65: 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.

I66: 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.

I 82: 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 connectional 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 Bogota.
Photo courtesy of Gracie Lynn Besse.

I 83: 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.

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

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.

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



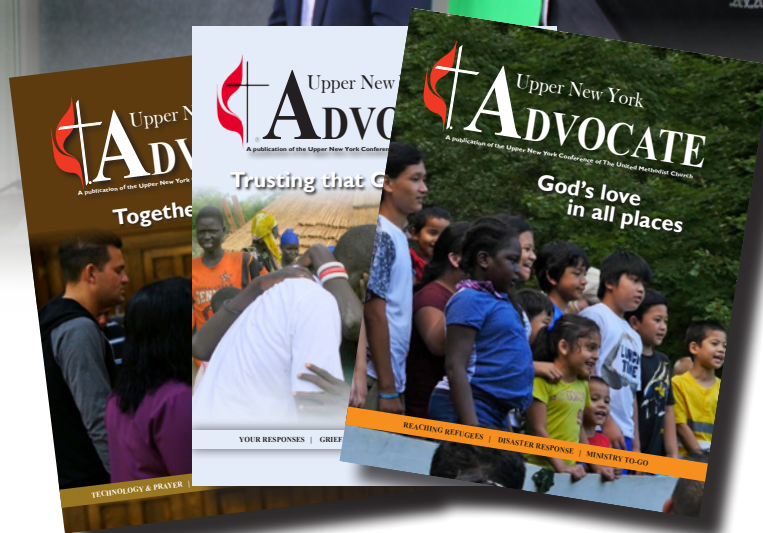
The Communications team tells stories through multiple platforms, such as video and print.
Photo by Ashley Riddell.

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
<u>GENERAL CHURCH APPORTIONMENTS</u>			
World Service	1,084,041	180,606	903,435
Ministerial Education	233,414	4,560	228,854
Black College	146,049	(6,097)	152,146
Africa University	32,685	(1,365)	34,050
Episcopal	321,029	53,485	267,544
Interdenominational Cooperation	28,635	4,771	23,864
General Administration	128,721	21,446	107,275
Jurisdictional Administration	25,534	-	25,534
Unpaid General Church Apportionments	-	(382,743)	382,743
General Church Apportionments at 100%	2,000,108	(125,337)	2,125,445
<u>CONFERENCE MINISTRIES</u>			
Conference Connectional Ministries Support - Support			
110 Connectional Ministries	292,504	899	291,605
113 Conference Leadership Team	7,650	5,280	2,370
165 Nominations & Leadership Development Team	1,300	(1,070)	2,370
166 Annual Conference Sessions	253,370	83,370	170,000
Enhancing Ministries -			
122 New Faith Communities Team	5,250	-	5,250
123 New Faith Communities Ministries	198,772	32,286	166,486
160 Commission on Religion and Race	26,970	21,850	5,120
161 Commission on Status and Role of Women	1,970	-	1,970
162 Committee on Native American Ministry	7,710	4,865	2,845
163 Committee on Accessibilities Concerns	1,970	-	1,970
124 Congregational Revitalization	148,760	15,569	133,191
126 Hispanic/Latino Ministries	1,970	-	1,970
133 Commission on Archives and History	25,293	23,323	1,970
134 Safe Sanctuaries Team	2,570	180	2,390
136 Resource Center	73,458	8,906	64,552
Equipping Ministries -			
152 Board of Laity	5,000	(70)	5,070
153 Lay Servant Ministry Team	1,100	400	700
130 Older Adult Ministries Team	1,970	-	1,970
131 Young People Ministries Team	9,145	(6,320)	15,465
132 Council on Youth Ministries	4,900	-	4,900
Extended Ministries -			
154 College Ministries	61,648	17,179	44,469
182 Global Ministries Team	5,470	3,500	1,970
183 Social Holiness Team	16,000	14,030	1,970
184 Disaster Response Team	8,525	-	8,525
185 Volunteers In Mission	8,000	80	7,920
186 Missional Engagement	-	-	-
Subtotal Conference Connectional Minist	1,171,275	224,257	947,018
300 Conference Camp and Retreat Ministries	870,000	-	870,000
Ministerial Support -			
240 Board of Ordained Ministry	300,676	90,705	209,971
250 Board of Pensions and Health Benefits	32,625	3,800	28,825
260 Equitable Compensation	220,000	(500)	220,500
205 Episcopacy Committee	2,400	(170)	2,570
200 Episcopal Office	61,295	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	634,246	104,555	529,691
Cabinet & Districts -			
210 Cabinet	169,000	39,000	130,000
220 District Operations	2,304,768	82,741	2,222,027
Subtotal Cabinet & Districts	2,473,768	121,741	2,352,027
Administrative Ministries -			
410 Conference Office & Administrative Services	268,140	10,322	257,818
414 Operations of Director of Benefits	248,354	(51,219)	299,573
412 Operations of Treasurer	554,582	20,285	534,297
418 Computer Services	231,554	10,554	221,000
430 Operations of Director Communications	408,855	44,116	364,739
420 Council on Finance and Administration	16,925	13,900	3,025
434 Board of Trustees	12,500	(51,000)	63,500
432 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.

