



Engaging in Transformative
Community Building

Wisconsin Annual Conference 2023

Pre-Conference Workbook – Part 1

Containing Items that Require Action by the 2023 Annual Conference Session

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<i>(C.A.*) – Action Items wc103a through wc103h are on the Proposed Consent Agenda, per Conference Rule 2.3.3.</i>		

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Editor’s Note:

The Nominations Report for 2023-2024, which has been designated as **Action Item wc109**, will be published separately from the Pre-Conference Workbook and distributed electronically to the members of the Annual Conference prior to the 2023 Annual Conference Session. For purposes of Annual Conference Action, the separate *Nominations* document is an integral part of the Pre-Conference Materials.

Resolutions from the Conference Board of Trustees regarding the Disaffiliation of Local Churches in the Wisconsin Annual Conference from The United Methodist Church, which have been designated as **Action Item wc400**, will be published in a separate document that will be distributed electronically to the members of the Annual Conference on or around June 1, 2023. For purposes of Annual Conference Action, the separate *Disaffiliation Resolutions* document is an integral part of the Pre-Conference Materials.

Action Item wc101: Resolution Authorizing the Use of a Hybrid Meeting Platform for the 2023 Session of the Wisconsin Annual Conference of The United Methodist Church

Submitted by: Kevin Rice Myers, Conference Secretary, and the Members of the Cabinet

Conference Action:

Whereas, we recognize that, after three years holding Annual Conference Sessions fully or partially online due to the COVID-19 pandemic, there is a strong desire for the 2023 Annual Conference Session to be held in-person and

Whereas we also recognize that there are many Annual Conference members who are not yet comfortable attending a large in-person gathering, and that the most conscientious course for our life together is to hold the Annual Conference Session in-person, while also making it possible for those conference members who choose to do so to attend and fully participate in the Annual Conference Session online, and

Whereas there is business that that must be attended to and decisions that must be made by the 2023 Wisconsin Annual Conference Session in order to facilitate the ongoing work of the Annual Conference until the 2024 Annual Conference Session, and

Whereas the elected leaders and staff of the Wisconsin Annual Conference have worked diligently to arrange a “Hybrid Annual Conference Session” that makes possible discussion, debate, and an orderly decision-making process, with full participation for those who attend either in-person or online, and

Whereas the provisions of ¶¶603.2 and 603.3 of the *2016 Book of Discipline of The United Methodist Church* regarding the time and place of the Annual Conference Session have been followed, and

Whereas all lay and clergy members of The Wisconsin Annual Conference have been sent timely notification of the intent to hold the 2023 Wisconsin Annual Conference Session using a “hybrid” model on Friday, June 9, 2023 through Sunday, June 11, 2023,

Therefore Be It Resolved that the 2023 Session of The Wisconsin Annual Conference authorizes the use of a “Hybrid Meeting Format” for the 2023 Annual Conference Session on Friday, June 9 through Sunday, June 11, 2023 for conducting the business of The Wisconsin Annual Conference, and

Be it Further Resolved that the 2023 Session of The Wisconsin Annual Conference authorizes the use of the ZOOM Webinar platform, facilitated by the services of GNTV Media Ministry, for conducting the online portion of the 2023 Annual Conference Session.

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Action Item wc102: Proposed Session Rules and Procedures for the 2023 Hybrid Wisconsin Annual Conference Session (2/3 Majority Vote Required)

Submitted by: Kevin Rice Myers, Conference Secretary

Conference Action:

INTRODUCTION

The 2023 Session of the Wisconsin Annual Conference of The United Methodist Church is scheduled pursuant to notice and call for Friday, June 9, 2023 through Sunday, June 11, 2023. The Clergy Session is scheduled for Thursday, June 1, 2023.

Due to the ongoing impact of the COVID-19 pandemic, the 2023 Annual Conference Session will be conducted using a hybrid format. Annual Conference members may attend either in-person at the KI Convention Center in Green Bay, or online through the ZOOM Webinar platform, hosted by GNTV.

Any gathering as large as an Annual Conference Session needs a set of guidelines to facilitate the work that the group must do together. Conducting an Annual Conference Session in a hybrid format, with some members present in-person and some members present online via a digital platform, has inherent characteristics that make our work even more challenging. Many of those challenges affect the amount of time required to consider and complete the work the Annual Conference must do. These realities require different rules and procedures for conducting the business of the Annual Conference than those normally used when the Annual Conference gathers fully in-person. These “Session Rules and Procedures” are offered to the Annual Conference to guide and facilitate the 2023 Hybrid Session of the Wisconsin Annual Conference. They are designed to provide the opportunity for faithful and open discussion and decision-making on those matters which are to be considered by the Annual Conference this year. At the same time they allow the Conference to use the digital platform efficiently to conduct the business of the Annual Conference within the time available, and do so in ways that make full participation in the Annual Conference possible for all members, whether attending in-person or online.

The following Session Rules and Procedures for the 2023 Wisconsin Annual Conference Session are therefore respectfully presented to the members of the Annual Conference for adoption.

RESOLUTION:

Whereas the Wisconsin Annual Conference has approved a resolution authorizing the use of a Hybrid Meeting Format for the 2023 Session of the Wisconsin Annual Conference of The United Methodist Church,

Therefore be it resolved that the 2023 Session of the Wisconsin Annual Conference of The United Methodist Church, meeting both in person and online on Friday, June 9 through Sunday, June 11, 2023, adopts the following “Session Rules and Procedures” as the basis for conducting the 2023 Annual Conference Session.

A. General Rules.

1. These Session Rules and Procedures will guide both the preparation for and the activity during the plenary sessions of the 2023 Annual Conference.
2. These Session Rules and Procedures apply to the 2023 Annual Conference session notwithstanding any prior Conference Standing Rule or Policy. If there is a conflict between Conference Standing Rules and Policies and these Session Rules and Procedures, the Session Rules and Procedures will take precedence.
3. References to the *Discipline* in these Session Rules and Procedures are to the current *Book of Discipline of The United Methodist Church (“Discipline”)* unless it is otherwise clear from the context that the subject matter refers to an earlier version.

The latest edition of *Robert’s Rules of Order Newly Revised* shall be the guiding resource in all cases where the *Discipline*, these *Session Rules and Procedures*, or other *Conference Rules and Policies* do not apply.

4 Items Requiring Action by the Annual Conference

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In case of a conflict between these *Session Rules and Procedures* and *Robert's Rules of Order Newly Revised*, these *Session Rules and Procedures* shall take precedence.

4. The coordinator for the online portion of the conference is GNTV Media Ministry (“GNTV”), working in cooperation with Conference support persons. Together they have developed and published instructions for registration, debate, voting and other processes.
 - a. The digital platform for the Annual Conference session is Zoom Webinar.
 - b. Zoom Webinar uses key terminology: “Panelist” is an individual attending in-person or online who is leading, presenting, assisting leadership, or a promoted attendee allowed to speak and be heard by everyone attending the conference. “Attendee” is an individual attending online who is able to see and hear what is happening, but who must be given access to speak and be heard by the presiding officer, or who is attending in person at the KI Center in Green Bay, and who must be recognized by the presiding officer in order to speak to the Annual Conference Session.
5. The most recent version of these instructions published prior to the opening plenary session are deemed incorporated into these *Session Rules and Procedures* and will be used to govern decisions made during the Annual Conference session.
6. These *Session Rules and Procedures* will be presented for adoption by a two-thirds (2/3) majority vote during the opening plenary session.
7. These *Session Rules and Procedures* may be amended from the floor of the Annual Conference session prior to their adoption at the beginning of the opening plenary session. Any proposed amendment to these Session Rules and Procedures will require a two-thirds vote of the voting body.
8. The presiding officer for all sessions of the Annual Conference is the resident bishop or his designee.

B. Membership and Setting the Bar

1. The bar will be set through the registration process.
2. Conference Members authorized to vote will be screened when they register and issued a voter-unique identifier code for use in voting.
3. Only Conference Members eligible to vote using their voter-unique identifier code will be permitted to vote.
4. The voter-unique identifier code issued to each person secures the ballots so that only registered and authorized members of the Annual Conference can vote.
5. The voter-unique identifier code will screen according to lay and clergy categories, as otherwise provided in the *Discipline*.
6. The voter-unique identifier code relies on the technology of the digital platform process and will not be independently monitored by human eyes unless a proper challenge is made to the qualifications of a given voter and this challenge is recognized by the presiding officer.
7. All lay and clergy members of the Wisconsin Annual Conference have the privilege of the floor and may address any issue before the body after being recognized by the presiding office to speak.
8. Membership and formulas for lay/clergy equalization shall be those in effect for the 2017 session of the Wisconsin Annual Conference, as published in the most recent edition of the Conference Rules and Policies.
9. Roll call will be taken by recording the names and email addresses of persons who have been issued a voter-unique identifier code and matching those names with the persons who log on to the Online Annual Conference session or who register in person at the KI Convention Center in Green Bay, WI.

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10. Any active clergyperson who must be absent from the Annual Conference Sessions shall Email a request for an excused absence, along with the reasons for their absence, to the Conference Secretary at ConfSec@wisconsinumc.org and to the clergyperson’s District Superintendent prior to the opening of the Annual Conference Session. Unexcused absences will be handled following the procedures of ¶602.8 of the *2016 Book of Discipline*.
11. Voting privileges belong to all those authorized to vote by the *2016 Discipline* and by Wisconsin Conference Rules 2.1.0 and 2.2.0.

C. Voting and Quorum.

1. All voting will be done through GNTV’s web-based online voting platform, regardless of whether a member of the conference is attending in person at the KI Center or online via GNTV’s ZOOM Webinar.
2. Voting is authorized by the following methods as called for by the presiding officer:
 - a. Voting for specific action: This method will be used generally for votes requiring a majority or super-majority vote. Examples of majority vote actions include approval of the conference budget and routine Annual Conference Action Items. Examples of super-majority votes are certain clergy classifications and certain parliamentary votes. Items that require a super-majority vote will be clearly identified in the Pre-Conference Workbook.
 - b. Voting by class or slate of candidates: This method may be used for certain clergy classification votes and for other votes where deemed expedient or proper by the presiding officer.
 - c. Voting by ranked-choice: Qualified voters may be asked to vote for a specified number of choices from a group of options on a particular ballot. The voter must vote for exactly the number of choices specified for that particular ballot. The specified number of choices receiving the most votes after one ballot shall be deemed approved, except in circumstances where the Book of Discipline requires a clear majority vote for adoption or election.
3. A majority vote is more than half of those eligible voters present and voting on a particular ballot. A one-third (1/3) vote is at least one-third of those eligible voters present and voting on a particular ballot. A two-thirds (2/3) vote is at least two thirds of those eligible voters present and voting on a particular ballot. A three-fourths (3/4) vote is at least three-fourths of those eligible voters present and voting on a particular ballot.
4. For all purposes on any vote otherwise called for during the Annual Conference session, a member is deemed “present and voting” if the member votes using the voter-unique identifier code that has been assigned to that person to cast a ballot.
5. For all purposes, a quorum shall be all members present and able to vote.
6. The digital voting platform is designed to provide an accurate vote count following the close of a vote. A report will be made on each vote taken in as timely a manner as possible within the limits of the digital platform, technology and human efforts.
7. All motions and amendments made during the Annual Conference session must be submitted in writing prior to being recognized on the floor. This shall be done by using the “Get Recognized” feature of the GNTV’s Web-Based Voting Platform discussed below under “Debate”. For lengthier motions or amendments (exceeding a short paragraph or 1023 characters), the proponent must use both the “Get Recognized” feature to signal that a motion or amendment is forthcoming, and also send the motion to both of the following email addresses to transmit the body of the motion or amendment: ac@gntv.info and ConfSec@wisconsinumc.org

D. Debate.

1. The debate process during the Annual Conference session will generally follow the GNTV instructions.
 - a. Any individual wishing to speak, whether they are participating in person at the KI Center or online through the GNTV Webinar, may only be recognized by using the “Get Recognized” form on the GNTV Voting Website to indicate why they want to be recognized. These requests will be placed in a queue for the presiding officer.
 - b. Persons wishing to speak must indicate on the “Get Recognized” form the exact purpose of their request for recognition: Ask a Question; Motion; Amendment; Second; Call the Question; Point of Order; Moment of Personal Privilege; and so forth, and the Annual Conference business item to which the request relates. They must also indicate whether they are attending in-person or online.
 - c. If submitting a motion or amendment, the text of the motion must be submitted in writing as provided above in Rule C(6).
 - d. Once recognized by the presiding officer, if attending in-person, the person recognized should proceed to the microphone designated by the presiding officer.
 - e. Once recognized by the presiding officer, if attending online the attendee should use the “Raise Hand” feature of the ZOOM Webinar Platform to be identified in the attendee list. Their microphone will then be enabled by GNTV. The attendee then needs to unmute their microphone and begin speaking.
 - f. The “Chat” feature of the ZOOM Webinar Platform will be disabled during plenary sessions. Attendees cannot use the “Chat” feature to be recognized or take other action during debate or voting.
2. The presiding officer at any given session shall have the discretion to recognize who speaks to any matter and in what order. A member is not entitled to speak to a matter until recognized by the presiding officer.
3. The presiding officer may declare a recess in the proceedings at any time to address technical difficulties with respect to such proceedings, or for any other purpose deemed appropriate by the presiding officer.
4. The presiding officer may order the tabling or postponement of any motion, amendment or other matter on the floor to permit a sidebar discussion. The presiding officer may recall the tabled matter at the next convenient time.
5. Members shall speak no more than once on a given item. Debate on motions and amendments shall be limited to three (3) speakers in favor and three (3) speakers against with a two (2) minute time limitation per speaker. In addition, the presenter of the motion, or person designated by the presenter, shall be entitled to no more than two minutes to close the debate.
6. It shall be the privilege of the presiding officer to use the following procedure for debate: to recognize alternately someone for and someone against the issue, and, when possible, give balance to clergy and lay members. The presiding officer shall have the discretion to expand debate on any debatable motion or amendment.

