


VIII. REPORTS

A. Reports of Conference Action

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

IMPORTANT: A complete copy of the *2016 Post-Conference Manual*, as amended and adopted by the 2016 Iowa Annual Conference Session, can be found on the Conference's website and is on file in the office of the Conference Secretary, Conference Journal Editor and also in the office of the Assistant to the Bishop for CCMC. Action Items are printed as adopted in this Reports Section.

For motions regarding the action of the 2016 Iowa Annual Conference please see the section entitled "Daily Proceedings" in this *Conference Journal*.



2017 Approved Budget

IOWA ANNUAL CONFERENCE THE UNITED METHODIST CHURCH

Apportionment Analysis

	2014	2015	2016	2017	\$ Change
General Church Apportionments					
Episcopal Fund	351,577	367,572	367,572	374,075	6,503
Ministerial Education Fund	413,365	420,748	420,748	426,639	5,891
General Church Administration	145,305	147,932	147,932	149,991	2,059
North Central Jurisdictional Administration	22,954	22,954	22,954	19,073	(3,881)
Interdenominational Coop Fund	32,313	32,921	32,921	33,366	445
World Service Fund	1,204,039	1,225,560	1,225,560	1,263,166	37,606
Black College Fund	164,880	167,841	167,841	170,182	2,341
Africa University	36,897	37,556	37,556	38,086	530
Total General Church Apportionments	2,371,330	2,423,084	2,423,084	2,474,578	51,494
Allowance for Unpaid Apportionments	368,000	362,070	484,617	494,916	10,299
Adjust General Church Apportionments	2,739,330	2,785,154	2,907,701	2,969,494	61,793
Conference Ministries					
Board of Ordained Ministries	75,723	72,470	93,035	80,123	(12,912)
Board of Pensions	218,581	250,535	0	0	-
Board of Trustees	962,543	829,293	504,220	416,320	(87,900)
Commission on Equitable Compensation	179,047	181,050	140,000	154,000	14,000
District Funds	2,853,902	2,853,968	2,840,378	2,796,106	(44,272)
Clergy Support Ministries	415,935	455,500	450,000	447,700	(2,300)
Episcopal Funds	821,125	816,895	751,974	711,757	(40,217)
Pastoral Care and Counseling	155,600	160,530	162,164	162,164	-
Conference Administrative Committees	239,128	295,936	263,016	265,206	2,190
Council on Finance and Administration	826,853	872,800	805,739	792,097	(13,642)
Iowa United Methodist Foundation	-	-	0	0	-
Connectional Ministries Council	884,390	885,040	912,000	886,712	(25,288)
Commission on Archives and History	23,205	23,000	23,000	23,000	-
Cash Reserves Replenishment	500,000	500,000	250,000	-	(250,000)
Total Conference Ministries	8,156,032	8,197,017	7,195,526	6,735,185	(460,341)
Allowance for Unpaid Apportionments	1,913,143	1,678,907	1,606,705	1,531,609	(75,096)
Adjust Conference Ministries	10,069,175	9,875,924	8,802,231	8,266,794	(535,437)
Conference Missions					
Board of Camp, Conference and Retreat Ministries	635,546	742,150	791,229	671,316	(119,913)
Board of Church and Society	14,107	7,110	6,164	4,734	(1,430)
Board of Discipleship	18,962	8,580	6,964	6,000	(964)
Board of Global Ministries	701,857	776,717	720,649	741,336	20,687
Board of Higher Education and Campus Ministries	898,883	752,658	644,321	635,000	(9,321)
Board of Laity	11,469	14,874	12,797	13,650	853
Commission on Christian Unity and Interreligious Concer	-	-	(0)	(0)	-
Commission on Ministries with Persons with Disabilities	-	-	(0)	0	0
Commission on Religion and Race	28,291	20,700	16,930	31,811	14,881
Commission on Status and Role of Women	-	372	800	855	55
Older Adult Council	3,479	1,418	500	(0)	(500)
Young Adult Council	7,646	-	(0)	(0)	-
Council on Youth Ministries	19,116	-	(0)	(0)	-
District Councils on Ministries	79,924	89,596	80,507	70,400	(10,107)
Emerging Ministries	-	53,648	36,000	(0)	(36,000)
Matthew 25 Fund	210,268	214,592	144,000	144,000	-
Total Conference Missions	2,629,548	2,682,415	2,460,861	2,319,102	(141,759)
Camp Deficit Reduction	38,500	-	-	-	-
Allowance for Unpaid Apportionments	796,949	670,604	639,824	616,584	(23,240)
Adjust Conference Missions	3,464,997	3,353,019	3,100,685	2,935,686	(164,999)
Recap:					
General Church apportionments	2,739,330	2,785,154	2,907,701	2,969,494	61,793
Conference Ministries	10,069,175	9,875,924	8,802,231	8,266,794	(535,437)
Conference Missions	3,464,997	3,353,019	3,100,685	2,935,686	(164,999)
Total	16,273,502	16,014,097	14,810,617	14,171,974	(638,643)

Section I: Conference Ministries – Episcopal Office

The items in this section cover areas of the conference's work related to the ministries of the Bishop, Cabinet, District Staff, Connectional Ministries Staff and the Office of Pastoral Care and Counseling.

Episcopal Office Staff, Communications, and Human Resources

ACTION ITEM # 101

1. State the primary purpose of your agency.

The Bishop is to provide general oversight for the fiscal and program operations of the Annual Conference, to ensure fair process for clergy and laity, and deploy clergy.

a. How, specifically, is your ministry area/agency fulfilling its responsibilities as required by the Discipline and/or Rules of Order?

The work and office of the Bishop is required by the 2012 *Book of Discipline* of the United Methodist Church to provide Leadership, Spiritual and Temporal, to the United Methodist Church, to perform Presidential Duties, and work with the Ordained Licensed, Consecrated, and Commissioned Personnel, ¶§414, 415, & 416.

b. How is your Ministry Plan informed and guided by the Annual Conference's Strategic Priorities?

The Episcopal Office is working with others to shepherd, implement and maintain accountability to the Strategic Priorities.

2. Outline your 2017 Ministry Plan, including the financial plan required to support your Ministry Plan and the amount of funding you are requesting from apportionments.

The Episcopal Office works and coordinates the work of our District Ministry Teams (Superintendents, Field Outreach Ministers, District Administrative Assistants) the Ministry Cabinet, Conference Communications, Human Resources, the Board of Ordained Ministry, Connectional Ministries, the Annual Conference Session Committee, Ministerial Ethics, Conflict Transformation, Intentional Interim Ministry, the Board of Laity, and the various task forces as called by the Bishop.

3. What were your ministry's most significant accomplishments in 2016?

The selection of Spiritual Leadership Incorporated as the team to begin the work to implement "The Healthy Conference Initiative" adopted by the 2015 annual Conference. Work has begun with two operational teams: the Bishop's Team and the Appointive Cabinet.

4. Looking at your recent past and your current and future Ministry Plans, what are the specific, measureable goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your agency's work/ministry?

Further development of the Bishop's Operational Team and completion of the year-long consultation process with Spiritual Leadership Inc. Included in that process is the adoption of an adaptive process of Plan-Reflect-Adjust-Do.

5. What changes are you making based on your evaluation of your agency's work/ministry?

These are yet to be determined.

6. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

N/A

- b. **Please state how your agency reviews, approves, and determines funding levels for each application.**
N/A
- c. **Are there any additional criteria used if an applicant has previously received funds from your agency.**
N/A
- d. **Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**
N/A

2017 Apportionment \$711,757

District Staff and Operations

ACTION ITEM # 102

1. State the primary purpose of your agency.

Paragraph 419 of The 2012 *Book of Discipline* states: "As an extension of the office of bishop, the district superintendent shall oversee the total ministry of the clergy (including clergy in extension ministry and ministry beyond the local church) and of the churches in the communities of the district in their missions and witness and service in the world.

a. How, specifically, is your ministry area/agency fulfilling its responsibilities as required by the Discipline and/or Rules of Order?

The District Ministry Team and the appointment of clergy as an appointive cabinet. In addition to the ministry of the district superintendent, the Field Outreach Minister, as has been determined by Annual Conference action, is to resource local churches in providing effective leadership, ministry programs and mission outreach within their local community and globally working in conjunction with other congregations or community groups.

b. How is your Ministry Plan informed and guided by the Annual Conference's Strategic Priorities?

We are working to focus our personal and financial resources on developing leaders, developing and redeveloping transformational communities of faith.

2. Outline your 2017 Ministry Plan, including the financial plan required to support your Ministry Plan and the amount of funding you are requesting from apportionments.

The Districts have been working with the Bishop's Office and Ministry Cabinet to share our ministry plans and be accountable to them. We are working toward a sustained focus on vision and leadership development, Missional appointment making, and giving leadership to our Conference and Districts. These funds will be used for staff salaries and expenses, office, and equipment costs

3. What were your ministry's most significant accomplishments in 2016?

Working with the Ministry Cabinet and Parish Development to Identify and prioritize five new communities of faith. Those five are up and going and have funding for the next year. Progress continues as the Healthy Church Initiative is expanded in every district.

4. Looking at your recent past and your current and future Ministry Plans, what are the specific, measureable goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your agency's work/ministry?

We continue to grow in collaboration as teams, while maintaining a focus on the Healthy/Small Church Initiative, and in the deployment of lay and clergy leadership.

5. What changes are you making based on your evaluation of your agency's work/ministry?

Each district is working to develop operational teams to develop a culture of experimentation and learning to make the adaptive changes need to provide leadership in transformational work in our communities and towns.

6. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

N/A

b. Please state how your agency reviews, approves, and determines funding levels for each application.

N/A

c. Are there any additional criteria used if an applicant has previously received funds from your agency.

N/A

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

N/A

2017 Apportionment \$ 2,796,106

Clergy Support

ACTION ITEM # 103

1. State the primary purpose of your agency.

The work of the Appointive Cabinet – District Superintendents and Bishop - is to oversee the total ministry of the clergy and of the churches in the communities of the Iowa Annual Conference throughout each district as they pursue their mission of making disciples of Jesus Christ for the transformation of the world. In the context of this overall work specific attention is given to the following five key areas: Spiritual and Pastoral Leadership, Supervision, Deployment of Personnel, Administration, and Program. The most obvious ways this work is seen is through conducting Church Conferences, making Appointments, and consulting with churches on a variety of issues. The cabinet manages funds which directly support the deployment of pastors and the ministry of the congregations of the Iowa Annual Conference.

a. How, specifically, is your ministry area/agency fulfilling its responsibilities as required by the Discipline and/or Rules of Order?

The clergy support budget has the primary purpose of addressing the needs of an itinerant system of clergy deployment. We use a missional strategy of making appointments which means that we appoint pastors with specific abilities to those communities that have the needs for those specific skills. We believe this is the best way to create more world-transforming communities of faith. The needs of the itinerant system include moving expenses and consultation related to moving, recruitment of clergy and helping clergy exit ministry. (paragraph 419) Support of emergency needs for pastors and congregations through the sustentation fund, (paragraph 626).

b. How is your Ministry Plan informed and guided by the Annual Conference's Strategic Priorities?

The Clergy Support Funds seek to addresses the on-going needs of our itinerant system and needs of clergy and churches who find themselves in

special circumstances. The resources requested support our mission of making disciples for Jesus Christ and working to create world transforming communities of faith by deploying and supporting clergy where they are most needed to accomplish these tasks.

2. Outline your 2017 Ministry Plan, including the financial plan required to support your Ministry Plan and the amount of funding you are requesting from apportionments.

The intervention fund addresses the need to provide outside assistance for clergy and churches in difficult situations. The missional Support fund helps to provide funds where special clergy skills are needed and congregations are not able to provide sufficient financial support to secure these skills. Several ethnic congregations are supported in this way. The Disability Support Fund provides some assistance for clergy who are in need additional support to do the work of ministry. The clergy support budget also includes limited funds for coaching in instances where clergy are appointed to charges where they have the ability, but do not yet have the experience that would enable them to be successful immediately without some support. The sustentation fund also receives an offering from the Clergy Session of Annual Conference.

3. What were your ministry's most significant accomplishments in 2016?

There was significant assistance to congregations in the combined response of the Cabinet in Conflict Transformation.

4. Looking at your recent past and your current and future Ministry Plans, what are the specific, measureable goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your agency's work/ministry?

The only real benchmarks are the visitation of 10 Seminaries with 8 visited in 2015 and the goal of limiting moves to 85.

5. What changes are you making based on your evaluation of your agency's work/ministry?

The Cabinet is engaged in Spiritual Leadership Inc.

6. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

N/A

b. Please state how your agency reviews, approves, and determines funding levels for each application.

N/A

c. Are there any additional criteria used if an applicant has previously received funds from your agency.

N/A

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

N/A

2017 Apportionment \$447,700

Connectional Ministries Staff and Operations

ACTION ITEM # 104

1. State the primary purpose of your agency.

The Connectional Ministries Council staff and budget provides resources and infrastructural support to the benevolence agencies of the conference in their work

of creating world-transforming communities of faith, developing and equipping transformational leaders, and assisting with alignment of resources to those primary tasks. Resourcing is provided directly through the work of the Leadership Development Ministers as they assist congregations and groups within the conference to rediscover their ministry contexts and find ways to connect the gospel with their communities. Administrative and financial support is provided for agencies in the districts and the conference through direct grants for ministry, staffing that offers administrative support for agencies, and funding that enables agencies to meet and to train their members.

This area also stewards the proceeds of Advance Special #223, the Disaster Relief Fund and oversees the disaster response efforts of the annual conference.

a. How, specifically, is your ministry area/agency fulfilling its responsibilities as required by the Discipline and/or Rules of Order?

¶608 of the 2012 *Book of Discipline* of The United Methodist Church states that the purpose of the Connectional Ministries area of the annual conference is to:

- Envision the ministries necessary to live out the mission of the church in and through the annual conference;
- Create and nurture relationships and connections among the local, district, annual conference and general church ministries;
- Provide encouragement, coordination and support for the ministries of nurture, outreach and witness in districts and congregations for the transformation of the world;
- Ensure the alignment of the total resources of the annual conference to its mission;
- Develop and strengthen ethnic ministries; and
- Provide for advocacy and monitoring functions to ensure that the church is consistent with its stated values.

Because it is the responsibility of the Conference Connectional Ministries Council (CCMC) to align resources of the conference to its mission, the conference's Strategic Priorities are utilized in the development and implementation of the ministry plans of all the benevolence agencies.

b. How is your Ministry Plan informed and guided by the Annual Conference's Strategic Priorities?

The work of the Connectional Ministries staff is directed toward assisting and leading the congregations and missional agencies of the conference in fulfilling these purposes through their programs, outreach and advocacy activities.

The Leadership Development (LD) staff is comprised of two full-time staff persons working in the areas of Evangelism and New Ministry Development and Camping and Christian Formation. The staff focuses their work on the strategic priorities of developing leaders and developing new ministries within their areas of responsibility, as well as working within the Ministry Cabinet to strategize new ministry initiatives and implementing the Healthy Church Initiative.

The support staff works with other conference staff and the mission agencies to provide administrative support. In 2015, support staff assumed additional responsibilities, coordinating and collaborating with other areas of conference work to more efficiently support ministry.

The Advocacy Team provides witness and presence during the sessions of the Iowa Legislature. The team is comprised of interested persons who receive training, session-long coaching from an advocacy consulting firm and a small honorarium for their work. They select a few issues that will be followed during the Session, write position papers on those issues from our United Methodist tradition and resolutions, and communicate with legislators about how our positions relate to specific legislation that is being proposed and with United Methodists about how they can effectively engage with the issues and the legislative process.

The grant provided to Iowa Religious Media Services enables our congregations to access excellent educational resources that support their ongoing programs of Christian Education and discipleship development.

2. Outline your 2017 Ministry Plan, including the financial plan required to support your Ministry Plan and the amount of funding you are requesting from apportionments.

During 2017, the CCMC staff will include:

- Two full-time Leadership Development Ministers
 - Camping and Christian Formation, which provides supervision to the Board of Conference, Camp and Retreat Ministries and the three camp site directors, as well as support for the areas of Christian Education and Spiritual Formation, primarily through the work of the Board of Discipleship
 - Evangelism and New Ministry Development, which provides direction and consultation in the areas of revitalization and development of new faith communities, as well as recruitment and resourcing of church planters and new ministries, and
 - These staff members will continue to work collaboratively with leaders throughout the conference to increase our efforts in new ministry and leadership development
- Four Administrative Assistant positions, two full-time and two three-quarter time
 - Each staff position provides administrative support to the conference benevolence agencies and the programs these agencies support, such as the Healthy Church Initiative, School for Lay Ministry and the Academy for Spiritual Formation
 - Each staff position supports the Annual Conference Session, participating in the planning and preparation as well as giving on-site support during the Session
 - One staff position will be shared with the Human Resources department and also will work with the Episcopal Office in preparations for Annual Conference Session (and compensation for this position will be shared by all three areas)
 - The staff will continue to be flexible and collaborative as administrative support tasks are identified and plans are made to provide that support
- From January through June, a half-time Advocate will be employed to support the Change a Child's Story Initiative; a portion of the support for this position will be provided in partnership with the Board of Church and Society
- Seed funding will be provided to support "Matthew 25" emerging ministries—opportunities for ministry that arise during the year that meet a need, but for which other funding is not available
- Mileage and per diem (or meal) costs for the meetings and planning retreats of the benevolence agencies of the conference will be provided, and some funding will be available to assist in paying costs for agency representatives so that they may attend general church training events

- Continued support will be provided to Iowa Religious Media Services
- Two half-time LD positions—Young Adult and Generational Ministry and Social Justice and Mission—remain vacant for the time being. However, as conference leaders engage in the “Healthy Conference Initiative”/adaptive work that was initiated by legislation passed at the 2015 Annual Conference Session, these positions may be filled or reconfigured as determined would be most beneficial for the overall strengthening of the conference’s mission and fulfilling the conference’s strategic priorities.

The financial request for 2017 is:

Matthew 25 Emerging Ministries:	\$6,000
Leadership Development Events:	\$6,900
Program Resource Support:	\$132,235
Program Delivery Support:	\$766,660

3. What were your ministry’s most significant accomplishments in 2016?

The Leadership Development staff has been directly involved, through the Ministry Cabinet and the CCMC, in the discernment work and decision-making that has led to greater support of five new ministry initiatives in the conference. In their respective areas, they have been involved in developing the agencies assigned to them and in recruiting and developing new leadership for their areas. The support staff has effectively assumed additional responsibilities for providing financial reporting and analysis for the Board of Conference, Camp and Retreat Ministries, expanded assistance to the Healthy Church Initiative and School for Lay Ministry, and partnering the Human Resources department to provide additional staff support to HR’s work. A vacancy in the support staff was filled with a smooth transition.

The staff continues to work in a model of continuous assessment/reassessment of what needs to be done and how best to do it. The leadership staff set goals for their work and review/revise those goals three to four times a year.

The Advocacy Team continued to have positive impact in the legislative session, including influencing actions on bills that related to gambling, human trafficking and issues affecting those in poverty in our state. They continue to grow in their knowledge of how to impact the legislative process and connect to others to increase the effectiveness of their efforts. They have grown in how they function as a team and they continue to have success in recruiting and integrating new members. The Episcopal Office and Connectional Ministries Office continue to receive compliments for their level of professionalism and for their faithful witness, even in cases where others are in disagreement with them.

As the asset-based work of the LDMs for Young Adult and Generational Ministry and Social Justice and Mission came to an end, much useful information was gleaned that has continued to shape the conversations and the work among the leadership and the agencies. Among other effects, the reports from their activities led to conversations on leadership development and ministry development between agencies that do not normally work together and a conversation on ministries with young people is set for April 2016.

4. Looking at your recent past and your current and future Ministry Plans, what are the specific, measureable goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your agency’s work/ministry?

We measure progress by looking for growth and learning that leads to shaping the work and ministry in new ways: Are agencies growing in their skills and capacity for their work because of the assistance of the staff? Are we learning from our mistakes and finding better ways of doing things? Are we better able to take that

learning and let it shape and improve the ministry? Is the staff growing in their skills and capacity? Is collaboration increasing in frequency and fruitfulness?

5. What changes are you making based on your evaluation of your agency's work/ministry?

The work of the staff continues to evolve as we live into the conference's Strategic Priorities and work with the Ministry Cabinet, other conference staff and the benevolence agencies to accomplish what is needed to support ministry in the conference. Staff are evaluated formally once a year; the reality is that we are constantly analyzing the work that is needed and making adjustments or resetting goals in order to be responsive to the opportunities that arise. This is a practice and pattern for the work of all our staff, and it has allowed us to be creative and effective as staff turnover occurs and when it is important to integrate new tasks or do current tasks in a different way.

6. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

Iowa Religious Media Services:	\$74,400.00
Hillcrest Family Services Nativity Display	\$ 687.50

(to sponsor a HFS holiday season fundraising effort)

Disaster Relief grants were given out of Advance Special #223 to:

Ellsworth UMC:	\$1000.00
Radcliffe-St. John's UMC:	\$1000.00
Lake City Union Church:	\$1500.00
Rock Rapids UMC:	\$3967.40

b. Please state how your agency reviews, approves, and determines funding levels for each application.

Iowa Religious Media Services does not submit a grant application because our donation to this agency is part of a covenant agreement we have with other denominations to support this ministry.

Disaster Relief grants are given during times of disaster to meet immediate needs. They can be requested by the bishop, the district superintendents or local congregations' pastors; requests are submitted to the Disaster Response Coordinator and Assistant to the Bishop for Connectional Ministries.

Persons/congregations requesting grants from the Mt. 25 Emerging Ministry Funds are asked to state the goal of the ministry, the need the ministry is intended to address, the amount of the request and the rationale for it, and the other support that the ministry is already receiving from other sources.

c. Are there any additional criteria used if an applicant has previously received funds from your agency.

No.

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

Iowa Religious Media Services submits their annual report to the Assistant to the Bishop for Connectional Ministries, which includes their plan for ministry and budget report. The Iowa Annual Conference has representatives on the IRMS board and the Curriculum Review Committee, which allows for our ongoing participation in and evaluation of this ministry.

Disaster Relief, Matthew 25 Emerging Ministry, and other grants are intended to be one-time grants (unless, in case of a natural disaster, more funding is needed to assist a particular community or area). As such, their effectiveness is seen when the funds accomplish the purpose for which they have been

given. Grant recipients report back how the funding was utilized and how it met the stated need.

2017 Apportionment \$ 886,712

Office of Pastoral Care and Counseling

ACTION ITEM # 105

1. State the primary purpose of your agency.

To provide counseling, consultation, resources, trainings and workshops for ministerial professionals of The United Methodist Church and their families.

a. How, specifically, is your ministry area/agency fulfilling its responsibilities as required by the Discipline and/or Rules of Order?

The Office of Pastoral Care and Counseling (OPCC) provides approximately 1200 hours of direct counseling and consultation to over 200 pastors annually as well as provides workshops and trainings in areas of concern to pastoral care and counseling. Two to three groups in the areas of clergy renewal and a didactic on areas of concern are also provided. The Director also offers teaching at the School for Lay Ministry and Course of Study in areas of Care and Nurture and Ethics as well as consultation and support at the School for Ministry. The Director does staff day apart and District support days as well. Upon request by the District Superintendent the Director has provided listening sessions for churches involved with pastoral conflict or grief. The Director has added a grief support group for Women at the Well and works in its Reentry program.

b. How is your Ministry Plan informed and guided by the Annual Conference's Strategic Priorities?

Our Ministry Plan is a hands on effort to better equip disciples who are in leadership in the ministry of the Annual Conference. Through self-examination, self-care and attention to concerns affecting themselves or others (depression, marital, stress, suicide, grief, divorce, trauma, relocation, entry into the ministry or retirement to name a few), the OPCC seeks to reach out into the wider world through the care and keeping of our leadership. The OPCC provides education and training in matters of spiritual, emotional and psychological care for self and others and does so at different levels of Conference engagement, through individual, group and community settings. While the mandate is to focus on ministerial professionals, the OPCC extends its reach through resourcing personnel and churches within the Annual Conference.

2. Outline your 2017 Ministry Plan, including the financial plan required to support your Ministry Plan and the amount of funding you are requesting from apportionments.

The 2017 Ministry plan is to continue the mission to provide resources, counseling and consultation for Ministerial Professionals and their families in the Iowa Annual Conference. Satellite ministries currently include Mt. Vernon, Waterloo, Atlantic and Mason City with small groups being offered in Ames. An additional group experience will be offered considering the work of conflict management from the view of internal family systems. The main office is located in Urbandale. In 2017 attention will be paid to resourcing pastors dealing with conflict in their lives and/or the life of their congregations. We will also be following up on the care of military families after our convocation in 2016 with speaker Dr. Larry Graham from Illiff Seminary. With improvements in technology the OPCC will also employ the use of Skype and Facetime sessions to allow pastors in distant counties full access to services. The budget request for 2017 is \$162,164. This is a zero budget increase from 2016.

3. What were your ministry's most significant accomplishments in 2016?

The strong use of the office and its services continues to be gratifying. Individual sessions remain constant, and attendance at small groups is good. In 2015-16 a class was offered in the relationship between issues of the environment and issues of our personal wellbeing that has been well received. Our Clergy Renewal group increased its membership. We are welcoming Dr. Larry Graham to offer a day apart on ministry to families of military personnel. The Director also has agreed to offer two workshops at the School for Ministry in April supporting the main program and speakers. In June of 2016, nine persons will take a pilgrimage to Western Ireland on a trekking experience as culmination of the study of writer, poet, spiritual director and Catholic priest John O'Donohue. That group has met monthly to learn and consider the ideas of Celtic Christianity and the relationship between the outer and inner environment of our souls. Dr. Fraser also was able to offer seminars in self-care and spirituality to the Sparks Medical Hospital in Arkansas, The Des Moines Pastoral Counseling Center Prairiefire program, and the Unity Point CPE residency program. She also provided a day apart at Cornell College for students interested in spirituality and the work of dreams.

4. Looking at your recent past and your current and future Ministry Plans, what are the specific, measurable goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your agency's work/ministry?

Statistical use of the office, interest in small groups, invitations to provide listening sessions to churches and day apart for church staff and District teams. Community work involving teaching or providing resources on important issues concerning pastoral and spiritual care such as ministry to military families, self-care and adult development, the relationship between the inner world of the soul and the outer world of the ministry, how to live transformed lives.

5. What changes are you making based on your evaluation of your agency's work/ministry?

We added the Atlantic satellite and have increased use of Skype and phone consultations.

6. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

N/A

b. Please state how your agency reviews, approves, and determines funding levels for each application.

N/A

c. Are there any additional criteria used if an applicant has previously received funds from your agency.

N/A

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

N/A

2017 Apportionment \$ 162,164

Section II: Conference Ministries – Administration

The items in this section relate to specific areas of the conference's infrastructure: financial and property administration (including staff responsible for this area), clergy ethics training, nominations for conference agencies, planning and funding of the Annual Conference Session, historical record-keeping, the calling and credentialing of

clergy, and the administration of health insurance and pension benefits for clergy and laity in the conference.

Council on Finance and Administration

ACTION ITEM # 201

1. State the primary purpose of your agency.

The Council on Finance and Administration (CFA) is responsible for overseeing the financial health of the Iowa Annual Conference. CFA reports directly to the members of the Iowa Annual Conference. Among its duties are: over site of the Treasurer's office and supervision of the Conference Treasurer/Director of Administrative Services, reviewing budgets prepared by all boards and agencies, recommending annual budgets to the Annual Conference, developing and recommending apportionment formulas, and assisting in the design and implementation of apportionment interpretation efforts. CFA is also responsible for providing the funding for an audit firm for the annual consolidated audit of the Iowa Annual Conference and the Board of Pensions. Adequately funding the cash flow reserve is an important responsibility of CFA.

Over the past three years finding the appropriate balance between the Conference budget and the Local Church budget has been a priority, there have been reductions of over \$2 million in the apportionment budget reducing Conference Apportionments to approximately 16.5% of local church income.

2. Outline your 2017 Ministry Plan, including the financial plan required to support your Ministry Plan and the amount of funding you are requesting from apportionments.

For 2016, and the remainder of 2015, the Council will work faithfully to fulfill its mandates. Throughout the year, CFA will continue to monitor the conference finances and adjust as necessary to ensure the long-term financial health of the Conference.

The Council on Finance and Administration makes the following recommendations:

- Mileage for conference staff shall be reimbursed at the IRS mileage rate in force for the use of personal vehicles. If it is cost effective for a leased vehicle to be used, one shall be provided. If such provision for a leased vehicle is declined by conference staff, the use of their personal vehicle shall be at their own expense.
- Reimbursements for persons attending conference board and agency meetings shall be:
 - 15 cents per mile for one person in the vehicle attending a conference meeting, 25 cents per mile for two persons in the vehicle attending a conference meeting, and 35 cents per mile for three persons or more in the vehicle attending a conference meeting.
 - \$90 maximum per night for lodging and meals.
 - A meeting that is projected to last 8 hours or less is a one day meeting. Exceptions may be made by the board or agency chairperson to allow an overnight for those traveling long hours to the meetings, for those with handicapping conditions, or other extenuating circumstances.
 - Encourage conference boards and agencies to use internet and conference call technology as a means to save money.
- The Conference Council on Finance and Administration (CFA) is granted authority to make necessary editorial adjustments in the 2017 conference budget.

- Everything in this Action Item shall comply with all applicable requirements of the current *The Book of Discipline* and shall be interpreted and implemented, and modified if necessary, to comply with those requirements. If CFA, in consultation with the Bishop, discerns that an item needs to be reconciled with The Discipline, the members of the Iowa Annual Conference will be notified.
- The Audit Committee has examined the 2014 fiscal year audit and shared the audit with CFA and the Conference Board of Pensions. The Audit Committee reports the audit to be acceptable and in order.
- A clergy person appointed by the Iowa Annual Conference to develop churches not yet officially constituted, or to positions within the Conference where compensation is paid from the Central Treasury, shall have the housing allowance (exclusion), as defined under Section 107 of the Internal Revenue Code, determined by CFA prior to the beginning of each new year or prior to the beginning of each clergy's employment. The housing allowance (exclusion) may vary depending upon individual circumstances.
- Apportionment Formula: The budget adopted by the Annual Conference shall be apportioned to the congregations of the Annual Conference in accordance with Paragraph 247.14 and 614 of The 2012 *The Book of Discipline*. As soon as practicable after the Annual Conference Session, the Conference Treasurer shall notify each local congregation's pastor and treasurer of the amount that is their portion of our United Methodist Church's Shared Ministries, using the following method:
 - A percent of the four year average of income as reported on Statistical Table 3 line 81T.
 - A congregation failing to report all information for the statistical tables shall have their apportionment amount increased by 10% from the previous year's apportionment.
 - The percent of income needed to meet the Iowa Annual Conference apportioned budget shall be determined by CFA after it completes the budget building process in accordance with Paragraphs 612, 613, and 614 of The 2012 *The Book of Discipline*.
 - If there was an error in reporting prior year statistical information, a local church can apply to have this information corrected, this application must be approved by the Conference Statistician, the Council on Finance and Administration and the Appointed Cabinet. Any approved corrections will only apply to future year apportionments.
- Each congregation is to make payment of 100% of their connectional giving apportionments a priority for the year 2015. To aid in reaching this goal the office of Communications, CFA, CCMC and the appointive cabinet shall develop apportionment interpretation materials that may be used in each local congregation.
- The Iowa Annual Conference, being a model of accountability for local congregations, shall pay its General Conference Apportionments in full. These apportionments shall be the first benevolent responsibility of the Annual Conference.
- Our goal is to maintain an unrestricted reserve fund in the amount as recommended in the Financial Advisory Consulting Team (FACT) report prepared by the General Board of Pension and Health Benefits and the General Council on Finance and Administration. The purpose of the reserve fund is to provide the Conference with adequate cash-flow that can be utilized to bolster the sustainability of the Iowa Annual Conference and allow for the continuation of successful mission and ministry.
- The budget that is presented to the Annual Conference includes all revenues and all expenses. Beginning with 2014, the budget format will be presented showing the estimated uncollectible amount of apportionments. If during the

year CFA recognizes a change in apportionment receipts, they may instruct each board or agency to adjust spending plan to reflect the change in anticipated receipts.