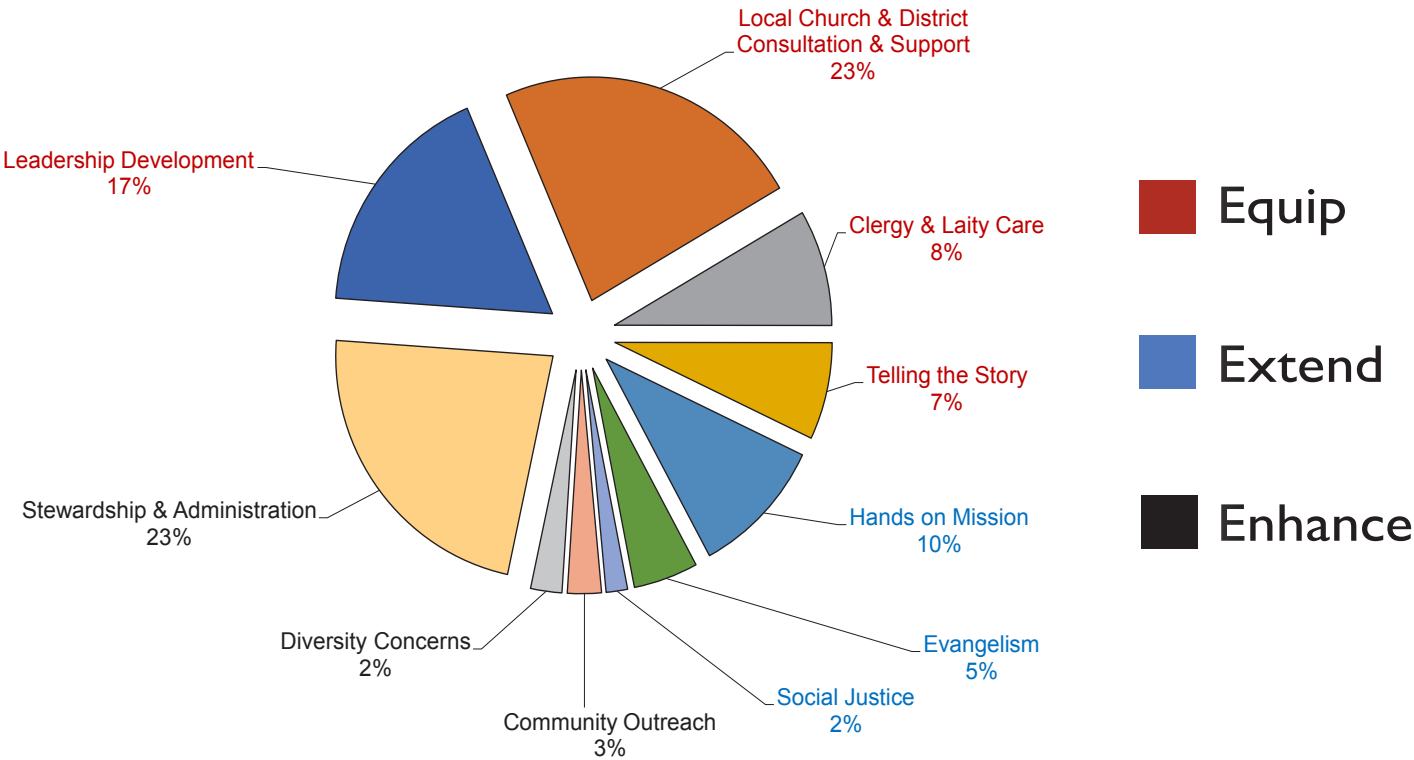
Budget Changes in Administrative Ministries:

- 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.

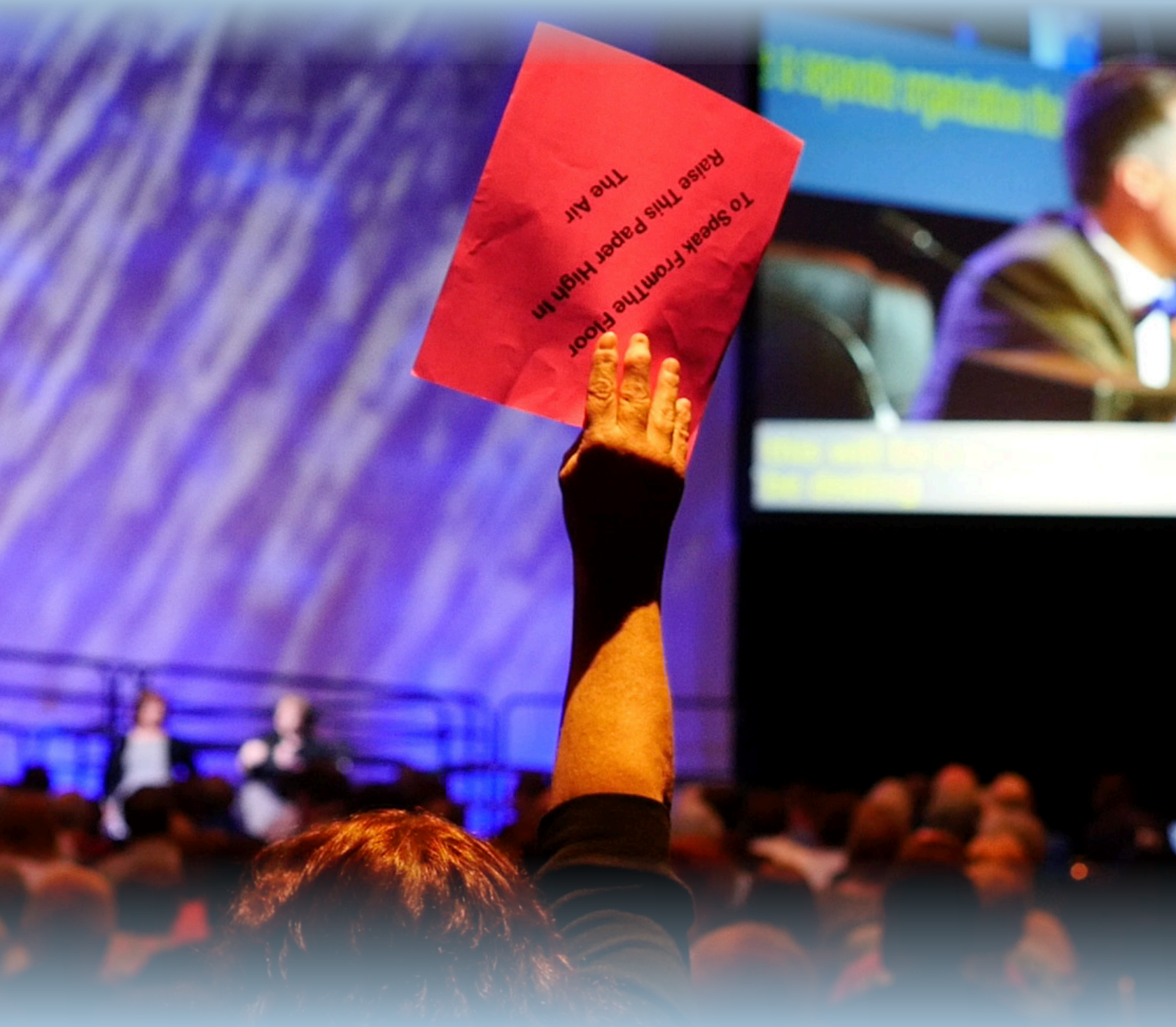
Salaried staff compensation and benefits by position for 2019 are as follows:

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	\$88,143	\$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.

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.

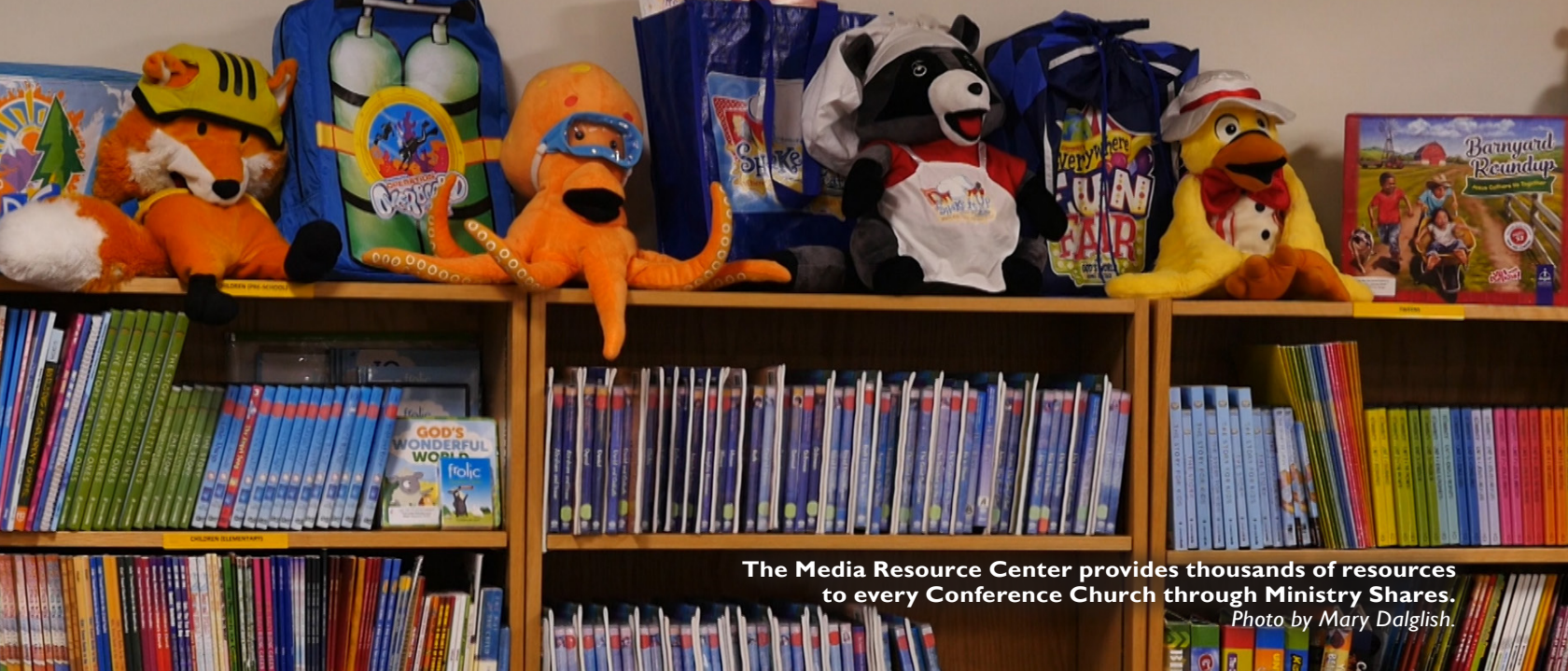
Even though the comparison question is complex, the Conference Commission on Finance and Administration has done the work to understand and compare the UNY methodology with other Conferences. In short they have found that taking differences into consideration, UNY is in line with other Conferences.