E. Agenda and Schedule

1. All proposals for action at the 2023 Annual Conference session shall be published electronically in the Pre-Conference Workbook on the Conference website (www.wisconsinumc.org) and on the Conference Registration website, and shall be available to the members of the Annual Conference prior to the opening of the Annual Conference Session.
2. The Agenda for the 2023 Annual Conference Session shall be the list of Action Items published in the Table of Contents of the Pre-Conference Workbook. Motions from the floor introducing new material require the suspension of Conference Rule 2.3.4. If the conference votes to suspend this rule, then any resolutions or action items brought to this session of the Annual Conference that were not submitted for inclusion in the Pre-Conference Workbook will be dealt with after the business of the Annual Conference is completed, but before the order of the day for the Ordination and Commissioning Service, at the discretion of the presiding officer as time allows.
3. The Schedule for the 2023 Annual Conference Session shall be published on the conference website(s) prior to the Annual Conference Session. The schedule, and the sequence in which items are considered, may be adjusted by the Director of Connectional Ministries in consultation with the Bishop, Conference Secretary, and/or the Chairperson of the Conference Program and Arrangements Committee.
4. The Action Item format shall include a section for the Proposed Action and may include a Rationale. Only the Proposed Action of an item (typically labeled “Therefore be it resolved...”) may be debated or amended. The Rationale (typically labeled “Whereas”) is presented for information as a resource for conversation.
5. The 2023 Annual Conference Session will be considering resolutions from the Conference Board of Trustees regarding the Disaffiliation of Local Congregations from The United Methodist Church under the provisions of ¶2553 of the 2016 Book of Discipline as amended by the 2019 Special Session of the General Conference. The Judicial Council of The United Methodist Church has ruled in Decisions 1379 and 1420 that those resolutions require the consent of the Annual Conference, but are not subject to amendment by the Annual Conference.
6. All Action Items will identify the group or individual submitting the action item. That group or individual will be responsible for presenting the Action Item to the Plenary Session of the Annual Conference, and for responding to questions related to the Action Item. Video or audio presentations of some Action Items may be pre-recorded to facilitate the flow of the Annual Conference Session.
7. The Conference Secretary, in consultation with the Bishop and Cabinet, may:
 - a. Combine Proposed Action Items to promote good conversation or clarity of intent.
 - b. Designate one Proposed Action Item as a “Main Motion” and other Proposed Action Items as “Amendments.”
 - c. Develop special parliamentary procedures to consider the Action Items.
8. In order to facilitate the electronic balloting process, Action Items of a similar nature or subject may be grouped under one motion. In this way multiple related Action Items may be voted upon using a single ballot. GNTV’s voting software allows separate votes on multiple related action items to be taken on a single ballot. When that is to be done, it will be clearly indicated in the Pre-Conference workbook.

F. General Parliamentary Procedures.

1. The presiding officer shall decide all questions of order, subject to an appeal to the body in question. In case of such an appeal, the question is not debatable, except that the presiding officer may state the grounds for the decision and the appellant may state the grounds for the appeal.
2. Only a member with a voter-unique identifier code has the right to make a motion and to vote.
3. A Call to Prayer shall always be in order.

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4. All motions must be made before speaking to the motion or matter under discussion. If, after discussing a pending question and before relinquishing the floor, a speaker makes a motion of any kind, that motion shall be out of order.
5. If a speaker requests the floor without identifying the purpose of their request in the “Get Recognized Queue” as “Make a motion” or “Amendment” any motion that person makes prior to relinquishing the floor shall be out of order.
6. When a motion is made and seconded, or a report presented or read by the Secretary and then stated by the presiding officer, it shall be deemed in possession of the Annual Conference.
7. Because all votes taken using the digital voting platform are counted votes, a motion requesting a count vote and/or a motion to “divide the house” shall not be in order.
8. The following motions are not debatable:
 - a. Fix the time to adjourn.
 - b. Adjourn.
 - c. Recess.
 - d. Question of privilege.
 - e. Call for the order of the day.
 - f. Lay on the table.
 - g. Previous question.
 - h. Limit or extend limit of debate.
 - i. Reconsider a non-debatable motion.
 - j. Take from the table.
 - k. Suspend the Rules
9. No new motion or Action Item shall be entered until the one under consideration has been disposed of, which may be done by adoption or rejection, but one or more of the following motions may be made, and they shall have precedence in the order in which they are listed, namely:
 - a. Fix time to adjourn.
 - b. Adjourn.
 - c. Recess.
 - d. Lay on the table.
 - e. Order the previous question.
 - f. Postpone to a definite time.
 - g. Commit or refer.
 - h. Amend (by addition, deletion or substitution)
 - i. Postpone indefinitely.
10. A main motion may have only one primary amendment and one secondary amendment at any one time.
11. A motion “to move the previous question” or to “call the question” is used to request an end to debate on the motion that is currently before the Annual Conference, shall not be debatable, and requires a two-thirds (2/3) majority to pass.
12. A motion “to move the previous question (or “call the question”) on all that is before us” is used to request an end to all debate on the entire matter before the Annual Conference, and requires a two-thirds (2/3) majority to pass. When a motion “to move the previous question on all that is before us” is approved, the conference then proceeds without further discussion to vote on any secondary amendments, primary amendments, and the main motion (the “Action Item”) that are currently being considered.

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Action Item wc103: Consent Agenda
Submitted By: Program and Arrangements Committee
Conference Action:

Be it resolved that, as provided for in Conference Rule 2.3.3, the following Action Items be approved on the Consent Agenda:

- Action Item wc103a: Camp Promotion*
- Action Item wc103b: Youth Ministries Sunday*
- Action Item wc103c: United Women in Faith Sunday*
- Action Item wc103d: Resolution Facilitating the Work of the Nominations Committee for the Remainder of the 2023-2024 Annual Conference Year*
- Action Item wc103e: Resolution Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons of the Wisconsin Annual Conference*
- Action Item wc103f: Covenant of Affiliation between Harbor House, Inc. and the Wisconsin Conference of the United Methodist Church*
- Action Item wc103g: Covenant of Affiliation between Northcott Neighborhood House, Inc. and the Wisconsin Conference of the United Methodist Church*
- Action Item wc103h: Covenant of Affiliation between United Methodist Children's Services of Wisconsin, Inc. and the Wisconsin Conference of the United Methodist Church*
-

Action Item wc103a: Camp Promotion (Consent Agenda)
Submitted by: Board of Camp and Retreat Ministries
Conference Action:

Whereas camp research done in Wisconsin in 2017 and 2018 shows that lasting impacts of camp include increased devotional practices, greater engagement in church, and connecting with and reaching out to others, and

Whereas Wisconsin United Methodist Camps seek to partner with local churches in making new disciples and deepening the faith commitment of current disciples,

Therefore be it resolved that every church will conduct a one-month church camp promotion campaign utilizing appropriate materials from the Board of Camp and Retreat Ministries, with a recommendation that a campaign be conducted in the month of February, or another month that fits the church's calendar.

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Action Item wc103b: Youth Ministries Sunday (Consent Agenda)

Submitted by: Conference Youth Council

Conference Action:

Whereas youth in our local congregations are engaged in mission, evangelism, spiritual growth and leadership development, and

Whereas when youth are given significant leadership in the church they are likely to carry their faith practices into adulthood, and

Whereas when youth are given significant leadership in the church they provide inspiration and enthusiasm to all in the congregation

Therefore be it resolved that there shall be a United Methodist Youth Sunday in every local church to recognize the role and commitment of United Methodist Youth.

Action Item wc103c: United Women in Faith Sunday

Submitted by: United Women in Faith (United Methodist Women)

Conference Action:

Whereas, being mindful that our Discipline declares that there shall be a unit of United Methodist Women in every local church, in keeping with tradition, and in order to celebrate the Purpose of United Women in Faith, which is shown by our activities that encourage taking social action (Social Action Day, Charter For Racial Justice), continuing mission education (Mission U, UMW Reading Program), support of women, children, and youth (Yo-Mi-Ca Youth Mission Camp, Mabel Heil Scholarships, Northcott Neighborhood House) and many other forms of outreach, we propose this resolution for affirmation by the Annual Conference:

Therefore be it resolved that on the third Sunday of September or any other Sunday or in any other format that is agreeable with the local congregation, United Women in Faith Sunday shall be celebrated in every local church in Wisconsin Conference.

Action Item wc103d: Resolution Facilitating the Work of the Nominations Committee for the Remainder of the 2023-2024 Annual Conference Year (Consent Agenda)

Submitted by: Sue D'Alessio, Director of Connectional Ministries

Conference Action:

Whereas the work of recruiting people to serve in leadership positions in the Wisconsin Annual Conference by participating in the work of the various boards, committees and other agencies of the Conference is ongoing, and

Whereas vacancies often occur in leadership positions between sessions of the Annual Conference,

Therefore be it resolved that the Conference empowers the Nominations Committee to fill any vacancies on Conference Agencies as appropriate in the coming year.

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Action Item wc103e: Resolution Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons of the Wisconsin Conference (Consent Agenda)

Submitted by: Joint Board of Pensions, Insurance & Equitable Compensation

Conference Action:

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

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

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

Whereas the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/ housing allowance for Clergypersons who are or were members of this Conference and are eligible to receive such deferred compensation;

Therefore be it resolved that an amount equal to 100% of the pension, severance or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the “*Discipline*”), which includes all such payments from Wespath (formerly the General Board of Pension and Health Benefits), during the **year 2024** by each active, retired, terminated or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

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

NOTE: The rental/housing allowance that may be excluded from a Clergyperson’s gross income in any year for federal income tax purposes is limited under Internal Revenue Code Section 107(2) and regulations there under to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson’s employer or other appropriate body of, the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. Each clergyperson or former clergyperson is urged to consult with his or her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.

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Action Item wc103f: Covenant of Affiliation between Harbor House, Inc. and the Wisconsin Conference of the United Methodist Church (Consent Agenda)

Submitted by: Health and Welfare Ministries Committee of the Board of Global Ministries

Conference Action:

The primary objective of the Covenant of Affiliation (Covenant) between the Wisconsin Conference of The United Methodist Church (Conference) and Harbor House (HH), a United Methodist related health and welfare ministry within its borders, is to identify mutually agreeable expectations for each party. The Conference Health and Welfare Ministries Committee (Committee) will function as the point of contact between Harbor House and the Conference.

Conference Expectations	Harbor House Expectations
1. Communicate to HH the requirements and changes in the Book of Discipline of The United Methodist Church, the rules of the Conference, and the actions of the Conference and the General Conference of The United Methodist Church which may affect HH.	1. Be guided in decision making by The United Methodist Social Principles (current edition) The Book of Discipline of the United Methodist Church (current edition), and the investment policies of the United Methodist Church.
2. Communicate to HH the rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.	2. Abide by rules and regulations established by The General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.
3. Maintain membership and active participation in The United Methodist Association of Health and Welfare Ministries (UMA).	3. Maintain membership and active participation in the United Methodist Association of Health and Welfare Ministries (UMA), provided availability of funding resources.
4. The Annual Conference Bishop will designate a liaison to work with HH to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.	4. Involve in all HH Board meetings and other activities a liaison person designated by the Annual Conference Bishop to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.
5. Encourage HH efforts to obtain accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA at such time as Standards for Community Services Ministries are developed.	5. Work towards accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA at such times Community Services Standards are developed and as funds are available.
6. Every 4 years in the spring following the UMC General Conference, review the relationship of the Conference and Ministry and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.	6. Every 4 years in the spring following the UMC General Conference, review the relationship of Ministry and the Conference and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.