- It is the desire of CFA to eliminate or minimize the carry-over of apportioned funds from year to year. All budgets presented assume no carry-over of apportioned funds. Any board or agency wishing to carry 2015 funds into 2016 must make application to the Council on Finance and Administration no later than November 1, 2015 following all procedures outlined in the Conference Rules of Order.
- The Annual Conference authorizes CFA, if necessary, to negotiate a line of credit from a commercial lender for the remainder of 2016 and 2017 to cover lease contracts, salaries, equitable compensation grants and grants to Connectional agencies, institutions and missional churches. The amount of the line of credit shall not exceed \$1,200,000. If the line of credit becomes necessary, the repayment plan will become an additional obligation of the Annual Conference and may be reflected in increased apportionments as well as plans for reduction in spending. (2012 *The Book of Discipline* ¶612.7)

3. What were your ministry's most significant accomplishments in 2016?

The Council on Finance and Administrations contributions have come most significantly in the area of apportionment reduction and local church training.

- Apportionment Reduction

In 2014, the Iowa Conference Apportionments were at 20% of local church income, making it one of the highest apportionment rates in the country. In the 2015, 2016 and proposed 2017 budgets there have been reductions of over \$2 million in the apportionment budget reducing Conference Apportionments to approximately 16.5% of local church income.

The plan is to further reduce apportionments to approximately 14% by 2019, which will place Iowa in-line with other Conferences in the United States.

- Local Church Training

Multiple items were added to support local church Treasurer and Administrators. Treasurer's Notes, a monthly publication giving tips and resources, was published monthly. Webinars were created to provide training on several topics including statistics, clergy w2s and audits. Finally, on January 30, 2016 there was an all-day training session for local church administrators held in Grinnell, more of these will be scheduled in the future.

4. Looking at your recent past and your current and future Ministry Plans, what are the specific, measureable goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your agency's work/ministry?

5. What changes are you making based on your evaluation of your agency's work/ministry?

6. If your agency administers grants, please answer the following questions:

- a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.
- b. Please state how your agency reviews, approves, and determines funding levels for each application.
- c. Are there any additional criteria used if an applicant has previously received funds from your agency.

- d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

2017 Apportionment \$ 792,097

Board of Trustees

ACTION ITEM # 202

1. State the primary purpose of your agency.

The Trustees provide oversight of Annual Conference Property (§2512). The Trustees provide oversight of the Conference Center and are responsible for oversight of all related contracts including janitorial services, lawn care, snow removal heating and cooling systems, and general maintenance. The Trustees, along with the Episcopal Residence Committee (ERC), are involved directly with the maintenance and improvement of the Episcopal Residence. The ERC seeks to provide a safe, hospitable residence for the Episcopal Family in accordance with the standards and expectations outlined in *The Book of Discipline*.

The Trustees have responsibility for providing eight District parsonages, insuring those dwellings comply with all Conference standards. The Board provides guidance and funding to District Parsonage Committees for routine maintenance.

The Trustees provide oversight of camp properties. The Trustees work with the Conference Board of Camps and Retreat Ministries, assisting the implementation of the current plans for the camping and ministries of the Iowa Annual Conference. The Trustees are charged with the task of disposing of closed and abandoned church properties. As the demographics of the Conference evolve, for planning purposes it is estimated that 15-20 churches per year will discontinue for each of the next ten years. Net proceeds from the sale of closed churches will provide monies for new church development [see 2012 *The Book of Discipline*, §2549.7].

Other responsibilities include Conference insurance and investment of Conference assets.

a. **How, specifically, is your ministry area/agency fulfilling its responsibilities as required by the Discipline and/or Rules of Order?**

-

b. **How is your Ministry Plan informed and guided by the Annual Conference's Strategic Priorities?**

-

2. Outline your 2017 Ministry Plan, including the financial plan required to support your Ministry Plan and the amount of funding you are requesting from apportionments.

- The Board of Trustees with the partnership of the Conference Treasurer have undertaken the responsibility to dramatically reduce the annual expenses of the Conference Center. In 2015 the facility was refinanced to significantly reduce annual expenses and building services have all been evaluated and "right-sized" to reflect a significant cost savings to the Conference.
- The Board of Trustees will sell the former Episcopal Residence (in Norwalk) in 2016, and will not have any mortgage payments on any episcopal residence in 2017.

- In 2016 & 2017, the Board of Trustees will partner with other agencies to determine how to best use the Legacy fund to promote new communities of faith.
- The Board of Trustees coordinates programs of property and casualty insurance covering all assets under the control of the Conference. Properties include the Episcopal Residence, all district parsonages and leased district offices, camps, and the Conference Center. Also required: bonding for Conference employees, some volunteers, directors and officers, as well as coverage for malpractice, employment issues, sexual harassment and other fiduciary relationships.
- In an effort to realize optimal costs for workers' compensation insurance for our individual churches and to guarantee coverage for all employees, every congregation within the Conference is required to participate in the Conference workers' compensation group plan.
- From time to time the Conference Board of Trustees is asked to assist local congregations having questions or specialized needs relating to property development, risk management, insurance coverage or compliance with the "Trust Clause" as defined by The 2012 *The Book of Discipline*. Trustees remain ready and willing to provide guidance related to local church property issues.
- In addition, to supervising insurance programs for the Annual Conference the Trustees encourage all local churches, at the very least, to acquire minimum coverage as defined in this report.

Local Church Property - Crime - Liability - Automobile Insurance Recommendations

Background:

The 2012 *The Book of Discipline* paragraph # 2533.2 instructs every local church as follows: "The Board of Trustees shall review annually the adequacy of the property, liability and crime insurance coverage on church owned property, buildings and equipment. The Board of Trustees shall also, annually review the adequacy of personnel insurance. The purpose of these reviews is to ensure that the church, its properties, and its personnel are properly protected against risks. The board shall include in its report to the charge conference the results of its review and any recommendations it deems necessary."

Insurance coverage should receive high priority due to the following:

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

Recommended Minimum Policy Limits for All United Methodist Churches:

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

Recommended Minimum Coverage / Limits:

Building & Contents Coverage	Minimum Coverage
Blanket Building and Contents Limit	Yes
Valuation	Replacement Cost
Agreed Value	Included

Business Income w/Extra Expense	\$100,000
Accounts Receivable	\$50,000
Appurtenant Buildings / Property in Open	\$50,000
Debris Removal	25% + \$25,000
Equipment Breakdown	Included
Fine Arts	\$25,000
Fire Department Service Charge	Actual Cost
Inventory & Appraisal Expense	\$5,000
Lock Replacement / Re-keying	\$10,000
Ordinance or Law:	
Value of Undamaged Portion	\$350,000
Demolition & Debris Removal	\$350,000
Increased Cost of Construction	\$250,000
Newly Acquired Buildings	\$2,000,000
Newly Acquired Business Personal Property	Included
Outdoor Signs	\$15,000
Personal Effects of Clergy / Others	\$25,000
Pollution Cleanup	\$25,000
Property in Transit	\$50,000
Property off Premises	\$50,000
Reward Coverage	\$15,000
Spoilage	\$25,000
Stained Glass, including breakage	Bldg. limit
Trees, Shrubs, Plants	\$2,500/\$25,000
Utility Services - Direct Damage	\$10,000
Valuable Papers	\$50,000
Water / Sewer Backup	Included
Crime Coverage	Minimum Coverage
Employee Dishonesty	\$25,000
Include Volunteers	Yes
Forgery or Alteration	\$15,000
Computer Fraud	\$15,000
Money & Securities	\$5,000
Liability Coverage	Minimum Coverage
General Liability:	
Per Occurrence Limit	\$1,000,000
Personal & Advertising Injury Limit	\$1,000,000
Products / Completed Operations Aggregate	\$2,000,000
General Aggregate Limit	\$2,000,000
Fire Damage Legal Liability	\$1,000,000
Medical Expense Limit	\$10,000
Volunteer Incident Response Coverage	\$300,000
Pastoral Professional Liability:	
Per Occurrence Limit	\$1,000,000
Aggregate Limit	\$2,000,000
Automobile Coverage:	Minimum Coverage
If church has no owned autos:	
Hired / Non-owned Auto Liability	\$1,000,000
If church has owned autos:	
Liability Coverage - Combined Single Limit	\$1,000,000
Uninsured/ Underinsured Motorist	\$1,000,000

Medical Payments	\$5,000
Comprehensive & Collision Coverage	Yes
Hired / Non-owned Auto Liability	\$1,000,000
Sexual Misconduct Coverage:	Minimum Coverage
Per Occurrence Limit	\$100,000
Aggregate Limit	\$300,000
Directors & Officers Coverage:	Minimum Coverage
Directors, Officers, Trustee Liability Limit	\$1,000,000
Employment Practices Liability	\$250,000
Excess Liability (Umbrella) Coverage:	Minimum Coverage
Per Occurrence Limit	\$5,000,000
Aggregate Limit	\$5,000,000
Workers' Compensation:	West Bend Limits
Workers' Compensation Limits	Statutory
Employers' Liability Limits	\$500,000

This Workers' Compensation coverage is mandated by state law & is provided under single master policy with West Bend covering all churches in the Conference.

Full Replacement cost options on property insurance provide churches assurances that money will be available for repair or replacement of any damages in the event of destruction by fire or windstorm. It is also wise to consider that windstorm damage may be wide spread in a community. Because of their own personal property losses, church members may be unable to afford timely contributions for church repairs. Replacement cost coverage alleviates concerns such as this.

Liability Insurance serves important purposes. It provides legal defense for the church, its employees, board members, and volunteers. It may provide some medical care even if there is no legal obligation to do so. Judgment settlements continue to increase both in amounts and frequencies, so adequate coverage is paramount. It can promote goodwill and help reduce the likelihood of expensive lawsuits. Neither the size of a congregation nor its ability to pay has bearing on a final legal settlement. Therefore, all congregations should provide adequate coverage.

Builders Risk is a necessity for congregations involved in new construction or remodeling. Risk insurance can protect the church against a mechanic's lien, the result of a contractor defaulting on payments to suppliers or subcontractors.

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

- A careful review and evaluation of the replacement value of church-owned property.
- An understanding of the nature of the organization's activities in carrying out its mission.
- A review to evaluate exposures to loss and quality of the current insurance coverage.
- An evaluation of the real costs of insurance, taking into account what reduced and perhaps inadequate insurance coverage could ultimately mean for a congregation in the event of a serious loss.
- Budgeting a sufficient amount for premiums, which can be inexpensive compared to the surprise cost of a large, uninsured loss.

3. What were your ministry's most significant accomplishments in 2016?

The Board of Trustees' contributions have come most significantly in the area of apportionment reduction and local church training.

- Conference Center Cost Reductions
In 2015, a concentrated effort was made to reduce the expense of the Conference Center. Leases were ended on a significant amount leased equipment (\$40K annual savings), new service contracts were negotiated and the building was refinanced (\$135K annual savings).

- Episcopal Residence

At the beginning of August, we had our 3rd water problem in the last year at the Episcopal Residence (August 2014, June 2015 and August 2015) – this is the 5th significant water issue in this house and the 4th while the Trimble's have been in the house. An engineer was hired and we're told it may take 6-12 months to fully resolve the water issue.

It has been determined that the best solution is to move to a new Episcopal Residence – this is consistent with previous actions from the Board of Trustees that had intended on replacing the current Episcopal Residence in September of 2016 – but the water situation led to an accelerated process.

There are four groups required to approve the plan to move the Episcopal Residence. The Episcopal Residence Committee that manages/oversees the Episcopal Residence (the Episcopal Residence Committee consists of the Episcopacy Committee Chair, the President of the Board of Trustees, the Chair of CF&A, and the Conference Lay Leader), the Board of Trustees that owns the Episcopal Residence, CF&A that needed to approve the cash purchase of the home. Finally, per *The Book of Discipline*, the Cabinet must approve the purchase. With guidance from the Episcopal Residence Guidelines from GCFA and the North Central Jurisdiction, the Episcopal Residence Committee agreed to purchase a house in Clive. The purchase price of this house was \$338K, or approximately \$250K less than the purchase price of the house in Norwalk. The Conference took possession of the house on September 15, and the Episcopal family moved in late September/early October.

2017 Apportionment \$ 416, 320

Administrative Committees

ACTION ITEM # 203

1. State the primary purpose of your agency.

The administrative committees of the Annual Conference fulfill disciplinary and annual conference requirements by providing personnel, structure and processes for fulfilling the mission of the Iowa Annual Conference to make disciples of Jesus Christ for the Transformation of the World.

a. How, specifically, is your ministry area/agency fulfilling its responsibilities as required by the Discipline and/or Rules of Order?

- Coordinating, designing and conducting the Annual Conference Session and the editing and publishing the record of the session through the Annual Conference Journal.
- Coordinating the nomination of volunteer leaders for conference boards and agencies.
- Managing the resolutions process for the annual conference.
- Maintaining and updating the conference rules of order.

b. How is your Ministry Plan informed and guided by the Annual Conference's Strategic Priorities?

We seek to identify, train, and equip leaders, clergy and lay for ministry in and through our annual conference. Provide the structures and administrative direction to deliver resources to equip leaders and resource communities of faith.

2. Outline your 2017 Ministry Plan, including the financial plan required to support your Ministry Plan and the amount of funding you are requesting from apportionments.

- Coordinating, designing, and conducting, the Annual Conference Session; publishing the record of the session through the Annual Conference Journal.
- Coordinating the nomination of leaders for conference boards and agencies.
- Managing the resolution process for the annual conference.
- Maintaining and updating the rules of order.

3. What were your ministry's most significant accomplishments in 2016?

Made significant progress in enabling the annual conference to perfect its rules of order.

4. Looking at your recent past and your current and future Ministry Plans, what are the specific, measureable goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your agency's work/ministry?

Will continue to make recommendations on the rules of order in order to allow more flexibility and adaptability as we move forward as an annual conference. Changed staffing to make registration easier and move more quickly.

5. What changes are you making based on your evaluation of your agency's work/ministry?

The addition of a place for nursing mothers during the session and increasing the number of closer handicapped parking.

6. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

N/A

b. Please state how your agency reviews, approves, and determines funding levels for each application.

N/A

c. Are there any additional criteria used if an applicant has previously received funds from your agency.

N/A

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

N/A

2017 Apportionment \$ 265,206

Commission on Archives and History

ACTION ITEM # 204

1. State the primary purpose of your agency.

The purpose of the Commission shall be to collect and preserve the historically significant records of the Annual Conference and its agencies. This includes gathering, preserving and organizing historical data, archives, books, literature and

relics related to the Iowa Annual Conference of the United Methodist Church, cooperation with the other historical bodies, particularly the General Church and Jurisdictional Commissions on Archives and History, and to receive budget and gifts for the furtherance of the aforesaid purposes; to assist in planning for the historical hour at Annual Conference (when there is one); and to encourage and assist local churches in preserving their records and compiling their histories and historical depositories. The Commission also maintains a fire-safe archival depository, as well as is working towards an electronic one.

a. How, specifically, is your ministry area/agency fulfilling its responsibilities as required by the Discipline and/or Rules of Order?

By being good stewards to the history and memory of the former denominations (EUB, MP, ME, GM, SM) as well as annual conferences that make up the current Iowa Annual Conference of the United Methodist Church.

b. How is your Ministry Plan informed and guided by the Annual Conference's Strategic Priorities?

2. Outline your 2017 Ministry Plan, including the financial plan required to support your Ministry Plan and the amount of funding you are requesting from apportionments.

Our budget request is based on our current levels of expenditures, including the revision of "Between the Rivers."

We project that in 2017 our online archives will be up and running, since this will be an "in house" service costs for this are expected to be reduced.

At the same time, this is the year of General Conference for the Commission of Archives and History and our chair will be invited to attend the event which will be held in Anchorage AK.

All other expenses have either decreased or increased based on the projected plan established in 2013.

3. What were your ministry's most significant accomplishments in 2016?

We have purchased two OCR ready scanners and a 2 terabyte external hard drive for data storage and preservation of historical records. As well being able to make church historical records more available.

4. Looking at your recent past and your current and future Ministry Plans, what are the specific, measureable goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your agency's work/ministry?

Each year in August we set goals we wish to accomplish for the upcoming year. We look at what we have done and what we see as needs for the upcoming future. We also look at how we could make improvements and what had not gone so well. Our goal has always been to be good stewards of the Ministry of Memories and to do what we can to maintain its viability for future members of the commission and the Iowa Annual Conference.

5. What changes are you making based on your evaluation of your agency's work/ministry?

Since our focus over the last couple of years has been on getting the database and tools up and running as well as preparing for the NJCAH convocation (July 2016). We will wait until August before we begin the task of what direction we have for 2017.

6. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

- b. **Please state how your agency reviews, approves, and determines funding levels for each application.**
Through a meeting and vote by the Commission.
- c. **Are there any additional criteria used if an applicant has previously received funds from your agency.**
The group or ministry must be doing something that is involved with the preservation of historical information.
- d. **Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**
Each year we ask those who are receiving funds to provide a report of how they are progressing and how we can be of assistance.

2017 Apportionment \$ 23,000

Commission on Equitable Compensation

ACTION ITEM #205

1. **State the primary purpose of your agency.**
The Commission on Equitable Compensation exists to support full and part-time clergy serving as pastors in the charges of the Iowa Annual Conference by recommending conference standards for pastoral support, administering funds to be used in base compensation supplementation, and providing counsel and advisory material to Conference Superintendents and committees on pastor-parish relations (338.1.2).
 - a. **How, specifically, is your ministry area/agency fulfilling its responsibilities as required by the Discipline and/or Rules of Order?**
The Commission fulfills its responsibilities as required by the Discipline and/ or Rules of Order by meeting each September to review and update the application form and the guidelines for submission and evaluation of applications for supplemental salary compensation grants, recommending conference standards for pastoral support, and estimating the budget amount needed for supplemental pastoral support by the Conference.
 - b. **How is your Ministry Plan informed and guided by the Annual Conference's Strategic Priorities?**
Our ministry plan addresses the Annual Conference's Strategic Priorities by providing supplemental salary assistance to clergy and churches so they can address the Strategic Priorities of the Conference in the churches and communities.
2. **Outline your 2017 Ministry Plan, including the financial plan required to support your Ministry Plan and the amount of funding you are requesting from apportionments.**
All of the Commission funds come from apportionments. Funding needs of churches can change substantially from year to year which makes an estimation of needed expenditures for 2017 uncertain. For example, in the year 2012-2013 we facilitated the support of 26 pastors in 44 churches for \$176,542. In 2013-2014 we approved assistance for 21 pastors in 30 churches for \$149,008. In 2014-2015 we supported 20 pastors in 29 churches for \$133,889. In 2015-2016 we supported 25 pastors in 36 churches for \$168,483. Since we fund in two fiscal years it is necessary to maintain a sufficient reserve from one year to the next to fund grants until June 30 of the following year. In 2016-2017 we are requesting \$154,000.
3. **What were your ministry's most significant accomplishments in 2016?**

The Commission was successful in providing supplemental salary support for all eligible requests and funding emergency requests for churches experiencing financial difficulty or for paying pastors of churches closing during the appointment year as provided by the Discipline.

4. Looking at your recent past and your current and future Ministry Plans, what are the specific, measureable goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your agency's work/ministry?

Each church should make a maximum effort to provide minimum salary compensation. The Commission is constantly evaluating with Conference Superintendents and Field Outreach Ministers on opportunities to innovate ministry, examine realignments, and plan for generative stability. However churches that are unable to pay minimum base compensation may apply for equitable compensation funds as follows:

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

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

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

The funding period for equitable compensation grants will be from July 1 of the current year to June 30 of the following year. It is expected that all charges receiving funds will furnish a copy of the following year's pastoral support Form I to the Equitable Compensation Commission to verify that minimum salary has been met.

All pastors under appointment who are in good standing and are appointed by the Bishop to less than full-time service under the provision 625.3 and 333.2 of the 2012 *Book of Discipline* shall have a claim and the right to receive compensation in quarterly increments.

Before a local charge can receive annual funding from the Equitable Compensation fund, an application form must be completed and consultation shall be held with the Conference Superintendent or the Field Outreach Minister. The charge shall share its program goals for the coming year. The Conference Superintendent shall forward the recommendation to the secretary, Commission on Equitable Compensation, no later than January 20, 2017.

Churches and pastors receiving equitable compensation will demonstrate intentional movement toward full payment of apportionments.

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

- Travel reimbursement for all pastors serving a local charge will be at the IRS mileage rate currently in force.

- A minimum of \$500 shall be allowed for continuing education for all pastors serving a local Church.
- Each charge is encouraged to work with their pastor to establish: (1) an accountable reimbursement account to cover job related expenses such as continuing education, educational materials, travel, meals, and lodging, and (2) a cafeteria plan in accordance with the Internal Revenue Code, Section 125.
- In accordance with 342.1-2 and 333.1-2 of the 2012 *Book of Discipline*, the following provisions are recommended to become policy for the 2017 conference year.
 - The 2017 minimum base compensation, which may be any combination of cash, utilities, or the pastor's share of benefits, shall be set at a 2% increase or a minimum of \$41,099 for those in full connection. The 2017 minimum base compensation shall be \$40,530 for those not in full connection.
 - The minimum base compensation for full-time pastors identified in the 2012 *Book of Discipline* shall be increased \$400 for each year of prior service in any annual conference of the United Methodist Church or other international Methodist communions up to ten years for a total of \$4,000. Pastors and elders coming from other denominations will be given the same consideration.
 - The minimum base compensation shall be increased by \$400 for the first additional church and \$400 for the second additional church served by the pastor in the charge, for a limit of \$800.
 - The new minimum base compensation takes effect January 1, 2017.
 - We will consider the years of service as determined by the standard set by the Board of Pensions plus additional records on file.

5. What changes are you making based on your evaluation of your agency's work/ministry?

The Commission meets each September to evaluate our work/ministry, review and update guidelines for submission and evaluation of applications, recommending conference standards for pastoral support, and estimating the budget needed for supplemental pastoral support and for emergency grants. Since we have not had much experience with requests for emergency grants in the past and have received several this year, we will be discussing guidelines for considering this expanded aspect of our job.

6. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

The Commission assisted 17 pastors in 28 churches for \$118,719 in supplemental salary compensation and assisted paying salaries for 8 pastors in 8 churches for \$49,764 in emergency grants in 2015-2016 for total disbursements of \$168,483.

b. Please state how your agency reviews, approves, and determines funding levels for each application.

The Commission awards funding through a thorough application process that works in cooperation with the Conference Superintendents and Field Outreach Ministers. Churches can receive up to 20% salary assistance for 3 years and then reduced to 15% the 4th year and 10% the 5th year.

c. Are there any additional criteria used if an applicant has previously received funds from your agency.

A church must be off Equitable Compensation for 3 years before the sequence can begin again. If they are off for 3 years or less, they resume where the sequence stopped. If they are off 4 or more years they start over as a newly funded church.

- d. **Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**

The commission evaluates the effectiveness of our ministry, reviews and updates the guidelines and the application form, and discusses the criteria used for granting funding at our September meeting.

2017 Apportionment \$ 154,000

Board of Ordained Ministry

ACTION ITEM # 206

1. **State the primary purpose of your agency.**

The primary purposes of the Board of Ordained Ministry are to examine applicants and assess their fitness to ministry, to provide and evaluate continuing education opportunities, to meet with clergy to discuss changes in conference relationships and make sure there is a fair process for all administrative hearings, to recruit individuals for ministry, to make sure that individuals in the candidacy process are well informed and have the resources they need, to oversee the candidacy and clergy mentoring program, to provide support and accountability to clergy, and to organize orders events.

- a. **How, specifically, is your ministry area/agency fulfilling its responsibilities as required by the Discipline and/or Rules of Order?**

The duties assigned to the Board of Ordained Ministry in the *2012 Book of Discipline* include primary responsibility for the enlistment and recruitment of ordained clergy. The Board is to provide oversight of the educational preparations of those in seminary and those attending the Course of Study, and to train mentors for clergy in their early years of appointment. The Board is to examine all applicants as to their fitness for ministry, including candidates for election as local pastor, associate member, provisional member, and for ordination and full conference membership. The Board is to examine and make recommendation for all clergy seeking a change in their status with the annual conference.

With the position of the Vocational Discernment Coordinator we have been encouraging congregations to have a Call Sunday where individuals talk about their calls to ministry and people are encouraged to come forward or talk with a pastor if they are feeling called to help them discern that call. We have encouraged board members or DS to stop by a seminary if they are traveling close to one and to take a little time to meet with the seminary students. We paid for a portion of the costs for college students attending the Exploration event which is hosted by the General Board of Higher Education and Ministry to help students if they have a call to ministry. Through the Young Clergy Initiative we are working to sponsor internships for individuals to discern if they have a call to ministry.

A committee has worked hard to implement a new District Committee on Ordained Ministry Handbook. The committee has adapted a handbook from the West Ohio Conference, created a DVD to help with training and done trainings at each district. The purpose of this handbook is to standardize procedure across all districts and to also provide resources for the S/PPRC to help them truly evaluate this person's gifts for ministry and show them that no

is a valid answer and sometimes no is the answer that is in everyone's best interest.

The Book of Discipline also gives responsibility for providing support services to our clergy. With the Cabinet, the Board is to provide training to the staff-parish relations committee in each local church. The Board must also evaluate the effectiveness of ordained ministers, interpret the high ethical standards of ordained ministry set forth in the Discipline, recommend validation of special ministries to which members seek appointment, and care for the administration of professional certification.

The Board of Ordained Ministry is to administer that portion of the Ministerial Education Fund (MEF) for use in the Iowa Annual Conference for its programs of enlistment, educational aid, continuing formation, and professional growth of ordained ministers. The Board of Ordained Ministry works hard to fulfill the duties required in *The Book of Discipline*.

b. How is your Ministry Plan informed and guided by the Annual Conference's Strategic Priorities?

- **Creating World-Transforming Communities of Faith**
The Board of Ordained Ministry recruits, oversees the education of, and nurtures and supports clergy candidates and clergy serving in the Iowa Annual Conference. It is only with excellent clergy and lay leadership that our churches can be transforming communities of faith.

- **Equipping Ourselves and Others as Transformation Leaders**
The Board supports the education and continuing education of clergy leaders in the Iowa Conference. The Order of Elders, Order of Deacons, and the Fellowship of Local Pastors and Associate Members have events to bring these individuals together for educational opportunities and to strengthen their support and accountability toward each other. The Board also supports the lay leadership of the conference. We will be doing seminary visits starting this fall. We have set aside \$10,000 for 2016 to use for this so that we can reach out to students attending seminaries and encourage them to consider Iowa. It is so important that the Vice Chair of the Board of Ordained will be spearheading a task force to get this program started.

We also plan to develop and implement our website for the Board of Ordained Ministry.

- **Directing Resources to Our Common Goals**
Through the Office of Ministerial Services, the Board seeks to maintain effective and open communication with those on the path into ministry, those now serving as clergy, the District Committees on Ordained Ministry, the Cabinet, and the Episcopal office as we nurture and support all who are called into ministry. We use the resources of the Communications office, as needed, to assist in this effort. We are encouraging clergy to talk about the Culture of Call using the GBHEM Materials and other helpful resources.

The Board seeks to organize its members and its work to best carry out the responsibilities assigned to it in *The Book of Discipline*. The half-time Director of the Office of Ministerial Services serves as a vital link, connecting Board members, candidates, clergy, and the General Church.

The Board of Ordained Ministry plans and budgets carefully, and tries to maximize the benefits gained through each dollar of the funds available to us.

2. **Outline your 2017 Ministry Plan, including the financial plan required to support your Ministry Plan and the amount of funding you are requesting from apportionments.**

In 2017 we are working to continue our work with the dCOMs to make our process clear, concise, and consistent. We will use their feedback to continue to perfect the handbook and our future trainings.

For 2017 we have set aside \$15,000 for seminary visits. This is very important to recruit candidates and encourage them to come back or to come to Iowa. This task is so important that the Vice Chair of the Board of Ordained Ministry will be in charge of coordinating the seminary visits and making sure that they happen. For the next year, the board will start by visiting the seminaries that our current candidates are currently attending. We will also work to encourage local churches to stay in contact with the students from their congregation that are currently attending seminary. It is important to help them keep the relationship with the Iowa Annual Conference while they are attending school.

3. What were your ministry's most significant accomplishments in 2016?

In 2015 we completed the dCOM Training and the Handbook. Representatives from the board also worked on the SPPRC training which will begin in 2016. The board contributions were focused upon recruitment, leadership development and congregational support for candidates, seminarians, and licensed local pastors. In 2015 we hosted the first Licensing School for French Speaking Students in the United States in conjunction with our Licensing School. This was held at Iowa Wesleyan University.

We started the Student Loan Debt Forgiveness program for those that were ordained within the last 5 years to help them with their debt and encourage them to stay in the Iowa Annual Conference. We had 11 individuals who received this grant.

In 2016 members of the Board of Ordained Ministry will be going to the Quadrennial Training event. This event will teach us about some of the changes that have been made to *The Book of Discipline* and how to better our ministry as a Board of Ordained Ministry. We will also be instituting seminary visits in the fall. We will start by visiting those seminaries that we have students currently attending. Those doing the visit will be contacting the seminary, contacting the persons that we know of from Iowa that are currently attending that seminary and trying to meet with as many candidates as possible. We will be meeting with the cabinet to train them on the dCOM handbook so they fully understand the process. We will continue to improve the dCOM handbook and trainings. The dCOM Handbook will be an ongoing process. We will communicate with all clergy about the steps in the candidacy process at Clergy session as we continue to make sure that everyone understands the basics steps of the candidacy process and how to best care for those that are interested in ministry and help them discern their call.

We will be working through the Board Policy Book and making clarifications, questions or additional policies from the 2016 General Conference.

4. Looking at your recent past and your current and future Ministry Plans, what are the specific, measureable goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your agency's work/ministry?

We receive evaluations from Board members and candidates in relation to our examinations and training through Upper Midwest Extension Course of Study School (UMECOSS) (with input from faculty, as well). Our discernment of candidates is seen in the fruit of the ministries of those persons and the churches they serve.