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.



The Media Resource Center provides thousands of resources to every Conference Church through Ministry Shares.
Photo by Mary Dalglish.

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 ongoing 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.

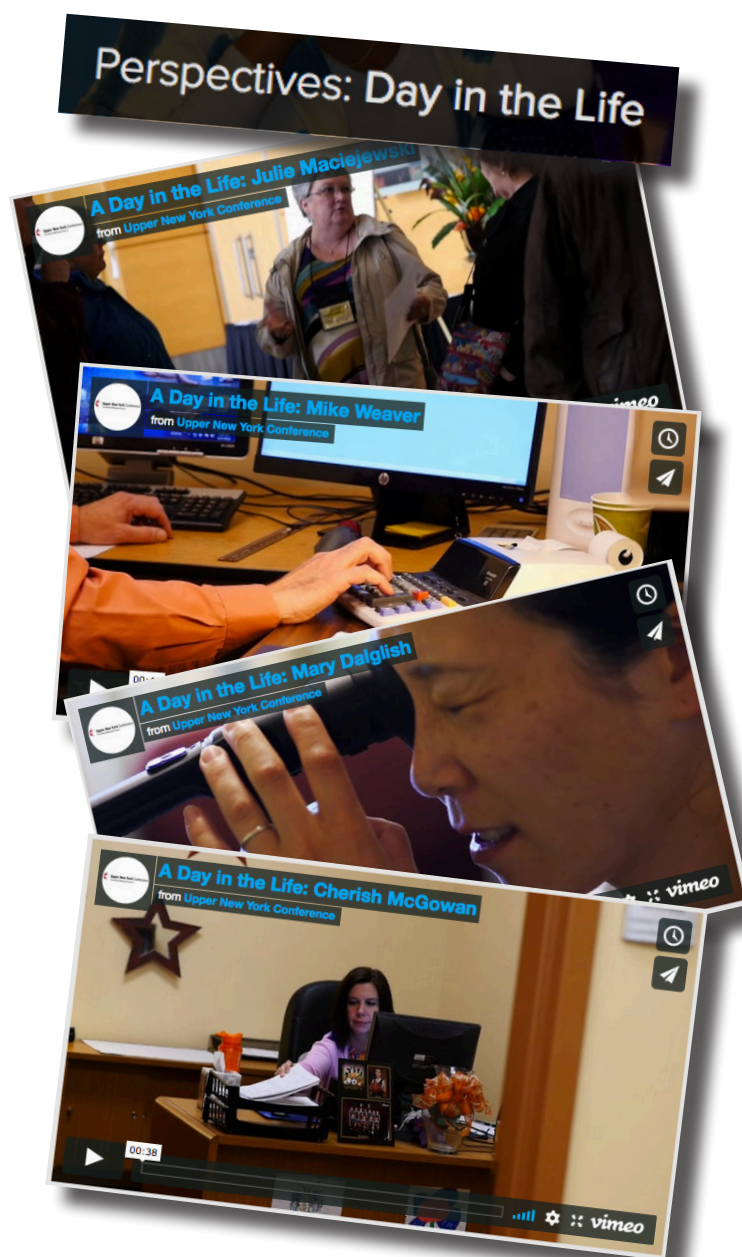
How does our overall staffing and staff salaries compare to other Annual Conferences?