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7. Advocate and promote HH's mission and programs through the communication channels of the Conference, including the Conference Journal, the Conference proceedings, the Golden Cross appeal, the Conference magazine or newsletter, and other means.	7. Complete and submit an application for funding and endorsement for adoption by the Annual Conference and inclusion in the Conference Journal each year. Inform the Conference whenever HH begins a new program of service in response to emerging trends and community needs.
8. Encourage collaboration among health and welfare ministries, Conference entities, and local churches to respond to health and welfare needs within the Conference.	8. Cooperate with the Committee, the Conference Board of Global Ministries, and congregations in creating new and expanded health and welfare ministries within the Conference.
9. Make available to HH (1) advice and assistance with the recruitment of an Executive Director; (2) information regarding availability of grants; (3) information regarding general resources available through Conference staff and General Church boards and agencies; (4) assistance from the Conference's foundation with wills, trusts, and other methods of planned giving; and (5) fair consideration of requests for Conference-wide fundraising appeals.	9. Provide to the Conference for publication in the Yearbook and Journal an annual summary of operations and benevolent care provided. Seek written approval of the Conference Council on Finance and Administration prior to engaging in Conference-wide fundraising efforts.
10. Celebrate annually at the Conference session the contributions of HH to the mission of the church.	10. Provide an educational and promotional display during Annual Conference.
11. The Conference shall designate one Sunday per year as HH Sunday with offering and encourage all Conference congregations to collect an offering to support the mission and programs of HH.	11. HH shall provide to local churches promotional materials for use on HH Sunday.
12. Give consideration to the financial needs of HH in the Conference's annual budget. Provide information regarding funding sources applicable to HH.	12. HH shall provide the Conference its mission statement and other foundational statements, complete funding applications, and provide financial information necessary for the Conference's budgeting process.
13. Make training resources available to HH staff and board of directors in mutually identified area of interest, for example: (a) board membership and responsibilities; (b) planned giving; (c) connectionalism within The United Methodist Church; (d) strategic planning.	13. HH will provide to the Committee its needs regarding training and training resources. 51 % of the HH Board of Directors shall be members of the United Methodist Church with at least one lay or clergy member of the Annual Conference.
14. Each Conference District Superintendent shall engage in a face-to-face conversation with the Executive Director of HH at least once a year in order to be familiar with and promote HH mission and programs within their District.	14. Arrange an annual meeting with each Conference District Superintendent to provide them with information necessary to promote the work of HH within their District.

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15. Pastors appointed to local churches will be involved in developing an active relationship between their congregation and HH.	15. HH will provide information, promotional materials, and speakers to local churches to assist them as they work to develop and strengthen the relationship between their congregation and HH.
16. Have local churches annually report to the annual Church/Charge Conference their support (financial, promotional, volunteer, leadership, etc.) of HH.	16. HH shall provide an annual report to local churches highlighting the ways in which local churches have supported HH.
17. Indemnify and hold HH harmless from and against any claims, causes of action, and costs (including reasonable attorney's fees) which may arise from any Conference operations.	17. Indemnify and hold the Conference, its boards and agencies, volunteers, employees, and members harmless from and against any claims, causes of action, and costs (including reasonable attorney's fees) which may arise from HH operations.
18. Carry general liability insurance in coverage amounts sufficient to insure the Conference, its officers, employees, volunteers, and constituent boards and agencies from and against any claims by third parties for activities undertaken by the Conference.	18. Carry professional and general liability insurance in coverage amounts sufficient to insure HH, its officers, directors, employees, and volunteers from and against any claims from third parties for activities undertaken by HH.
19. Identify in promotional materials that the Wisconsin Conference of The United Methodist Church is affiliated with HH.	19. Identify in promotional materials that HH is affiliated with the Wisconsin Conference of The United Methodist Church.
20. The Conference shall require HH to furnish a dissolution clause for its real property which is consistent with The Book of Discipline of The United Methodist Church.	20. HH shall provide to the Committee a dissolution clause for its real property which is consistent with the Book of Discipline of The United Methodist Church.
Wisconsin Conference of the United Methodist Church	Harbor House, Inc.
Resident Bishop	President, Board of Directors
Date	Date

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Action Item wc103g: Covenant of Affiliation between Northcott Neighborhood House, Inc. and the Wisconsin Conference of the United Methodist Church (Consent Agenda)

Submitted by: Health and Welfare Ministries Committee of the Board of Global Ministries

Conference Action:

The primary objective of the Covenant of Affiliation (Covenant) between the Wisconsin Conference of The United Methodist Church (Conference) and Northcott Neighborhood House, a United Methodist related health and welfare ministry within its borders, is to identify mutually agreeable expectations for each party. The Conference Health and Welfare Ministries Committee (Committee) will function as the point of contact between Northcott Neighborhood House (NNH) and the Conference.

Wisconsin Annual Conference Expectations	Northcott Neighborhood House Expectations
1. Communicate to NNH the requirements and changes in the Book of Discipline of The United Methodist Church, the rules of the Conference, and the actions of the Conference and the General Conference of The United Methodist Church which may affect NNH.	1. Be guided in decision making by The United Methodist Social Principles (current edition) The Book of Discipline of the United Methodist Church (current edition), and the investment policies of the United Methodist Church.
2. Communicate to NNH the rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.	2. Abide by rules and regulations established by The General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.
3. Maintain membership and active participation in The United Methodist Association of Health and Welfare Ministries (UMA).	3. Maintain membership and active participation in the United Methodist Association of Health and Welfare Ministries (UMA), provided availability of funding resources.
4. The Annual Conference Bishop will designate a liaison to work with NNH to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.	4. Involve in all NNH Board meetings and other activities a liaison person designated by the Annual Conference Bishop to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.
5. Encourage NNH efforts to obtain accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA at such time as Standards for Community Services Ministries are developed.	5. Work towards accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA at such times Community Services Standards are developed and as funds are available.
6. Every 4 years in the spring following the UMC General Conference, review the relationship of the Conference and Ministry and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.	6. Every 4 years in the spring following the UMC General Conference, review the relationship of Ministry and the Conference and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.

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7. Advocate and promote NNH's mission and programs through the communication channels of the Conference, including the Conference Journal, the Conference proceedings, the Golden Cross appeal, the Conference magazine or newsletter, and other means.	7. Complete and submit an application for funding and endorsement for adoption by the Annual Conference and inclusion in the Conference Journal each year. Inform the Conference whenever NNH begins a new program of service in response to emerging trends and community needs.
8. Encourage collaboration among health and welfare ministries, Conference entities, and local churches to respond to health and welfare needs within the Conference.	8. Cooperate with the Committee, the Conference Board of Global Ministries, and congregations in creating new and expanded health and welfare ministries within the Conference.
9. Make available to NNH (1) advice and assistance with the recruitment of an Executive Director; (2) information regarding availability of grants; (3) information regarding general resources available through Conference staff and General Church boards and agencies; (4) assistance from the Conference's foundation with wills, trusts, and other methods of planned giving; and (5) fair consideration of requests for Conference wide fundraising appeals.	9. Provide to the Conference for publication in the Yearbook and Journal an annual summary of operations and benevolent care provided. Seek written approval of the Conference Council on Finance and Administration prior to engaging in Conference wide fund raising efforts.
10. Celebrate annually at the Conference session the contributions of NNH to the mission of the church.	10. Provide an educational and promotional display during Annual Conference.
11. The Conference shall designate one Sunday per year as NNH Sunday with offering and encourage all Conference congregations to collect an offering to support the mission and programs of NNH.	11. NNH shall provide to local churches promotional materials for use on NNH Sunday.
12. Give consideration to the financial needs of NNH in the Conference's annual budget. Provide information regarding funding sources applicable to NNH.	12. NNH shall provide the Conference its mission statement and other foundational statements, complete funding applications, and provide financial information necessary for the Conference's budgeting process.
13. Make training resources available to NNH staff and board of directors in mutually identified area of interest, for example: (a) board membership and responsibilities; (b) planned giving; (c) connectionalism within The United Methodist Church; (d) strategic planning.	13. NNH will provide to the Committee its needs regarding training and training resources. 51 % of the NNH Board of Directors shall be members of the United Methodist Church with at least one lay or clergy member of the Annual Conference.
14. Each Conference District Superintendent shall engage in a face-to-face conversation with the Executive Director of NNH at least once a year in order to be familiar with and promote NNH mission and programs within their District.	14. Arrange an annual meeting with each Conference District Superintendent to provide them with information necessary to promote the work of NNH within their District.

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15. Pastors appointed to local churches will be involved in developing an active relationship between their congregation and NNH.	15. NNH will provide information, promotional materials, and speakers to local churches to assist them as they work to develop and strengthen the relationship between their congregation and NNH.
16. Have local churches annually report to the annual Church/Charge Conference their support (financial, promotional, volunteer, leadership, etc.) of NNH.	16. NNH shall provide an annual report to local churches highlighting the ways in which local churches have supported NNH.
17. Indemnify and hold NNH harmless from and against any claims, causes of action, and costs (including reasonable attorney's fees) which may arise from any Conference operations.	17. Indemnify and hold the Conference, its boards and agencies, volunteers, employees, and members harmless from and against any claims, causes of action, and costs (including reasonable attorney's fees) which may arise from NNH operations.
18. Carry general liability insurance in coverage amounts sufficient to insure the Conference, its officers, employees, volunteers, and constituent boards and agencies from and against any claims by third parties for activities undertaken by the Conference.	18. Carry professional and general liability insurance in coverage amounts sufficient to insure NNH, its officers, directors, employees, and volunteers from and against any claims from third parties for activities undertaken by NNH.
19. Identify in promotional materials that the Wisconsin Conference of The United Methodist Church is affiliated with NNH.	19. Identify in promotional materials that NNH is affiliated with the Wisconsin Conference of The United Methodist Church.
20. The Conference shall require NNH to furnish a dissolution clause for its real property which is consistent with The Book of Discipline of The United Methodist Church.	20. NNH shall provide to the Committee a dissolution clause for its real property which is consistent with the Book of Discipline of The United Methodist Church.
Wisconsin Conference of the United Methodist Church	Northcott Neighborhood House, Inc.
Resident Bishop	President, Board of Directors
Date	Date

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Action Item wc103h: Covenant of Affiliation between United Methodist Children’s Services of Wisconsin, Inc. and the Wisconsin Conference of the United Methodist Church (Consent Agenda)

Submitted by: Health and Welfare Ministries Committee of the Board of Global Ministries

Conference Action:

The primary objective of the Covenant of Affiliation (Covenant) between the Wisconsin Conference of The United Methodist Church (Conference) and United Methodist Children’s Services of Wisconsin, Inc. (UMCS), a United Methodist related health and welfare ministry within its borders, is to identify mutually agreeable expectations for each party. The Conference Health and Welfare Ministries Committee (Committee) will function as the point of contact between UMCS and the Conference.

Conference Expectations	UMCS Expectations
1. Communicate to UMCS the requirements and changes in the Book of Discipline of The United Methodist Church, the rules of the Conference, and the actions of the Conference and the General Conference of The United Methodist Church which may affect UMCS.	1. Be guided in decision making by The United Methodist Social Principles (current edition) The Book of Discipline of the United Methodist Church (current edition), and the investment policies of the United Methodist Church.
2. Communicate to UMCS the rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.	2. Abide by rules and regulations established by The General Council on Finance and Administration of The United Methodist Church regarding use of the name “The United Methodist Church” and the “Cross and Flame” insignia of The United Methodist Church.
3. Maintain membership and active participation in The United Methodist Association of Health and Welfare Ministries (UMA).	3. Maintain membership and active participation in the United Methodist Association of Health and Welfare Ministries (UMA), provided availability of funding resources.
4. The Annual Conference Bishop will designate a liaison to work with UMCS to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.	4. Involve in all UMCS Board meetings and other activities a liaison person designated by the Annual Conference Bishop to facilitate information sharing and mutual accountability for the expectations agreed to by both parties.
5. Encourage UMCS efforts to obtain accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA at such time as Standards for Community Services Ministries are developed	5. Work towards accreditation through the Educational Assessment Guidelines Leading toward Excellence (EAGLE) Accreditation Program of the UMA at such times Community Services Standards are developed and as funds are available.
6. Every 4 years in the spring following the UMC General Conference, review the relationship of the Conference and Ministry and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.	6. Every 4 years in the spring following the UMC General Conference, review the relationship of Ministry and the Conference and reaffirm the relationship as long as both parties are in compliance with the expectations agreed to in the Covenant.