Survey monkey will be used to receive feedback for the dCOM trainings and handbook. That feedback will be used to improve future trainings and changes for the handbook.

5. What changes are you making based on your evaluation of your agency's work/ministry?

We are instituting seminary visits. This is incredibly important for the recruitment of new clergy which is something that we really need to focus on in Iowa. We have many more individuals who are retiring and will be retiring in the next couple of years and we need more qualified and spirit-filled clergy.

6. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

We provided the School for Ministry with \$10,000 so that they could provide training for clergy in the conference.

We started the Student Loan Debt Forgiveness Grant.

b. Please state how your agency reviews, approves, and determines funding levels for each application.

We require groups to fill out an application that provides us with information about how our support will help provide clergy excellence within the conference.

c. Are there any additional criteria used if an applicant has previously received funds from your agency.

School for Ministry is the only "agency" that receives funds from the Board of Ordained Ministry. (All other disbursements are to individuals.) The School for Ministry uses evaluation forms that seek responses from participants concerning relevance, intrinsic value and practical worth within their ministries. Many of the members of the Board of Ordained Ministry attend so there is firsthand knowledge of the program or event.

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

We hear reports from one of our board members about the School for Ministry, many board members attend the school for ministry and we require our provisional members to attend the School for Ministry and many of them are asked about their experience.

2017 Apportionment \$ 80,123

Section III: Board of Pension and Health Benefits

ACTION ITEM # 301

Effective 1/1/2017

1. State the primary purpose of your agency.

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

The Board's Committee on Health Insurance/Wellness is actively studying the current health care legislation in order to be able to respond to the changing health insurance industry and current laws. During 2016, the CBOP continued to provide health care coverage to eligible clergy and Conference lay staff through Wellmark

Blue Cross/Blue Shield of Iowa and contracted services through OneExchange to manage the retiree Medicare insurance program.

The Board's Pension and Investment Committee has been working on the development of a funding strategy to deal with our long-term pension funding. With the completion of the comprehensive funding plan, the Board will have a clear picture of their financial obligations, and the Board's Investment Committee can make recommendations with a greater sense of clarity.

2. 2017 Ministry Plan

Annuity Corrections and Cafeteria Plan

Annuity Years Corrections

There are no corrections to be reported.

The Pension Plans

The pension funding, because of a lag time in reporting, is based on the salary figures from the calendar two years previous:

Pre-82 Pension Plan: The Pre-82 pension plan is a defined benefit plan. Clergy with service years prior to January 1, 1982 are entitled to a monthly pension benefit at retirement. The Pre-82 monthly benefits are calculated by multiplying a participant's years of eligible Pre-82 service by the past service rate (PSR) divided by twelve. Each year, the Conference Board of Pension sets the past service rate, also known as the annuity rate. During the 2016 calendar year, the past service rate approved by the Conference Board of Pension is \$634. Due to a decrease in consumer prices and a decrease in the returns on investments, the Conference Board of Pension approved the recommendation of the Pension Committee to hold the annuity rate steady in 2017; therefore, the rate will continue at \$634 during the 2017 calendar year.

Each year, the Conference Board of Pension, in consultation with the General Board of Pension and Health Benefits (GBOPHB), evaluates the funding for the Pre-82 Pension Plan. On January 1, 2014, the Iowa plan was funded at 111%, \$64,867,711, which means that the assets were 11% greater than the liabilities. As a result, the CBOP was not required to make a contribution into the plan in 12/2015 based on the final actuarial valuation. In addition, the preliminary actuarial valuation for 2017 determined that the Iowa plan will be funded at 112%, \$61,279,607. This preliminary valuation shows our assets to be 12% greater than our liabilities; therefore, the Conference Board of Pension will not be required to make an advance contribution for 2017, due by 12/31/2016, based on the preliminary actuarial valuation by the GBOPHB.

Ministerial Pension Plan: The pension plan for January 1, 1982 through December 31, 2006 is a defined contribution plan where each employer contributed to the pension plan. All full-time and part-time clergy appointed to an Iowa Conference appointment were required by the General Church to participate in this pension plan. Upon retirement the clergy's assets in the plan are converted to an annuity.

Clergy Retirement Security Program (CRSP): Effective January 1, 2007 all clergy appointed full-time or part-time to an Iowa Annual Conference charge or position on the conference staff will participate in the Clergy Retirement Security Program (CRSP). The plan provides a core benefit at retirement with

two components. The first component, known as a defined benefit (DB) plan, is a monthly payment, payable for life, calculated by multiplying 1.25% of the annual Denominational Average Compensation (DAC) at the time of retirement times the years of credited service between January 1, 2007 and December 31, 2013, divided by 12. The second component, known as a defined contribution (DC) plan, is a cash distribution from an account balance held in each clergy person's name.

Revised Clergy Retirement Security Program (CRSP): Effective January 1, 2014, all clergy appointed at least part-time (50%) to an Iowa Annual Conference charge or position on the conference staff will participate in the Revised Clergy Retirement Security Program (CRSP). The plan provides a core benefit at retirement with two components. The first component, known as a defined benefit (DB) plan, is a monthly payment, payable for life, calculated by multiplying 1.0% of the annual Denominational Average Compensation (DAC) at the time of retirement times the years of credited service after January 1, 2014, divided by 12.

The second component, known as a defined contribution (DC) plan, is a cash distribution from an account balance held in each participant's name. Beginning January 1, 2014, the Conference will contribute 2% of a participant's total compensation into the Revised CRSP DC account. In addition, the Conference will match a participant's contributions to the United Methodist Personal Investment Plan (UMPIP) - up to 1% of total compensation - and deposit those matching funds into participant CRSP DC accounts. Therefore, if a participant contributes at least 1% of their total compensation to UMPIP, his or her CRSP DC contributions will be 3%.

Following General Conference action in 2012, clergy appointed one-quarter time (25%) are not eligible for Revised CRSP benefits beginning January 1, 2014. Quarter-time clergy who have served from January 1, 2007 through December 31, 2013 will still receive benefits for their eligible years of service under CRSP at the time they retire. Beginning January 1, 2014, the Iowa Annual Conference will provide retirement benefits for quarter-time clergy through contributions to UMPIP equal to 6% of a participant's total compensation. Specifics of the plan and eligibility requirements are detailed in the plan documents available from the GBOPHB and through the Conference Benefit Office.

Funding for the MPP and CRSP plans are combined into one funding pool, defined by the General Board of Pension and Health Benefits as Corridor Funding. Each year, the Conference Board of Pension, in consultation with the General Board of Pension and Health Benefits (GBOPHB), evaluates the Total Plan Corridor Funding for the MPP and CRSP plans. On January 1, 2014, the total plan was funded at 112% which means that the assets were 12% greater than the liabilities. Based on the final actuarial valuation, the Iowa CBOP was required to make a contribution to the plan on 12/31/2015 in the amount of \$2,386,180. The preliminary actuarial valuation for 2017, based on 1/1/2015 salaries, determined that the total plan will be funded at 111.9%. The Iowa CBOP will be required to make an advance contribution for 2017, due by 12/31/2016, in the amount of \$2,388,894. The Iowa Conference shares in the liability of the total plan under the Corridor Funding method. As of January 1, 2015, the Iowa Conference held a liability of \$29,966,984 for the CRSP-DB benefit, which is equal to 2.368% of the total plan liability. The Iowa

Conference also held a liability of \$77,834,765 for the MPP annuities, which is equal to 2.4927% of the total plan liability.

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

Comprehensive Protection Plan (CPP): Eligible clergy also participate in a death and disability program that is known as the Comprehensive Protection Plan (CPP). The plan provides a death benefit for eligible active and retired clergy and a disability benefit for active clergy who meet the General Board of Pensions and Health Benefits (GBOPHB) definition of disability. The plan also includes a death benefit for spouses of active and retired clergy and for minor dependent children of active or retired clergy. Specifics of both plans are detailed in the plan documents available from the GBOPHB.

Anticipated contributions to the plans for 2015:		2015 actual:
CPP	901,923	805,650
CRSP Defined Benefit	2,426,009	2,424,996
Defined Contribution	934,638	771,152
Total Cost	\$ 4,262,570	\$4,001,798

Anticipated receipts for 2015:		2015 actual:
Direct Bill	4,262,570	3,949,571
Investment Funds	0	0
Total	\$ 4,262,570	\$3,949,571

Anticipated contributions for 2017:		Anticipated for 2016:
CPP	923,716	922,667
CRSP Defined Benefit	2,388,894	2,386,180
Defined Contribution	957,282	956,134
Total Cost	\$4,269,832	\$ 4,264,981

Anticipated receipts for 2017:		Anticipated for 2016:
Direct Bill	4,269,832	4,264,981
Investment Funds	0	0
Total	\$4,269,832	\$ 4,264,981

For 2017, every local church/charge or conference agency with a clergyperson eligible for Revised CRSP participation shall be billed directly an amount equivalent to 15% of the clergy's plan compensation: 9% for the defined benefit portion of CRSP, 3% for the defined contribution of CRSP, and 3% for the Comprehensive Protection Plan (CPP). Every local church/charge or conference agency with an active clergyperson appointed quarter-time shall be billed directly an amount equivalent to 9% of the clergy's plan compensation: 6% for the UMPIP contribution and 3% for the CPP.

United Methodist Personal Investment Plan (UMPIP): The Iowa Annual Conference offers to its Conference lay employees and diaconal ministers a pension plan known as the United Methodist Personal Investment Plan. The plan allows both the employer and the employee to make contributions into this plan. The Conference will contribute into this plan for every permanent full-

time and part-time lay employees of the Conference, providing the part-time lay employee works at least 1000 hours per year. A participant may also decide to contribute by way of a payroll deduction into the plan either as a before tax or after tax contribution. The employing agency is responsible for the cost of the plan.

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

All clergy of the Iowa Conference may choose to participate in this plan by submitting contributions as either before tax or after tax payroll deductions.

Lay Long-Term Disability and Life Insurance Plan (formerly known as the Basic Protection Plan): The Iowa Conference offers to its Conference lay employees and diaconal ministers the Lay Long Term Disability and Life Insurance Plan. The plan is available for those who meet eligibility requirements. The employing agency is responsible for the cost of the plan. The plan offers death and disability benefits to its participants. Local congregations and church affiliated organizations of the Conference may also elect to participate in this plan. Specifics of the plan and eligibility requirements are detailed in the plan documents and are available from the GBOPHB.

Iowa United Methodist Health Insurance Plan

Eligibility. The Board of Pensions of the Iowa Annual Conference of The United Methodist Church shall enter into a contract to provide a fully insured health insurance program for the period January 1, 2017 to December 31, 2017. All clergy whose compensation is $\frac{3}{4}$ or more of the minimum compensation for no years of service in the Conference and serving only one church as set by the Commission on Equitable

Compensation and who are appointed to a local congregation or a position in which the compensation is paid directly by the Conference Central Treasury will be enrolled in this program. All conference lay employees whose compensation is paid directly by the Conference Central Treasury and who is employed for 30 hours or more per week will be enrolled in this plan.

Plan. The plan provided during the 2017 calendar year will be a high-deductible plan with a single deductible of \$3,000 and a family deductible of \$6,000. By offering a qualified high-deductible plan, the Board of Pension may contribute to either a health savings account or a health reimbursement account for each health plan participant.

Billing. The Board of Pensions will set the rates, informing churches and participants by September 1 of each year. Each Charge will be billed a fee for each appointed clergy who meets the compensation requirements. Each agency of the conference will be billed for those clergy and lay staff whose compensation is paid

directly by the Conference Central Treasury and who meets compensation requirements.

Family Participation. Clergy and Annual Conference lay staff may elect to participate in a family plan and will be billed an additional amount. The health insurance bill is eligible to be part of a payroll deduction through the Section 125 Cafeteria Flex Plan. The Annual Conference will give families with special circumstances the opportunity to apply for assistance in paying for the family plan cost.

Special Circumstances. There are some special circumstances when a person may be enrolled in either a single plan or family plan. The cost for these enrollments will be the same as they are for a fee or an additional amount for the family enrollment.

- Clergy on leave of absence during the first 12 months of leave can remain on the active health plan. The clergy will be billed the entire cost of the plan.
- Clergy on incapacity leave that are receiving disability benefits through CPP will remain on the active health plan until the person is eligible for social security disability and Medicare or age 65, at which time the person will be transferred to the Medicare supplement provider. The spouse of a clergy on disability leave may remain on the active health insurance plan and will be billed the family premium. Apportionments shall pay the clergy's coverage but the clergy will be billed the same premium as an active clergy electing family coverage if the clergy is covering any additional family members
- Surviving spouses and dependent children of deceased clergy that had most recently been in active relationship with the Conference and participating in the active health plan may continue to participate in the active health plan. Eligibility shall expire if the surviving spouse remarries provided that all children are otherwise insured. The spouse shall be billed the participant cost of the family plan.

COBRA and Conversion: Although the Iowa UMC Health Plan is exempt from compliance with Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) regulations, the Board of Pensions will voluntarily comply with the intent of COBRA. Any person who becomes ineligible to continue participation in the Iowa UMC Health Plan will be sent a letter explaining his or her COBRA rights, including the right to participate under COBRA for up to 18 months. The premium will be set and billed by our insurance carrier.

Health Insurance for Retirees Age 65 or Greater and Clergy on Incapacity Leave Receiving Medicare Benefits

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

Coverage. The Board's intent is to provide medical coverage for each participant. The Board will contract with a Retiree Medical Coordinator to help supply medical coverage programs and to provide assistance to each participant.

Eligibility. Participants and spouses who are on the active health insurance plan at the time of retirement may participate in retiree medical coverage provided they have been on the active plan at least five years before retirement. Clergy on incapacity leave receiving Medicare benefits may also access additional coverage through the Board's chosen Retiree Medical Coordinator.

Billing. Active participants who were enrolled in the Conference Group Medicare plan on July 1, 2011 or retired prior to July 1, 2011 shall have a contribution per contract placed in a HRA, (Health Reimbursement Account). Participants will be billed directly by their health insurance plan and may be reimbursed by the HRA. Participants retiring after July 1, 2011 shall have a contribution made by the Conference Board of Pension per contract into an HRA plan through apportionments. After that time the contribution by the Conference shall decrease by \$240 per year until the conference will cease contributions. Any individual who has waived participation in the Conference retiree plans will not receive a stipend.

Clergy on incapacity leave who are eligible for additional coverage through the Retiree Medical Coordinator shall receive contributions in a HRA (Health Reimbursement Account) throughout their active relationship with the Conference. Once the clergy enters into retired status with the Conference, the clergy will receive the retiree benefits and stipend as outlined above.

Post-retirement Health Benefits Liability. The Iowa Annual Conference of The United Methodist Church calculates the liabilities associated with providing post-retirement medical benefits to current and future retirees in accordance with the terms of its existing plans. As of December 31, 2013, the expected post-retirement medical benefit obligation was \$15,567,774. Through Annual Conference action in 2014, retirees under the age of 65 were no longer eligible to participate in the active health plan, which has greatly reduced the benefit obligation for this plan. As of December 31, 2014, the expected post-retirement medical benefit obligation was \$7,707,064. The post-retirement benefit expenses under Financial Accounting Standards ASC 715-60 are determined under the Projected Unit Credit actuarial cost method. Under this method, benefits are projected for life and their present value is determined. The Conference Board of Pension has more than 100% of the liability invested to meet the current benefit obligation and will redirect a portion of the surplus into a separate investment to offset administrative costs. There will be no apportionments for the health insurance for retirees for the year 2016, and there shall be no apportionments for 2017 with the balance of the cost coming from Board investments.

Premium Delinquency

Charge. Congregations who are more than two months or sixty days delinquent in the payment of their health insurance bill shall be notified by the Benefits office and the District Superintendent of their district shall be notified. Arrangement will then need to be made between the congregation, the District Superintendent and the Benefits Officer for payment. Failure to make arrangements for payments may jeopardize future clergy appointments to the charge.

Direct Bill Assistance Program: A fund is established to assist local congregations in meeting their church's direct bill for pensions and health insurance costs. The fund is available for congregations who throughout a

year have experienced unexpected difficulties impacting their financial situation. The fund is available for use by application.

Due to the current status of this fund, no additional money will be apportioned in 2017 for this ministry.

Conference Wellness Program

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

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

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED: That an amount equal to 100% of the pension or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the "Discipline"), which includes all such payments from the General Board of Pensions and Health Benefits ("GBOPHB"), during the year 2016, 2017 and 2018 by each retired or disabled clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and That the pension or disability payments to which this rental/housing allowance applies will be any pension or disability

payments from plans, annuities, or funds authorized under the Discipline, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the Discipline, that result from any service a Clergy person rendered to this Conference or that a retired or disabled Clergy person 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 Clergy person to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such retired or disabled Clergy person's pension or disability as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a Clergy person'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 Clergy person'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 Clergy person 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.

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

Board of Pensions Administration Costs: The cost of maintaining these various plans as well as audit and legal fees, fiduciary insurance cost, meeting costs, bank fees, the contract with Conference offices for services, and other normal administrative costs shall be covered by the Board of Pension Operating Fund. Due to the decrease in the post-retirement medical liability, the Conference Board of Pension has designated \$9,000,000 from that fund to be invested separately to cover administration costs; therefore, the Conference Board of Pension will not be requesting any apportionments for 2017.

Section IV: Conference Missions – District Ministries

The items in this section outline the plans for ministry within each of the districts of the conference.

Central District Connectional Ministries Council

ACTION ITEM # 401

1. State the primary purpose of your agency.

The primary purpose of the Central District Connectional Ministries Council is to connect and enable disciples of Jesus Christ, groups, communities of faith and ministries in the Central District to Worship God, Build the Body and Transform the World.

2. After reviewing the Annual Conference’s Strategic Priorities, describe your agency’s plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

Creating world-transforming communities of faith: the Central District Connectional Ministries Council works on connecting communities of faith to opportunities on ministries with the poor; supporting the Women at the Well congregation; actively working with the planting of new communities of faith, supporting the growth of Latino and other ethnic/cross-cultural ministries in the district; and active engagement on revitalization/renewal programs congregations in the district.

Equipping transformational leaders: our agency organizes an annual leadership development event for all leaders across the district; supports a college student internship program for students to work in local congregation settings and supports a Nigeria student attending Simpson College. Lay leadership development is actively utilizing the Lay Servant, Lay Speaker, and School for Lay Ministry to support and develop leaders that work in their local context in growing disciples of Jesus Christ

3. Outline your financial plan for supporting your ministry plan, including:

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

Creating World Transforming Communities of Faith

Support for ministries with the poor & marginalized	\$11,200
Church growth and development programs	\$29,600
Equipping Transformational Leaders	\$ 6,700

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

\$7,500

The Central District Connectional Ministries Council is utilizing District Askings and the requested apportionments for ministry work in 2017.

c. How your plan directs resources to our common goals

All district funds are dedicated to the conference strategic priorities of creating world transforming communities of faith and equipping transformational leaders.

d. How you will seek and utilize other sources of funding to support your ministry plan

The Central District Connectional Ministries Council is working in collaboration with BOGM Parish Development, BOGM Hispanic/Latino Ministries and BOGM Community and Institutional Ministries to support new ministry development, mission congregations, and ministries with the poor and marginalized.

The District also works with local congregations across the district to promote partnership and supportive relationships for these ministries. For example, seeking partner congregations for the South Sudanese Community of Faith.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

2015 goals, benchmarks and milestones

a. World-transforming communities of faith:

These specific goals align with creating and revitalizing world-transforming communities of faith:

- Continued to support thrive UMC, new church start in the West Des Moines area.

- Provided support and collaborate with Hispanic/Latino ministries in the growth of Latino ministries and communities of faith: Las Americas, Amor y Paz, Perry Luz Latina
 - Established a new ethnic community of faith with the Sudanese community
 - Connected communities of faith to hands-on ministries opportunities in the district; ministries with the poor and marginalized; ministries with mission congregations. Specifically increase the awareness of opportunities to support financially and with in-kind donations the Umbrella agencies; Volunteers in Mission; global health initiatives; BOGM missions
 - Engage with 16% of churches in Healthy Church Initiative and Small Church Initiative consultations. To date we have had 21 churches from the CD that have participated in some aspect of HCI. In 2015, three of our small churches completed the workshops and one congregation had a consultation. Five larger churches have decided to begin workshops in January 2016.
 - Provided information on mission field opportunities to the regional clergy clusters
- b. Equipping transformational leaders: To continue the development of transformational leaders the following goals:**
- Increased participation in Lay Servant training programs
 - Provided support for Nigeria student at Simpson through scholarship and connection to ministries of the district
 - Partnered with the South Central District on a leaders in training event held in April 2015
 - Provided financial support to pastors continuing their education
 - Provided financial support to laity participating in education and training programs
- c. Directing our resources to common goals:**
- Through intentional and frequent communication shared opportunities for hands-on ministry, and
 - Increased communication and measure effectiveness of the use of the financial resources in ministries of the district

2016 goals, benchmarks and milestones

- d. World-transforming communities of faith:**
- Two of the five conference priority ministries for developing world-transforming communities of faith are located in the Central District: thrive and the South Sudanese communities of faith. The District is collaborating with conference agencies and local congregations in the district to provide support to these ministries
 - Work with the Conference Parish Development committee on determining how to support mission congregations in the district: Epworth UMC, Women at the Well, Trinity/Las Americas UMC, Amor y Paz UMC, South Sudanese Community of faith
 - Connect communities of faith to hands-on ministries opportunities in the district; ministries with the poor and marginalized; ministries with mission congregations. Specifically increase the awareness of opportunities to support financially and with in-kind donations the Umbrella agencies; Volunteers in Mission; global health initiatives; BOGM missions
 - Healthy Church Initiative goals. Five of our larger congregations will begin the HCI workshops in January 2016. There will be two new

facilitators leading these workshops. Our goal is that 3 of those congregations would have consultations in Spring of 2017.

e. Equipping transformational leaders:

- Promote and support the Lay Servant training program with a goal of having 15 participants in the program
- Provide support for Nigeria student at Simpson through scholarship and connection to ministries of the district in partnership and collaboration with the Southcentral District organize and engage leaders in District training events: Conflict Management training Jan. 30, 2015 and Discipleship Training event featuring Phil Maynard, Feb. 17, 2015.
- Provide financial support to pastors continuing their education

2017 goals, benchmarks and milestones

f. World-transforming communities of faith.

- Two of the five conference priority ministries for developing world-transforming communities of faith are located in the Central District: thrive and the South Sudanese communities of faith. The District is collaborating with conference agencies and local congregations in the district to provide support these ministries
- Work with the Conference Parish Development committee on determining how to support mission congregations in the district: Epworth UMC, Women at the Well, Trinity/Las Americas UMC, Amor y Paz UMC, South Sudanese Community of faith
- Connect communities of faith to hands-on ministries opportunities in the district; ministries with the poor and marginalized; ministries with mission congregations. Specifically increase the awareness of opportunities to support financially and with in-kind donations the Umbrella agencies; Volunteers in Mission; global health initiatives; BOGM missions
- Healthy Church Initiative goals: To have 8 new churches begin HCI process by taking part in workshops with at least 4 of those churches having consultations. Two new trained facilitators and 4 trained coaches.

g. Equipping transformational leaders

- Promote and support the Lay Servant training program with a goal of having 15 participants in the program
- Organize and engage leaders in District training event
- Provide financial support to pastors continuing their education

5. What changes are you making in your ministry based on your evaluations?

- a. Intentionally developing partnerships to leverage resources across the conference Partnership with the Southcentral district on leadership training events
Partnering with other districts on HCI
Partnering with Ministry Cabinet, Parish Development and Hispanic/Latino Ministries on the identification and support of new ministries
- b. Maximizing utilization of financial resources for ministry work in the district. Intentionally spending carryover District Askings funds from prior years and investing in fruitful and transformational ministries across the district.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

DCMC works in collaboration with the BOGM Parish Development Committee to support growth of new congregations; ethnic congregations; and mission congregations (thrive, Women at the Well, Epworth, Trinity/Las America, Amor y

Paz) The FOM and Parish Development work together on consultations for Healthy Church Initiatives and Small Church Initiatives

DCMC works in collaboration with BOGM Hispanic/Latino Ministries to support ministries with immigrant communities of faith and Hispanic/Latino communities of faith.

DCMC works in collaboration with BOGM Community and Institutional Ministries to support agencies that provide ministries with the poor and marginalized

DCMC works with the Board of Laity and the district Lay Leader on lay leadership development programs

7. **If your agency administers grants, please answer the following questions:**
- a. **Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.**

Central District Matthew 25 Grants:

<u>Applicant</u>	<u>Project / Comment</u>	<u>2015 \$ Granted</u>
<i>DM Epworth UMC</i>	<i>Kidz Haven</i>	<i>\$ 3,000.00</i>
<i>DM Epworth UMC</i>	<i>Community Dinners</i>	<i>\$ 2,000.00</i>
<i>DM Trinity ELL</i>	<i>English Language Learners (ELL)</i>	<i>\$ 8,000.00</i>
<i>DM Trinity JFON</i>	<i>Justice For Our Neighbors</i>	<i>\$ 3,500.00</i>
<i>DM Trinity/Las Americas Woven</i>		<i>\$ 8,187.23</i>
<i>DM Trinity</i>	<i>Amor y Paz</i>	<i>\$ 8,000.00</i>
<i>Johnston Partnership</i>	<i>Friday Friends</i>	<i>\$ 2,000.00</i>
<i>Indianola First UM</i>	<i>Open Table</i>	<i>\$ 2,000.00</i>
<i>Women at the Well</i>	<i>Women at the Well</i>	<i>\$ 3,000.00</i>
<i>CFUM</i>	<i>Breakfast Club</i>	<i>\$ 8,000.00</i>

- b. **Please state how your agency reviews, approves, and determines funding levels for each application.**

Priority is given to:

Projects addressing the most vulnerable

- Projects addressing the most vulnerable
- Projects that engage in hands-on ministry
- New, innovative projects
- Projects that involve those served in the planning and design
- Projects that address the root causes of vulnerability
- Projects that have good local support
- Projects that involve cooperation between churches and/or other agencies
- If applicable, churches with a history of paying apportionments
- If possible, projects with a plan for moving toward self-support and/or a plan to assist those served in being self-sufficient
- If projects received funds previously, the projects that completed both mid-year and end-of-year reports will be given priority over those who did not submit reports.

Applications evaluated by:

- CONTENT-meeting identifiable needs, identifying who will be involved, the clarity and feasibility of the plans, addressing the priorities
- CONTEXT-larger needs being addressed; relationship to advocacy, systems change, community development, or other

- larger issues; building relationships with underserved or marginalized populations
- CAPACITY-do you have resources to carry out the plan-facilities, staff, volunteers, financial backing, organizational structure, support from churches, etc.?
 - ACCOUNTABILITY-accounting of funds granted in previous years-midterm reports are supplied to the district
- c. **Are there any additional criteria used if an applicant has previously received funds from your agency?**
No.
- d. **Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**
The application for the Matthew 25 grants requests information about the ministry goals and how they align the conference strategic priorities. The granting process requires a report where outcomes of the ministry are described. The report is then followed by a site visit where DCMC has the opportunity to further inquire about the outcomes of the ministry.

East Central District Connectional Ministries Council

ACTION ITEM # 402

1. State the primary purpose of your agency.

The mission of the East Central District Connectional Ministries Council (ECDCMC) is to connect and empower the churches and ministries of the East Central District. We connect with one another to grow in fruitfulness, care for one another, and relate to the world through love and mission. We empower churches and ministries by providing leadership development and resourcing, nurturing growth in missional congregations, initiating new faith communities, and seeding collaborative ministry efforts.

John Wesley asks us – Do you expect to be made perfect in love in this life, and are you earnestly seeking after it? We do expect and we do seek. We have a vision of connected and empowered clergy and lay leaders through which we might have vibrant and healthy congregations living into their 'kingdom potential' by sharing the love and compassion of Jesus Christ.

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

Creating world-transforming communities of faith:

The ECDCMC has a continual practice of evaluating and engaging discernment of God's will for our place and time. Ever changing and evolving leadership requires us to persistently re-vision so that we might assist congregations to move from inward to outward focusing, from member making to disciple creating, in order we might accomplish our mission. We promote and encourage the use of resources available through the United Methodist Church Discipleship Ministries. We encourage and assist local congregations in development and deployment of mission and vision statements that will create unique pathways of discipleship for their unique community. We will increase our effort developing, nurturing, and increasing collaborative missions and ministries between congregations and other entities.

The Parish Development Committee (PDC) of the ECDCMC will work in partnerships with local congregations to create new places for new people such as

the Hills and Hiawatha communities, and continue to foster young adult communities of faith. They will continue work on the vitalization of existing and new ethnic communities of faith, such as Latino communities of faith, African Immigrant communities of faith, Korean and Asian communities of faith. They will also work towards strategic use of the Sprung building. The PDC continues to explore our ever changing rural and urban landscapes in order that no group: ethnic, generational, sexual orientation, culture, etc.; is left behind, left out, or left alone.

The Outreach Committee will work to see the immigrant as our neighbor through Justice For Our Neighbor and challenging our churches with the Change a Child's Story initiative.

Equipping transformational leaders:

The Leadership development committee of the ECDCMC will empower congregations to make disciples of Jesus Christ for the transformation of the world in the following areas:

- building relationships between churches, clergy, and laity;
- sharing experiences and resources;
- offering skilled training opportunities at the district level and partnering with local churches to offer trainings;
- nurturing, empowering, and growing leaders at each step of their journey;
- offer trainings in developing discipleship pathways and
- conflict resolution.

We will respond to other training needs as identified by ministry groups in the district.

The Healthy Church Initiative process also develops both clergy and lay leadership. HCI helps to identify and cultivate the gifts in clergy and lay towards the revitalization and health of existing communities of faith. The ECD is proud to have piloted this program in the Iowa Conference and is seeing the fruits of our labor – congregations and individuals are enlivened for Christ and engaging their communities and growing disciples. But we are also constantly working on how we might improve the process and include more congregations, such as beginning another round of Small Church HCI, and HCI 2.0 and HCI 3.0.

The Leadership Development and Outreach Committees, working together will build on leadership training opportunities for ethnic in new and existing communities of faith.

Clergy “Days Apart” are another tool we use for leadership development through fellowship, spiritual guidance, self-care, rest, and training.

3. Outline your financial plan for supporting your ministry plan, including:

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

We ask ourselves, what is the cost of not implementing our ministry plan? The cost is lost opportunities to make disciples of Jesus Christ; unfulfilled healing of the broken; leaving behind the lost, lonely, and marginalized; relationships that remain thin, stagnant, and nonexistent; and ineffective or diminished congregations.

The cost of implementing our ministry plan is in being and doing church in new ways; trading old attitudes for new passion; tracking qualitative measurements instead of quantitative statistics; and to move from being purely informational to more invitational children of God.