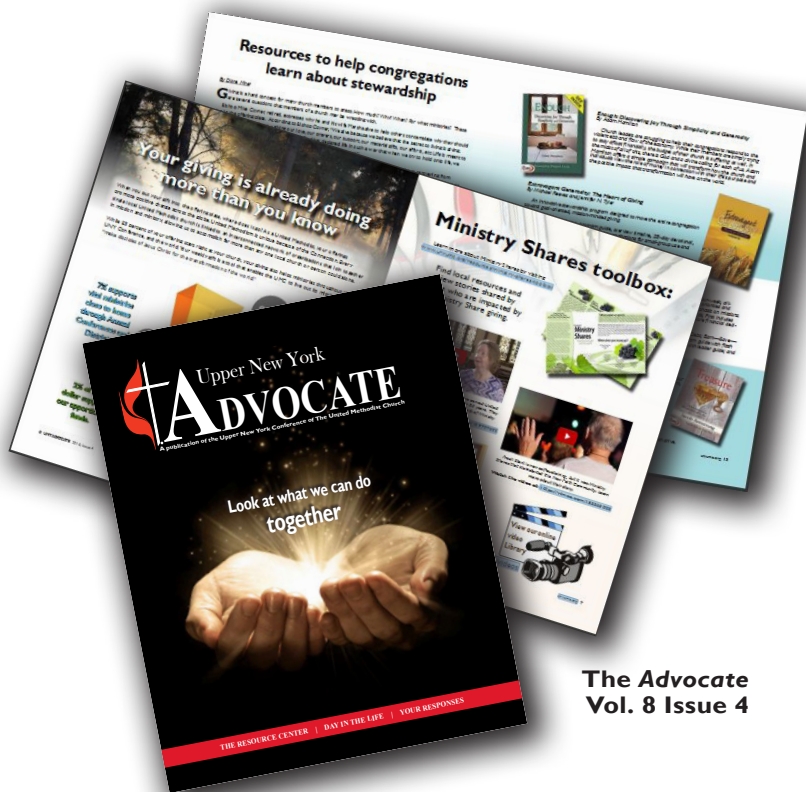
According to a 2015 salary survey conducted by Conference treasurers, the UNY Conference staff salaries are comparable to similar staff positions in other Annual Conferences. For example, UNY's Director of Connectional Ministries salary (including housing) is \$104,244. The average salary across the 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>.





The Advocate
Vol. 8 Issue 4

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.

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 Upper New York Conference
OF THE UNITED METHODIST CHURCH

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Ministry Shares Toolbox


It is often easier to see the influence of your ministry locally than it is to see the effect you make regionally and even worldwide. But thanks to our financial connection through Ministry Shares, your local church is able to be a part of amazing ministries that are working toward the eradication of preventable diseases, feeding the hungry, equipping and educating clergy, providing ministry and support to those impacted by poverty, and so much more.

Below are tools to help you share the story of Ministry Shares and our connectional system in your context. If you have suggestions for additional tools, please share them by sending an email to news@unyumc.org.

Ministry Shares Allocation

[Click here](#) to find the 2017 Ministry Shares Allocation Document, and to learn more about Ministry Shares.

Ministry Shares Advocate: Nov. 2016



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News Stories

Read a collection of News stories on the UNY website by [clicking here](#).

Videos

For Upper New York Ministry Share videos, [click here](#).
For UMC Giving videos, [click here](#).



UMCGiving.org

Visit www.umcsgiving.org for resources on our six Special Sunday's, other UMC Ministries, and more giving needs.



Upper New York Conference

The United Methodist Church

Budget Booklet 2019 ■ www.unyumc.org