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<p>7. Advocate and promote UMCS’s mission and programs through the communication channels of the Conference, including the Conference Journal, the Conference proceedings, the Golden Cross appeal, the Conference magazine or newsletter, and other means.</p>	<p>7. Complete and submit an application for funding and endorsement for adoption by the Annual Conference and inclusion in the Conference Journal each year. Inform the Conference whenever UMCS begins a new program of service in response to emerging trends and community needs.</p>
<p>8. Encourage collaboration among health and welfare ministries, Conference entities, and local churches to respond to health and welfare needs within the Conference.</p>	<p>8. Cooperate with the Committee, the Conference Board of Global Ministries, and congregations in creating new and expanded health and welfare ministries within the Conference.</p>
<p>9. Make available to UMCS (1) advice and assistance with the recruitment of an Executive Director; (2) information regarding availability of grants; (3) information regarding general resources available through Conference staff and General Church boards and agencies; (4) assistance from the Conference’s foundation with wills, trusts, and other methods of planned giving; and (5) fair consideration of requests for Conference wide fundraising appeals.</p>	<p>9. Provide to the Conference for publication in the Yearbook and Journal an annual summary of operations and benevolent care provided. Seek written approval of the Conference Council on Finance and Administration prior to engaging in Conference wide fund raising efforts.</p>
<p>10. Celebrate annually at the Conference session the contributions of UMCS to the mission of the church.</p>	<p>10. Provide an educational and promotional display during Annual Conference.</p>
<p>11. The Conference shall designate one Sunday per year as UMCS Sunday with offering and encourage all Conference congregations to collect an offering to support the mission and programs of UMCS.</p>	<p>11. UMCS shall provide to local churches promotional materials for use on UMCS Sunday.</p>
<p>12. Give consideration to the financial needs of UMCS in the Conference’s annual budget. Provide information regarding funding sources applicable to UMCS.</p>	<p>12. UMCS shall provide the Conference its mission statement and other foundational statements, complete funding applications, and provide financial information necessary for the Conference’s budgeting process.</p>
<p>13. Make training resources available to UMCS staff and board of directors in mutually identified area of interest, for example: (a) board membership and responsibilities; (b) planned giving; (c) connectionalism within The United Methodist Church; (d) strategic planning.</p>	<p>13. UMCS will provide to the Committee its needs regarding training and training resources. 51 % of the UMCS Board of Directors shall be members of the United Methodist Church with at least one lay or clergy member of the Annual Conference.</p>
<p>14. Each Conference District Superintendent shall engage in a face-to-face conversation with the Executive Director of UMCS at least once a year in order to be familiar with and promote UMCS mission and programs within their District.</p>	<p>14. Arrange an annual meeting with each Conference District Superintendent to provide them with information necessary to promote the work of UMCS within their District.</p>

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15. Pastors appointed to local churches will be involved in developing an active relationship between their congregation and UMCS.	15. UMCS will provide information, promotional materials, and speakers to local churches to assist them as they work to develop and strengthen the relationship between their congregation and UMCS.
16. Have local churches annually report to the annual Church/Charge Conference their support (financial, promotional, volunteer, leadership, etc.) of UMCS.	16. UMCS shall provide an annual report to local churches highlighting the ways in which local churches have supported UMCS.
17. Indemnify and hold UMCS harmless from and against any claims, causes of action, and costs (including reasonable attorney’s fees) which may arise from any Conference operations.	17. Indemnify and hold the Conference, its boards and agencies, volunteers, employees, and members harmless from and against any claims, causes of action, and costs (including reasonable attorney’s fees) which may arise from UMCS operations.
18. Carry general liability insurance in coverage amounts sufficient to insure the Conference, its officers, employees, volunteers, and constituent boards and agencies from and against any claims by third parties for activities undertaken by the Conference.	18. Carry professional and general liability insurance in coverage amounts sufficient to insure UMCS, its officers, directors, employees, and volunteers from and against any claims from third parties for activities undertaken by UMCS.
19. Identify in promotional materials that the Wisconsin Conference of The United Methodist Church is affiliated with UMCS.	19. Identify in promotional materials that UMCS is affiliated with the Wisconsin Conference of The United Methodist Church.
20. The Conference shall require UMCS to furnish a dissolution clause for its real property which is consistent with The Book of Discipline of The United Methodist Church.	20. UMCS shall provide to the Committee a dissolution clause for its real property which is consistent with the Book of Discipline of The United Methodist Church.
Wisconsin Conference of the United Methodist Church	United Methodist Children’s Services of Wisconsin, Inc.
Resident Bishop	President, Board of Directors
Date	Date

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Action Item wc104: Resolutions Related to Clergy Compensation
Submitted by: Joint Board of Pensions, Insurance & Equitable Compensation
Conference Action:

Be it resolved that the 2023 Wisconsin Annual Conference approves the following Action Items:

Action Item wc104a: Resolution Adopting Past Service Annuity Rate for 2024

Action Item wc104b: Resolution Setting Minimum Compensation for 2024

Action Item wc104a: Resolution on Past Service Annuity Rate for 2024
Submitted by: Board of Pensions, Insurance & Equitable Compensation
Conference Action:

BE IT RESOLVED the Past Service Annuity Rate (PSR) for 2024 shall be \$878.

Action Item wc104b: Resolution on Minimum Compensation for 2024
Submitted by: Joint Board of Pensions, Insurance & Equitable Compensation
Conference Action:

Whereas the formula for establishing the minimum compensation for ordained clergy, local pastors, and student local pastors appointed to charges in the Wisconsin Annual Conference may be based on one of the following two factors, or combination of the two: 1) the minimum salary for the previous year for each category, plus the cost of living factor established by the U.S. Government for Social Security purposes, plus up to 1%; or, 2) the percentage change in the Conference Average Compensation (CAC) for the previous year; and

Whereas this formula was approved by the 2012 session of the Wisconsin Annual Conference for implementation starting in January 2014 and is Conference Rule 110.1.0; and

Whereas the most recent cost of living increase established by U.S. government was 8.7% in 2023 and the Conference Average Compensation increased by 0.0068% in 2022¹

Therefore, be it resolved the Minimum Compensation for Elders, Provisional Members, and Associate Members serving full time for 2024 shall be \$48,679. The Minimum Compensation for Local Pastors serving full time shall be \$44,041. This is a 5.0% increase.

¹ CAC 2023 \$71,888
CAC 2022 \$71,403
difference \$ 485 (+0.0068%)

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Action Item wc105: Proposed Revisions to Conference Rule 2.2.0: Membership Tenure (2/3 Vote Required)

Submitted by: Kevin Rice Myers, Conference Secretary

Conference Action:

Whereas ¶32 of the Constitution of The United Methodist Church and ¶602.4 of *The Book of Discipline* define the lay membership of the Annual Conference, and

Whereas those paragraphs stipulate that

“If the lay membership should number less than the clergy members of the annual conference, the annual conference shall, by it’s own formula, provide for the election of additional lay members to equalize lay and clergy membership of the Annual Conference.” and

Whereas current *Conference Rule 2.1.0 Annual Conference Membership* establishes the formula for lay equalization authorized in ¶¶32 and 602.4, and

Whereas current *Conference Rule 2.2.0 - Membership Tenure* provides that the number of lay and clergy members of the Annual Conference shall be established once every four years, following the session of the General Conference, for a four year term beginning on January 1 following the General Conference, and

Whereas a Conference Rule establishing a four-year term for lay members of the Annual Conference has been in place in some form at least since the merger in 1970 of the Wisconsin Conference of the former Evangelical United Brethren Church with the West Wisconsin Conference and the East Wisconsin Conference of the former Methodist Church to form the Wisconsin Conference of The United Methodist Church, and

Whereas substantial changes in the clergy membership of the Annual Conference, in church and charge alignments, and in the lay membership of local congregations now regularly take place over a four-year period, causing a significant imbalance in the number of lay and clergy members of the Annual Conference and uncertainty about the number of lay members pastoral charges are to elect, and

Whereas many pastoral charges are currently electing Lay Members of the Annual Conference on an annual basis, rather than for a four-year term,

Therefore be it resolved that *Conference Rule 2.2.0 - Membership Tenure* be revised as follows in order to provide for the calculation of the lay equalization and election of Lay Members of the Annual Conference on an annual basis:

2.2.0 Membership Tenure

2.2.1 The number of lay and clergy members of the Conference shall be established ~~once every four years~~ annually for the ~~next quadrennium~~ following year except as provided in The Discipline.

2.2.2 The Conference Secretary shall annually certify to the Bishop the number of lay members of the annual conference for the following ~~quadrennium~~ year by September 1 following the regular session of the ~~General~~ Annual Conference.

2.2.3 The Conference Secretary shall also communicate to each charge the number of lay members to be elected by that charge for the following ~~quadrennium~~ year by September 1 following the regular session of the ~~General~~ Annual Conference.

2.2.4 Lay members shall be elected by the local charge for a ~~one~~ four-year term to begin service January 1 following the regular session of the ~~General~~ Annual Conference. Lay Members may be re-elected annually by their local charge for subsequent terms as Lay Members of the Annual Conference.

2.2.5 This rule shall be re-evaluated by the Conference Secretary, the Conference Board of Laity, and the Conference Program and Arrangements Committee at the end of the 2024-2028 quadrennium to determine its effectiveness in equalizing the lay and clergy membership of the Annual Conference.

~~2.2.5~~ 2.2.6 All members (lay and clergy) of annual conference are expected to attend its sessions (¶602.8).

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Action Item wc106: Resolutions Proposing Changes to Conference Policies (Majority vote required)
Submitted by: Conference Secretary on behalf of Groups Listed Below
Conference Action:

BE IT RESOLVED that the 2023 Wisconsin Annual Conference approves the following Action Items:

Action Item wc106a Proposed New Policy 160.1.4: Reimbursement of Expenses for Ex Officio Lay Members of Annual Conference to attend Annual Conference Sessions

Action Item wc106b Proposed Changes to Conference Policy 120.0.0: Group Health Insurance Policy

Action Item wc106a: Proposed New Policy 160.1.4: Reimbursement of Expenses for Ex Officio Lay Members of Annual Conference to attend Annual Conference Sessions
(majority vote required)
Submitted by: Conference Board of Laity and Kevin Rice Myers, Conference Secretary
Conference Action:

Whereas Conference Policy 160.1.3 provides that congregations shall pay the expenses of their clergy and lay members of Annual Conference to attend the sessions of the Annual Conference, and

Whereas ¶32 of The Constitution of The United Methodist Church and Conference Rules 2.1.1 through 2.1.10 name other lay persons who are not elected by local congregations but are instead Lay Members of the Annual Conference by virtue of a particular leadership position they hold (Ex Officio Lay Members), and

Whereas there is currently no Conference policy or procedure in place to reimburse the expenses that Ex Officio Lay Members of the Annual Conference incur to attend the sessions of the Annual Conference, and

Whereas this concern has, up until now, been addressed on an “ad hoc” basis,

Therefore be it resolved that the 2023 session of the Wisconsin Annual Conference adopts the following new policy 160.1.4:

160.1.4 The Conference Council on Finance and Administration, in consultation with the Conference Board of Laity, shall include in the annual budget of the Board of Laity an amount sufficient to reimburse expenses incurred by the Ex Officio Lay Members of the Annual Conference named in ¶32 of the Constitution of The United Methodist Church and in Conference Rule 2.1.1 through 2.1.10 to attend the sessions of the Annual Conference.

The Board of Laity, in consultation with the Conference Council on Finance and Administration, shall annually determine the maximum amount of expense reimbursement for an Ex Officio Lay Member to attend the sessions of the Annual Conference, based upon the anticipated costs of registration, meals, travel and lodging for that year’s session. This amount may or may not cover all the expenses incurred by an Ex Officio Lay Member to attend the Annual Conference sessions, based upon availability of funds.

The Board of Laity, in consultation with the Conference Council on Finance and Administration, may establish its own procedures for administering the reimbursement of the expenses of Ex Officio Lay Members to attend the Annual Conference sessions.

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Action Item wc106b: Proposed Changes to Conference Policy 120.0.0: Group Health Insurance Policy (majority vote required)

Submitted by: Joint Board of Pensions, Insurance and Equitable Compensation

Conference Action:

[Editor's Note: If the proposed changes noted below are approved, paragraph numbering and lettering will be adjusted accordingly prior to inclusion in the Conference Rules in the 2023 Conference Journal.]