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

- | | |
|--|----------|
| Healthy Church Initiative | \$4,500 |
| <i>(Funds will be used for books, consultations fees, NCD surveys, etc. Other district funds and the local church will then help fully fund this vital ministry.)</i> | |
| Parish Development | \$10,000 |
| <i>(\$5,000 will be used toward the Sprung Building which is a temporary structure available for new starts and capital projects. This amount roughly is one-half the cost of the loan for the year.)</i> | |
| <i>(\$5,000 is for grants toward ethnic ministries and new communities of faith.)</i> | |
| Leadership Development | \$3,000 |
| <i>(Funds will be used for known and trusted speakers to our district. These events will offer valuable training for both lay and clergy as we connect and empower towards greater vitality and health of our congregations.)</i> | |
| Emerging Ministries | \$2,000 |
| <i>(These funds would be used towards the unforeseen activities of God in our midst that might require some emergency funding to insure the impetus of grace is not diminished. Sometimes ministry and mission is of the moment and with a little influx of resources the inertia is allowed to continue.)</i> | |
| Total apportionment requested: | \$19,500 |

c. How your plan directs resources to our common goals

Our plan focuses current and future resources to the development and revitalization of faith communities, and the development of transformational leaders so that we might be better able to create disciples of Jesus Christ for the transformation of the world.

d. How you will seek and utilize other sources of funding to support your ministry plan

Currently at \$2 a member and distributed:

- 30% - Parish Development/New Communities of Faith
 - Supports revitalization of existing congregations and an emphasis on developing new communities of faith.
- 20% - Leadership Development
 - Supports training and equipping lay and clergy leaders through an annual leadership event, topical workshops, and Clergy Days Apart.
- 15% - District Connectional Ministries Council
 - Supports communications, connectional events, and grants for new ministries.
- 15% - Justice for Our Neighbors
 - Provides means for new immigrants to navigate the immigration system and discover possible paths to citizenship.
- 10% - Healthy Church Initiative
 - Supports local congregations who participate in HCI through assistance with coaching fees and book purchases.
- 10% - Outreach
 - Equips local churches to reach beyond their church walls through grants and hands-on ministry opportunities.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

2015 goals, benchmarks and milestones

Aligning ourselves with the Conference Strategic Priorities, we will measure and track those elements that directly effect, or indicate health and vitality in the three areas: communities of faith, clergy and lay leadership, and effective use of resources. We understand that no single measurement or statistic can tell the whole story, but are just indications of the total well-being of the structure

represented. We feel the following measurements will offer us a strong indication on the effectiveness of our plan and processes.

a. World-transforming communities of faith:

2016	2017	2018
Congregations with Mission and/or Vision Statements	+10%	+10%
New Communities of Faith	+2	+2
New Disciples of Christ	+5%	+5%
Collaborative Missions/Ministries	+15 %	+10%

b. Equipping transformational leaders: To continue the development of transformational leaders the following goals:

Clergy in Colloquial Cluster	+20%	+20%
Clergy Attending Days Apart	+20%	+20%
Participation in Leadership Development Training, Clergy/Laity	+10%/10%	+10%/10%
Participation in School for Lay Ministry	+10%	+15%

c. Directing our resources to common goals:

Change a Child's Story, Books/Hours	100,000/100,000	+10%	+10%
Available Funds Appropriated	100%		100%
Number of Lives Affected by Grants	+20%		+20%
Congregations Participating in Healthy Church Initiative	+20%		+20%

5. What changes are you making in your ministry based on your evaluations?

We have developed priorities and principles to guide the awarding of DCMC grants and are encouraging the other committees to develop priorities and principles to also guide them in their ministry and missions. We are developing ways to improve the grant process by developing shared expectations and clarity of the process. We will evaluate further our witness structure and organization for agility and consistency. We will align our Leadership Training opportunities to reflect the weaknesses indicated in our measurements of ministry.

Most importantly, we will continue to tell the stories of ministries begun or enhanced through the grants process, the connections nurtured, and the children of God empowered.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

We are supporting the work of the Board of Ordained Ministry to develop both licensing school and course of study for the development of ethnic leadership. We work closely with the Iowa Annual Conference as we work to develop new communities of faith as well as utilize the training opportunities they offer. We use the Healthy Church Initiative resources in church leadership development. We continue to explore connection possibilities, and encourage the local church as well, with local institutions such as schools, interfaith communities, civic organizations, non-profits, and institutional ministries.

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

Ministry	Project	Amount
Anamosa	Lunches for youth	\$2,000
Cedar Rapids, Lovely Lane	Justice for our Neighbors	\$1,209.77
Coralville	Plant-based proteins	\$2,000
Cedar Rapids, Asbury	International French Fellowship	\$2,000
Cedar Rapids, St. Paul's	African National Ministries	\$2,000
Dubuque, St. Luke's	Neighborhood Ministries	\$4,000

Epworth	Bread of Life	\$2,000
Hillcrest	Spiritual and Health	
	Integration	\$2,865
Marion, Living Waters	Operation Backpack	\$2,000
Matthew 25 Ministry Hub	Cultivate Hope	\$4,000
North Liberty	Esperanza Y Libetad	\$2,500
North Liberty	Gardening for Health	\$1,500
North Liberty	English as a	
	Second Language	\$1,000
North Liberty	Protein & Produce	
	Supplement	\$1,500
Women at the Well	Women at the Well	\$2,865
Total		\$33,439.77

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

We have divided our ECDCMC grants into four focal areas and have worked to further define so all applications fit into one of the four:

- Emerging Ministries – ministries that are new to the district;
- Leadership Development – funding for the training of clergy or lay leadership;
- Outreach – funding for ministries that reach beyond and outside of the local church;
- Parish Development – funding for expanding the capacity of ministry structures.

We have further set priorities with ministries which:

- have a broad reach;
- show evidence of collaboration;
- plan to be self-sustaining at some point in time;
- reach groups or people not currently being reached effectively;
- articulate how the ministry will be evaluated and how the evaluation will be used to improve the ministry;
- ministries that not have previously received grant money;
- include a plan for follow-up after the implementation of the grant.

Matthew 25 Grants are evaluated by a grant committee using the principles and priorities developed by CCMC in 2014.

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

We request a written report that outlines what was done, what was learned, changes made that enhanced the ministry, and the number of lives affected.

We further request a sharing of the learning and experience with the district through newsletters, workshops, or some other vehicle of communication. We also ask that grant renewals include a substantive story(s) of impact in God's kingdom.

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

Experience is an excellent learning tool as long as we are paying attention, especially so if we pay attention to the experience of others. We look not only to our past ministry plans and evaluate their effectiveness, but also to the ministry plans of our colleagues in other districts. Our shared experience then has demonstrated that an effective ministry plan should be –

Strong enough to gain attention and funding.
 Open enough to allow grace to intervene and interact.
 Hopeful enough to maintain positive attitudes and outcomes.
 Clear enough to be understood and adopted.
 United enough to garner extensive collaboration.
 Compelling enough to engage the hearts, heads, and hands.
 Prayed over enough that it might align with God's will.

North Central District Connectional Ministries Council

ACTION ITEM # 403

1. State the primary purpose of your agency.

THE PRIMARY PURPOSE IS TO PROVIDE ENCOURAGEMENT, COORDINATION, AND SUPPORT OF LOCAL CHURCHES, IN THEIR PRIMARY TASK OF MAKING DISCIPLES OF JESUS CHRIST FOR THE TRANSFORMATION OF THE WORLD.

The expanded purpose is to (Paragraph 661 of the 2012 *Book of Discipline*)

- 1) ORGANIZE to a) develop b) administer c) evaluate the 1) missional life 2) advocacy needs and 3) ministries of the Church
- 2) Maintain CONNECTIONAL RELATIONSHIPS
- 3) Organize to develop and strengthen ETHNIC MINISTRIES
- 4) Provide ENCOURAGEMENT, COORDINATION, SUPPORT for local churches, in their ministries of a) nurture b) outreach c) witness – in accordance with the MISSION of The United Methodist Church to “DEVELOP LEADERS WHO WILL PROCLAIM THE GOSPEL AND TRANSFORM THE WORLD” through the congregations’ primary task of MAKING DISCIPLES

2. After reviewing the Annual Conference’s Strategic Priorities, describe your agency’s plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

Our theme for 2017 combines Bishop Trimble’s Vision “BE ENCOURAGED” and continues the 2016 Quadrennium theme “GO THEREFORE.” We plan to continue our extensive schedule of visits and workshops out in the District, encouraging and training clergy and laity. This plan for the North Central District includes the Healthy Church Initiative, Healthy Small Church Initiative and Healthy Parish Initiative programs and resources to accomplish the Strategic Priorities.

In 2017, continuous learning communities will be held in the northern tier counties of the district, and another in the western tier counties. There will also be a group studying the Parish Model/ Healthy Parish Initiative. The lay and clergy leaders of congregations will be equipped in their learning, and the congregations will benefit from the inspiration and information spread through this education and inspiration.

We anticipate 5 congregations in the Coaching Process, all of which are in the only demographically growing area of the District (Southern Boone and Story Counties). We have already seen great ministry increasing, due to the leadership development through Healthy Church Initiative.

We feel strongly that Healthy Church Initiative, with its extensive coaching and relationship-building, impacts the entire breadth of the Strategic Priorities: A 1,2,3,4,5, B 1,2,3,4,5 and C 1,2,3,4,5. Healthy churches will increase leadership, ministry within the congregation and out into the world, and be far more likely to support the Annual Conference by paying apportionments. HCI increases the trust, caring, and positive emotional connections with the District and Conference. Healthy Church Initiative is the main focus of the Conference renewal plan for congregations.

We are planning a variety of workshops for individual congregations, clergy and laity, and “trouble-shooting” topics in a geographic area. These will be available to support the Strategic Priorities, providing resources and training such as discipleship pathways, financial stewardship, and best ministry practices.

3. **Outline your financial plan for supporting your ministry plan, including:**
 - a. **The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan**
 Total Cost - \$18,000
 Healthy Church Initiative – Book Expenses - \$5,000 for 40 clergy and laity training
 Healthy Church Initiative – Consultation and Coaching - \$6,000 for 6 congregations
 Leadership Training Events/Workshops -\$4,000 for clergy and laity to attend Parish Development Committee - \$3,000 for resources and local support in areas with possibilities for new places for new people (southern Boone and Story Counties)
 - b. **The amount of funding for your ministry plan that you are requesting from apportionments**
 Apportionment Request – Total \$18,000
 - c. **How your plan directs resources to our common goals**
 We direct resources to our common goals in two main ways. The first is by encouraging participation in the Healthy Church Initiative program, as appropriate. The second way is to provide personalized workshops for congregations, and additional training throughout the district and throughout the year. This helps all the congregations and leaders to feel connected to the ministry possibilities.
 - d. **How you will seek and utilize other sources of funding to support your ministry plan**
 The other support we use is gifts in kind from congregations, particularly in areas of hospitality, and providing facility space. In 2015, having pastoral interviews throughout the district (10 sites) has served to further strengthen the ties of mutual support.
4. **Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?**

We continue to track the number of congregations working through the Healthy Church Initiative process. We are collecting stories of how their ministry is radically improving, and how lives are changing (Strategic Priorities 1.B.1), 2.A.3), 2.B.5), 3.A.2)). Healthy Church Initiative is like a good infection, improving the ministry of all the congregations involved! As of December 2015, approximately one third of the congregations in the District, have taken the leadership training.

Our numbers in 2015 (as of October 1, 2015) are 3 Healthy Church Initiative Consultations (5 congregations), 2 Healthy Church Initiative continuous learning communities (4 congregations in the Western Group, 8 in the Central Group), and 2 congregations finishing their Healthy Church Initiative Prescriptions, with amazingly positive results.

In 2016, we are anticipating another 11 congregations participating in Healthy Small Church Initiative and Health Parish Initiative learning communities. We have reserved 2 consultation weekends in 2016, and are excited to see increased outreach in the 5 congregations going through coaching in our demographically growing area.

5. What changes are you making in your ministry based on your evaluations?

We are planning to be more nimble and responsive to workshop requests in 2016 and 2017. Rather than having all the trainings in one or two central areas (District Office, or North and South congregations) we plan to continue trainings in up to 10 locations throughout the entire district. We are paying special attention to congregations which have not previously had the opportunity to host district events, and those which are struggling to feel connected to the larger ministry of the district.

Secondly, we are deepening the partnership with other Districts, sharing the cost of the highest caliber of speakers and workshop leaders. These very effectively afford pastors and lay leaders access to more personalized attention from the leaders in their fields of Discipleship Pathways and the practice of ministry. These changes will help us improve with Strategic Priorities 2.A.2) and 2.B. 3).

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

We plan to continue our partnerships with other districts, the Board of Laity, the Board of Lay Servant Ministry, the Board of Camps, and the Board of Hispanic Ministry. We are very thankful for the partnership with the Disaster Coordinators and our District Disaster Coordinator after the Lake City tornado in 2015. Also, we are thankful for the work of Kevin Gowdy at the Foundation for his work individually with congregational Endowments. When an outside voice was helpful, we hosted events with other Field Outreach Ministers for their areas of expertise.

7. If your agency administers grants, please answer the following questions:**a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.**

Ames, Calvary UMC - School Supplies -	\$250
Boone, First UMC - Medical Clinic -	\$2000
Forest City UMC - Youth Ministry -	\$1500
Fort Dodge, First UMC - Sidewalk Sunday School -	\$3250
Hampton UMC - Cleaning Closet -	\$2500
Lake Mills UMC - Food Shelf -	\$2000
Manson, Our Savior's UMC - Sidewalk Sunday School -	\$500
Mason City, Wesley UMC - Mental Health -	\$3000
Nevada, First UMC - Food Pantry -	\$2000
Nevada, First UMC - Kids Program -	\$1000
Piecoworks, Fort Dodge -	\$2000
Vida Nueva, Corwith -	\$1581.79

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

The Matthew 25 District Committee members receive by email all the applications received by the deadline (which is publicized for 6 months previously). They have 2 weeks to read the applications. The committee meets in person annually to review and discuss the applications and prayerfully determine the funding levels for each group.

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

We track the historic support of their groups, back to 2011. We follow the Matthew 25 grant process and protocol. As instructed, we give some priority to new projects, and encourage existing projects to develop additional funding sources.

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

We evaluate the effectiveness of the ministries receiving Matthew 25 funds with site visits, reviews of the 6 month reviews (when applicable - some groups do not conduct their activities until the last quarter of the year, such as fall school supply distributions), and annual report reviews.

Northeast District Connectional Ministries Council

ACTION ITEM # 404

1. State the primary purpose of your agency.

To equip leaders and empower local faith communities to make disciples of Jesus Christ for the transformation of the world.

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

The NE District has consistently identified leadership development and support as a priority. We believe that the best way to grow disciples of Jesus Christ and create world-transforming faith communities is by equipping called and gifted leaders and supporting them in their ministries.

- Leadership Development for Clergy and Laity: We plan to continue our efforts to help clergy and laity get the training they need to become transformational leaders. We will do this through Healthy Church Initiative, the District Committee on Lay Ministry, Lay Servant classes, encouraging participation in the School for Lay Ministry, offering leadership events on the district (such as laity summit, technology training or trip to Church of the Resurrection Leadership Institute), assisting with costs for psychological evaluations and the work of the District Committee on Ministry, and an annual Laity Retreat with the D.S.
- Support and Appreciation: We find ways to express thanks and affirm the work of leaders and faith communities. These include such things as a district golf outing (no cost to district), Third Sunday site visits to affirm thriving ministries, orientation for pastors new to the NE District and a lunch for retired pastors and spouses.
- Internships and Partnerships: We are experimenting with a model of connecting a larger congregation (Cedar Falls First), a small rural church (Washington Chapel), and Threehouse: a Wesley Foundation's Center for Vocational Reflection in a way that provides pastoral leadership for a small church and opportunities for growing in leadership for a student intern and trained lay speakers. Other churches (Waterloo First and Reinbeck) also have student interns who are learning hands-on leadership in local churches. Other churches are served by lay servants mentored by elders. We anticipate continuing these partnerships to train young Christian leaders, develop skilled lay servants, and extend the ministries of experienced pastors.
- Multi-cultural ministry: We are working with the Leadership Development Minister for Evangelism and New Ministries to develop a plan for more effectively equipping leaders to develop vital multi-cultural communities of faith in the Waterloo metro area.
- Youth Ministry: We have seen growth in the NE district youth ministry over the past few years and plan to build on that through both events for youth and training for leaders.
- Change a Child's Story: We are challenging every church in the NE District to participate in transforming lives through reading to children, listening to them read, and providing books. We see this as an opportunity to build relationships across generations and with some of the least and the lost in our communities.

3. Outline your financial plan for supporting your ministry plan, including:

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

Leadership Development and Support Total:	\$11,650
--Healthy Church Initiative	\$4500
--Lay Servant classes	\$500
--Psychological evaluations: 5@\$630	\$3150
--Clergy and Laity days apart: 2@\$450	\$900
--Training event for clergy and laity	\$1100
--Leader support: 3 @ \$500	\$1500
(new clergy orientation, retired clergy lunch, clergy Christmas brunch)	
Internships and Partnerships.	No budget.
Multi-Cultural Ministry Total:	\$ 1200
Youth Ministry Total:	\$4000
Change a Child's Story	No budget.
Emerging/New Ministries	\$1200
(opportunities that arise unexpectedly)	
TOTAL BUDGET REQUEST	\$18,050

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

Above figures represent our apportionment request. We do charge participant fees for most events. We have reduced the amount requested for Healthy Church Initiative and will be asking participants and/or local churches to cover cost of books.

c. How your plan directs resources to our common goals

We are deeply committed on the NE District to leadership development and our budget reflects this. We believe that this most effectively and faithfully fulfills our purpose of equipping leaders who will make disciples of Jesus Christ and create world-transforming communities of faith.

Healthy Church Initiative is showing evidence of increasing the vitality and local ministry of congregations. District youth ministry efforts now have a team of creative leaders rather than a solo district youth coordinator. Through their efforts in the past year, we have seen more participants in youth events and more churches participating.

Pulpits are being filled by capable lay speakers and servants, university students exploring professional ministry, and candidates for both ordained and certified lay ministry receiving the training and support needed to grow as transformational leaders.

The budget for multi-cultural ministry addresses the reality of changing demographics and how we can create vibrant faith communities among changing populations.

d. How you will seek and utilize other sources of funding to support your ministry plan

The NE District has benefitted from a Lily Foundation Grant to Threehouse: a Wesley Foundation for the Center for Vocational Reflection. This partnership has assisted the district in identifying and equipping new leaders.

We typically request fees from participants and/or their local churches for training events.

Our District Asking scholarships and ministry grants assist individuals and congregations. Often the other funding sources come first and the district is

the agency that provides a little extra support, usually more as a means of encouraging and affirming ministry than as primary support.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

- Evaluation forms/self-reports. We use written evaluations following HCI workshops, youth retreats, and other events. Committees seek both written and oral feedback on ministries and events, such as the trip to the Church of the Resurrection Leadership Institute and clergy days apart.
- Quantitative evaluation. Attendance at events helps us determine what to offer in the future. In 2015 we began two new HSCI (Healthy Small Church Initiative) workshop groups, held two HCI consultations, brought in one new HCI leader, and trained one additional coach. Our NED HCI team now includes six clergy and three laypeople who serve as workshop facilitators, consultants and coaches.

We have challenged every congregation to participate in Change a Child's Story. We will count hours read, books given, and churches participating, however this data is not yet available.

- Listening and Observation.
- While less objective, we observe whether participants appear engaged in an event (for example, the recent training sessions on listening when we disagree) and when we do not get the results we hope for (such as an effort to solicit stories and prayer requests from every local church for the newsletter.) We listen to feedback that comes both formally when we ask for it and unbidden, such as in clergy cluster groups.

5. What changes are you making in your ministry based on your evaluations?

We are exploring a variation of HCI for churches which have already completed a different strategic planning process in response to feedback that they wanted to build on what they had accomplished rather than start over with a new process.

The Lay Servant Committee is selecting course offerings in response to feedback and a growing number of participants. We have observed growing opportunities for multi-cultural ministry, so we are revising plans to help our churches and leaders learn how to do this.

Both increased numbers, more participating churches, and written evaluations indicate growth in the NE District youth ministry. This leads us to prioritize youth ministry in our budget and further support the work of a growing team of skilled leaders.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

Leadership Development Minister for Evangelism and New Ministries, HCI Coordinating Team, Threehouse: a Wesley Foundation, Lay Servant Committee, School for Lay Ministry, local congregations and their leaders, and other conference staff and agencies as we continue to evaluate and revise our plan.

7. If your agency administers grants, please answer the following questions:

- a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.**

MATTHEW 25 GRANTS:

Chelsea Kids' Club--\$900

Cedar Falls First, Love INC--\$2849.29

Hazleton Trinity United Neighbors--\$750

Hillcrest Family Services (Spiritual and Health Integration)--\$4000

Iowa Justice for Our Neighbors--\$6000

Lamont Kids' Center Healthy Food & Volunteers--\$2400

LaPorte City St. Paul Community Youth--\$1000

Osage First Food, Fun, & Fellowship Outreach--\$900
 Charles City Trinity Our Brothers' Keeper--\$2000
 Waterloo First Dinner with Neighbors--\$650
 Women at the Well--\$4000

NE DISTRICT ASKING MINISTRY GRANTS:

Gladbrook--audiovisual--\$1600
 Jubilee--technology upgrade--\$972
 LaPorte City St. Paul--defibrillator--\$1500
 New Hampton First--tables for mobile food pantry--\$900
 Reinbeck--project to address school district changes--\$1000
 Shell Rock--technology upgrade--\$4500
 Threehouse: a Wesley Foundation--sound/performance equip--\$6015
 Waterloo First--Enriching Lives through Music and Arts--\$2500

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

We primarily use written application forms which are reviewed by the NE District Grants Committee. The grants committee considers payment of apportionments. Site visits are used as needed. Matthew 25 criteria is set by CCMC. Criteria for District Asking Grants are set by the DCMC. Occasionally the DCMC receives a request for a new ministry or special need and these are reviewed according to priorities set by the DCMC on a case-by-case basis. The Grants Committee recommends funding which must then be approved by the DCMC or DCMC Executive Committee.

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

The Grants Committee and/or DCMC consider mid-year and year-end progress reports. We also try to consider capacity to fund these ministries, recognizing that some applicants are from high poverty areas or serve populations able to contribute little financially.

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

1. Does the grant application fit the criteria for a particular grant?
2. Is the application complete and clear?
3. What is the commitment and involvement of the local congregation?
4. What partnerships or other sources of funding have been explored?
5. Is this an on-going need or seed money needed for a limited period of time?
6. How are lives or communities being transformed by this ministry?
7. Is there a plan to evaluate the effectiveness of the ministry?
8. How is this ministry new or innovative?

Northwest District Connectional Ministries Council

ACTION ITEM # 405

1. State the primary purpose of your agency.

The primary purpose of the Northwest District Connectional Ministries Council is to equip, resource, and connect people in the local church in their work of making disciples of Jesus Christ for the transformation of the world. An essential element of our work involves clarifying and communicating God's vision for United Methodists in northwest Iowa, and we are in the midst of engaging in visioning work as a district.

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

As we refine our vision and plan for accomplishing our common work as United Methodists and unique work as Christians in northwest Iowa, we believe our work in the area of "creating world-transforming communities of faith" will include:

- Visioning: Build off our district visioning work and the conference-wide Spiritual Leadership Inc. work to equip people in local churches to develop a clear, compelling, concise, and shared vision of how they will be a disciple-making, world-transforming church. Our strategy will include:
 - A district-wide visioning day in September that includes a video and resources to be utilized at each church in the manner they deem most helpful.
 - Utilizing clergy training events, clergy days apart, and charge conference to equip local churches to do visioning work.
- Creating Healthier Relationships: fostering relationships with people inside and outside the church that reflect our personal relationship with God. Our strategy will include:
 - Teaching and resources during the vision day that, which will be reinforced during charge conference that inspire people to strive for healthier relationships in the church.
 - Sharing inspiring stories of how intentional discipleship and small groups have transformed lives—especially from churches that have worked on this with the Healthy Church Initiative.
 - Working with church leaders to strategize how to build relationships with people outside the church in a way that builds off existing needs-based outreach.
 - A Conflict Transformation Skills workshop that shares the best practices for congregation-wide conflict resolution, especially inviting any church involved with the Healthy Church Initiative process.
- The Healthy Church Initiative (HCI) Process: a process for church revitalization, which will include:
 - HCI Workshops--Series 1--we will launch a new group in September 2017 for churches whose average worship attendance is 75 people or higher.
 - Healthy small Church Initiative (HsCI) Workshops--Series 1--we will launch a new group in October 2017 for churches whose average worship attendance is less than 75 people.
 - HCI Workshops--Series 2--any churches that are not ready for a consultation but wish to continuing in the peer learning of the Healthy Church Initiative process--with a group starting in September 2017.
 - Consultations and Coaching--churches that have completed at least one series of workshops may choose to have a consultation, which is typically followed by 18-months of coaching.
 - HCI 2.0--for churches who have been through a consultation and coaching and wish to continue the momentum. The curriculum intends for churches to engage in peer learning in a narrowly focused area of ministry.
 - HCI 3.0--for churches who have been through a consultation and coaching and desire to create a new community of faith.
- Partner with passionate local individuals, conference and denominational experts, and regional vibrant churches to establish a vision and plan for (a) new communities of faith, (b) new multicultural or ethnic communities of faith, and (c) creative realignments that provide a hopeful way forward for communities of faith in shrinking rural settings. Our plan will include:

- Identifying and building relationships with people who have the interest, passion, and gifts for reaching people beyond existing local churches.
- Working with conference leadership, Path 1 personnel, and the staff of Embrace UMC of Sioux Falls, The United Methodist Church of the Resurrection in the Kansas City area, Ginghamburg UMC near Dayton, Ohio, and BMZ church in Wisconsin (each of whom have proven plans of launching new communities of faith and revitalizing existing churches).
- Sharing stories of our connection ministry that is supported through apportionments, special offerings, and the Thanksgiving Ingathering.

Additionally, we seek to do the work of “equipping transformational leaders” through the following means:

- The visioning work, relational focus, and emphasis on Healthy Church Initiative naturally require the equipping of transformational leaders.
- Clarify and communicate the place of regional laity experiences and training such as Walk to Emmaus, Lay Servant Training, and the School for Lay Ministry that complement the work of the local church.
- Utilize the Okoboji United Methodist Camp and Morningside College to build relationships. Specifically, our plan will include:
 - A confirmation retreat in October 2017 that we will open to people of other districts and conferences.
 - A Morningside College Day that connects with older youth and young adults that builds off the learnings from the inaugural event in 2016.
 - Utilizing the people and facilities of the camp and college for training events or our clergy days apart

3. Outline your financial plan for supporting your ministry plan, including:

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

Note that we are requesting a significant increase in funds compared to our 2014, 2015, and 2016 levels, primarily because we are seeing a significant increase in participation in the Healthy Church Initiative. Many of the churches we currently have starting or re-engaging the process now will have a consultation in 2017.

Creating World-Transforming Communities of Faith:

Visioning (\$6,200 total)

Visioning Day—media and postage cost	\$ 200
Clergy Training Events—speaker and resources	\$6,000

(Supplemented by Registration fees [\$2000] and District Askings

[\$2000])

Creating Healthier Relationships (\$1,250 total)

Resources during Visioning Event	\$ 0
Sharing Inspiring Stories	\$ 0
Relational Outreach Partnerships	\$ 0
Conflict Transformational Skills-training and resources	\$1,250

(Covered entirely by participation fees and using District Asking)

Healthy Church Initiative Process (\$19,200 total)

HCI Workshops—Series 1—5 churches	\$1,500
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(Supplemented by District Askings [\$1000])

HsCI Workshops—Series 1—5 churches	\$1,500
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(Supplemented by District Askings [\$1000])

HCI Workshops—Series 2—8 churches	\$2,400
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(Supplemented by District Askings [\$1600])

Consultations and Coaching—6 churches	\$7,200
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(Supplemented by Participation Fees [\$3600])

HCI 2.0—3 churches	\$ 900
<i>(Covered by District Askings [\$900])</i>	
HCI 3.0—3 churches	\$ 900
<i>(Covered by District Askings [\$900])</i>	
New Communities of Faith and Creative Realignment (\$1,000 total)	
Identifying and gathering passionate people	\$1,000
<i>(Covered by District Askings [\$1,000])</i>	
Work with conference and regional leaders	\$ 0
Sharing stories of our connection	\$ 0
Equipping Transformational Leaders	
Building off of "creating world-transforming churches" (\$0 total)	
Clarify and Communicate regional experiences/training	(\$500 total)
Utilizing Camp and College relationships for events (\$4,800 total)	
Confirmation Retreat-80 youth x \$40/person	\$3,200
<i>(Utilize crowd-sourced funding [\$3,200])</i>	
Morningside College Day-40 youth x \$40/person	\$1,600
<i>(Utilize crowd-sourced funding [\$1600])</i>	
Utilizing the camp for training events—accounted for above	

Total Funding Request for 2017:	\$28,150
Amount Covered by Non-Apportionment Sources:	\$20,050
Remainder to be Covered by Apportionments:	\$8,100

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

To accomplish the ministry we believe we are called to do, we are requesting a total of \$8,150.

c. How your plan directs resources to our common goals

Bullard's church lifecycle describes how "vision" and "relationships" are the keys to renewing existing churches and starting new ministries. We believe that helping local churches do both vision and relationships better will ultimately create better world-transforming communities of faith. Additionally, the Healthy Church Initiative and our work around new ministries align with the conference priorities of new ministries.

Additionally, we have intentional plans to cultivate clergy and lay leadership across a variety of ages.

d. How you will seek and utilize other sources of funding to support your ministry plan

The DCMC is open to utilizing District Askings to fund some portion of the plan. Additionally, we can seek individual donations to fund specific ministries. Finally, we could charge "fees for service" for specific events.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

As we continue our visioning process, we will clarify a few critical measures to evaluation our progress and effectiveness. However, we have named the following measures in the past:

- Average worship attendance
- Number of churches involved in HCI
- Number of pastors connected to accountability groups, coaches, etc.
- Number of coaches serving within the district
- Number of churches with an intentional discipleship pathway

- Number of churches with lay servants.
 - Number of lay persons who have received lay servant training.
 - Number of persons involved in mission trips and local mission projects.
 - Amount of support given to mission work in local communities, the district, the conference, and the world.
 - Record of stories of lives that have been transformed.
5. **What changes are you making in your ministry based on your evaluations?**
Based on evaluation of our ministries and feedback from people around the district, we (1) will move forward confidently with another district-wide visioning day, (2) will open our confirmation retreat to people outside the district, and (3) seek another format and/or location for a continuing education event.
6. **What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?**
We will partner with Morningside College and the Okoboji United Methodist Camp as described above. Additionally, we must partner with the Leadership Development Ministers, CCMC, Parish Development, the Healthy Church Initiative Coordinating Team, and other districts to accomplish our HCI and church development goals. Finally, we need to establish a working relationship with the regional growing United Methodist congregations.
7. **If your agency administers grants, please answer the following questions:**
- a. **Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.**

Kids for Christ Children's Ministry (Sioux City, Crescent Park UMC)	\$2,368.47(Matt 25)
Food Fight 4 Kids (Sioux City, Wesley UMC)	\$4,000 (Matt 25)
Henry Muller Hall	\$4,000 (Matt 25)
Shesler Hall	\$4,500 (Matt 25)
Weekend Food for Spalding (Sioux City, Grace)	\$2,500 (Matt 25)
Seekers in Sneakers Children's Program (Sioux City, Riverside)	\$2,500 (Matt 25)
After School Friends Program (Sioux City, Trimble)	\$500 (Matt 25)
Justice For Our Neighbors	\$4000 (Matt 25)
Worship in an African Context (Sioux City, First UMC)	\$5000 (Dist Ask)

- b. **Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?**

We have a team of lay and clergy who meet twice a year to evaluate first the funding requests and secondly the mid-year and year-end reports. We have begun sending out pairs to conduct site visits upon receiving the year's requests. Additionally, we have added the requirement that in order to reapply, each ministry must submit mid-year and year-end reports.

In addition to distributing funds, we have made it a goal to be a clearinghouse of information about other funding sources available to our applicants. In line with our understanding of role as DCMC and to be the best stewards of the funds available to us, we have connected our applicants with about other grants that are available throughout the connection. We've also made recommendations upon site visits about informal partnerships with other ministries to help reinforce the connection and to better use resources. For example, we were able to partner three of our applicants this year with other granting processes, allowing us to distribute an extra \$5000.

To help determine funding, we look at new ministries first and then we look at how many years the ministry has been funded.

- c. **Are there any additional criteria used if an applicant has previously received funds from your agency?**

In order to receive grants, they must have submitted the previous year's mid-year and year-end reports. If they do not submit the reports, they will not be eligible for that year.

- d. **Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**

We evaluate the effectiveness by looking at the year-end and mid-year reports. Also, by having site visits to see how the ministry is working first hand.

South Central District Connectional Ministries Council

ACTION ITEM # 406

1. **State the primary purpose of your agency.**

The Mission:

A mission statement clearly declares the primary purpose of an organization. It does not change often. It is more factual than inspirational. The primary purpose, or mission, of the South Central District of the Iowa Annual Conference is to make disciples of Jesus Christ for the transformation of the world. We believe the mission of the DCMC and the district staff team is to assist, encourage, and resource local congregations in making disciples and transforming the world.

Vision:

Vision, according to Lovett Weems, is a dream. It is a picture of what is possible, a picture of God's preferred future. It describes what things will look like if we successfully live out our mission. Unlike the mission it is aspirational and inspirational in nature. Therefore in the South Central District we dream of a day when all of our congregations weep for the brokenness of their communities and are moved to gift-based-Spirit-driven action to combat that brokenness with the love and compassion of Christ.

Strategies:

Strategies are the tools, plans, and processes designed to make the dream a reality. Within the South Central District our strategies include:

- The development of a district wide growth plan
- Healthy Church Initiative
- Healthy Small Church Initiative
- Parish Healthy Church Initiative
- Healthy Church Initiative 2.0
- Healthy Church 3.0
- Assessments of Congregational Vitality (See Paragraph 213 of *The Book of Discipline*)
- Clergy Day Apart
- District Leadership Development Events for Clergy and Laity
- Hispanic/Latino Ministry

South Central District Strategic Growth Plan

Based on a model being used in the North Georgia Annual Conference the South Central District we will evaluate each congregation in the district comparing Average Worship Attendance (AWA) to the population at large in their area over a five year period to determine where each church falls on the grid below. This will

begin to allow us to develop growth strategies for congregations in each quadrant of the grid. (See Grid A.)

Once we know where each congregation falls, we can begin to develop a process for each of the four quadrants. According to the North Georgia Annual Conference:

- Those in the yellow “priority” quadrant need investment and possibly new leadership.
- Those in the green “celebration” quadrant need multiplication & support.
- Those in the pink “pastoral” quadrant need encouragement & understanding.
- Those in the blue “exceptional” quadrant need appreciation, and could provide future leadership in priority appointments. (See Grid B.)
- This information will:
 - Not be used to “label” congregations or their leaders, but rather it will assist district leadership in creating world-transforming communities of faith, developing leaders, and aligning our resources toward common goals as we develop a district-wide ministry plans that will address the needs of congregations in each quadrant so that we might assist each congregation to take steps toward becoming more vital communities of faith.
 - Allow the staff to encourage congregations declining at rates slower than the population and challenge those in growing areas.
 - Help the district team select appropriate topics for our Leadership Training events and Clergy Days Apart
 - Help the district team know which development tools to invite congregations to consider. (See a description of those tools below.)
 - Once the baseline is established in 2016, we will be able to see what congregations are growing and which ones are struggling.
- Those Strategies/Tools include:
 - Healthy Church Initiative - For churches with around 80 or more in worship. This tool would be most fitting for congregations in the yellow priority quadrant.
 - Healthy Small Church Initiative - For churches with fewer than 80 in worship and are either a single point charge, or are in a charge with other congregations not interested in the HSCI process. This would be most appropriate for congregations in the pink, pastoral quadrant. It could also be used in the blue exceptional quadrant to help teach and lead others.
 - Parish Healthy Church Initiative – This is a new HCI process which we tested in the South Central District in 2015. As we write this plan Phase 1 has included five parishes made up of 19 churches. All five parishes are seeking to enter Phase 2 which is consultation. Three of them will be in the spring of 2016 and two will be in the fall of 2016. To our knowledge no one in the country is doing Parish HCI. This tool can be used for parishes in any of the four quadrants, but especially the pink pastoral category. It is hoped it will allow us to accomplish ministry at could not otherwise be accomplished as individual churches so that more than just the pastor is shared.
 - HCI 2.0 - For churches who have been through HCI or HSCI and want to continue the momentum experienced in HCI or HSCI. The curriculum will be ready to launch in January of 2016. This tool would be most appropriate for congregations in the yellow, green, and blue areas.
 - HCI 3.0 - An HCI like process with the end goal of creating a new community of faith. Many churches have a desire to create a new community of faith, but do not know how. Many others want to do so, but lack the ability to do it on their own. HCI 3.0 will gather congregations who have a desire in creating a new community of faith either together, or on

their own, and teach them how to go about it. It will also give them the support and accountability needed to make this happen. This process is in the early stages of development and will hopefully be ready to launch by January of 2017. This too is most appropriate for those in the green and blue quadrants, but could work for those in the yellow if they are committed. This 3.0 process could move a congregation from yellow to green if done well. While this may not be ready to launch until 2017, we need to thinking and planning for it now.

- District Leadership Events & Clergy Days Apart
Possible topics include: poverty, understanding community context, emotional intelligence, and worship and today's world. These events will relate to one of the four quadrants in our strategic plan.
- ¶ 213 Assessment of Local Church Potential – In the South Central District we are using this disciplinary process to examine potential, study the community, and when feasible establishing a ministry action plan. We are using this process with congregations who have applied for equitable compensation, where leaders are unsure about future possibilities, and with congregations who are simply stuck and need some assistance to jump start their ministry. This is most appropriate for congregations in the pink "pastoral" quadrant.
- Hispanic/Latino Ministry – Because we have a growing Hispanic/Latino presence in our district we will continue to enable the ministry of Pastor Rosa and El Pueblo de Dios. We are currently active in Osceola with an average of 35 in worship each Sunday, which is up from an average of 25 in 2014. El Pueblo also cooperates with the Osceola UMC to provide children's program on Wednesday evenings. In 2015 a worship service started in Creston. They are averaging about 10 people there. Pastor Rosa will be starting a Bible Study in Oskaloosa, and will continue to attend the Justice for our Neighbors clinics in Ottumwa to develop relationships. There are six people taking the Spanish version of the School for Lay Ministry to develop and prepare to deploy lay leadership. In 2017 we will continue to go where the relational networks take the ministry.
- Measurements:
If our vision is for all congregations in the district to be vibrant communities of faith that weep for the brokenness of their communities and are moved to gift-based-Spirit-driven action to combat that brokenness with the love and compassion of Christ we need to be able to track our progress. Measurements will tell us if our strategies are successful at helping us realize the vision. Therefore using the annual statistical reports we will track:
 - Worship Attendance
 - Professions of Faith & Baptisms
 - Number of people in Intentional Faith Development
 - Apportionment and Giving
 - In addition to these numbers from the statistical reports we will:
 - Use Survey Monkey we will also track the number of churches in the district that:
 - Use MissionInsite
 - Engage in Prayer Walking
 - Engage outreach conversations and planning with the district staff
 - Use spiritual gift inventories, community gift inventories, and other tools to deploy leaders
 - Track the number and types of "new" outward, community-focused ministries such as bridge events.

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

Our District Strategic Growth Plan (discussed above of which HCI is a part) will become our comprehensive guide for living into the conference strategic priorities. It is designed to focus our efforts on creating new communities of faith, revitalizing existing communities of faith, developing leaders. The South Central District continues to be on the leading edge of HCI in the conference and will continue to be. We believe the HCI process addresses all three of the strategic priorities in the following ways:

Creating world-transforming communities of faith:

In order to be a vital, world-transforming community of faith a congregation needs to rediscover its community context, and cast a new vision that speaks to the needs and struggles of that context. We see that happening through the HCI process. We have seen churches reach out in new ways to the least, lost, left behind, and forgotten.

We are also, as mentioned above, pushing the envelope with the Parish HCI experiment, HCI 2.0 and HCI 3.0 which is about helping congregations develop the plans and the process of creating new communities of faith and increasing vitality in existing communities.

Equipping transformational leaders:

Every HCI process has both clergy and lay leadership development built into it. The entire process is about equipping both clergy and lay leaders for the work transformation. We have seen people, especially laity, discover and use their gifts. Through HCI we have seen pastors live into new ways to pastor in today's world.

Our Clergy Days Apart and District Leadership Events, which will be targeted toward one of the four quadrants will be another tool, in addition to HCI, we will use to develop clergy and lay leaders.

3. Outline your financial plan for supporting your ministry plan, including:

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

SOUTH CENTRAL DISTRICT MAP FUNDING REQUEST 2017

DISTRICT SHARE OF HEALTHY CHURCH INITIATIVE: \$8100

HCI 2.0 – Phase 1 2 churches \$2600

This "retreat model" will allow us to include churches from all over the conference for four, two day sessions at one of our UM camps over the course of the year. We are estimating it will be \$100 per person, per weekend. The remainder will be used for other supplies as necessary.

Parish HCI Phase II & III 3 parishes \$1800

This will provide coaching and support for Parishes that are living out PHCI prescriptions.

Peer Mentoring (HCI and Parish HCI) 10 People \$2000

Peer Mentoring is an 18 month learning group for pastors whose churches have voted to apply for and HCI, PHCI, or HSCI consultation. This will provide the books, manuals, and other resource material.

HCI Phase II & III 2 Churches \$1200

This will provide coaching and support for HCI churches that are living out HCI prescriptions.

Parish HCI Phase 1 3 Parishes \$500
 This will provide printed manuals and other resource material. We have decrease the amount in this category as we have increased the amount of funds the participating congregations have contributed.

PROGRAM EXPENSE: \$700
 Resource Materials: This enables our Field Outreach Minister to provide resource and leadership materials to local churches and pastors. This would include the purchase of books that are being considered for future HCI processes as well as other resources necessary to resource the congregations of the South Central District.

NEW COMMUNITIES OF FAITH SEED MONEY \$1000
 These funds will be used as seed money to support innovative and creative ministry ideas that may lead to new communities of faith.

PROFESSIONAL FEES AND CONTRACT SERVICES: \$6000
 Clergy & Leadership Days Apart
 These quarterly events will be a time for the clergy and lay leaders of our district to gather for fellowship and learning. The topics of these events will be linked to our district strategic growth plan. While all clergy will be invited, it is hoped clergy serving in one of the four quadrants will find the material especially helpful and on target for their ministry. We anticipate, in cooperating with other districts, bringing in at least one well known speaker per year. In the past we have had Tex Sample, Mike Mather, Jim Griffith, etc. We have also used this as an opportunity to feature of the gifts and passions of other FOMs. Since starting these days apart we have had sessions on asset based development, relational missional outreach, finances and stewardship, and ministry with "hard living folk." We are looking at bringing in Phil Maynard (in partnership with the Central District) to discuss discipleship pathways and Bill Selby to discuss how not to reach in anxious systems.

OFFICE EXPENSE: \$900
 Postage and Shipping \$200
 Mailing expenses for a limited number of Newsletters, meeting notices, and district communication.

Printing and Copying \$700
 Newsletter, other supplies, and resources production. This also provides for copies and worship supplies for the Hispanic/Latino Coordinator

CONFERENCE, CONVENTIONS, AND MEETINGS: \$250

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

\$16,900. Additional funding comes from our District Askings: Mobile United Methodist Missionaries: \$1/member, South Central Hispanic Ministries: \$1/member, Justice for our Neighbors: \$ 1/member. We also collect participant fees and donations from our leadership events to offset the cost. And we receive funding from the standing Hispanic/Latino committee and parish development for the funding of El Pueblo de Dios. El Pueblo de Dios also collect an offering weekly which supports the ministry.

c. How your plan directs resources to our common goals

We believe we are modeling this priority by illustrating above how each aspect of our district plan will move us toward fulfilling our vision. We also are cooperating with other districts when possible.

d. How you will seek and utilize other sources of funding to support your ministry plan

Long term it would be our hope to be able to rely on more donations and support from individuals and congregations who are passionate about these ministries.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

See Question 1 above where we outline our mission, vision, strategies, and measurements. In addition we, and all HCI congregations, have started taking the Natural Church Development survey at the start of the HCI process, and they will take it again at the end of the HCI process to give us an idea of how the HCI process has impacted those congregations

5. What changes are you making in your ministry based on your evaluations?

This MAP does not include major changes from our 2016 plan. Our MAP in 2016 was radically different from our 2015 plan and set a new direction for our district. It is difficult to change our 2017 plan based on 2016 plans we have yet to live out. We will be in a better place to answer this question next year. With that said we would add the South Central District has been, and continued to be, a leader in the Iowa Annual Conference in the development and application of Healthy Church Initiative. We believe this is critical for us to achieve the mission and vision of our district. For HCI to continue to have the impact we desire we have to continue to think, dream, and plan for the future. As a result of evaluating our ministry plans thus far we have developed and implemented Parish Healthy Church Initiative, and are working with others to launch HCI 2.0 and HCI 3.0. This looking ahead and creating plans to get us there is a result of evaluating our past ministry plans.

There are two general types of data. Quantitative data is information about quantities; that is, information that can be measured and written down with numbers. Some examples of quantitative data we are starting to measure are worship attendance, baptisms, professions of faith, the number of outward-reaching community events etc. Qualitative data is information about qualities; information that can't actually be measured. Some examples of qualitative data are the changes in attitude in congregations, the outlook of leaders, success stories about new ministry etc.

We have mentioned elsewhere in this document the type of quantitative data we are starting to collect and evaluate (i.e. information from statistical reports, as well as NCD surveys) According to the leaders in Missouri, who created HCI in 2007, tell us it takes at least three years and up to seven years to start to see a statistical difference in HCI churches. So while we are starting to collect quantitative data, we do not have a lot of it to evaluate yet. Our first HCI process began in 2011, with the first consultation in 2012. So we are only three or four years in to the process in Iowa. This data will emerge over the next several years.

On the qualitative side we have antidotal evidence the process is working. For instance in Mt. Ayr, which completed the process in 2015, has seen membership shoot from 70 to 110. The pastor has indicated that without HCI they would not have been able to sustain those numbers as the congregation has started to think and act differently. They are also starting now to see a ton a visitors as they live into the mission and vision the HCI process helped them uncover. Pastor Skip Rushing writes, "Well from my point of view after having been under appointment for 17 years, it [HCI] is the best thing I've seen."

In Afton, pastor Joel Sutton, whose parish is part of the Parish HCI experiment has started a Sunday evening worship service that has doubled the worship attendance of the Afton Church, and has stated a fifth Sunday missional outreach event to each of the communities in the parish. They have inspired other parishes in their group to try other things.

We want to make it clear that conflict is not bad. It is simply the presence of two or more ideas occupying the same space. While not causing conflict directly the HCI process tends to create space for new ideas to emerge and collide with previously established ideas. Therefore conflict can often come to the surface as part of this process. HCI gives a congregation, and its leaders, an opportunity to engage new ideas and address conflict that can stifle vitality.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

- The East Central District – may share expense of brining in speakers for our leadership events.
- The Southeast District – churches from the Southeast are in HCI with our churches.
- The Central District – may share expense of brining in speakers for our leadership events.
- The Southwest District – we are partnering with the SW around the implementation of the Parish HCI process. Especially Peer Mentoring/Coaching.
- Parish Development - both our D.S. and FOM resource the parish development committee for the conference.
- HCI Coordinating Team – Our FOM works with this team. All our plans for HCI are coordinated with this team.
- Committee on Research and Planning – FOM is working with this committee to look at the possibility of using our four-quadrant plan across the entire conference to create a baseline to begin to track the progress of our congregations.
- Hispanic/Latino Standing Committee – we work with this committee on the El Pueblo de Dios in Osceola, Creston, and Ottumwa.

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

South Central Matthew 25 Grants for 2015:

“Then the righteous will answer him, “Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? And when was it that we saw you sick or in prison and visited you?” And the king will answer them, “Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.” -
- Matthew 25:37-40 (NRSV)

With these words as our mandate the South Central District Matthew 25 Committee (Sharon Spear, Rev. Jodi Rushing, Jim Macintosh, Janice Bolger, Mary Morris, and Jaye Johnson) met in in the late summer of 2014 to review the Matthew 25 grant applications. We would have loved to recommend each grant receive 100% of what they asked for however there was \$25,800 in funds requested and only \$14,960.62 to distribute. Therefore, it was decided to give first priority to ministries located within the district, and to new applications. The Matthew 25 Committee presented the following recommendation to the District Connectional Ministry Council (DCMC) on December 1st.

Appanoose County Lord's Cupboard	\$2,000
Appanoose County Summer Lunch	\$ 200
Justice for Our Neighbors (Site located in Ottumwa)	\$3,500.62
Lamoni Food Pantry	\$2,900
Christ Community Parish "Lifting the Least" (Corydon Area Food Pantry)	\$2,400

This was a new project and given top priority.

Mobile United Methodist Missionaries	\$2,800
Women at the Well	\$1,100

- b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?**

We have several grant applications from groups or agencies that do good work, but are not physically located in our district. The Matthew 25 Committee is starting to focus our attention on how the Matthew 25 funds can do the most good in our district. In other words how can these funds help us accomplish our district vision? In addition we ask for year end, and mid-year reports. If those reports are not received we do not consider that group for funding the next year.

- c. Are there any additional criteria used if an applicant has previously received funds from your agency?**

Yes we give priority to "new" ministries and ministries that are in our district before considering other applications.

- d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**

The Matthew 25 team, made up of clergy and lay people from the district, meets each fall to review the grant applications. The group is called together by Jaye Johnson our FOM. In that first meeting we look at all the applications, and compare the total funds requested to the total amount of funds we have to distribute. We then reach agreement on how much to assign to each applicant, if any. We then assign people from the committee to conduct site visits. If the site visit does not turn up anything that causes us to modify our original recommendation (in a positive or negative way) we submit the grant applicants and amounts to the DCMC for approval.

Southeast District Connectional Ministries Council

ACTION ITEM # 407

- 1. State the primary purpose of your agency.**

The purpose of the Southeast District DCMC is to provide leadership resources for churches and their leaders in order to fulfill our shared mission of making disciples of Jesus Christ for the transformation of the world. We will accomplish our goals by focusing on expanding the gift of hospitality our congregations offer to their communities in the next 3-5 years. Welcoming the stranger is another way of showing hospitality.

- 2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.**

Creating world-transforming communities of faith:

The Southeast D.C.M.C's vision for the next 3-5 years is to strengthen local churches' hospitality ministries in their communities and places they are called to serve. D.C.M.C is encouraging churches to invite those outside of our

congregations to participate in faith development and service activities opening the church to all people. Some examples are:

- Columbus Junction Burmese worship in the UMC building
- Bettendorf Asbury outreach in LeClaire
- Bible Studies in creative locations with people outside of the church family
- Through our District Askings we are reaching out to migrant ministries by helping support local church ministries to the stranger, migrants, and others in our communities seeking spiritual affirmation and physical support. Some examples of this support are:
 - JFON - Monthly Clinic in Columbus Junction.
 - San Pablo Church - Hispanic/Latino Immigrant church serving in Muscatine with an average of 15 adults and 25 children and youth.
 - Southeast District Latino Task Force providing leadership in the District's ministry with immigrant families.
 - Ft. Madison Latino Fellowship and Worship partnering with Fort Madison UMC's ministry of space.

Equipping transformational leaders:

- Doug Anderson event October 15 at St. Mark's UMC in Iowa City; his focus is churches being purpose centered when creating communities of faith.
- We are regularly telling the stories about our local churches' hospitality ministries through Faith Partners blog on the district's e-mail blog at www.sediaumc.wordpress.com. The ministries of this D.C.M.C. are aligning with the strategic priorities of the Conference to equip transformational leaders through:
 - Lay Servant Ministry - we are equipping laity to develop their spiritual gifts to answer God's call to serve God and neighbor in acts of hospitality.
 - Leadership development events
 - Healthy Church Initiative workshops.
 - Lilian Gallo-Seagren's mission trip to the Philippines
 - Continuing education grants to laity and clergy

In these ways we invite each person to express and to experience their gifts of hospitality.

3. Outline your financial plan for supporting your ministry plan, including:

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

Grants for continuing education	\$5,500
Shared Latino Ministries	\$3,000
Lay Servant Training and other leadership events	\$3,000
Total	\$11,500

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

Total	\$ 11,500
Fee Income for Events	\$1,500
TOTAL REQUEST	\$10,000

c. How your plan directs resources to our common goals

- Through leadership training events
- Grants for continuing education
- Lay servant training
- Iowa JFON
- San Pablo UMC
- Latino Task Force

Using multiple sites for more accessible district training events and continuous learning communities

Lay Speaker training in 4 locations in 2015
 District training in 3 locations in 2015
 Increasing the number of Healthy Church Initiative study groups, there are 10 active sites in 2015
 Change a Child's Story. 75% of our churches are participating

d. How you will seek and utilize other sources of funding to support your ministry plan

From our District Askings and we will request participants pay a fee for training events and lay servant training.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

At district gatherings we will ask participants to share where they see God (their faith stories) and praying regularly.

We will increase in Lay Servant trainings participation by 20%.

District Asking support has grown consistently...\$29, 134.94 was the amount in 2015

We will make known through the district blog how churches are responding to our priorities

Through leadership training events offered Districtwide..... 5 training events in 2015

Grants for continuing education.....10

clergy and laity received grants in 2015

Lay servant training.....56 people in 2015

Iowa JFONmonthly clinics with volunteers from Southeast District churches

San Pablo UMC...partnering with a congregation of 15 adults and 25 children/youth

Latino Task Force..... 5 grants in 2015

Using multiple sites for more accessible district training events and continuous learning communities

Lay Speaker training in 4 locations in 2015

District training in 3 locations in 2015

Increasing the number of Healthy Church Initiative study groups....there are 10 active sites in 2015

Change a Child's Story....75% of our churches are participating

Emerging Ministry Grants - 9 churches with 11 ministries received grants in 2015

5. What changes are you making in your ministry based on your evaluations?

We are ramping up our communications with local churches and individuals by:

- Having more people sign up for the district blog or to like us on Facebook
- Asking churches to include district and conference web sites in pastor's information in bulletins and newsletters,
- Having more groups of clergy and laity meeting regularly to share discerning ministry
- Counting the number of churches participating in District Askings
- Having our blog content more intentionally based on our priorities
- Using the good response to our District Askings to ramp up our ministry askings
- Offering Lay Servant classes are in more locations and more often in response to feedback from participants (one training is addressing teams of pastors and laity to work cooperatively in ministry)
- Encouraging new places for new people to talk about faith and life issues for people who don't come into our churches.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

Local churches of our district will have some form of partnerships with these places.

All of our District Askings agencies receiving 50 cents from each member

- The Center in Davenport
- Mobile United Methodist Missionaries (MUMM)
- Southeast District Latino Task Force
- Iowa Justice For Our Neighbors
- San Pablo United Methodist Church
- Iowa Wesleyan University Chaplaincy Ministry
- Emerging Ministries (New Outreach Initiatives)

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

Emerging Ministries:

Cottonwood UMC	\$ 200
Eldridge UMC (GED Tutoring Program)	\$ 400
Eldridge UMC (The Summer Club)	\$ 500
Island UMC (Caring Cards)	\$ 250
Island UMC (Food Pantry)	\$1,500
Keota United Church of Faith (Food Pantry)	\$1,500
Muscatine, Musserville UMC (Wireless Headset)	\$ 320
Muscatine, San Pablo UMC	\$1,000
Muscatine, Sweetland UMC	\$ 327.80
Stockport UMC (B.A.T.T.L.E. Youth Club)	\$ 300

Matthew 25 grants:

Churches United, Quad Cities: Hunger Ministry	\$3,000
Columbus Junction UMC: Preschool	\$2,000
Diversity Service Center of Iowa	\$4,975
Fort Madison UMC: Inside/Outside Needy	\$1,200
Hillcrest Family Services	\$1,000
Iowa Justice for Our Neighbors	\$2,750
Mobile United Methodist Missionaries	\$2,500
San Pablo UMC: Family Outreach	\$4,750
St. John's UMC, Davenport: The Center	\$3,000
Women at the Well UMC	\$1,500

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

- The DCMC appoints sub groups to approve applications.
- Parish and Leadership Development group reviews all grant applications.
- Matthew 25 Grant Committee reviews those grants.

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

A limit of \$200 per person per year for scholarships for continuing education and/or leadership training
 Relationship to our priorities.

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

Groups are asked to send a mid-year and end-of-year report to evaluate the effectiveness of the program (these are used in blog stories.)

One of the end-of-year questions asks, "Tell us a story about your ministries."

The purpose is so we can learn of success stories and lives that have been changed for the better.

Look back at reports to establish priorities for future applications.

Southwest District Connectional Ministries Council

ACTION ITEM # 408**1. State the primary purpose of your agency.**

The mission of the United Methodist Church is to make disciples of Jesus Christ for the transformation of the world. The local church is one of the primary arenas where disciples are made and the world is changed. The Southwest District's primary purpose is to equip, resource, connect and uphold the pastors, laity and local churches and ministries in our district to live into the mission of "intentionally reaching new people for Jesus Christ through our ministries" and "helping [...] people grow and mature as disciples of Jesus Christ through our ministries and areas of responsibility." (2012 *Book of Discipline*, Paragraph 661)

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

Creating world-transforming communities of faith:

- Healthy Church Initiative: Between the pilot class in 2011-2012 and the second class in 2013, there have been 20 pastors and/or churches that have been involved in Phase 1 (continuous learning community) of HCI. However, out of those 20, only 3 churches have voted to move on to Phase 2 (consultation) and Phase 3 (Implementation and Coaching).

By 2016, it was our goal and expectation that with the Holy Spirit's leading, the 2014-2015 class of 6 will all move through Phase 2 (consultation) as well as consider Phase 3 (coaching and implementation of the consultation prescriptions). As of the writing of this plan, 4 of the 6 2014-2015 churches have had or are scheduled for consultation. 2016 will bring about Phase 3 (if they vote yes) for these churches.

The 2015-2016 class of 2 is smaller than our original goal; however, the timing was not quite right for many of the churches in the recruitment/praying process. We intend both of these churches to move towards consultation (phase 2) and coaching (phase 2).

In the fall of 2016, we look to start several new HCI/HSCI classes with at least 10 churches/pastors that have already committed to the process or are praying/considering it.

- Clusters: For several years, the churches of the SW district have been connected in cluster groups of shared mission fields for the purposes of cross-pollination, community ministry sharing and charge conferences. It is our goal to increase cluster meetings from once a year to twice a year for collaborative and community ministry. We will train leaders and pastors to continue to develop a cluster identity and vision around the shared mission and will continue to encourage building relationships between existing churches. We are better together than we are apart.
- County Seat Ministry: Building on our 2016 plan, we will continue to resource and support this particular kind of ministry. We look to have one or more workshop/events to resource county seat church leaders and pastors around this particular kind of ministry. In this new and emerging climate in the life of the United Methodist Church in rural Iowa we look to explore the possibility of organic hub/county ministries and what it might mean for these county seat churches to partner with other regional churches in a hub or cluster setting.
- Growing Congregations. The district ministry team will identify resource pastors and key lay leaders of growing churches that are approaching a size transition (from family to pastor, pastor to program, program to corporate) to

strategically anticipate, plan and equip these congregations and pastors for continued growth.

- **Hispanic Ministry:** 2016 is the anticipated launch date of Fe y Esperanza, a new community of faith in Council Bluffs. In 2017, we will continue to work with the parent church, Broadway UMC as well as Fe y Esperanza for strategic planning and support.
- **Resurrection Ministry.** With the closure of two churches in the SW District in 2014, one in 2015, and anticipating several more in the coming years, the district ministry team will explore with local church leaders what it means to be a faith community in those places where the church has been dissolved. Possibilities: deployed lay servants, house bible studies, recovery ministry, prayer services.

Equipping transformational leaders:

- **Lay Servant Ministry.** The future of the church is the laity. In 2014, 68 people attended Lay Servant Ministry Classes in the SW District. In 2015, the number has grown to 151. The 2016 goal was to have at least one person from each local church involved in some way, for a minimum of 112 local church lay servants registered in the district. We hope to add 10% to this number in 2017.
- **Clergy Days Apart.** Clergy Days Apart are part of the culture of the SW District. It is our goal to boost attendance and give a renewed sense of purpose to Day Apart. We will work collaboratively with DCOM on resourcing for characteristics of effective ministry during those events, as well as being leaders of vital faith communities. When it is possible, Clergy Day Apart topics will align with Lay Servant Ministry courses so that Clergy and Laity are getting resourced and equipped together to live into the mission.
- **Replicating Leadership.** Building on 2016 goals, in 2017, The District Superintendent and the Field Outreach Minister will identify and commit to regular, intentional leadership development of up to 5 individuals who have a high potential for ministry. The District Administrative Assistant will mentor up to 3 church administrative assistants and/or lay people for continued growth and excellence in working and living into faith in a ministry setting.

3. Outline your financial plan for supporting your ministry plan, including:

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

2016 District Askings at \$4.00 per member to be divided between District Mission congregations, District-wide Hispanic Ministry, New and Emerging District Ministries, MUMMs.