Whereas the Joint Board approved a change in 2022 regarding the procedure for calculating subsidies for Pre-65 spouses who choose to remain on the active plan to a single percentage, rather than a tiered structure based on years of experience, and

Whereas the withdrawal of some clergy from The United Methodist Church due to the disaffiliation of local congregations may impact the Wisconsin Annual Conference's liability for providing subsidies to retired clergy who are no longer members of The United Methodist Church,

Therefore be it resolved that the Wisconsin Annual Conference adopt the following proposed changes in Conference Policies 120.1.1 – 120.1.9 to reflect the current reality; and that the Conference adopt the following proposed new Policy 120.1.10:

120.0.0 Group Health Insurance Policy

- 120.1.1 **Participation.** All three-quarter and full-time pastoral charges and pastors are required to participate in the health insurance plan.
- 120.1.2 **Church Contributions.** Churches shall contribute a monthly universal premium as set by the Joint Board for every person under appointment that is serving at least three-quarter time in the local church. All participating pastoral charges will pay the same premium for every pastor, regardless of single or married status, or number of dependents.
- 120.1.3 **Premium Changes.** The Joint Board of Pensions, Insurance and Equitable Compensation shall adjust the premium rates when financially necessary.
- 120.1.4 **Lay employees** of the Conference and the local churches may be enrolled into the Conference Group Insurance Program. Such employees must work 30 hours per week or more. Local churches will be billed for 100% of applicable premium per employee. Enrollment must be within 30 days of employment.
- 120.1.5 **Surviving spouse of an Active Clergy Person.** In the event of the death of a fulltime or three-quarter time, active (not retired), clergy member under appointment serving a local charge in the Wisconsin Conference and enrolled in the Conference Health Insurance Plan at the time of death, at the request of the District Superintendent the Joint Board will pay from the Emergency Hardship Account the total church portion of the health insurance premiums ~~in full of the current plan~~ for three months ~~and will pay 50% of the premiums for fifteen additional months~~ for the surviving spouse and dependent children. Survivors may remain in the plan ~~after the~~ for up to 18 months at the full lay rate, if elected and paid by the survivors.
- 120.1.6 The Wisconsin Annual Conference will fund **retiree health insurance premiums** for participating pastors and lay employees of the Wisconsin Annual Conference who formally retired after December 31, 1998, based on years of service in the United Methodist or other Methodist denominations as outlined below. (Those who retired on or before December 31, 1998 will be treated as having at least 25 years of service.)
- a. ~~Beginning January 1, 2009, the Wisconsin Annual Conference will subsidize the Medicare Supplemental Health Insurance premium for 1) those clergy members of the Wisconsin Annual Conference and their spouses who were members prior to December 31, 2009, based on their years of service; and 2) Wisconsin Conference lay employees for whom the Wisconsin~~

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- Conference was the salary paying unit and were employees prior to December 31, 2009, based on their years of service.
- ~~b. Beginning January 1, 2010, the Wisconsin Conference will subsidize 55% of the Medicare Supplemental Health Insurance premium for eligible retirees and their spouses who are 65 years of age and older and the retiree entered the retired relationship with at least 25 years of service.~~
 - ~~c. The retiree must be 65 years of age or older and Medicare-eligible for the spouse's coverage to be subsidized. Beginning January 1, 2011 2022, the subsidy for a pre-65 spouse enrolled in the active Group Health Insurance Plan will be 50 15%.~~
 - ~~d. Beginning January 1, 2009, the maximum subsidy amount the Wisconsin Conference will pay for the Medicare Supplemental Health Insurance premium for eligible retirees and their spouses who are 65 years of age and older will be \$3,000 per year per participant.~~
 - ~~e. Beginning January 1, 2010 the Wisconsin Conference will subsidize 18% of the active premium for eligible retirees and their spouses who are less than 65 years of age and the retiree entered the retired relationship prior to January 1, 2002 with at least 25 years of service.~~
 - ~~f. For eligible retirees with fewer than 25 years of participation, the percentage subsidized by the Wisconsin Conference for eligible retirees and their spouses will be as presented in the tables (below), rounded to the nearest whole percent.~~

RETIREE'S HEALTH INSURANCE PREMIUMS IN 2011 2022		
Age at Year of Retirement	Without Medicare	Conference Pays with Medicare
Less than 60 years of age	1-9 years of service = 0%	1-9 years of service = 0%
	10 and above = .46% per year of service Maximum of 11.5% of premium	10 and above = 2.0% per year of service
60—64 years of age	1-9 years of service = 0%	1-9 years of service = 0%
	10 and above = .68% per year of service Maximum of 17% of premium	10 and above = 2.0% per year of service
65 years and above	1-9 years of service = 0%	1-9 Years of Part. = 0%
	10 and above = 15% of premium for Pre-65 spouse	10 and above = 2.0% per year of service
<i>For those retiring during the five-year period below, premium support will be determined as follows:</i>		
Retiree Premium Payment		
Year	Proportion From Pre 1-1-1999 Policy	Proportion From Current Policy
1999	80%	20%
2000	60%	40%
2001	40%	60%
2002	20%	80%
2003	0%	100%

- 120.1.7 For clergy or lay employees of the Wisconsin Annual Conference retiring after December 31, 2001, the Conference will not provide any funding of health insurance premiums for retirees or their spouses until the retiree is eligible for Medicare.
- 120.1.8 Retirees must have a minimum of 5 consecutive years of qualified participation with the Wisconsin Conference group health insurance plan immediately prior to retirement to be eligible for retiree coverage.
- 120.1.9 Once enrolled, Retirees and spouses participating in the Wisconsin Conference Medicare Supplement plan are not eligible to re-enroll in the plan if, at any point, they drop the Wisconsin Conference sponsored Medicare Supplement plan. Participants may choose to sign a waiver of coverage at the

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- time of retirement. If a waiver is in place, eligible retirees and spouses may, then, enroll in the Wisconsin Conference sponsored Medicare Supplement plan at a later date.
- 120.1.10 Beginning January 1, 2024, participants must retire as United Methodist clergy and remain members of The United Methodist Church in retirement to be eligible for premium subsidies.
-

Action Item wc107: Resolutions Affirming the Discontinuance/Closing of Local Churches

Submitted by: The Cabinet

Conference Action:

BE IT RESOLVED that the 2022 Wisconsin Annual Conference approves the following four Action Items:

- Action Item wc107a Discontinuance of the Madison: Bashford United Methodist Church, located in Madison, Wisconsin*
- Action Item wc107b Discontinuance of the Madison: Wellspring United Methodist Church, located in Madison, Wisconsin*
- Action Item wc107c Discontinuance of the Wittenberg: New Horizons United Methodist Church, located in Wittenberg, Wisconsin*
- Action Item wc107d Discontinuance of the Beetown United Methodist Church, located in Bloomington, Wisconsin*
-

Action Item wc107a: Discontinuance of the Madison: Bashford United Methodist Church, located in Madison, Wisconsin

Submitted by: The Cabinet

Conference Action:

WHEREAS Bashford United Methodist Church, located in Madison, Wisconsin, founded in 1919, has had a long and proud history; and

WHEREAS the Church Conference of Bashford United Methodist Church voted on April 24, 2023 to discontinue as a church effective June 30, 2023; and

WHEREAS the district superintendent and the cabinet acknowledge Bashford United Methodist Church's church conference action and recommend discontinuance of Bashford United Methodist Church, encouraging the remaining membership to join with another United Methodist Church; and

WHEREAS consent for the discontinuance has been granted by the presiding bishop, a majority of the district superintendents, the district board of location and building, and in compliance with all proper Disciplinary requirements; and

WHEREAS a farewell service was held on May 21, 2023,

THEREFORE BE IT RESOLVED that Bashford United Methodist Church, located in Madison, Wisconsin, be discontinued effective June 30, 2023; and

BE IT FURTHER RESOLVED THAT all remaining assets of Bashford United Methodist Church be transferred to the Wisconsin Annual Conference of The United Methodist Church; and

BE IT FURTHER RESOLVED THAT the Trustees and other Officers of the Wisconsin Annual Conference are authorized and directed to take any and all actions necessary to transfer all assets as directed in this motion, and to carry out all procedures described in *The Book of Discipline*, including but not limited to the transfer of members to other congregations, and to accomplish all of the intent of this motion.

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Action Item wc107b **Discontinuance of the Madison: Wellspring United Methodist Church, located in Madison, Wisconsin**

Submitted by: **The Cabinet**

Conference Action:

Whereas Wellspring United Methodist Church of Madison, Wisconsin, founded in 1966 as Divine Savior United Methodist Church, which became Wellspring United Methodist Church in 2013, has had a long and proud history of ministry and mission; and

Whereas the Church Conference of Madison: Wellspring United Methodist Church voted on April 30, 2023, to discontinue as a church effective June 30, 2023, and voluntarily transfer title to all real and personal, tangible and intangible property to the Wisconsin Annual Conference Board of Trustees per paragraph 2549.3a of the *2016 Book of Discipline*, with the intention that the property be used for continued ministry and mission in the Madison area, and

Whereas the district superintendent and the cabinet have acknowledged the Church Conference action of Madison: Wellspring United Methodist Church to discontinue as a church effective June 30, 2023, encouraging the remaining members to join with another United Methodist Church; and

Whereas the presiding bishop, a majority of the district superintendents, and the District Board of Church Location and Building have given their consent for the discontinuance of the Madison: Wellspring United Methodist Church, in compliance with all proper Disciplinary requirements;

Therefore be it resolved that the Wellspring United Methodist Church, located in Madison, Wisconsin, be discontinued effective June 30, 2023, and

Be it further resolved that all assets of Madison: Wellspring United Methodist Church be transferred to the Wisconsin Annual Conference of The United Methodist Church with the intention that the property be used for continued ministry and mission in the Madison area, and

Be it further resolved that the Trustees and other Officers of the Wisconsin Annual Conference are authorized and directed to take any and all actions necessary to transfer all assets as directed in this motion, and to carry out all procedures described in *The Book of Discipline*, including but not limited to the sale of the church property and the transfer of members to other congregations, and to accomplish all of the intent of this motion.

Be it further resolved that proceeds from the sale of the church property shall be cared for in compliance with Wisconsin Conference Policy 10.13.0 – Church Closings (§2549).

Action Item 107c: Discontinuance of the Wittenberg: New Horizons United Methodist Church, located in Wittenberg, Wisconsin

Submitted by: The Cabinet

Conference Action:

WHEREAS New Horizons United Methodist Church, located in Wittenberg, Wisconsin, has served the community faithfully for generations; and

WHEREAS in light of changing demographics in the community of Wittenberg, and following a Paragraph 213 discussion with the District Superintendent; and

WHEREAS the congregation celebrated **together** at a closing worship service and time of fellowship August 28, 2022; and

WHEREAS the Church Conference of Wittenberg: New Horizons United Methodist Church voted on August 31, 2022 to discontinue as a church effective August 31, 2022, and voluntarily transfer title to all real and personal, tangible and intangible property to the Wisconsin Annual Conference Board of Trustees per paragraph 2549.3a of the 2016 *Book of Discipline*; and

WHEREAS the district superintendent and the cabinet have acknowledged Wittenberg: New Horizons United Methodist Church's church conference action and recommend discontinuance of Wittenberg: New Horizons United Methodist Church, encouraging the remaining membership to join with another United Methodist Church; and

WHEREAS consent for the discontinuance has **been** granted by the presiding bishop, a majority of the district superintendents, the district board of church location and building, and in compliance with all proper Disciplinary requirements.

THEREFORE BE IT RESOLVED that New Horizons **United** Methodist Church, located in Wittenberg, Wisconsin, be discontinued effective August 31, 2022; and

BE IT FURTHER RESOLVED THAT all **assets** of Wittenberg: New Horizons United Methodist Church be transferred to the Wisconsin Annual Conference of The United Methodist Church; and

BE IT FURTHER RESOLVED THAT the Trustees and other Officers of the Wisconsin Annual Conference are authorized and directed to take any and all **actions** necessary to transfer all assets as directed in this motion, and to carry out all procedures described in *The Book of Discipline*, including but not limited to the sale of the church property and the transfer of members to other congregations, and to accomplish all of the intent of this motion.

BE IT FURTHER RESOLVED THAT proceeds from the sale of the church property shall be cared for in compliance with *Wisconsin Conference Policy 10.13.0 – Church Closings (§2549)*.

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Action Item wc107d: Discontinuance of the Beetown United Methodist Church, located in Bloomington, Wisconsin

Submitted by: The Cabinet

Conference Action:

WHEREAS the Beetown United Methodist Church, located in Bloomington, Wisconsin, has served the community faithfully for generations; and

WHEREAS in light of changing demographics in the community of Beetown, and

WHEREAS the Church Conference of the Beetown United Methodist Church voted on May 16, 2022 to discontinue as a church effective May 16, 2022, and

WHEREAS the district superintendent and the cabinet have acknowledged the Beetown United Methodist Church's church conference action and recommend discontinuance of the Beetown United Methodist Church, encouraging the remaining membership to join with another United Methodist Church; and

WHEREAS consent for the discontinuance has been granted by the presiding bishop, a majority of the district superintendents, the district board of church location and building, and in compliance with all proper Disciplinary requirements.