2017 Fee Income: Clergy Days Apart Registration, Lay Servant Ministry Registration: \$2,000

DCMC – Program Expenses

- HCI/HSCI

Manuals – Printing		\$600
Pastors’ books for PLD	@ \$110 X 8 participants	\$880
Laity books for LLD (1 set per church)	@ \$110 X 8 “	\$880
Pastors’ books for Peer Mentoring	@ \$94 X 6 “	\$564
District Scholarships for coaching fees	@ \$600 X 6 churches	
		\$3,600
Total		\$6,524
- Clergy “Days Apart”

Speakers/resource people		
Honoraria	@ \$100 X 6 sessions	\$ 600
Lodging	@ \$75 x 6	\$ 450
Travel and Mileage Expenses	@ \$125 X 6 “	\$ 750
Site/facilities expense	@ \$150 X 6 “	\$ 900
Meals	@ \$250 X 6 “	\$1,800

Total	\$4,500
• Other Clergy Gatherings	
New Clergy Orientation and SPRC Expectations Workshop	
Site/Facility Expense	\$ 150
Meals	\$ 400
Office Supplies	\$ 100
Miscellaneous Expense	\$ 100
Total	\$ 750
• District Clergy/Laity Parties (Epiphany, Summer)	
Facilities Expense	\$ 200
Meals/Entertainment	\$ 300
Total	\$ 500
• Lay Servant Ministry Training Program	
Lay Speaking/Servant Leader Training	
LSM Team Expenses Postage	\$ 50
Leaders Course and text @ \$20X10	\$ 200
Completion Certificates @ \$.40X100	\$ 40
• Leader's Honorarium @ \$100x8	\$ 800
Laity Training- (Grant to Church)	\$ 100
Total	\$2,090
• Equipping Leaders (District Leadership Replication)	
Mileage for participants	\$ 750
Total	\$ 750
• District Stewardship Team	
Program Resources & Stewardship Kits	\$ 350
Total	\$ 350
• DCMC Operations & Events	
Spring District Conference Expense	
Honorarium Tech, Childcare, Hospitality	\$ 200
Office Supplies Packets	\$ 250
Total	\$ 450
GRAND TOTAL EXPENSE	\$13,914

b. **The amount of funding for your ministry plan that you are requesting from apportionments \$13,914**

c. **How your plan directs resources to our common goals**

The 2017 SW District Apportionment request for the categories of HCI/HSCI, Clergy Day Apart, Lay Servant Ministry, Equipping Leaders, and Stewardship, all directly impact the ability of the district to resource churches, pastors, and laity to create or revitalize world transforming communities of faith, and to equip and raise up new leadership on the district to continue to live into the mission.

The other categories: Other Clergy Gatherings, District Parties, and DCMC Operations and Events directly relate to the District's assigned work as laid out in paragraph 661 in the 2012 *Book of Discipline*: "to organize, develop, administer and evaluate the missional life, advocacy needs, and ministries of the Church in and through the district. It shall maintain connectational relationships, organize to develop and strengthen ethnic ministries [...] and provide encouragement, coordination, and support for local churches in their ministries."

d. **How you will seek and utilize other sources of funding to support your ministry plan**

We will continue to offset our expenses by charging fees for Clergy Days Apart and Lay Servant Ministries.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

World Transforming Communities of Faith Goals and Benchmarks:

- HCI: In 2014-2015, we began tracking not only participation in Phase 1, but also the numbers of churches moving on through Phase 1 and 3. Churches moving beyond Phase 1 demonstrates level of commitment to health and growth on the part of the churches, as well as the growing effectiveness of the process in the SW District.

Between the years of 2011-2014, 20 churches had gone through Phase 1 with only 3 churches voting to go through to Phase 2. This is a 15% retention rate. From 2014-the end of 2015, 4 of the 6 churches in Phase 1 voted to move to Phase 2, a 67% retention rate.

Starting with the class of 2014-2015, the SW District had all Phase 1 churches complete an NCD survey to establish a baseline of health and vitality in the congregation. The first class to take these surveys will take the surveys again in 2017 after they have completed prescriptions to measure growth in spiritual health and vitality in the HCI church as well as helping to measure the effectiveness of the HCI process in the SW district.

We will also use church statistical information to track attendance and giving patterns to measure the effectiveness of the process.

- Clusters: We will measure this goal by the number of clusters that are able to work together in 1 outreach ministry or activity in 2016 and 2017.
- County Seat Ministry, Growing Congregations, and Resurrection Ministry: we measure the outcomes of those goals by the progress of calling clergy to meet together and determining from within the group the next steps, hopes, dreams and plans.
- Hispanic Ministry: It was our goal for 2016, to launch a new community of faith in Council Bluffs IA. We are delighted to share that Fe y Esperanza, a ministry of Broadway United Methodist Church is set to launch as an independent congregation in 2016, meeting the 2015 ministry plan goal. We will continue to evaluate this ministry based on the leading of the Holy Spirit, the health and vitality of the growing congregation, and the quality of structural and strategic support from the District Hispanic Ministries Team, local churches, and District Asking giving.

Equipping Ourselves and Others as Transformational Leaders Goals and Benchmarks:

- Lay Servant Ministry: Our ultimate goal, as stated in the strategic priorities, is to have 10% of each congregation trained at some level as a Lay Servant in the district. Our benchmarks are set to help us achieve those goals: By 2014, 68 people in the district attended classes. By 2015 the number grew to 151. We hope through 2016 and 2017 to continue to add to our numbers until we are up to 10% in each congregation. Since 2014, there has been a dedicated Lay Servant from the Lay Servant Ministry Committee present at each Cluster Conference to share about Lay Servant Ministry, to connect with local lay servants and pastors and to invite, inform and inspire others to join in this growing experience.
- Clergy Days Apart: Our benchmarks and goals are based on participant attendance, planning meetings with the chair of the DCOM committee to work

for equipping pastors for effectiveness and evaluations on the quality of the learning and relationship building experience.

- Replicating Leadership: The benchmarks and goals for The District Ministry team (D.S., FOM and DAA) are 1)identifying and building relationships with up to 5 high potential individuals, 2) contact hours spent per month in leadership development and training 3) Regular celebrations and reviews of the individuals ministry accomplishments and growth in the local church.

It is our intention that these high-potential individuals will not only be more effective in their local settings, but that they will begin to replicate this process by investing and mentoring other high-potential leaders within their own congregations.

5. What changes are you making in your ministry based on your evaluations?

- HCI continues to evolve and develop in the Southwest District. By communicating our high expectations regularly throughout the recruitment process, we have seen the level of commitment increase dramatically. We now expect 10% of the worshipping congregation to be involved in Phase 1 (continuous learning community), which sets the entire church up for success. Not only are there more trained and engaged lay leaders in the HCI church than there were before when the expectation was a minimum of 2 laity to attend, the entire congregation is more healthy and ready for Consultation (Phase 2) and excited about implementation (Phase 3). These churches are engaged in world-transforming ministries, they are growing numerically and spiritually, and they are developing new disciples and leaders.
- Clusters: After cluster meetings together, we will continue to evaluate the grouping of churches with flexibility on alignment for maximum possibilities of shared ministry based on gifts, community demographics and shared mission fields.
- Hispanic Ministry: it is our assessment, that as we help to strategize, support and strengthen this new church launch, the District Hispanic Ministry committee, the parent church and the district ministry team are venturing into untested waters. We need more assistance, clarity and training on launching new ethnic communities of faith. We will continue to search out best practices, partners and experienced guides for successful ministry.
- Lay Servant Ministry: to increase accessibility for Laity, we are testing out shifting Lay Servant classes from a Friday-Saturday Experience to a Saturday only experience (including some homework done before hand). We are also working to resource our Spanish Speaking Lay Servants.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

- The East Central District
- The Southeast District
- The Central District
- The South Central District
- The Northwest District
- The North Central District
- Parish Development
- HCI Coordinating Team
- Conference Hispanic Ministries Team

7. If your agency administers grants, please answer the following questions:

- a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.**

Matthew 25 Grants:

Shenandoah Early Out

\$750.00

Mondamin Food Pantry

\$1250.00

SW District MUMMS	\$2546.44
Grant Time to Create	\$750.00
IAUMC Women at the Well	\$500.00
Salem Hope Net	\$2400.00
Thurman BFF	\$1000.00
Audubon M & Ms	\$750.00
Carter Lake Breakfast with Jesus	\$2000.00
Shenandoah Hispanic	\$750.00
Total	\$12696.44

- b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?**

The District Grants Team has been delegated responsibility for administering the Matthew 25 Grants, Emerging Ministry Grants on the District as well as making recommendations for Unified Grant Applications. Matthew 25: The SW District grants team meets a minimum of 3 times per year to review applications and make allocations. In between, they do site visits and review mid-year and year-end reports. Emerging Ministry Grants: Emerging Ministry grants made on a case-by-case basis. These grants are for emerging ministries that fall outside the granting cycle of Matthew 25/and/or Unified Grants and are meant to help launch new ministries. The Grants Team evaluates the proposal and makes allocations accordingly. Unified Grant: The grants team reviews applications, makes site visits and reviews up to 5 years of grant applications, where applicable. The grants team evaluates Unified Grant applications through the rules of the application as well as evaluating how well each ministry will live into and uphold the strategic priorities.

- c. Are there any additional criteria used if an applicant has previously received funds from your agency?**

We review 5-6 years of previous requests and funding, evaluate the ministries on their growth: people reached, volunteers recruited, whether or not they are moving to sustainability, and the current need in their region, town or county.

- d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**

All Ministries that received Grants in 2015 were evaluated on how well they lived into the strategic priorities, as well as their critical impact on the District. The grants team is resourced by either the FOM or the DS, who is able to hold the vision for the mission alongside the grant applications and allocations.

Matthew 25: The SW District Grants team evaluates effectiveness for those ministries receiving funding by reviewing not only mid-year and year-end reports, but also by looking at up to 7 years of ministry work and funding, where applicable. The grants team works to connect and resource ministries with one another along common themes or mission fields.

Unified Grants: We review mid-year and year-end reports.

Emerging Ministry Grants: these are a one-time grant, and often the ministries are able to be self-sustaining or supporting after the initial funding.

District Matthew 25 Initiative

ACTION ITEM # 409

In 2004, action by the Annual Conference Session created this pool of funding to support hands-on ministry and address needs as outlined in Matthew 25:31-46 (see pages 157-160 of the 2004 Iowa Annual Conference Journal). The funds are allocated to the districts based on a formula that takes into account the number of families living in poverty, the number of seniors, and the percentage of the population that is non-English-speaking within each district. The formula is reviewed, revised and adopted annually by the Conference Connectional Ministries Council.

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

2017 Apportionment \$ 214,400

District Askings

ACTION ITEM # 410

Central \$2.50 per member

- \$0.60 District Initiatives in Ministry with the Poor
- \$0.20 Leadership Development
- \$1.50 Church Growth and Development
- \$0.10 Current Conference Mission Focus
- \$0.10 Emerging Needs

East Central \$3.00 per member

- \$0.90 Parish Development
- \$0.45 DCMC
- \$0.45 Justice for Our Neighbors
- \$0.60 Leadership Development
- \$0.30 HCI
- \$0.30 Outreach

North Central \$4.00 per member

- \$2.00 North Central District Hispanic Ministry
- \$2.00 Ames Korean United Methodist Church

Northeast \$3.00 per member

- \$2.00 Ministry Grants
- \$0.50 Scholarships for Leadership Training
- \$0.40 Emerging Ministries
- \$0.10 Contingency Fund for DCMC

Northwest \$3.00 per member

- \$0.75 District Outreach Ministries
- \$0.75 Leadership Development
- \$0.75 Church Revitalization
- \$0.75 New Places for New People

South Central \$3.00 per member

- \$1.00 Justice for Our Neighbors
- \$1.00 Mobile United Methodist Missionaries
- \$1.00 South Central District Hispanic Ministry

Southeast \$3.50 per member

- \$0.50 Mobile United Methodist Missionaries
- \$0.50 Southeast District Latino Task Force
- \$0.50 Justice for Our Neighbors
- \$0.50 San Pablo United Methodist Church
- \$0.50 Iowa Wesleyan University Chaplaincy Ministry
- \$0.50 The Center, Davenport
- \$0.50 Emerging Ministries: New Outreach Initiatives

Southwest \$4.00 per member

- \$1.20 Carter Lake
- \$0.60 Hastings
- \$0.40 Hispanic Ministries
- \$0.60 MUMMS
- \$1.20 Fe y Esperanza

Other District Ministries Report

ACTION ITEM # 411

Other Dist Ministries	Actual	Actual	Budget	Budget
	2014	2015	2016	2017
REVENUES & SUPPORT				
APPORTIONMENTS				
APPORTIONMENTS	\$ -	\$ -	\$ -	\$ -
TOTAL APPORTIONMENTS	\$ -	\$ -	\$ -	\$ -
OTHER REVENUES				
DISTRICT ASKINGS	\$ -	\$ -	\$ -	\$ -
CHARITABLE CONTRIBUTIONS	\$ 6,952	\$ 5,497	\$ 12,100	\$ 12,100
FEE INCOME	\$ -	\$ -	\$ -	\$ -
SALE OF GOODS & SERVICES	\$ -	\$ -	\$ -	\$ -
INVESTMENT EARNINGS	\$ -	\$ -	\$ -	\$ -
SALE OF ASSETS	\$ -	\$ -	\$ -	\$ -
MISCELLANEOUS RECEIPTS	\$ -	\$ -	\$ -	\$ -
TOTAL OTHER REVENUES	\$ 6,952	\$ 5,497	\$ 12,100	\$ 12,100
TOTAL REVENUES & SUPPORT	\$ 6,952	\$ 5,497	\$ 12,100	\$ 12,100
EXPENSES				
SALARY & WAGES	\$ 26,071	\$ 50,052	\$ 12,000	\$ 12,000
PAYROLL TAXES	\$ -	\$ -	\$ -	\$ -
BENEFITS	\$ 141	\$ 256	\$ 100	\$ 100
OCCUPANCY EXPENSE	\$ -	\$ -	\$ -	\$ -
OFFICE EXPENSES	\$ 198	\$ -	\$ -	\$ -
PROGRAM SUPPLIES	\$ -	\$ 113	\$ -	\$ -
PROFESSIONAL FEES & CONTRACT	\$ -	\$ -	\$ -	\$ -
INSURANCE	\$ -	\$ -	\$ -	\$ -
STAFF & VOLUNTEER TRAVEL	\$ 6,584	\$ 8,800	\$ -	\$ -
CONFERENCE, CONVENTIONS & MEE	\$ 319	\$ 770	\$ -	\$ -
EXPENDABLE EQUIPMENT EXPENS	\$ 1,214	\$ -	\$ -	\$ -
CAPITAL ASSET EXPENSE	\$ -	\$ -	\$ -	\$ -
COST OF SALES	\$ -	\$ -	\$ -	\$ -
BAD DEBT	\$ -	\$ -	\$ -	\$ -
DEBT SERVICE	\$ -	\$ -	\$ -	\$ -
PENSION BENEFIT	\$ -	\$ -	\$ -	\$ -
MISCELLENEOUS EXPENSES	\$ 12	\$ 1,042	\$ -	\$ -
GRANTS	\$ -	\$ 279	\$ -	\$ -
TOTAL EXPENSES	\$ 34,539	\$ 61,313	\$ 12,100	\$ 12,100
INTERFUND TRANSFERS				
INTERFUND TRANSFERS	\$ 23,170	\$ 80,777	\$ -	\$ -
TOTAL INTERFUND TRANSFERS	\$ 23,170	\$ 80,777	\$ -	\$ -
NET SURPLUS/(DEFICIT)	\$ (4,417)	\$ 24,960	\$ -	\$ -

Section V: Conference Missions – Programming Agencies, Part 1

The annual conference has agencies that are given, by Discipline, the responsibility of working collectively and connectionally to support the conference's mission of making disciples of Jesus Christ for the transformation of the world. These agencies are to design their work so that their members and their ministries are intentionally reaching new people with the love of Jesus and helping people grow and mature as His disciples.

The agencies listed in this section and the following one (Section VI) are charged with fulfilling these responsibilities. Together, they comprise the membership of the Conference Connectional Ministries Council, and their budgets and apportionment requests are included in the "Missions" portion of the annual conference budget.

Board of Camp, Conference and Retreat Ministries

ACTION ITEM # 501

1. State the primary purpose of your agency.

The Iowa Board of Camp, Conference and Retreat Ministries exists to be a living witness to the love and grace of God, and to provide a unique, Christ-centered experience for all people. Year-round we impact more than 21,000 lives and our goal is that each of them will come away with a memorable, Christ-filled experience that will transform their life for many years to come. Our ministries also focus on the development of leadership skills for the next generation of Christian leaders. Our goal is always to be innovative and practical since we understand that the needs of the newest generation will be different than the previous.

In 2017 we will accomplish our purpose through an intentional focus on the following major priorities, which are a continuation of our 2016 primary goals:

- Plan, organize, promote and carry out camp and retreat experiences that have a positive and Christ-centered impact on all involved.
 - Keeping facility improvements as a key priority to provide a higher quality experience for our campers.
 - Reduce our need for Conference Apportionments and focusing on financial stewardship. That includes being more effective with existing budgetary dollars while placing a high emphasis on the development of donor funding and other opportunities that expand our mission.
 - A continued focus on quality, safety and hospitality during all programs and events, while also being innovative in developing new programming opportunities.
 - Clergy investment and involvement in the Camp and Retreat Ministries; including creating Site Committees that also involve laity.
 - Continuing evaluation of staff training and opportunities for self-care and rest.
- 2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.**

Creating world-transforming communities of faith:

- Our curriculum this summer is "Fearless Faith: Courage in Community". Our campers will discover how the church can be a resource that can give campers confidence and courage. Campers will explore how they are part of the church and how it relates to the world. They will see how the strength of the Christian community casts out fear and replaces it with hope for all people.

This curriculum offers age-appropriate plans for campers and families of all ages, giving everyone the ability to explore scripture, experience Christian community and express joy through worship.

- Camp and Retreats work with the Mobile United Methodist Missionaries (MUMMS) to host JOY camp at Wesley Woods. JOY camp is specifically for rural Iowa families in poverty, and if necessary, 100 percent of a camper's fee is covered by a conference camp scholarship. Children and youth who attend JOY camp are able to learn more about God's love through lodge-based camp activities.
- About 70 youth from inner-city Des Moines attended camp in 2015 through the Jane Foundation which is an increase of 30 youth from the 2014 Camp season. Many of these youth are unchurched, and are fully-funded through conference camp scholarships with a supplemental payment coming from the Jane Foundation. Without these scholarships and assistance from the Foundation, many of these youth would be unable to attend camp. We will continue to work with the Jane Foundation to provide scholarships and a Christian camp experience to inner-city youth in 2017, and believe that the number of campers needing assistance from this area will continue to grow.
- We continue to be in conversation with Bidwell Riverside about hosting camps for non-United Methodist youth. Four regional camps were offered last summer in Mt. Pleasant and Atlantic, with low attendance. The camps will be offered again this summer, with hopes that attendance will grow in its second year. Rev. Dave Hobbs has been in conversation with a Bidwell Riverside representative to try and host day camps at Bidwell Riverside's facility.
- Camp Hope, a ministry for children that have someone close to them who has or is incarcerated, continues to grow. This camp started a few years ago with only seven youth attending, and last summer had 38 youth attend sessions at Wesley Woods and Pictured Rocks. The long-term goal is to host Camp Hope at all three campsites and to reach 100 youth. This program is fully-funded by scholarships, as many of the families attending could not afford this camp experience, these scholarships are provided through generous donations by churches, individuals and the Iowa UMC Church and Society Board.
- Pictured Rocks Camp and Retreat Center is continuing their Hands and Feet camp event. This event offers training and real world experiences where youth engage specific missions in Northeast Iowa, after discussing how each of us is called on by God to help give back.
- Wesley Woods Camp and Retreat Center will continue hosting Exceptional Persons Camps, including a camp for Autistic youth. Last summer many of these events were so popular that they filled to capacity, and we will be offering more events as a result.
- Lake Okoboji Camp and Retreat Center recently completed construction on an Aerial Adventure Course. This 40-foot high-ropes course will bring new faith and team building opportunities to not only United Methodist Campers, but the community at large. Outside school groups, businesses, sports teams and more will be able to traverse the course, giving the camp and opportunity to show God's grace in the Iowa Great Lakes Area and beyond.

Equipping transformational leaders:

- The Leadership in Training Program (LIT) continues to be our largest outreach for equipping new leaders in the church. More than 80 college students are hired each year between our three sites. These students attend a two-week training program that covers everything from safety and first-aid; child development and behavioral issues; specific programming training; and faith-development practices just to name a few. We have continued to see tremendous interest in this program, and have had to turn many qualified students away as we do not have enough positions to cover the number of

applicants. These are paid positions, and include room and board. We believe the LIT program is vital to our ministry, as we are able to help many of these students discern where God is calling them, and allows them to experience ministry in a Christian community first-hand. At one time, Dave Scharr, a retired director from Wesley Woods Camp and Retreat Center, estimated that about 40 percent of clergy in the Iowa Annual Conference had received their call from a camping experience. We still see many of our LIT's continuing their mission work by continuing on to seminary and even working as Iowa Annual Conference staff members.

- Our Junior Leadership in Training Program (JLIT) is a volunteer-based program that includes high school youth ages 14 and up. The JLITs attend smaller training sessions that are similar to the LIT trainings. They come to camp for up to a week at a time and assist our LITs in all aspects of cabin leading, kitchen assistance and faith development. There are also specific volunteers who help with our Exceptional Persons Camps as "buddies" to assist our EPs during their camp experience. We find that many of our JLITs apply to become full-summer LITs, and are very successful in their mission to show God's grace to all who attend our camp events.
- Our Ignition program for middle and high school youth continues at Wesley Woods Camp and Retreat Center. With the number of churches attending having decreased from 17 to about 6-7, we have decided to host this event quarterly. Though the numbers have dropped some on this particular ministry, we still get anywhere from 15 to 35 youth at these events. We are trying to find ways to reenergize this ministry and to get more youth involved with this, and we thinking the 2016 and 2017 year we can find new ways build the excitement.
- Lake Okoboji Camp and Retreat Center has been working with the Northwest District to host the Harvest Rally Confirmation Retreat. The retreat is specifically for youth, clergy and parents currently participating in a confirmation program at their local church. It allows for an opportunity of fellowship, worship and learning with other youth from across the state, which fosters new, Christian friendships. In the last year, Okoboji Camp has needed to utilize the entire site for this program, as it continues to grow. We would like to reach out to other districts to offer this program to more churches and youth.
- We are still working with Rev. Rebecca Fisher, LDM for Evangelism and New Ministry Development, on a program to engage revitalization in the local congregations. It is still in the preplanning stages, but would offer opportunities for summer camp youth to be more involved in the ministry setting or community that they live in. It would align not only with local pastors and laity, but other community agencies that might be able to use the gifts and talents of these young people in unique ways.
- As we look at other key goals, working with the Board of Discipleship's Spiritual Formation team to create an academy for youth leaders. This Spiritual Formation Academy would focus on high school, college and young adult leaders who are considering a career path in ministry, or would like to work more closely with their local church. The academy would provide them basic Spiritual Disciplines in order to complete this mission. We are currently considering retreat opportunities for this event at one of our campsites.
- The Board of Camp, Conference and Retreat Ministries are working on training opportunities for year-round camp staff and conference staff based off areas we see needing improvement. An example is our donor relations and marketing. We feel that these are vital for our organization moving forward, and have begun to implement several of the ideas we learned in our last training together, including a Donor Newsletter.

3. Outline your financial plan for supporting your ministry plan, including:

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

In 2017 our goal is to raise \$1,200,000 in revenue, most of which would come from Camper Fees and Hosted Retreat Fees. At the end of 2015 we were at \$1,136,000, and our goal for 2016 is \$1,160,000. We are asking for the following as it relates to our total budget: --Ministry Support for Operational request of \$375,366. --Operational Maintenance Apportionment request of \$35,525. --Facility and Capital Improvement Apportionment request of \$83,375. --Insurance request (formerly in the Board of Trustees' budget) of \$92,500.--Marketing Apportionment request of \$64,550.--Youth Campership apportionment request of \$80,000. Total operational budget for 2017 is \$1,931,316, of which 62 percent comes from our own funding sources and 38 percent comes from Conference support through apportionments. Our long term goal is to get to where 80 percent is from our own revenue sources. Please see attached financial document for additional information.

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

The total apportionment request is \$731,316, which a reduction of \$60,000 from last year.

c. How your plan directs resources to our common goals

We collaborate with churches to effectively distribute Conference Campership Funds and local church funds to get as many youth in need to camp as possible. We currently are working with the Board of Church and Society, Bidwell Riverside, the Jane Foundation, MUMMS network, and many agencies to utilize combined resources to send youth to camp. We are reaching out to non-United Methodist organizations including Big Brothers and Big Sisters, Boy Scouts, 4-H, Girl Scouts, Veterans groups, Assisted Living Centers and several others to work together on camp and retreat programs that fit their individual missions. As we work with these agencies we realize that there are ways to coordinate resources to make the program a viable option for their groups. This has definitely opened the door to more unchurched children and families learning about Jesus Christ, while being effective stewards of our resources.

d. How you will seek and utilize other sources of funding to support your ministry plan

As mentioned above, we are working with several organizations to combine resources and funding to accomplish our mutual goals. We have also been added as a Rainbow Covenant Advanced Special Offering in 2016, and expect to continue to raise funds for camperships through that ministry. In 2017 we will begin a Campership Campaign to increase the amount of campership funds available for children of all backgrounds. We are in the initial planning stages, but tentatively our goal is \$100,000 in yearly gifts, and we'd like to get this up to \$200,000 by the year 2025. For the past several years we have had increased giving for camperships, but we continue to receive more requests from families in need. In just the one year period from 2014 to 2015 this need increased by \$20,000. We have also integrated a new donor outreach plan in 2015 and will continue to work on expanding this into the 2017 year.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

We currently are working on the 2016 goals, but we are looking at setting 2017 goals around 4-6 percent increase in Camper and Hosted Retreat usage at all three camps. Each individual camp also sets site-specific goals that will vary by

location and staff. For example, in 2015 Pictured Rocks had set some high goals and increased summer campers by about 30 percent and continue to grow their Hosted and Retreat outreach. Pictured Rocks alone exceeded their expected growth financially by \$20,000 in Hosted Retreats and summer camp numbers. All of this helps us to continue our mission, but we realize that our primary concern is Spiritual revitalization. With that being said, we also are taking a better look at how Spiritual growth and emotional growth is happening at our camps. We conduct camper and parent surveys through the year that allow us to evaluate each camper's personal experience. It also shows us how effective hospitality, safety, quality of staff and programming is at each site. We take these very seriously and try to work through any concerns that might arise and try to improve our process and ultimately the outcome of people knowing Jesus Christ

5. What changes are you making in your ministry based on your evaluations?

We are constantly evaluating our program at the conference and site level to provide the best experience for our campers. We are an American Camp Association (ACA) accredited program, and adhere to about 300 safety standards set by this nationally recognized organization. Every three years, each of our sites is visited by trained ACA staff members to ensure each of our camps is following these standards to maintain our accreditation. We also make necessary changes to staff training and program facilitation based of those standards. The Conference Camp and Retreat Office surveys all camper families at the end of each camp season, and each individual camp sends its own survey at the end of each individual camper's experience. This totals to about 4,000 surveys. At the Conference Camp and Retreat Office level, we had approximately 10-15 percent of those surveyed at the end of summer 2015 respond. 94 percent of those had a positive camp experience, and 96 percent would recommend an Iowa U.M. Camp to a friend or family member. We take questions and concerns seriously, and some areas parents and families believe we need to improve upon are: Registration process, Conference Campership application, food service, and new programming. We have already taken many of these suggestions into account, and have redesigned the Conference Campership application and have worked out several of issues on the registration process. We have added several new programs within the last year, including an Aerial Adventure Course at Lake Okoboji, Laser Tag at Wesley Woods and a Hammock Village at Pictured Rocks. As with all new programming, we evaluate the ability of the activity to provide faith and team building opportunities, and how we can reach youth that may not be associated with a church. With more than 20,000 guests on our grounds every year, we will always have places we can improve and we will continue to meet these needs the best we can.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

- Colleges and School Groups: Examples include Simpson College, Northwestern College, Marcus Meriden Cleghorne School District, Southeast Polk School District, Spirit Lake School District and Indianola School District. Team building activities for incoming freshman, environmental study programs, retreat opportunities for college Religious Life communities, and anti-bullying activities for school groups are just a few of the programs our camps facilitate for these groups. Within the last two years, the number of schools that have allowed us to share information about our summer programming has increased. We continue to increase the number of outside school and college groups attending our program each year.
- Alcoholics Anonymous and Narcotics Anonymous groups: This is a great opportunity to share our space with groups that otherwise may not have a place to host a retreat. Many of these organizations have been turned away from other retreat facilities due to the stereotypes surrounding their group. At

Okoboji Camp alone, more than 90 men meet every spring for a weekend retreat, and several of their children have begun attending camp each summer. We are proud to offer Christian grace and a safe space for healing and sharing.

- Veterans Groups: Wesley Woods has been working with the Wounded Warriors program to offer therapeutic riding. Deke and Su Rider have been working on this for a few years now.
- Iowa Board of Discipleship Spiritual Formation: As mentioned earlier, we have been working with Spiritual Formation to offer a camp retreat for high school, college and young adults who are considering a path into ministry. This retreat would equip them with the necessary spiritual tools to lead in their church or beyond. The anticipated start date would be in 2016.
- Iowa U.M. Board of Church and Society, Iowa Department of Corrections, Big Brothers, Big Sisters of Iowa: These organizations have played a critical role in implementing our Camp Hope program, which allows children and youth impacted by incarceration an opportunity to attend a camp specifically designed for them.
- Other denominations, including Episcopalians, Catholic Diocese of Dubuque and Presbyterians: We have successfully facilitated camp and retreat programming for all three of these denominations, and will continue to work with them in the future.
- Altoona U.M. Church: We have put together a camp for elementary youth that will be supervised and led by their leaders. We are also working with other Des Moines area churches to facilitate similar programs.
- District Offices: Lake Okoboji Camp and Retreat Center is continuing to work with the Northwest District Office to host the Harvest Rally Confirmation Retreat. We would like to extend this opportunity to other districts at other camp sites.
- The Hispanic/Latino Standing Committee: In previous years, we have worked with this group to put on a camp for Hispanic/Latino youth. However, the group found a different site to host the camp last year. We are still in conversation with them to continue programming to minister to this group.
- Department of Human Services (DHS) - We continue to maintain a great working relationship with DHS. They assist with many grants for our Exceptional Persons camps.
- Boy Scouts: We have several troops that work directly with our camps for retreat and service opportunities, including the creation of Eagle Scout service projects.
- 4-H Groups and ISU Extension Office: We have worked with regional 4-H Groups in Northwest, North Central and Northeast Iowa to provide camp experiences for their youth and also retreat opportunities year-round. We are still in the process of connecting with the ISU Extension Office to offer Agricultural and Rural Education programming specifically at the Wesley Woods site.
- Christian Educators of Iowa: We are still in the planning process of hosting retreats and seminars at our camp sites with the help of the Christian Educators of Iowa, and are in conversation with them to find ways our organization can assist this group in their mission.

7. If your agency administers grants, please answer the following questions:

- a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.**

N/A

- b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?
N/A
- c. Are there any additional criteria used if an applicant has previously received funds from your agency?
N/A
- d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.
N/A

2017 Apportionment \$671,316

Board of Church and Society

ACTION ITEM # 502

1. State the primary purpose of your agency.

The Purpose of the Board of Church & Society is to empower local churches to be world transforming communities of faith and to advocate for God's kingdom "on earth as it is in heaven" through advocacy, education and action on social justice issues. To best focus our resources and efforts we have three areas of focus for this quadrennium

- Care of God's Creation
- Diseases of Poverty: Hunger, Obesity and Mental Health Care
- Restorative Justice: supporting Camp Hope and promoting community-based corrections and empowering churches for prison/re-entry ministry.

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

- Care of God's Creation: Passion for the earth brings people to God. By caring for creation the church creates opportunities for evangelism, discipleship and world-transformation.
 - Equipping Leaders: The Board will empower and educate clergy and laity to be transformational leaders for environmental sustainability, protection and awareness of climate change.
 - The Board will partner with the School for Lay Ministry and Lay Servant Ministries, UMW, and UMYF to evangelize and grow Disciples of Christ who connect to God through creation.
 - \$1,500 will purchase materials for churches and districts, and will sponsor training in partnership with Iowa Interfaith Power and Light promoting their Cool Congregations Program.
 - World-Transforming Witness: The Advocacy Team will lobby the Iowa legislature to support laws that prevent fracking, promote clean water and support renewable energy in Iowa.
- Diseases of Poverty. Iowa is ranked 18th in the nation for health, a drop from when we were in the top ten healthiest states in the 1990's. Promoting health by addressing the three largest diseases of poverty in Iowa will lead to healthier pastors, congregations and Disciples of Christ.
 - Community Gardens: Community gardens make disciples and transform the world. They provide fresh fruit & vegetables, exercise, knowledge of the care of creation and opportunities for evangelism to the unchurched.

The Board's goal is to increase community gardening at local churches in the following ways

- Peace with Justice Fund grants will help churches with the start-up costs of building a community garden.
- World-transforming Witness: The Advocacy Team will lead us in advocating for state funding of food banks and federal funding for SNAP (food stamps) and increased funding for school lunches. We will continue to promote the use of "A Place at the Table" in local churches & encouraging advocacy for change.
- Mental Illness. We will partner with NAMI (National Alliance on Mental Illness) to educate local churches and church leaders on mental health issues.
- Restorative Justice. Jesus taught the Church to confront sin and to also forgive and bring back sinners into the flock. Restorative Justice work teaches us how to follow Jesus and transform the world into a place where sin is transformed into witness.
 - County Jail Ministry: The Board will equip and empower local churches to reach out to those involved in the criminal justice system in their communities. We will contact each church located in a county seat to see if they are involved in county jail ministry, and/or would like training to be in prison ministry. We will work with Women at the Well to provide online/webinar training to churches that are interested in this ministry. \$500 will support the cost of this training.
 - Continue Developing Re-entry Support Ministry: We will partner with Women at the Well to strengthen our churches and ready them for ministry with those recently released from prison. \$200 per district (\$1600 total) will support each DCMC to provide training and resources for their local churches. The Board will provide materials for the School for Lay Ministry, Lay Servants Ministry, and UMW about this ministry.
 - Camp Hope: The Board of Church and Society has consulted the Board of Camps and Retreats Ministries to set a realistic goal for attendance at Camp Hope to 80 children/youth. With the cost for each child/youth being \$200, we wish to allot \$16,000 for this ministry so that children will be able to attend this life-changing ministry at no cost.
- Beje Clark Restorative Justice Leadership Award: The Board presents this award each year at the Annual Conference Award Banquet with a gift or plaque presented to the winner; \$50 for this cost.
- World-Transforming Witness. The Advocacy Team will continue working with the Justice Reform Consortium to lobby the Iowa State Legislature for just laws that support community-based corrections and rehabilitation and offer an Advocacy Day in 2017 which will help educate laity and clergy of the conference on issues of justice coming before the Iowa General Assembly and the United States Congress. \$1,000 is the estimated cost of this effort to fund this Advocacy Day.
- Church & Society Heritage Education. The Board will purchase a copy of the book "John Wesley for the 21st Century" that will be placed in District Offices to educate Iowa United Methodists regarding the social justice concerns of John Wesley and Methodists since his ministry began. \$84 will be the cost
- Peace with Justice Offering Funds: Grants for justice situations will be made available to local churches who apply for them.

- Memberships: The Board will continue to pay for the Iowa Annual Conference and Districts' memberships in the Justice Reform Consortium and Iowa Interfaith Power and Light.
- Scholarships: The Board will continue to make up to \$6,000 available for the Peace with Justice Essay Scholarship. The Board hopes to sponsor individuals within the Iowa Annual Conference to be trained at the Ecumenical Advocacy Days, the General Board of Church & Society's Young Clergy Conference, and other such events. Individuals who receive such scholarships will be asked to use their training to educate others and further the work of the Board.

3. Outline your financial plan for supporting your ministry plan, including:

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

Creating world transforming communities of faith:

\$3,100 will be to provide connections/resources for local churches to become world- transforming communities of faith

Equipping ourselves and others as transformational leaders:

\$1,500 will be for resources and training to create transformational leaders

\$50 to recognize persons who are being transformational leaders in the IAC

Directing our resources to our common goals:

\$84 will help local churches direct their resources more efficiently and sustainably.

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

\$4734

c. How your plan directs resources to our common goals

Board of Church and Society seeks to create transforming communities of faith and transformational leaders.

d. How you will seek and utilize other sources of funding to support your ministry plan

\$16,000 for Camp Hope; Iowa Interfaith Power and Light and Justice Reform Consortium partner memberships of \$4,000; and \$1500 for Peace with Justice Scholarships will come from Peace with Justice Offering Funds.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

2015 goals, benchmarks and milestones

In 2015, 2016, and 2017 we will be measuring persons trained, and local church participation in events we have scheduled.

5. What changes are you making in your ministry based on your evaluations?

We have changed the way we relate to partner agencies, inviting members of their Board to be with us and empowering members of our board to relate directly with them rather than expecting the Board chair to do all the relationship building.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

Within the Iowa Annual Conference:

The Board of Camps and Retreat Ministries: Camp Hope; CORR & COSROW: Anti Racism/Sexism Workshops, Women at the Well, Matthew 25 Ministries, School for Lay Ministry, Lay Servant Training, UMW, UMYF, and District Ministry Councils

Within Iowa: Justice Reform Consortium, Iowa Interfaith Power and Light, AMOS, and MFSA

Nationwide: General Conference Board of Church & Society, CORR, COSROW, UMW, and Ecumenical Advocacy Days.

7. If your agency administers grants, please answer the following questions:

- a. **Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.**

In 2015 we enabled a \$5000 grant to the Lake Mills Food Pantry and \$4500 to Conference Board of Camps for Camp Hope.

- b. **Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?**

We have a detailed grant form that outlines the Board of Church & Society's three focus areas and the Annual Conference's strategic priorities and requires ministries to define their outcomes and what they are hoping to achieve. With memberships, the Board has a member who attends meetings with that agency and solicits information on budget, mission, and fruitfulness.

- c. **Are there any additional criteria used if an applicant has previously received funds from your agency?**

A Board member follows up a year after the grant has been given to solicit information on fruitfulness. We have edited our application form each year based on our learning.

- d. **Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**

We follow up on an annual basis to see if our funding has been beneficial, effective, and fruitful to their ministries; and how those answers may influence our ministry plan, our grant application form, and the review process.

2017 Apportionment \$ 4,734

Board of Discipleship

ACTION ITEM # 503

1. **State the primary purpose of your agency.**

The Board of Discipleship's overall purpose is equipping church laity and clergy to be world-changing leaders in the area of discipleship. This includes Christian Education, Spiritual Formation, Stewardship, Worship, and Evangelism. For the purposes of being efficient in our ministries the BOD has decided to focus their Apportionment request on two portions of our agency, for the 2017 year it is the Christian Education area and the Spiritual formation area.

Christian Education's (CE) primary purpose is to equip, enable, resource and train people so they can reach out to share life-giving relationship that Jesus Christ gives us.

Spiritual Formation Steering Committee (SFSC) is the agency which calls individuals to connect with the Holy in deeper and more contemplative ways than most Christians are familiar with. We promote the spiritual formation academies of The Upper Room and offer similar retreats and academies.

2. **After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.**

CE-Discipleship starts with individuals growing spiritually so that they can share their faith with others in order to transform the world. By equipping laity and clergy to model and offer quality Christian Formation/Education, then there will be some intentionality in the local church to make a difference for Christ.

SFSC - We have a unique opportunity to concentrate wholly on the awakening of an individual's spirituality. This awakening is as limitless as God's love. While practicing one's faith inside a congregation, one might be discouraged or overwhelmed with the multiple layers of conducting the "business" of the church. We call people, especially leaders in the UMC, to be formed spiritually to avoid such discouragement. A spiritual formation encounter has one purpose....to be open to being transformed by God for the service of others. The Annual Conference is calling us to World Transforming communities of faith. Without acknowledging the Spirit of God within, we are nothing more than a service organization. Being transformed in the Spirit of God challenges us to seek and to offer love. We become listeners of where God is active and join God there. SFSC seeks to provide tools to facilitate personal and corporate spiritual growth to transform our communities of faith and our leaders.

3. Outline your financial plan for supporting your ministry plan, including:

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

CE--We are just finishing our 18-month Discippler Training which has replaced our Academy for Christian Education training. In 2017 we will begin another training cycle for the 'Discippler' Program. The cost of this training for this has traditionally been \$3,000 for teaching honorarium and supplies and an additional \$1000 for other travel expenses and meals. For the last program we had 10 sign up and the cost was \$300 per person for the whole training program. For future planning the extra \$1000 will help subsidize some of this cost if we have a smaller attendance. SFSC - In 2017 we will offer a Five-Day Academy for Spiritual Formation, which we do every two years. This costs about \$23,000. Because we had over 40 participants in the 2015 academy, registration fees covered all expenses other than the \$3,000 deposit on the facility, a fee which was paid in 2014. Fewer participants would require SFSC to pay \$3,000 of the faculty expenses also. Our 4-hour retreats, which we offer multiple times each year, are funded by volunteers donating their time and local churches reimbursing for mileage expenses.

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

CE--\$1,000 to help insure that we have the needed funds to begin our 2nd Discippler academy SFSC - \$6,000 – to insure we have funding for our biennial Five-Day Academy in 2017 and to cover mileage and similar expenses for committee meetings.

c. How your plan directs resources to our common goals

CE--The Christian Educators of Iowa work with many Churches and other agencies within the state to help facilitate ministries and training. They have worked with the Intergenerational Ministry Council on the 2015 fall retreat, they also have been working with IRMS so as to allow for increased availability of resources for churches. SFSC - Working with the Annual Conference, local churches, and The Upper Room, the academies and retreats we offer equip people to be spirit-filled and transformational leaders.

d. How you will seek and utilize other sources of funding to support your ministry plan

CE--To attend the quarterly Discippler retreats, the individuals attending pay a fee that off-sets the cost of the meal and the resources used. This almost pays for what we do, but generally we need more support.

SFSC - Besides apportionments, our basic source of income is registration fees for participants.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

CE-Christian education/Christian formation is critical to the health of the local church.

Unfortunately, churches tend to cut funding in the area of paid Christian educators. More and more Christian educators are not certified in Christian education or are not an ordained deacon. That means that those coming into positions in churches in the area of Christian education lack the training needed to choose curriculum, mentor leaders, and provide quality outreach ministries in the area of Christian education. The Discippler program is an online course put out by Discipleship Ministries formerly known as the Board of discipleship, and is a great fundamental program used to equip Christian educators to do the work of Christian education ministry in the local church. For the past two years the Iowa Annual Conference has funded a director for this program. The director convenes Christian educators every 2 to 3 months to bring in speakers and network with them around the topic being taught in the course. The online course is free, and the spiritual support that the director provides has fostered collaborative unity and collegial effort.

SFSC - Our goal is to increase knowledge of this program in the Iowa Annual Conference working with Annual Conference Communication and through personal appearances. The 2015 Five-Day Academy had the largest attendance of any we've held in recent years. Evaluation by participants rated the event as very successful in helping individuals to grow in their spiritual lives and practices. In 2015 we led a 4-hour retreat for the Christian Educators Fellowship and one for a local church, as well as giving an introduction during a meal at annual conference. In each of the succeeding years we intend to offer at least three 4-hour retreats. At each event we survey participants to insure that they have experienced growth during their retreat. 2015 goals, benchmarks and milestones.

5. What changes are you making in your ministry based on your evaluations?

CE-Knowing that the program needs local support, the Discippler program will be adding local mentors living in the districts of the participants. This will provide regular support between the quarterly retreats. The program is also stepping up the online support with a Facebook page for interaction.

SFSC - We are exploring the possibility of a new model, planning for a 3-day retreat, after hearing from many that a five day academy is too long for them to commit to. Part of the measurement of success for that will be if we find sufficient interest to fully fund that experience.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

CE-Utilizing the FOM's in the districts can help target those who would benefit from the course, and can also provide some of the quarterly retreats as speakers.

SFSC - We work with the entire Board of Discipleship, as well as with Camps and Retreat Ministries. We work also with each district office and/or district council on connectional ministry. Because we offer CEUs for the five-day academies, we foster a relationship with the Board of Ministry.

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

N/A.

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

N/A

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

N/A

- d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

N/A

2017 Apportionment \$ 6,000

Board of Global Ministries

ACTION ITEM # 504

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

Standing Committee on Parish Development

1. State the primary purpose of your agency.

Parish Development's primary purpose concentrates on the making of disciples of Jesus Christ for the transformation of the world, with emphases on:

- The revitalization/renewal of existing local churches, and
- The reproduction of new disciple-making communities of faith.

In order to live this out we strive to:

- develop leaders, who in their ministry
- connect with their communities, in such ways as to
- equip and make new disciples as well as new communities of disciples, who in turn
- live out their faith in such ways that transforms their communities and so the world.

We are increasing our efforts of disciple making with persons of various ethnicities and are working more closely with the Hispanic Latino Committee.

Since this is not a linear process, we approach our work from an organic (biblical) understanding of the Church as the body of Christ (1 Corinthians 12/Romans 12). Organically God creates each organism to reproduce, but no organism can reproduce if it is not healthy enough to do so. So our focus with local churches is to help each local church achieve such a degree of health through revitalization/renewal that it becomes reproductive (i.e. makes disciples and new communities of disciples). This often occurs best through new communities of faith (be it in small groups of study and service, new worship service, multi-site, missional church, new church plants, and other examples of new places for new people). Clearly this is not an either/or alternative but a holistic balance of both/and, where often one aspect of revitalization or new church planting feeds off the other. We believe this is what Christ calls us to do as his followers: "This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples." (John 15:8)

Parish Development strives to communicate this core purpose to all aspects of the Conference, but first and foremost to the local church. Our primary communication, therefore, occurs with and for the lay and clergy leaders within local churches (Equipping ourselves and others as transformational leaders). This

happens directly through members of the Parish Development team and in the work of the Leadership Development Minister for evangelism and new ministry (via individual conversations, success stories, church consultations and coaching), as well as the programs we offer for local churches, such as Healthy Church Initiative. It also occurs in collaboration working with FOMs, Superintendents, Communications, LDMs, and numerous boards and agencies, especially the Hispanic Latino Committee. In addition we are engaged in conversations of learning, evaluation and the discernment of best practices with other annual conferences and their congregational directors.

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

Creating world-transforming communities of faith:

- Parish Development's primary objective is to help each of our local churches become the missionary sending station that Christ has always intended every one of our churches to be. Such congregations are the ones that send their church and so each disciple from within it into the world to go and tell the good news of Jesus Christ (as we are told to do three times within Matthew 28). Parish Development therefore strives to help each local church become the healthy and reproductive (i.e. disciple-making and transformational) community of faith Christ calls them to be -- for the Mission. That is why in 2017 we are continuing to grow our current emphasis in Healthy Church Initiative as well as other proven revitalization & renewal processes, such as Natural Church Development, Co-Mission, Roadmap, etc.
- As part of this strategy, we understand that the best way to create new disciple-making communities of faith (New Places for New People) is not following a top-down approach, started by Conference leadership, but by local churches. Disciple-making churches clearly understand that they are the ones in the best place to reach their communities through new worship services, multi-sites, missional communities, adoption, anchor church, and other models. In new church planting, then, Parish Development's role is increasingly to help identify, support and resource those existing congregations and leaders who get it and are working for this purpose. That does not mean that parachute drop new church starts will not occur, but instead will be done so on an increasingly more selective basis (i.e., when no one else/no local church is in position or able to do so).
- Parish Development has been invited to the table to be involved in the Ministry Cabinet along with the Hispanic Latino Committee for better collaboration regarding the needs and opportunities in our Conference. Together numerous priorities have been identified and the top five have been selected to be our five strategic priorities. While providing funding is a part of this collaboration this shared ministry allows us to better link ourselves together to make disciples for the transformation of the world.

Equipping transformational leaders:

- It all begins with leadership. If we are to be world-transforming communities of faith and align our resources to our common goals, it will be because of the disciple-leaders we have raised up and supported within and through our local churches. Significant resources from Parish Development, therefore, are being directed to the identification, development, release and support of such leaders. As new/rediscovered planting models are identified that effectively engage unreached populations and communities (such models as nesting, vital merger, anchor church, adoption, multi-site, missional communities), we need to equip existing and new leader to embrace them. For example as local churches struggle financially to support full-time clergy, increasingly trained laity will be needed to become the on the line leaders of communities of faith.

But to support them in their work this will also require collaboration and support from equally trained clergy coaches, and perhaps we could say presiding elders. (Think the biblical elder model and early American Methodism's circuit rider model.) Parish Development is working to raise up and equip such leaders through the opportunities and support we provide in coaching for new church starts, in all aspect of Healthy Church Initiative, in the North Central Jurisdiction boot camps, the School of Congregation Development, the Graduate Academy, emerging ministries, the Academy for Mission Wisdom, and other endeavors.

- Parish Development is working collaboratively with such groups as the School of Lay Ministry, Hispanic Latino Standing Committee, Board of Discipleship, and district leadership teams in much of this work. For instance we provide scholarships for Hispanic Latino leaders to the School of Congregational Development and boot camp, work with the BOD and district teams in HCI, and district teams in district leadership training.
- Many of us of us have little experience engaging in the new ways of ministry for this new era. Someone changed the rules, which therefore requires a retraining of all lay and clergy leaders within our churches. That is why leadership development lay at the heart of the Healthy Church Initiative and Healthy Small Church Initiative. This occurs throughout the entire process, in continuous learning communities where local church pastors and laity work together learning new insights and approaches as they work together to apply these learnings within their own local churches and communities. It also occurs as we raise up facilitators, coaches and consultation team members who provide support to the HCI process. This same approach is also used within the Graduate Academy and our new church starts, as well as other training and equipping venues. Parish Development is about helping existing and new leaders acquire the necessary insights and skills required of our churches in order to reach their mission fields for Jesus Christ

Directing our resources to our common goals

- Financial sustainability:
All the ministries Parish Development supports are expected to demonstrate financial sustainability. This even includes our Mission Congregations who may not be financially self-supporting but each year in their annual review need to provide evidence of their financial self-sustainability (be in the black and provide the ministry they are called to live out). This same approach is applied to all new church starts. The policy of Parish Development is to provide three to five years of funding for new starts, with the understanding (in a written Ministry Covenant) that funding may end after five years, or if demonstrated fruit is evident but the ministry is not yet about to be self-supporting, that a clear plan must be presented where this ministry will be weaned off funding support.

All ministries Parish Development supports are required to submit the necessary reports and updates of the fruitfulness of their ministry; and it is from these reports that Parish Development makes decisions regarding the future support and therefore funding of these ministries.

Parish Development has been a good steward of gifts/bequests given to it, investing these funding through the Iowa United Methodist Foundation. These funds are made available to local churches through the Rotating Loan Fund, for low interest loans (currently at 3%). Interest from other invested funds is used to increase the number of ministries/local churches we can support when Unified Grant apportionment dollars run out. This also includes additional emerging ministries that develop mid-year. Parish Development continues each year to end the year in the black, and anticipates that will be the case in 2016.

- Good stewardship of resources and gifts:
Everything Parish Development does is regularly audited to be in alignment with the Mission. If it is not making disciples of Jesus Christ and so not transforming the world, we are not about it.
- Effective communication about the ministry and evidence others are being invited to join in. Parish Development works with Communications to get the story out—be it through the Builder’s Call (videos and other materials on the web-site), in articles, and periodic pieces within the Reporter or Midweek. Parish Development also works with district leadership teams in communicating opportunities for training and development, using district communication systems, as well as identifying potential leaders. Parish Development works in collaboration with various boards and agencies, in the ministry we share together. This includes Parish Development and the Hispanic Latino Standing Committee sharing a meeting together once each year, or the Board of Discipleship’s support (financial and otherwise) of HCI, as well as recent explorations for how Parish Development and the Board of Laity might offer through the School of Ministry HCI coach/facilitator training for lay leadership. Parish Development is now involved with the Ministry Cabinet planning our focus on strategic priorities. A critical factor in the ability to grow the HCI ministry is the identification and training of HCI coaches, facilitators and consultation team members. Parish Development works with FOMs, district teams, its continuous learning communities and their participants, and networks of conversations to invite others to become part of this leadership team.
- Reaching multiple generations:
It is a demonstrated best practice that one of the most effective ways to connect with young adults and others who are not yet part of churches is through new communities of faith/new places for new people. These new communities of faith better speak to the life issues reflective of their life experience. Such new churches can be traditional stand-alone new church starts or multi-site venues or a new worship service or increasingly missional communities of people living out their faith 24/7, 365. An increased focus on issues of social justice and the empowerment of communities through such practices as asset-mapping are increasingly proving effective tools for new church planting and church revitalization, especially among younger people. This is what in large part missional communities are all about, as faith is lived out IN THE WORLD, as churches engage their world. Healthy congregations are congregations that reflect the variety of God’s creation, including a mixture of ages and ethnic/racial backgrounds. Parish Development is working with specific faith communities to reflect this God-given balance as a people of God.
- Builds trust and relationships across the connection:
Each of us is a part of the Body of Christ. To be most effective we need to be working for the mission, together. As evidence that Parish Development has a positive working relationship with such partners as the Hispanic Standing Committee (with whom we share the support of several local church/communities of faith, share in the training of leaders through boot camps and the School of Congregational development, and yearly meet together), the Board of Laity (exploring possibilities of offering through the School of Laity HCI training), the Board of Discipleship (who is a partner with Parish Development in HCI, providing funding, with two members of the BOD on the HCI Coordinating Team), Board of Ordained Ministry (who provides CEU’s for those participating in HCI and other learning communities), FOMs and Superintendents as well as entire district leadership teams. We also work

with other annual conferences and their congregational development directors, sharing learnings, insights and best practices regarding HCI.

3. Outline your financial plan for supporting your ministry plan, including:

- a. The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan**
- MissionInsite (\$10,000): Provides assistance to established and new communities of faith, as well as local church, district and conference leaders, helping them better understand and engage their mission field. In collaboration with Planning and Research, Parish Development provides funding that makes this apportionment paid demographic information service available free of charge to all churches and leaders within the Iowa Conference. We have seen nearly a great increase in the use of MissionInsite over the past couple of years, as it is included in all HCI Self-Studies for weekend consultations, all other revitalization/renewal processes, the School of Lay Ministry, in all districts for new pastoral appointments, and for the identification of and planting of new communities of faith --- along with the specific work of Planning and Research. Participants at the School for Congregational Development have learned more extensive use of this fine tool for the Conference, the Districts, and the local churches.
 - Healthy Church Initiative (\$60,000): HCI began as a pilot project within three districts in the Iowa Conference in 2011. In 2012 three churches in the South Central District were the first to undergo weekend consultations. From this small beginning our goal continues to be to grow this process across the Conference, making it available to each church that seeks to use it. By 2013 HCI was offered in all eight districts, with well over one hundred churches involved at some level in the HCI/HSCI (Healthy Small Church Initiative—for churches with @>80 AWA) process. By the end of 2013 an additional fourteen churches went through a weekend consultation. We also have nineteen other churches go through consultations in 2014. We had 20 consultations in 2015 and anticipate 30 in 2016. Our goal with HCI is to reach a critical mass of churches that have been gone through consultations and are now living out the implementation of their prescription, such that it significantly shifts the culture of the Iowa Annual Conference. This would be about 150 churches. In addition to the Healthy Church Initiative and Healthy Small Church Initiative we tested a Parish Healthy Church Initiative in one district in 2015. We are also developing HCI 2.0 to continue the momentum for churches that have been through HCI and HSCI. Plans are also being developed for HCI 3.0 with the goal of creating new communities of faith.
 - Natural Church Development (Yearly membership fee/Churches pay for the self-survey): The NCD survey instrument is basic wellness check for local churches. It is a very user-friendly entry level tool for most any church, which along with coaching and implementation of prescriptions for identified low-church quality characteristics, has proven quite effective. A church may choose to use this tool on its own as well as a diagnostic instrument that sometimes is used within HCI consultations and the Roadmap to Renewal processes.
 - Roadmap to Renewal: Also another user-friendly process for individual churches to use, typically with a facilitator/coach. Roadmap to Renewal helps a church survey itself and its community, discern its mission and vision, connect with its local community, and identify specific areas of ministry that connect with its mission field.
 - Co-Mission Transformation (Self-sustaining funded): An in depth, often individual church revitalization/renewal process; though it also is offered within clusters of churches. Beginning in 2008 Parish Development intentionally

worked to make this process a financially self-sustaining program, which it now is.

- Leadership Development: (\$25,000): The entire Healthy Church Initiative process is a leadership development process for laity and clergy. This occurs within local congregations, through leaders' participation in continuous learning communities and the application of learnings in Action Steps developed there, as well as in the raising up of district/conference facilitators, coaches, and consultation team members who make the process happen.
- School of Congregational Development (\$8,000 included in the \$25,000): Each summer Parish Development identifies and sends developing lay and clergy leaders who are involved in strategic ministries of revitalization/renewal and church planting within the Conference to this United Methodist leadership development event. This is often a specific requirement of many of our new church plants and some revitalization projects. Follow up with these leaders occurs as they begin to live out their new learnings within their individual contexts of ministry. Beginning in 2015 we have become more intentional about recruiting ethnic pastors and leaders to attend the School of Congregational Development and in seeking to share these learnings with other interested leaders in our Iowa Conference.
- Boot camp : Parish Development works to send the planter and members of the planting team of each new church start to one of our United Methodist new church boot camps, offered in the North Central Jurisdiction or elsewhere (for immigrant/ethnic-minority new starts). 70% of new starts that receive such training are successful plants. In 2013 this included the Thrive new start (in the West Des Moines/Waukee area).
- Coaching: Through HCI, Natural Church Development, and new church planting we work to identify and equip leaders who can coach congregations in revitalization/renewal and the planting new communities of faith. In addition, we provide outside coaches for each of our new church starts. In 2015 that included Thrive.
- Emerging Ministries: Responding to opportunities of the Spirit before us. We have not set aside a budgeted amount for this; the Spirit doesn't wait for the Conference funding year to move among the people of God. We have discovered that every year opportunities for ministry have presented themselves to us mid-year. These have included sudden significant growth that has been occurring within existing church as well as several immigrant/non-Anglo congregations. Parish Development has provided seed money to help address these opportunities. In many ways this is part of the Research and Development arm of what we are increasingly about—looking at new ways to reach new people for Christ. In 2015 one emerging ministry that we have been considering became a reality as we realized that we had some additional unspent funds to launch a Sudanese congregation in the Des Moines area.
- Unified Grants (\$300,000) will be awarded using apportionment funds, plus interest from Parish Develop investments, and the Legacy Fund: to support existing and new communities of faith with financial and other assistance so that they may live out their mission and vision of making disciples of Jesus Christ for the transformation of the world. In cooperation with the Ministry Cabinet we will seek to provide funding for the top priorities. The Hispanic Latino Standing Committee will also be involved in this granting process.
- Mission Congregations: Provide financial resources (and other support, such as coaching) to these congregations within the Iowa Conference (Epworth, Des Moines; Trinity, Des Moines; and Women at the Well prison congregation). Mission congregations are defined by the Discipline as

congregations without which the Annual Conference could not be in specific relationships of ministry with identified populations of people.

- Existing churches and communities of faith striving to reach new populations within their communities, as well as numerous immigrant/non-Anglo congregations across Iowa. This includes those that Parish Development works with in collaboration with the Hispanic Standing Committee.
 - New church plants--new places for new people, be they traditional, Anglo churches, alternative models of new church planting (such as vital mergers, multi-site, adoption and nesting models), and increasingly partnerships models between established (English-speaking) and immigrant/ethnic minority congregations.
 - New Communities of Faith/New Places for New People (Funding identified in Unified Grants, and Parish Development interest on investments): Continuing to work to shift the Iowa United Methodist church culture to become more focus on connecting with unreached populations across our state, for the mission and vision making disciples of Jesus Christ.
 - Present models of new church planting lived out recently include: Vital Merger, immigrant/ethnic minority/parent-partner, multi-site, adoption and nesting, new places for new people.
 - Training and equipping of new church planters through the NC Jurisdiction boot camp and the School of Congregational Development (as well as other relevant opportunities).
 - Coaching is provided for new church starts through the Jim Griffith Coach Associates and other coaching networks; one of the Best Practices identified for new church starts. Parish Development's goal is to support each new start with this coaching
 - The United Methodist Builder's Call: Provides a tool for financial and prayer support of congregations within Iowa that are undergoing capital projects for the purpose of better reaching their communities with Jesus Christ.
 - Parish Development has gone through a major redevelopment of the Builder's Call. The objectives have been to better tell the story of the Builder's Call across the Annual Conference and hopefully identify more people as Builder's. This has resulted in the Second Sunday in March being designated as Builder's Sunday. Working with Communications, Parish Development is in the process of developing numerous updated inserts, flyers, videos and other resources that can be used by local churches, downloaded from the Conference web-site. We have also updated the resources used by the churches who are the Call, so we can more effectively get the Calls out in a timely and fruitful manner.
 - Workshops and training: Providing ongoing opportunities for local churches and church leaders to receive training in specific areas of evangelism, revitalization/renewal, and new communities of faith/new places for new people. We have tried to offer these on an apportionment paid or pay as you go basis.
 - Rotating Loan Fund: Providing a low interest, alternative source of loans to Iowa United Methodist churches who are engaged in capital projects, whose focus is on reaching new people within their communities with Jesus Christ. Loans are made available upon individual requests through an application process. Churches are expected to repay the loans in a timely manner, so that these funds can then be made available to other churches.
- b. The amount of funding for your ministry plan that you are requesting from apportionments**

To continue our critical work toward our Conference Strategic Priorities including our grants in conjunction with the Ministry Cabinet and the Hispanic

Latino Committee we also need additional funds such as a portion of the Legacy Fund of \$350,000, perhaps over the years of 2017 and 2018.

c. How your plan directs resources to our common goals

-

d. How you will seek and utilize other sources of funding to support your ministry plan

-

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

2015 goals, benchmarks and milestones

- When the Parish Development Committee meets we review the ministries from which we are responsible and invite representatives from these ministries to be with us to tell their story.
- We require reports from each of our Unified Grant recipients.
- The Unified Grant process also serves as an effective tool of evaluation, as we review the goals and effectiveness of ministries that we support.
- The grant application process also includes a district team on-site visit, whose recommendations we take into consideration within our decision process.
- Members of Parish Development are asked to engage the leaders of ministries we support, and share their findings with the whole team.
- The Leadership Development Minister for evangelism and new ministry also does on-going, on-site/personal visits with many of the ministries, sharing input.
- We work in collaboration with others (especially the Hispanic Latino Standing Committee, Board of Global Ministries and Board of Discipleship, Field Outreach Ministers, HCI Coordinating Team, and others) in who and how we together support these ministries, reflecting upon the resources provided and their demonstrated fruitfulness.
- An annual face-to-face review with members of each Mission Congregation is done by the LDM for evangelism new ministry, a representative of Parish Development, and Superintendent and FOM from the district in which the Mission Congregation is found. This typically takes place in July/August.
- We are beginning to work more with Planning and Research in order to identify appropriate markers of fruitfulness for our HCI congregations, and therefore the whole HCI process. The LDM for evangelism and new ministry also meets personally with the pastor of each church as it completes the Peer Mentor and Implementation phase of HCI in order to identify fruitfulness and learnings.
- Each session of the HCI/HSCI continuous learning groups involves a written evaluation by each participant reflecting upon their learning and plans for implementation for that learning, which is submitted to the group facilitator and the HCI coordinator. On-going suggestions for improvement are incorporated into the HCI process.
- We require Ministry Covenants from all new church starts – where each new start states its mission, vision, identified mission field, goals for reaching their mission field, strategies and benchmarks; plus their business plan, partners buy in and support. We also use periodic stakeholder’s gatherings to check-in and evaluate fruit.