THEREFORE BE IT RESOLVED that the Beetown United Methodist Church, located in Bloomington, Wisconsin, be discontinued effective May 16, 2022; and

BE IT FURTHER RESOLVED THAT all assets of the Beetown United Methodist Church be transferred to the Wisconsin Annual Conference of The United Methodist Church; and

BE IT FURTHER RESOLVED THAT the Trustees and other Officers of the Wisconsin Annual Conference are authorized and directed to take any and all actions necessary to transfer all assets as directed in this motion, and to carry out all procedures described in *The Book of Discipline*, including but not limited to the sale of the church property and the transfer of members to other congregations, and to accomplish all of the intent of this motion.

BE IT FURTHER RESOLVED THAT proceeds from the sale of the church property shall be cared for in compliance with *Wisconsin Conference Policy 10.13.0 – Church Closings (§2549)*.

2023 Pre-Conference Workbook – Part 1

Action Item wc108: Proposed 2024 Conference Budget

Submitted by: Council on Finance and Administration and Sarah Sneider, Conference Treasurer

Conference Action:

2022 Preliminary Results and 2024 Proposed Budget

2022 Preliminary Results

2022 results are shown as Preliminary at this time as we are working on closing out a very eventful year which included the following:

- Disaffiliation process – working with the Disaffiliation Coordinator to calculate estimates and answer questions from churches
- Storm Damage at Lake Lucerne, Pine Lake and at the Conference Center. All three are covered by our Church Mutual policies.
- Distribution of \$185,000 for Groat Grants approved by the Trustees
- Working with the Foundation and Board/Committee chairs to consolidate accounts and to use the funds available as the donors have intended.
- Working with our property manager to find renters for excess Conference Center space to increase rental income.
- Working with closed churches and the Board of Trustees to transition their assets and sell buildings. The funds from closed churches go into Foundation accounts to be used for new ministry.
- Working with Personnel and Cabinet to onboard new employees and new Cabinet members.
- And the normal - we continued keeping an eye on the financial operations of the Conference including Apportionments, Payroll, Foundation funds, and the Group Health and Pension plans. Through it all, we have aimed to be a resource for our local churches and a stable financial base for our Conference operations.

The financial results for the year 2022 are positive.

- Financially, we are stable. We came through COVID with reserves due to receiving PPP Loan funds and we have used some of these as budgeted in 2022.
- Apportionments were budgeted at 77% and came in at 76%. Nearly 240 local churches paid 100% of their 2022 apportionments and have received their 2022 tag in recognition. We greatly appreciate the continued support and commitment of these churches.
- Earnings and growth from the Wisconsin United Methodist Foundation accounts continued to provide support to our budgets for many committees and programs including Cabinet, Personnel, New Ministry Strategy Board, Camping and Board of Ordained Ministries.
- Due to the committed Apportionment contributions of our churches, we paid 100% of the General Church Apportionments. Along with supporting the general church's Administration and the Episcopal Offices, these apportionments also support the World Service Fund, Ministerial Education, Interdenominational Cooperation, African University and the Black College Fund. These apportionments represent 27% of our total budget and are a strong sign of our connectional activity.
- In addition to local churches paying \$6 million in apportionments, they also contributed over \$1.6 million in special giving to 125 different programs, showing the wide range of support of our congregations to the programs that are significant to their members. This included \$337,000 for Direct UMCOR projects plus \$106,00 through UMCOR Sunday for their operations., \$18,000 for the Boy Scouts Restorative Healing, \$50,000 for UM Childrens Services, \$73,000 for World Hunger/Poverty, \$16,000 from the 2022 Annual Conference Ingathering and \$147,000 for US Disaster Response, to highlight a few.

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- Proceeds from the sale of closed churches, net of costs, in the amount of \$555,000 was transferred to three Foundation accounts according to our Conference policy. These are short term New Ministry, Endowment for New Ministry and Trustees to maintain discontinued churches.
- One area of the budget that is higher than expected is in legal fees, relating to the Boy Scout issues and disaffiliation concerns.
- We thank all of the staff, committees, churches and clergy for their dedication during 2022 to keeping their own churches and the Conference stable and focused on our work. We appreciate the humor, patience and commitment that you provide.

2024 Proposed Budget

Preparing a budget with a significant number of unknowns still facing our denomination is challenging and will be for the coming years. There are many assumptions that have been used that will continue to be evaluated in the coming year.

We have decreased the gross apportionments to account for the loss of the disaffiliating churches. We have increased the percentage to collect to 82%. We are planning to use some of the disaffiliating apportionment funds to help in the 2024 budget. This is shown as a separate line on the budget for \$440,000.

The General Conference apportionment increased by nearly \$130,000. We have budgeted for 100% payment.

The Conference has 80 accounts invested with the Wisconsin United Methodist Foundation, with a market value of approximately \$15 million. Some are temporarily or permanently restricted and some are more like savings accounts for various committees. We have budgeted \$660,900 to be distributed from Foundation accounts for use in the 2024 budget.

We have maintained our commitment levels to Northcott Neighborhood House, UM Children's Services, Harbor House Crisis Shelter and the Wisconsin Council of Churches.

Salaries and wages are set by formula for the District Superintendents and by the Personnel Committee. We have budgeted to decrease to 4 District Superintendents as of 6/30/24. Other staffing will remain the same. Benefits are set by the Joint Board with an estimated 10% increase in health insurance.

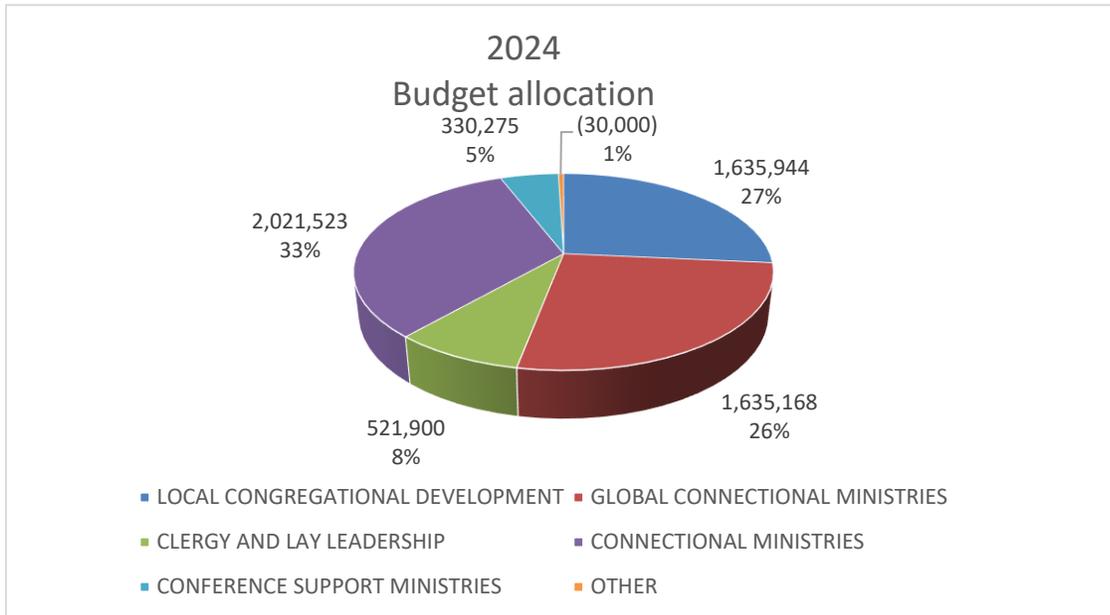
If you have any questions regarding the preliminary results for 2022 or the 2024 Proposed Budget, please e-mail me at ssneider@wisconsinumc.org.

Sarah Sneider, Conference Treasurer and Director of Administration

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Expense allocations

2024	Dollar	Percentage
LOCAL CONGREGATIONAL DEVELOPMENT	1,635,944	26.8%
GLOBAL CONNECTIONAL MINISTRIES	1,635,168	26.7%
CLERGY AND LAY LEADERSHIP	521,900	8.5%
CONNECTIONAL MINISTRIES	2,021,523	33.1%
CONFERENCE SUPPORT MINISTRIES	330,275	5.4%
OTHER	(30,000)	-0.5%
	6,114,810	100.0%



2023	Dollar	Percentage
LOCAL CONGREGATIONAL DEVELOPMENT	1,883,868	29.6%
GLOBAL CONNECTIONAL MINISTRIES	1,505,461	23.7%
CLERGY AND LAY LEADERSHIP	561,127	8.8%
CONNECTIONAL MINISTRIES	2,072,472	32.6%
CONFERENCE SUPPORT MINISTRIES	347,400	5.5%
OTHER	(6,000)	-0.1%
	6,364,328	100.0%

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**WISCONSIN CONFERENCE - UNITED METHODIST CHURCH
2023 BUDGET REPORT
SUMMARY**

	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
APPORTIONMENTS				
Gross Apportionments	7,980,630	7,980,630	7,800,000	6,920,500
Unpaid	(1,835,545)	(1,916,896)	(1,435,672)	(1,245,690)
Percent Paid	77.0%	76.0%	81.6%	82.0%
NET APPORTIONMENTS	6,145,085	6,063,734	6,364,328	5,674,810
One time -Disaffiliation apportionments				440,000
EXPENSES				
<u>LOCAL CONGREGATIONAL DEVELOPMENT</u>				
New Ministry Strategy Board	280,923	385,184	285,123	195,123
Ethnic Local Church Concerns Committee	11,253	7,000	11,500	9,000
Committee on Hispanic/Latino Ministries	9,300	3,182	9,300	5,300
The Cabinet	1,535,776	1,475,407	1,577,945	1,426,521
Total	1,837,252	1,870,773	1,883,868	1,635,944
<u>GLOBAL CONNECTIONAL MINISTRIES</u>				
Africa University Fund	25,754	25,754	23,133	25,145
Black College Fund	115,077	115,077	103,368	112,357
Episcopal Fund	252,948	252,948	227,211	246,971
General Administration Fund	101,423	101,423	91,104	99,026
Interdenominational Cooperation Fund	22,562	22,562	20,266	22,029
Jurisdictional Conference Fund	14,000	13,339	14,000	14,000
Ministerial Education Fund	288,492	291,489	259,138	281,675
World Service Fund	854,148	854,148	767,241	833,965
Total	1,674,404	1,676,740	1,505,461	1,635,168
<u>CLERGY AND LAY LEADERSHIP</u>				
Connectional Table	64,415	17,990	64,415	50,500
Connectional Table Resource Team	2,050	(7,659)	1,000	1,000
Board of Higher Education & Student Ministries	46,070	50,078	46,070	45,500
Board of Laity	17,100	2,037	17,100	17,100
Board of Ordained Ministry	70,100	66,702	77,050	72,050
Joint Board of Pensions, Insurance & Equitable				
Compensation	396,969	278,362	352,702	332,250
Conference Youth Council	2,790	442	2,790	3,500
Total	599,494	407,952	561,127	521,900
<u>CONNECTIONAL MINISTRIES</u>				
Board of Camp & Retreat Ministries	93,000	150,395	96,000	96,000
Board of Church & Society	3,000	0	3,900	0
Board of Global Ministries	285,350	261,263	284,450	263,850
Commission on Religion & Race	10,300	10,076	10,300	10,300
Commission on the Status & Role of Women	(1,500)	0	100	0
Commission on Unity & Interreligious Relationships	40,500	40,051	40,500	40,500
Communications and IT	131,084	114,395	121,084	118,584
Delegation	4,300	1,157	2,000	4,000
Ministry & Outreach	12,500	5,446	12,500	8,500
Personnel Committee	1,436,170	1,404,901	1,501,638	1,479,789
Program & Arrangements Committee	0	9,678	0	0
Total	2,014,704	1,997,362	2,072,472	2,021,523

2023 Pre-Conference Workbook - Part 1

**WISCONSIN CONFERENCE - UNITED METHODIST CHURCH
2023 BUDGET REPORT
SUMMARY**

	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
<u>CONFERENCE SUPPORT MINISTRIES</u>				
Board of Trustees	164,900	138,268	165,800	153,800
Commission on Archives & History	4,350	2,414	4,350	24,350
Conference Office	81,320	106,730	85,000	76,000
Conference Secretary	7,500	3,053	7,500	5,000
Council on Finance & Administration	37,500	70,260	81,750	66,125
Episcopacy Committee	3,000	0	3,000	5,000
Total	298,570	320,725	347,400	330,275
OTHER				
Cash Reserve (Interest and other income)	(279,339)	(209,818)	(6,000)	(30,000)
TOTAL EXPENSES	6,145,085	6,063,734	6,364,328	6,114,810
BUDGETED EXCESS (DEFICIT)	0	-	0	0

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WISCONSIN CONFERENCE - UNITED METHODIST CHURCH 2023 BUDGET REPORT DETAIL

	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
APPORTIONMENTS				
Gross Apportionments	7,980,630	7,980,630	7,800,000	6,920,500
Unpaid	(1,835,545)	(1,916,896)	(1,435,672)	(1,245,690)
Percent Paid	77.0%	76.0%	81.6%	82.0%
NET APPORTIONMENTS	6,145,085	6,063,734	6,364,328	5,674,810
One time -Disaffiliation apportionments				440,000
EXPENSES				
LOCAL CONGREGATIONAL DEVELOPMENT				
<u>New Ministry Strategy Board</u>				
Administration	2,000	1,931	2,000	2,000
District Strategy Teams	2,000	0	2,000	2,000
MissionInsite/Research	4,623	4,623	4,623	4,623
Leadership Specific Training	3,000	0	3,000	3,000
Emergency Fund	5,000	0	5,000	5,000
New Faith Ministry Starts	430,000	510,998	430,000	480,000
Less: C038 Fund for Discipleship Immediate Use	(105,000)	(160,000)	(155,000)	(300,000)
Less: C713 Ministries Board Grant Fund	(54,200)	0	0	0
Less: General Church Grants	(10,000)	(10,000)	(10,000)	(10,000)
Institute of Congregational Development	34,000	51,957	20,000	25,000
Less: Registration Fees-Institute of Congregational Devel	(34,000)	(19,300)	(20,000)	(20,000)
Instituto de Desarrollo Congregacional (IDC)	5,000	4,975	5,000	5,000
Less: Registration Fees-Instituto de Desarrollo Congregacion	(1,500)	0	(1,500)	(1,500)
Total	280,923	385,184	285,123	195,123
<u>Ethnic Local Church Concerns Committee</u>				
Administration	300	0	2,500	0
Promotion	300	0	0	0
Leadership & Program Development	2,000	1,000	2,000	2,000
Jurisdictional & National Meetings	500	0	500	500
Scholarships	3,000	2,000	3,000	3,000
Summer Developers Program	11,153	0	9,500	9,500
Ethnic Local Church Grants	0	4,000	0	0
Less: Grant for Clergy of Color Retreat	(4,000)	0	(4,000)	(4,000)
Less: Fundraisers	(2,000)	0	(2,000)	(2,000)
Total	11,253	7,000	11,500	9,000
<u>Committee on Hispanic/Latino Ministries</u>				
Administration	1,650	366	1,650	1,650
Leadership Development	1,650	250	1,650	1,650
Academy para Desarrollo de Lideres	7,000	0	7,000	3,000
Deep Waters Incubator Program for Hispanic/Latino Youth	2,000	4,330	2,000	2,000
Less: Participant/User Fees/Grants	(1,000)	0	(1,000)	(1,000)
Less: Donations		(1,764)		
Less: Registration Fees for Academia para Desarrollo de	(2,000)	0	(2,000)	(2,000)
Total	9,300	3,182	9,300	5,300

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	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
<u>The Cabinet</u>				
Salaries--District Superintendents	450,000	453,584	453,000	412,650
Housing--District Superintendents	125,000	124,262	125,850	114,570
Pension--District Superintendents	69,000	69,000	69,462	63,266
Health Insurance--District Superintendents	80,955	78,000	84,000	86,400
Death & Disability Insurance--District Superintendents	15,525	13,800	13,892	12,653
Workers Compensation--District Superintendents	2,700	0	3,000	3,000
Travel for District & Cabinet Meetings	55,000	87,088	80,000	78,000
Equipment	5,000	9,271	10,000	5,000
Consultation	12,000	15,057	15,000	15,000
Legal Fees - Immigration, Disaffiliation and Other				
Immigration	25,000	49,046	80,000	60,000
Disaffiliation	15,000	33,113	50,000	0
Disaffiliation Reimbursement	0		(50,000)	0
Hospitality	3,000	1,750	3,000	3,000
Professional Development-District Superintendents	7,500	6,835	7,500	6,750
Professional Development-Regional Office Administrators	1,500		1,500	1,500
Full Cabinet Expenses	1,000		1,000	1,000
District Expenses	20,000	25,295	15,000	15,000
Assistant to the Bishop				
Salary	90,000	86,584	90,600	91,700
Housing Allowance	25,000	22,917	25,170	25,460
Pension	13,800	12,650	13,892	14,059
Health Insurance	16,191	14,300	16,800	7,200
Death, Disability, & Worker's Comp Insurance	3,105	2,530	2,778	2,812
Travel	5,000	4,382	3,000	5,000
Professional Development	1,500	551	1,500	1,500
Office Expenses	1,500	203	1,500	500
Moving Director				
Administration	500	31	500	500
Moving Expenses	193,000	155,744	200,000	175,000
Movant CRSP & CPP Expense/future move obligations	20,000	0	0	0
Sustentation	20,000	45,724	22,000	25,000
Critical Ministry Support	145,000	133,000	145,000	125,000
Revitalization /MCCI Leadership	140,000	58,706	120,000	105,000
Less: C736 BTRU Parsonage Fund	(27,000)	(28,016)	(27,000)	(30,000)
Total	1,535,776	1,475,407	1,577,945	1,426,521
TOTAL LOCAL CONGREGATION DEVELOPMENT	1,837,252	1,870,773	1,883,868	1,635,944
PERCENT	29.9%	30.9%	29.6%	26.8%
GLOBAL CONNECTIONAL MINISTRIES				
Africa University Fund	25,754	25,754	23,133	25,145
Black College Fund	115,077	115,077	103,368	112,357
Episcopal Fund	252,948	252,948	227,211	246,971
General Administration Fund	101,423	101,423	91,104	99,026
Interdenominational Cooperation Fund	22,562	22,562	20,266	22,029
Jurisdictional Conference Fund	14,000	13,339	14,000	14,000
Ministerial Education Fund	288,492	291,489	259,138	281,675
World Service Fund	854,148	854,148	767,241	833,965
TOTAL GLOBAL CONNECTIONAL MINISTRIES	1,674,404	1,676,740	1,505,461	1,635,168
PERCENT	27.2%	27.7%	23.7%	26.7%

2024 Proposed Budget

2023 Pre-Conference Workbook - Part 1

	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
CLERGY AND LAY LEADERSHIP				
<u>Connectional Table</u>				
Administration	1,000	2,804	1,000	1,000
Leadership/Training Events	16,915	11,542	16,915	15,000
Conference-wide Training & Resourcing Events, net of fees	0	(8,675)	0	0
Boundaries Training	1,000	0	1,000	1,000
Publishing/Media/Mailing/Supplies	1,000	0	1,000	1,000
Books, Media, Resources	500	0	500	500
Anti Racism Task Force - Beloved Community	50,000	12,319	50,000	50,000
Less: Boundaries Training Registrations	(1,000)	0	(1,000)	(1,000)
C1675 Discipleship, Stewardship, Leader. (Prev C708 -	(5,000)	0	(5,000)	(17,000)
Total	64,415	17,990	64,415	50,500
<u>Connectional Table Resource Team</u>				
Administration	1,000		1,000	1,000
School for Ministry	28,550	18,247	28,550	28,550
Academy for Spiritual Formation	22,000		22,000	22,000
Less: School for Ministry Registrations	(27,500)	(25,906)	(28,550)	(28,550)
Less: Academy for Spiritual Formation	(22,000)		(22,000)	(22,000)
Total	2,050	(7,659)	1,000	1,000
<u>Board of Higher Education & Student Ministries</u>				
Administration	570	0	570	500
Campus Ministry	48,500	50,078	48,500	45,000
University Christian Ministries Vocation Program	20,000	9,301	20,000	20,000
Less: Lilly Grant for UCM Vocation Program	(20,000)	(9,301)	(20,000)	(20,000)
Less: Donations	(3,000)	0	(3,000)	0
Total	46,070	50,078	46,070	45,500
<u>Board of Laity</u>				
Administration	200	0	200	200
Connectional Dues & Travel	2,100	488	2,100	2,100
Lay Leadership Development	800	0	800	800
CBOL Training & Resourcing	500	95	500	500
AC Expenses / Resources	500	0	500	500
Laity Convocation	2,000	500	2,000	2,000
Lay Equalization for AC	11,000	954	11,000	11,000
Total	17,100	2,037	17,100	17,100

2023 Pre-Conference Workbook - Part 1

	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
<u>Board of Ordained Ministry</u>				
Administration:				
Administration of the Board	7,000	1,043	7,000	7,000
Meetings	30,000	26,108	24,000	24,000
Training and Resources for Training			6,000	6,000
Executive Committee	250		250	250
Ministry Orders/Clergy Covenant Team	350		350	350
BOM Staff Continuing Education	900	900	900	900
Board Training	1,500	575	1,500	1,500
GBHEM Passage database			1,000	1,000
Recruitment/Screening/Nurture:				
Mentoring LLP, Candidates and Provisional and Mentors	1,500	120	4,500	4,500
Provisional Members Residency Program	6,500	12,743	6,500	6,500
Inquiring Candidates Retreats/Orientation to Ministry	7,500	6,725	7,500	7,500
Ordination/Commissioning Service Expenses	2,100	5,595	3,500	3,500
Psychological Assessment Services	35,000	31,743	35,000	35,000
Background Checks	750	1,393	1,800	1,800
Recruitment/Seminary Visits	1,000	50	1,000	1,000
New Ministry Orientation	1,500	2,945	2,000	2,000
8 Year Assessment and Development Process	2,000	0	2,000	2,000
Less: Meeting Costs Reimbursements	(1,000)	(150)	(1,000)	(1,000)
Less: Provisional Members Residency Registration Fees	(500)	0	(500)	(500)
Less: Inquiring Candidates Registration Fees	(2,000)	(1,200)	(2,000)	(2,000)
Less: New Ministry Orientation Registration Fees	(1,000)	(120)	(1,000)	(1,000)
Less: Psychological Assessment Fees from Candidates	(8,250)	(2,250)	(8,250)	(8,250)
Less: C732 Ministerial Education Fund	(15,000)	(19,518)	(15,000)	(20,000)
Total	70,100	66,702	77,050	72,050
<u>Joint Board of Pensions, Insurance & Equitable Compensation</u>				
Administration	6,000	467	6,000	2,000
Sabbatical Clergy Death/Disability Premium	1,400		1,400	1,400
Hardship	5,000	6,063	3,000	3,000
Health Ins. Premiums-Surviving Spouse-Active Clergy	5,000		5,000	5,000
Retired Clergy Health Insurance Premiums	598,800	598,800	600,800	600,800
Disabled Clergy Health Insurance Premiums	100,000	85,905	80,000	80,000
Health Ins. Premiums-Voluntary Transition Program	6,000		-	-
Equitable Compensation	13,650	13,650	50,000	50,000
Less: Contribution from East Wis. Pension Trust	(100,000)	(150,000)	(150,000)	(200,000)
Less: Designated Funds:				
C730 Permanent Pension Fund	(146,591)	(169,231)	(148,636)	(127,800)
C348 Ministerial Pension Memorial Fund	(70,323)	(81,189)	(71,309)	(61,350)
C044 Ministerial Insurance Memorial Fund	(21,967)	(26,103)	(23,553)	(20,800)
Total	396,969	278,362	352,702	332,250
<u>Conference Youth Council</u>				
Youth Ministries Administration & Program	1,000	0	1,000	1,000
Wis. Adults in Youth Ministry Admin & Program	500	442	500	500
Youth Events	4,290		4,290	5,000
Less: User Fees from Conference-wide Events	(3,000)		(3,000)	(3,000)
Total	2,790	442	2,790	3,500
TOTAL CLERGY & LAY LEADERSHIP	599,494	407,952	561,127	521,900
PERCENT	9.8%	6.7%	8.8%	8.5%

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	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
CONNECTIONAL MINISTRIES				
<u>Board of Camp & Retreat Ministries</u>				
Camp (income) or Loss	0	65,780	0	0
Camp Insurance	35,000	0	36,000	36,000
Camp Property Taxes	58,000	84,615	60,000	60,000
Total	93,000	150,395	96,000	96,000
<u>Board of Church & Society</u>				
Administration	500		500	
Training/Education	1,500		1,500	
Immigrant and Refugee Ministries	0		900	
Justice with Zeal Grants	1,000		1,000	
Peace with Justice Grants	5,000		5,000	5,000
Less: Designated Funds C705 BOCS Peace with Justice	(5,000)		(5,000)	(5,000)
Total	3,000	0	3,900	0
<u>Board of Global Ministries</u>				
Administration-Board Meetings	500	0	500	500
Health & Welfare:				
Administration-Meetings, Dues	500	0	500	250
Golden Cross Offering Expenses	3,500	0	3,500	0
Northcott Neighborhood House	80,000	81,166	80,000	81,000
UM Children's Services	151,000	152,166	151,000	151,250
UM Hospital Ministry (Closed in 2021)	0	0	0	0
Harbor House Crisis Shelter	25,000	26,166	25,000	25,000
Emerging Needs	7,400	0	7,400	7,000
C312 Health and Welfare Foundation				(15,000)
Mission Motivation:				
Administration	500	4,605	1,000	1,000
Conference Partnerships	900	0	3,200	3,200
Conference Missions Secretary	450		450	450
Mission Education & Interpretation	900	0	400	400
Mission Itineration	250		250	250
Immigration Task Force	0	21,738	0	0
Less: Immigrant Assistance Fund Donations		(28,163)		
District Mission Secretaries	1,250		1,250	1,250
Rainbow Covenant	300	0	300	300
Community Ministries:				
Interfaith Conference of Greater Milwaukee	2,250	2,250	2,250	2,250
Mentoring Connections-Madison Urban Ministries	700	700	700	700
Native American Plan	2,800	0	500	500
Immigrant/Refugee Min. (moved to Church and Society)	900	900	0	0
Volunteers in Mission-National:				
Administration	500	151	500	500
Background Checks	1,000	59	1,000	100
Scholarships	475	530	475	475
Donation to Jurisdictional VIM	475	475	475	475
Less: Donations NVIM	0	(1,763)	0	0
Volunteers in Mission-International:				
Administration	500	200	500	500
Scholarships	500	0	500	500
Disaster Task Force				
Administration	1,400	83	1,400	500
Disaster District Coordinator Training	1,400	0	1,400	500
Total	285,350	261,263	284,450	263,850

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	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
<u>Commission on Religion & Race</u>				
Administration	300		300	300
Programming	300		300	300
Caucuses:				
Caucus-Asian	1,500	1,912	1,500	1,500
Caucus-Black	2,500	2,015	2,500	2,500
Caucus-Hmong	2,500		2,500	2,500
Caucus-Hispanic	2,000	1,287	2,000	2,000
Caucus-Korean	2,700	4,200	2,700	2,700
Caucus-Native American	1,000	1,000	1,000	1,000
Cross Cultural Training	2,000	62	2,000	2,000
Jurisdictional Commission Dues	1,000		1,000	1,000
Less: Participant Fees	(2,500)		(2,500)	(2,500)
Less: Donations for Asian Caucus	(1,500)	(400)	(1,500)	(1,500)
Less: Donations for Black Caucus	(500)		(500)	(500)
Less: Donations for Korean Caucus				
Less: Donations for Hmong Caucus	(1,000)	0	(1,000)	(1,000)
Total	10,300	10,076	10,300	10,300
<u>Commission on the Status & Role of Women</u>				
Administration/Meetings	(1,500)	0	100	0
Total	(1,500)	0	100	0
<u>Communications and IT</u>				
Administration	3,000	5,652	3,000	3,000
Marketing Materials	10,000	1,148	5,000	5,000
Training Events	4,000	441	4,000	4,000
Video Photography Expense	10,000	25,993	5,000	5,000
Phone and Internet	17,500		17,500	15,000
Software and Licenses	6,700		6,700	6,700
Conference Computer Equipment	10,000		10,000	10,000
Website/Database Maintenance	13,100		13,100	13,100
Horstman Network Support	56,784	77,376	56,784	56,784
Annual Conference Session IT Services	0	3,785	0	0
Total	131,084	114,395	121,084	118,584
<u>Commission on Unity & Interreligious Relationships</u>				
Administration	500	-	500	500
Interfaith Bus Tour	5,500	0	5,500	5,500
Wisconsin Council of Churches Membership	40,000	40,051	40,000	40,000
Less: Participant Registration Fees	(5,500)		(5,500)	(5,500)
Total	40,500	40,051	40,500	40,500
<u>Delegation</u>				
Administration	4,300	1,157	2,000	4,000
Total	4,300	1,157	2,000	4,000
<u>Ministry & Outreach</u>				
Administration	1,000	149	1,000	500
Grants & Scholarships	2,000	(129)	2,000	0
Ongoing Ministry Support	2,000	1,143	2,000	2,000
Special Program Support	2,500	319	2,500	1,000
Dongbu Task Force	5,000	3,964	5,000	5,000
Total	12,500	5,446	12,500	8,500

2023 Pre-Conference Workbook - Part 1

	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
<u>Personnel Committee</u>				
Meetings	800	0	800	800
Administration (GCFA Human Resource Consulting	20,000	23,779	25,000	15,000
Ministry & Outreach:				
Compensation	230,890	213,941	225,796	234,379
Social Security	9,178	6,912	8,522	8,961
Pension	26,507	25,122	25,982	26,954
Health Insurance	64,752	45,500	67,200	70,560
Death & Disability Insurance	3,895	5,246	5,419	4,688
Worker's Compensation Insurance	1,500	0	1,500	1,500
Communications				
Compensation	108,640	109,666	119,099	128,616
Social Security	8,311	7,562	9,112	9,839
Pension	9,970	12,063	13,100	10,883
Health Insurance	16,188	15,600	33,600	17,640
Death & Disability Insurance	600	1,045	2,858	2,572
Worker's Compensation Insurance	600	0	900	900
Finance and Administration:				
Compensation	347,875	361,799	358,139	306,715
Social Security	19,820	20,062	21,765	16,201
Pension	39,274	39,408	40,470	34,687
Health Insurance	48,564	46,800	50,400	70,560
Death & Disability Insurance	3,624	7,321	8,628	6,134
Worker's Compensation Insurance	1,500	0	3,000	2,400
Independent Contractors	0	0	0	0
District Offices:				
Compensation	107,978	107,969	111,218	114,000
Social Security	8,260	7,675	8,508	8,722
Pension	11,878	11,878	12,234	12,540
Health Insurance	0	15,600	16,800	17,640
Death & Disability Insurance	2,000	1,787	2,669	2,280
Worker's Compensation Insurance	600	0	1,200	1,200
Camp & Retreat Ministries Leadership Team:				
Compensation	109,977	106,116	105,564	106,502
Social Security	8,413	7,023	8,076	8,147
Pension	15,122	11,673	11,612	11,716
Health Insurance	32,376	31,200	33,600	35,280
Death & Disability Insurance	1,500	1,793	2,534	2,130
Worker's Compensation Insurance	5,000	0	5,000	5,000
Ordained Ministries:				
Compensation	72,964	73,106	75,299	77,178
Pension	8,756	8,773	9,036	9,261
Health Insurance	16,188	15,600	16,800	17,640
Death & Disability Insurance	1,970	1,754	1,807	1,544
Worker's Compensation Insurance	600	0	600	600

2023 Pre-Conference Workbook - Part 1

	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
Congregational Development:				
Compensation	110,917	112,811	114,391	117,245
Pension	13,310	13,327	13,727	14,069
Health Insurance	16,188	15,600	16,800	17,640
Death & Disability Insurance	2,995	2,667	2,745	2,345
Worker's Compensation Insurance	600	0	600	600
Conference Secretary:				
Compensation	28,595	28,595	29,453	31,446
Worker's Compensation Insurance	75	0	75	75
Contingency for Health insurance	15,420		0	0
Less: C736 BTRU ParsonageFund	(18,000)	(18,677)	(20,000)	(20,000)
Less: From Group Health Ins Plan (Finance Staff)	(30,000)	(30,000)	(30,000)	(30,000)
Less: From Pension/PPP Plan (Finance Staff)	(30,000)	(30,000)	(30,000)	(30,000)
Less: Funding for Archives Work	(15,000)	(8,195)	(15,000)	0
Less: Funding from Foundation	(25,000)	(25,000)	(25,000)	(25,000)
Total	1,436,170	1,404,901	1,501,638	1,479,789
<u>Program & Arrangements Committee</u>				
Administration	1,000	2,084	1,000	1,000
Food Plan Expenses	36,000	17,584	36,000	36,000
Plenary	24,000	32,936	24,000	24,000
Worship	26,000	34,392	26,000	26,000
Speakers	10,000	2,388	10,000	10,000
Printing	1,000		1,000	1,000
Local Arrangements	8,000	4,456	8,000	8,000
Technical	45,000	27,494	45,000	45,000
Scholarships	1,000		1,000	1,000
Registration	9,000	4,475	9,000	9,000
Child Care	7,000	854	7,000	7,000
Camp in the Community	0		0	0
Facilities & Design	12,000	4,482	12,000	12,000
Less: Registration Reimbursement	(148,750)	(100,045)	(148,750)	(148,750)
Less: Sponsorships		(2,663)		
Less: Food Plan Reimbursement	(25,000)	(18,147)	(25,000)	(25,000)
Less: Display Table Rent	(3,000)		(3,000)	(3,000)
Less: Child Care Use Fee	(600)	(180)	(600)	(600)
Less: Camp in the Community	0		0	0
Less: Lanyard Sales	0	(432)	0	0
Less: Hotel Commissions	(2,650)		(2,650)	(2,650)
Total	0	9,678	0	0
TOTAL CONNECTIONAL MINISTRIES	2,014,704	1,997,362	2,072,472	2,021,523
PERCENT	32.8%	32.9%	32.6%	33.1%

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	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
CONFERENCE SUPPORT MINISTRIES				
<u>Board of Trustees</u>				
Administration	1,400	1,090	800	800
UM Center:				
Utilities	51,000	51,781	42,000	52,000
Cleaning Supplies & Services	28,000	28,167	25,000	25,000
Grounds Maintenance	12,000	15,627	21,000	21,000
Building Repairs & Maintenance	36,000	31,580	32,000	32,000
Administration & Misc. Building Expenses	500	5,023	7,000	7,000
Insurance	11,000	0	11,000	11,000
Insurance	20,000	0	22,000	22,000
Capital Expense Reserve	20,000	20,000	20,000	20,000
Less: Conference Center Rental Income	(15,000)	(15,000)	(15,000)	(37,000)
Gain/Loss from Sale of Church Property				
Total	164,900	138,268	165,800	153,800
<u>Commission on Archives & History</u>				
Archival Supplies	1,150	2,589	1,150	1,150
Archives Outreach	3,200	848	3,200	3,200
Conference Museum	29,000	4,347	29,000	29,000
Sanford Archives Center	20,000	18,955	20,000	20,000
Archivist Consulting				20,000
Less: Outreach Income	0	(1,003)	0	0
Less: Designated Funds:				
C885 Weiler Memorial	(29,000)	(4,347)	(29,000)	(29,000)
C1341 Archives Support Fund	0	(20)	0	0
C1439 Archives Sanford Center	(20,000)	(18,955)	(20,000)	(20,000)
Total	4,350	2,414	4,350	24,350
<u>Conference Office</u>				
Travel	12,000	25,353	10,000	10,000
Professional/Staff Development	4,000	1,239	6,000	6,000
Supplies & Services	12,320	68,137	15,000	15,000
Postage	10,000	3,771	7,500	5,000
Telephone/internet	2,000	5,623	5,500	5,500
Equipment - lease and maintenance	4,000	2,607	4,000	3,000
Finance Software	13,000		13,000	1,500
VANCO processing fees	24,000		24,000	30,000
Total	81,320	106,730	85,000	76,000
<u>Conference Secretary</u>				
Administration	3,000	2,634	3,000	3,000
Printing	2,500	0	2,500	1,500
Equipment	2,000	419	2,000	500
Total	7,500	3,053	7,500	5,000
<u>Council on Finance & Administration</u>				
Administration/Meetings	250	0	250	0
Audit Fees	25,000	25,536	25,000	35,000
Legal Fees Relating to Other Issues	0	56,018	50,000	24,625
Program Initiatives	1,000	1,483	1,500	1,500
Bank Service Charges	11,250	5,149	5,000	5,000
Donations for Boy Scouts	0	(17,926)	0	0
Total	37,500	70,260	81,750	66,125

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	2022 APPROVED BUDGET	2022 PRELIMINARY ACTUAL	2023 APPROVED BUDGET	2024 PROPOSED BUDGET
<u>Episcopacy Committee</u>				
Administration	0	0	0	0
Professional Development for Bishop	0	0	0	0
Episcopal Residence Reserve Fund	3,000	0	3,000	0
Celebrations, Changes of Episcopal Assignments	0	0	0	5,000
Total	3,000	0	3,000	5,000
TOTAL CONFERENCE SUPPORT MINISTRIES	298,570	320,725	347,400	330,275
OTHER				
PERCENT	4.9%	5.3%	5.5%	5.4%
<u>Cash Reserve (Interest and other income)</u>				
Add Back to (Use from) Cash Reserve	(274,339)	(232,564)	0	0
Less: Interest Income	(5,000)	(15,138)	(6,000)	(30,000)
Camp transfers to cover losses		(80,000)		
Prepaid insurance to allocate		117,884		
Total	(279,339)	(209,818)	(6,000)	(30,000)
PERCENT	-4.5%	-3.5%	-0.1%	-0.5%
TOTAL EXPENSES	6,145,085	6,063,734	6,364,328	6,114,810
Percent	100.0%	100.0%	100.0%	100.0%
BUDGETED EXCESS (DEFICIT)	0	0	0	0