Future Plans:

- **HEALTHY CHURCH INITIATIVE 1.0 — “Preparing the Soil”**
Purpose: Developing leaders through an intentional process designed to enhance the skills of pastors and laity to lead growing, vibrant, spirit-filled congregations.

- HEALTHY CHURCH INITIATIVE 2.0 — “Planting the Seed”
Purpose: Providing a framework for continuous learning, maintaining momentum, and addressing barriers to fulfilling God’s mission and vision as a faith community.
- HEALTHY CHURCH INITIATIVE 3.0 — “Harvesting the Crop”
Purpose: Helping congregations who desire to start a new community of faith, but do not know how, by studying their context and launching a new ministry.

2016 goals, benchmarks and milestones

New Ministry Development

- Our approach to new ministry development is an indigenous approach to the mission field. We are attempting to participate in God’s plan to reach people with the message of Christ, modeling and teaching what Christ has commanded to Love God and Love People. In doing so, we envision Grace-filled (favored by God), healthy, vibrant communities of faith all over Iowa from North, South, East, and West!
Plant 1% of the Number of UM Churches in Iowa by 2021 (8)
Develop 80 New Communities of Faith in Iowa by 2021
ind, Equip, or Train 8 - 10 Church Planters by 2021
Develop, Train, and Deploy 16 Evangelists by 2021

Part I. Indigenous Immerging Ministries:

- Identify the mission field and prioritize immerging ministries together with the Ministry Cabinet (5 identified in 2015)
- Identify, Recruit, Resource and Deploy Leaders to these mission fields (Recruited Sudanese pastor from east coast for immerging Sudanese)
- Identify Revenue Streams—Parish Development—GBOD—Foundations—Grants—Appeals, Legacy Funds (Meetings/conversations in progress with DCM, myself, others)
- Identify Best Practices and provide Continual Resources for our “newbie” leaders and churches throughout the lifecycle of their ministry context so that multiplication is a fundamental and distinctive characteristic of their existence.
(Long term HCI, Spanish/French School for Lay Ministry, Coaching,
- Professional Mystery Worshipers, sent record number of Hispanic/Latino Pastors to School for Congregational Development 2015, 1st Annual Hispanic/Latino Pastor’s retreat September 2015, Multi-Cultural Church Training w Mark DeYmaz)

Part II. Healthy Church Initiative/Healthy Small Church Initiative—Church Revitalization

- Healthy Church Initiative I – Training, Consultation, Coaching Leaders, Pastors and Churches
- Healthy Church Initiative II – Continue Coaching and Keeping Momentum
- Healthy Church Initiative III – Launch New Ministries all across Iowa
- Parish HCI- 2016 Full Launch

Achieve 18% of Existing Church participation by 2018 = 144

Achieve 20.5% of Existing Church participation by 2019 = 164

Achieve 23% of Existing Church participation by 2020 = 184

Achieve 25.5 % of Existing Church participation by 2021 = 204

Equipping transformational leaders.

We plan to continue many of the goals benchmarks, and milestones we have used in the past that seem to be effective. See these Future Plans beginning on page 14. In addition through HCI 2.0 we are planning to go deeper, deal

with more topics based on needs, maintain momentum and use diagnostic tools.

World-transforming communities of faith:

We are also focusing on a variety of modular workshops. We plan to follow-up on prescriptions and assist with future ministry plans. .

Directing our resources to common goals:

Our coaching will continue to provide support and accountability and work on self-selected goals 2017 goals, benchmarks and milestones

Equipping transformational leaders.

Through HCI 3 we want to come alongside of transformational leaders to assist them in the ministry of reproducing, practical steps toward creating new communities of faith with professional coaching.

World-transforming communities of faith.

Doing what is mentioned above will be creating world transforming communities of faith.

Directing our resources to common goals:

See our goals under 2016 Benchmarks and Milestones.

5. What changes are you making in your ministry based on your evaluations?

We are about measuring and supporting fruitfulness, and as a result aligning our financial and other resources according to demonstrated fruitfulness that is aligned to God's mission for the Church. Projects that demonstrate fruitfulness/potential for fruitfulness are far more likely to receive first funding, and those that fail to demonstrate real or potential fruitfulness receive less or no funding, and/or adjustments in their strategy and objectives are made. Working with the Hispanic Standing Committee and Community and Institutional Ministries, we are embracing the criteria that recipients who do not provide mid-year and year-end reports jeopardize losing their funding. We are also embracing the recommendations made by District teams in the Unified Grant application process for high priority/low priority projects, as a guideline for setting funding amounts accordingly. We do not start new communities of faith unless a clear business plan is in place expressed within a "Ministry Covenant", with the objective of becoming self-supporting -- unless there is some other significant missional reason (such as a Mission Congregation) for why this cannot happen. Many Unified Grant applicants upfront are told that in order to receive funding they must develop a plan to get off funding in a specific amount of time (such as a one year grant/two year grant), and that their funding is only temporary. Increasingly our goal is to help start ministries, not hold onto them (by making them dependent upon our funding of them). We have intentionally developed HCI to be a partnership between local churches, their district and Parish Development, where each contributes to the cause of local church revitalization/ renewal. Churches that are unwilling to have some skin in the game are not invited to proceed further in the HCI process. As a result we had to put on hold at least one church consultation, because the church failed to demonstrate readiness and willingness to fully participate in the entirety of the process.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

In order to accomplish our work Parish Development regularly works with a variety of other agencies and groups. This includes:

- the Hispanic Standing Committee (through Unified Grant application requests, training of lay and clergy leaders, support of emerging ministries, meeting together in order to further shared communication), the Board of Global Ministries (of which PD is part),
- the Ministry Cabinet which now includes representation from Parish Development,

- the Board of Discipleship (who also supports the HCI with funding and leadership oversight),
 - the Board of Ordained Ministries (in awarding CEU's for HCI participants, scholarships for training, and leadership development),
 - Board of Laity (pursuing conversations about the training of lay leadership for HCI through the School of Lay Ministry),
 - District leadership teams (especially FOMs, superintendents, district committees),
 - The Appointive and Extended Cabinets (Builder's Call, appointment of pastors for new starts),
 - the Leadership Development Ministers,
 - The Treasurer's Office (Rotating Loan Fund, investments, Unified Grants) and the Iowa United Methodist Foundation (Investments and loan funds),
 - PATH 1, North Central Jurisdiction and National Developers, other conferences and judicatories,
 - And whoever it takes to get the job done.
7. **If your agency administers grants, please answer the following questions:**
- a. **Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.**
 GRANT REQUESTS FOR 2016 (Five Priorities) – Thrive (\$80K), CB Broadway (\$75K), African (\$98K), Sudanese (\$106K), SC Hispanic (\$35K) - TOTAL \$394,000
 TOTAL Revenue Available for 2016 – \$324,000 Apportionments / \$105,000 Bequests / \$146,500 Great Commission Funds
 PD decided to provide 2016 Unified Grants for the five strategic priorities as follows: Broadway Hispanic \$75K, African National \$98K, Sudanese \$106K, Thrive \$80K, South Central Hispanic \$15K for a total of \$374K.
 Additional 2016 Unified Grants as follows: Asbury French Fellowship, \$7,500/DSM Trinity, \$25K /DSM Amor y Paz, \$12K/DSM Las Americas, \$12,500/Salem UMC Council Bluffs, \$9,500/Muscatine San Pablo Hispanic, \$12,500/North Central District Vida Nueva UMC, \$12,500/Women at the Well, and \$25K for a total of \$116,500. Distribution for this is as follows: \$324K from apportionments, \$105K from bequests, and \$146,500 from Great Commission funds for a grand total of \$575,500
- b. **Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?**
 The grant applications that we receive have already been evaluated by a district team and an on-site visit. The members of the Parish Development Committee receive this information along with the funding request for us to review prior to an intense meeting of our committee. We take into account the information regarding the on-site visit and the district recommendation along with other information available to us. Our evaluations are made on the basis of the strategic priorities - Creating world transforming communities of faith, equipping ourselves and others as transformational leaders, and directing our resources to our common goals.
- c. **Are there any additional criteria used if an applicant has previously received funds from your agency?**
- d. **Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**
 When the Parish Development team meets we review the ministries we are responsible for, and regularly invite representative ministries to be with us, to

share their story. We also require reports from each Unified Grant recipient. The Unified Grant process serves as an effective instrument of evaluation, as we review the goals and effectiveness of ministries that we have a history of supporting. The grant application process also includes a district team on-site visit, whose recommendations we take into consideration. Members of Parish Development engage the leaders of ministries we support, and share their finding with the whole team. The Leadership Development Minister for evangelism and new ministry also does on-going on-site/personal visits with many of the ministries, sharing input with the Parish Development team. We work in collaboration with others (especially the Hispanic Standing Committee, Board of Global Ministries and Board of Discipleship, Field Outreach Ministers/district leadership teams, HCI Coordination Team, and others) in who and in what ways we together support ministries, given the resources provided and fruit of these ministries. We require Ministry Covenants for all new church starts -- stating mission, vision, identified mission field, goals for reaching their mission field, strategies and benchmarks, business plan, partner buy in and support -- and timely stakeholder's check-ins. We regularly follow through with the established and new churches that we support through grants and other support, seek from them the required updated forms, engage in conversations with leaders, and sometimes do on-site visits, as well as invite churches/projects in to our meetings.

Included in this ministry plan are goals we are working on in cooperation with Rev. Rebecca Fisher, our Conference Leadership Development Minister for Evangelism and New Ministry Development, the Healthy Church Initiative Coordinating Team, the Hispanic Latino Standing Committee, and the Ministry Cabinet. You may notice that some of these plans and goals extend beyond 2017. May the Holy Spirit lead us as we seek to really be in mission "To Make Disciples of Jesus Christ for the Transformation of the World" following the example of John and Charles Wesley and other founders of the movement of Methodism.

HCI 1.0**Preparing the Soil****Features since 2011**

Getting started
 Creating urgency
 Meetings in churches
 Lay and clergy leaders
 Self-selected action plans

Workshops

21st-Century Ministry
 Mission-Centered Ministry
 Ministry of Transformation
 Outwardly Focused Ministry
 Leadership Practices
 Clarity of Purpose
 Communication Skills
 Real Life Evangelism

Consultation

Strengths of the Church
 Concerns to Address
 Prescriptions for Future Ministry

Coaching

Self-Selected Goals
 Support and Accountability

HCI 2.0**Planting the Seed****Features starting in 2016**

Going deeper
 Topics based on needs
 Meetings in retreats
 Continuing momentum
 Diagnostic tools

Modular Workshops

Asset Mapping
 Communication
 Coping with Conflict
 Managing Transitions
 Mission and Vision
 Multi-Ethnic Ministry
 Nurturing Discipleship
 Personal Leadership
 Preaching
 Reaching New People
 Rural Ministry
 Self-Care for Leaders
 Setting Goals
 Size Transitions
 Small Church Ministry
 Stewardship
 Team Leadership
 Time Management
 Worship

Consultation

Review Strengths
 Follow Up on Prescriptions
 Future Ministry Plans

Coaching

Self-Selected Goals
 Support and Accountability

HCI 3.0**Harvesting the Crop****Features starting in 2017**

Reproducing
 New communities of faith
 Practical steps
 Professional coaching
 Individual or partner churches

Workshops

Introduction to New Communities of Faith
 Creating New Communities of Faith
 Types of Communities of Faith
 Asset Mapping Strategies for Outreach
 Implementation

Consultation

Review Implementation Plans
 Identify Support Systems
 Evaluate Progress

Coaching

Professional Coach
 Support and Accountability

Standing Committee on Community and Institutional Ministries (CIM)

1. State the primary purpose of your agency.

The Community and Institutional Ministries (CIM) Committee's purpose is to make grant recommendations to the Board of Global Ministries (BOGM) on behalf of ministries that have historic ties to the Iowa Conference or are emerging ministries; and are prophetic ministries that work with the marginalized populations of our communities, especially women, children, community health clinics and the poor; so CIM can support, fund, resource, and encourage prophetic rural and urban ministries across Iowa..

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

Creating World-Transforming Communities of Faith:

- CIM-funded ministries support diverse world-transforming communities of faith in their disciple-making; a few illustrations:
 - Mobile United Methodist Missionaries (MUMMS) seeks to make disciples in rural Iowa. It serves the SE, SW, and SC districts with VBS and after school programs, and JOY Camp at Wesley Woods. Funding from CIM will help MUMMS achieve their goal of supporting 18 VBS programs in 2016. The MUMMS model equips churches to do their own VBS and after school programs, while teaching about the Gospel and the power of prayer.
 - Hillcrest Family Services in Dubuque serves 24,000 people across all 8 districts of the Conference. In 2014 286 youth were served in the residential program and 153 adults were served in the adult program. Many Hillcrest residents are unchurched. Hillcrest employs two chaplains who conduct spiritual conversations, Bible study, weekly worship services with 30+ youth in attendance, and memorial services for deceased clients. In 2015, Hillcrest started a Youth Committee which rotates one youth from each house to invite their peers to worship and help plan worship services. They have live music in worship for the first time! A young woman so appreciates the services she receives from Hillcrest, she volunteered to play the piano. One chaplain told the story of an atheist that started coming to chapel after hearing the chaplain talk about what Christ means to him.
 - Women at the Well (WATW) in Mitchellville holds weekly worship services for prisoners and guests. 700 prisoners and another 400+ outside guests attend/participate in worship services. 30+ volunteers work in the prison ministry and another 80+ are involved with reentry programs for prisoners (up from 70 in 2014). WATW has 42 partner churches that make a 3-year commitment to among other things, donate, volunteer, and attend worship.
 - Waterloo St. Paul's UMC coordinates a free meal/casual worship Wednesday Night which has seen attendance grow from 30-50 to 60-80 between 2014-2015. Their Maples Association work also includes providing a computer lab and Reading Buddies to students at the neighboring school. They have an English Practice program that reaches out to the Burmese and Congolese refugees in their neighborhood; assisting with learning English, job searches, educational opportunities, Bible study, worship, and visitation from their pastor. In 2015 they expanded the program to include banking skills. In 2016 their worship will have a translator translating from English to French for refugees still learning English.

- The Center in Davenport is a "multi-denominational ministry site" that includes nine secular and religious partners. Their neighborhood has 5.2 percent unemployment and 14.5 percent of the population lives below the poverty line; 21.3% of whom are minors. Their neighborhood has 210 shelter beds and 241 homeless. 31 people would be without services without the Center's non-profit coffee shop, job training, neighborhood mission and development, homeless outreach by a Street Team, and youth outreach by Skate Church. New in 2015 was the Fishers of Men African ministry.
- Hillcrest Family Services, a story from a chaplain: "I had arranged a Bible study in the TV room with residents. We started off with a surprisingly raucous rendition of "Our God" by Chris Tomlin. With that sliver of time that marks the attention span of youth in church, I dove into the subject for the afternoon: Faith. We were in a series in Galatians 5:22 on the fruits of the Holy Spirit, with an emphasis on God's ability to produce the desired outcome. Several minutes in, with a burst of friendly interruption, 'Chuck' blurted out, "I want God in my life!" I started to explain that this was an occasion to initiate a direct appeal to God. Another resident, 'Dan,' jumped in to help. "I know how to do it," he declared. "I'll start saying the stuff and you just repeat after me." And so it went. The whole room said "Amen." Chuck is faithfully pursuing life with God.

The Ministry Plan supports communities of faith in their work of transforming the world:

- Two Conference Strategic Priorities are to "...create and coordinate opportunities for hands-on mission and service with the poor, growing participation by 25%...in...three years"; and that lay participation "in small accountability groups and hands-on mission engagement will improve by 25%...by 2015." CIM-funded ministries excel at these priorities, a few examples:
 - Hawthorn Hill: Volunteers contributed more than 1,850 hours in 2014. Also in 2014, 68% of the families moved to a more permanent housing situation. In 2015 134 families and 292 mothers were housed in their New Direction Shelter; 46% of the families increased their income by 10% or more; 70% of the mothers who looked for employment found employment; and 93% obtained free or reduced-cost childcare.
 - Bidwell Riverside has 900+ volunteers serving 7,000+ adults and 5,000+ children monthly with clothes, preschool, meals, and programs towards self-sufficiency. They recently began a partnership with Hawthorn Hill to employ its Executive Director, Tim Shanahan, as their interim executive director with the intention of discerning a long-term plan for financial sustainability.
 - Matthew 25 in Cedar Rapids is famous for their Block-by-Block flood recovery program that began after the 2008 floods. They also promote reading programs, shared tool sheds for building projects, and community gardens. In 2015 they grew the number of school gardens they have in partnership with the Cedar Rapids School District to 5; promoting urban farming, organic farming, and self-sufficiency. 40 families receive reduced-cost fresh produce thru their Farm Fresh Friends Program. A new program sees them working w/African immigrants to assist them in earning income by growing their own food and selling it to other immigrants. CR Matthew 25 also offers a 2-week food camp for elementary school kids to learn about fresh, healthy food; as well as 2-day camps for K-2nd graders. A United Methodist from rural Iowa was struggling with what to do with his life in retirement so his pastor sent him

- to Matthew 25. He had a "burning bush" moment, seeing how his church skills could be used to help people on a bigger scale!
- Centro Latino served 350+ adults and 200+ children in 2015; helping the Latino community with social services, translating, form completion, job and unemployment applications, and referrals to specialized agencies for assistance with food, clothes, job services, health care, housing, education, immigrant legal services, etc. CIM monies helped fund translators to improve communication with clients in 2015. CIM funding of Centro Latino assists clergy in Council Bluffs and the SW district with the Conference Strategic Priority that the "number of clergy...trained, and engaged in leadership throughout the Conference...will increase by 10%...with...attention given to multi-cultural opportunities and youth and young adult outreach."
 - Children and Family Urban Movement (CFUM): Best known for their meals program out of Trinity Church, Des Moines, and CFUM served 2,000+ adults and 34,000+ children in 2015. They also do great work with reading programs and high school and middle school mentoring programs, including the Whyld Girls and Backyard Boyz programs. During the 2014-2015 school year, 88% of kids attending their Haven after school-program were at or above grade level in reading; 82% passed or better in school; and 94% that attended CFUM programs attended school regularly.
 - The North Liberty Community Food Pantry (NLCFP) started as a small basket left in the UMC or food donations to local families. The NLCFP has expanded to provide 11,800 clothing items and 287,000 pounds of food to 630 families.

The Ministry Plan builds new relationships in new places:

CIM is constantly building new relationships in new places. CIM ministries are in urban areas like Des Moines, Dubuque, Davenport, Cedar Rapids and Council Bluffs; and in rural areas such as the MUMMS VBS programs in the SC, SE, and SW districts. CIM ministries serve clients in all 8 districts. Both CR Matthew 25 and The Center in Davenport started new ministries with Africans in 2015.

One new CIM ministry in 2016 is Cedar Rapids, St. Mark's African Ministry: Their ministry is based on the Strategic Priority that "Transformation is about bringing...glimpses of the coming kingdom of God and offering good news to the poor...to share God's love...in a world that...desperately longs for healing and wholeness." They seek to bring holistic wholeness to immigrants from war torn Africa (Burundi, Tanzania, and Rwanda). In 2015 they helped 13 immigrants gain US citizenship. CIM funding in 2016 will help the ministry provide immigrants with soap-making classes, English classes, citizenship test assistance, and community gardens.

Another new CIM ministry in 2016 is Shesler Hall, which serves homeless women, ages 20-65, 95% of whom have mental illness. Part of the UMC since 1901 as a home to the Deaconess program, Shesler Hall is owned by the Iowa Conference UMW. It has emphasized serving women with special needs for 30 years. The average occupancy of housing was 12 women in 2014 and 11 in 2015.

The Ministry Plan leads disciples into the world for transformation, both of themselves and others:

Cumulatively, CIM can project the following for 2016 based on 2015 numbers and planned expansions of various reading, feeding, re-entry, shelter, worship and other programs by CIM ministries:

- 35,000+ will receive a variety of life-changing services. Over 45,000 meals will be served. Over 20,000+ volunteer hours will be logged. 200+ worship services will be led (more than 215)! More than 5,000 churchgoers will hear about these ministries from guest preachers on Sunday morning. These services are essential to make disciples for the transformation of the world. First, it provides action-reflection opportunities to grow or introduce faith. Second, those who volunteer know the power of God's love through service and worship. Third, those receiving services know God's grace as barriers to health, faith, family, work and fulfillment are removed.
- CIM ministries are a blessed way pastors can achieve another of the Strategic Priorities by spending "10% of their time" in the wider community equipping transformational leaders.

3. Outline your financial plan for supporting your ministry plan, including:

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

CIM spends every cent we receive from Rural Life and Golden Cross offerings, and apportionments, on direct grants to ministries. There is no set cost, carryover or reserve.

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

Since ministry plans started, we have requested \$400,000-\$500,000. That is what it would take to fully fund the 18-20 worthy requests we receive. This year, acknowledging decreasing mission funds, our request is \$200,000. \$200,000 would be half of the total requests made to CIM for 2016, and it is a small portion of the combined operating budgets of the 13 ministries we will fund (out of 19 applicants). This amount would allow us to continue funding our most effective ministries at roughly current levels.

c. How your plan directs resources to our common goals

One way CIM directs resources to our common goals is by requiring that funded entities maintain extensive communication with United Methodist churches, volunteers, clients, and other communities of faith. Examples of those communications include websites, Twitter, Facebook, newsletters, emails, personal visits, participation in worship services, and direct mailings. These modes of communication serve to reach a diverse audience and multiple generations, inviting them into discipleship and world transformation by informing them of tangible, hands-on ministry opportunities. The opportunities are shared through all the different channels of communication utilized by each ministry. The communications often spur disciples into the world for transformation of both themselves and others. In doing this CIM models the Strategic Priority commitments that "The Iowa Conference will increase by 50% in the next year stories of transformed communities and lives in conference publications..."; and that "...by 2015...at least 25% of laity regularly receives information about opportunities to engage..." CIM-funded ministries also have their stories told on the Conference website.

With 8 citations of Strategic Priority objectives related to the poor, our ministry plan excels at directing resources to our common goals.

d. How you will seek and utilize other sources of funding to support your ministry plan

CIM funding comes exclusively from apportionment dollars, and Rural Life and Golden Cross offerings. The ministries CIM funds have said they would want us to continue as a resource, even if we were not a revenue stream. Every year since 2013, CIM has had conversations about seeking other sources of funding and alternative models of being. For example, we reviewed the Wisconsin Conference mission model. Their conference missions are on a board together for resource sharing, but they receive little conference funding.

We have brainstormed ideas such as applying to be an Advance Special; asking for a special offering at Annual Conference; or working to establish our own fund to receive donations and bequests. CIM is ready with ideas as the Conference transitions to lowering local church apportionments.

There are difficulties. First, CIM fundraising efforts would largely duplicate and distract from the efforts of CIM-funded ministries. One example: CIM does not pay for a booth at Annual Conference because many of the ministries we fund have a booth. We have endeavored to spend every dime on grants. Second, CIM is a grant recommending arm of the BOGM. Any new plans would have to be pursued in conversation with them; including drastically rewriting the purpose and skill set of CIM. Third, revenue generation is a larger conversation many parties need to have together. The benefit of the ministry plan process is that ministries receiving funds are asked to be more transparent and effective. Downsides include that the process is competitive; it assumes decreasing dollars; the process itself is a moving target each year; and conversations are had in pieces by different entities, making coordination and long-term planning difficult. For example, Rev. Josh Steward, CIM Chair, volunteered to be on an apportionment collection taskforce that CCMC said it would start at their February 2015 meeting. Josh never heard back.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

Since 2013 CIM has established and reviewed criteria to make CIM more effective by providing a clear vision of what a prophetic "Community and Institutional Ministry" looks like for funding recommendation purposes (see 7B). In addition to using those criteria, another way we know we are effective is that the repeat applicants are no longer asking for inflated sums hoping to get more. They are requesting about the same amount each year, while still expanding their ministries. Another way we know we are effective is that we get new applicants each year. A fourth way we seek effectiveness is by giving feedback to ministries we do not fund regarding how their applications can improve if they apply in future years.

2016 goals in no particular order:

- Seek better communication w/the DS, FOM, and DCMC from each district. We continue to hear from ministries that site visits are mostly not happening despite efforts by the CIM chair to contact the relevant parties every summer.
- Inquire how to partner with the Conference on the Strategic Priority that "Communities of faith and ministries will receive consultative assistance in developing action-reflection models to enhance the experience of volunteers in ministries that receive conference funding to work with the poor and marginalized" (CIM ministries have never been contacted to give input or to receive assistance).
- Use the BOGM section of the Conference website for publicity.
- Continue conversations with funded ministries about how CIM can be a resource.

5. What changes are you making in your ministry based on your evaluations?

Our goals in #4 are changed going forward for 2016 based on conversation with the ministries at our annual November meeting. The mid-year report has been eliminated from the Unified Grant Process due to being redundant and onerous. Due to lower-than-usual Rural Life and Golden Cross Offerings, we asked the BOGM to once again send out offering envelopes for 2016. We believed churches stored unused envelopes from past years so we could cut BOGM costs by not mailing new ones. Unfortunately, offering totals dropped.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

We work with the Hispanic/Latino and Parish Development standing committees of the BOGM every year to perfect the Unified Grant Application Process. We discern who should consider which ministries for funding when an applicant applies to more than one of us.

CIM partners with the District Committees on Ministry. Our district reps are supposed to attend site visits. We also use the site visit feedback as a guide in our recommendations.

As a standing committee of BOGM, CIM committee members sit on the BOGM and the chair of CIM is on the Executive Committee of BOGM. CIM administers the Rural Life and Golden Cross special offerings for the BOGM.

Rev. Steward, CIM Chair, is on the Bishop's Poverty Task Force. CIM ministries also share their stories and strategies of working with the poor around issues of poverty and literacy.

CIM partners with the Iowa Methodist Federation for Social Action (MFSA) by encouraging its members and funded ministries to help plan, facilitate and attend the March for Peace and Justice at Annual Conference.

Rev. Steward would like to partner with CCMC on an apportionment collection taskforce.

Through these partnerships CIM works diligently towards being a model of the Strategic Priority to emphasize "opportunities for coordination and collaboration across agency structures."

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

ABC Parish: \$500

Atlantic First: \$8,000 (Golden Cross funds were used to fund Atlantic)

Bidwell Riverside: \$42,500

Centro Latino: \$2,500

Children and Family Urban Movement: \$39,145

Matthew 25 (Cedar Rapids): \$20,000

Hawthorn Hill: \$18,000

Hillcrest: \$8,500

MUMMS: \$45,000 (Rural Life funds were used to partially fund MUMMS)

North Liberty Community Parish: \$10,000

The Center (Davenport): \$14,000

Waterloo, St. Paul's: \$16,000

Women at the Well: \$10,000

Total: \$234,145

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

Upon reviewing mid & end year reports, grant applications, and site visit evaluations, we ask which ministries most closely fit our criteria: Are they prophetic ministries which serve the poor and marginalized; especially women, children, the poor, and community health clinics. Do they have historic ties to the UMC? Are they a community ministry, i.e., larger than a single site or church? Do they have a board of directors? Do they have Conference support from the DS, FOM, DCMC, and local churches? Do they have multiple non-church partners and funding sources? Does their ministry align with the

strategic priorities of the Annual Conference; especially those pertaining to working with the poor? Did they hand in the required forms on time?

- c. **Are there any additional criteria used if an applicant has previously received funds from your agency?**

We ask if they are achieving the goals they state in their reports while using the funds to serve the most people possible.

- d. **Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**

To evaluate the effectiveness of CIM ministries, we consider the criteria listed in 7b and we ask: Are the ministries using the funds wisely towards direct services to help the largest possible number of people in need? These evaluative criteria influence our ministry plan in two ways. First, we are able to hone what a CIM-funded ministry should look like as discussed throughout the plan. Second, as we hone who we fund, the most prolific ministries are able to receive more funding and provide more direct services. Also, the applicants we do not fund - 6 applicants for 2016 funds - are given feedback on how to improve their applications in a letter explaining our funding decisions.

This evaluation process influences our review of the Unified Grant Application. We ask if the application and reports address the Strategic Priorities of the Conference, let the ministries tell their stories, and hold them accountable for their use of funds.

Standing Committee on Mission Education

1. **State the primary purpose of your agency.**

The primary purpose of the Mission Education Committee is to resource and encourage the local churches of the conference as they engage in missional activities. This includes local mission activity and mission volunteering as well as the General Church related missional activity.

We promote the Iowa Conference Advance Specials, support missionaries associated with the Iowa Conference both in their work assignments and their itineration in Iowa.

Interpreting and promoting the Rainbow Covenant program to local churches is one of our key responsibilities.

Something new since our new chairperson, Audrey Young, has begun is more "education of local churches" about supporting the paying of apportionments. Since the first mile of Rainbow Covenant giving is to underwrite Apportionments in full, we will encouragement submission.

This committee is also responsible for world hunger education in the conference and the activities of the Conference Refugee/Immigration Coordinator.

2. **After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.**

In 2017 we will work closely with the Iowa Board of Global Ministries and Conference Communications office to increase communication about mission throughout the conference.

We will continue to be active in each district with the District Mission Education Secretaries working more closely with local churches to help them understand the

mission partnerships they can be part of and seeing the transforming work of Jesus Christ through the United Methodist Church in their local communities.

We will look at educational opportunities for committee members to attend conferences as appropriate to promote and support the Iowa Conference ministries. Upon return from these events, the attendees shall be requested to write a report about the event to share with all other members of the committee. We will discuss the event at our next face-to-face gathering to increase the flow of knowledge through-out the committee members, and if appropriate, to local churches.

3. Outline your financial plan for supporting your ministry plan, including:

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

- We incur expenses to rent and supply two booths at Annual Conference and incur some postage and phone costs between members for which \$100 would be reasonable support.
- Our budget will also assist missionaries to be able to itinerate in Iowa to share the good news of their ministries with Iowa congregations. We make arrangements for the itineration missionaries while speaking in Iowa. We rarely know how many we will have in a given year or how long they will be in Iowa. Missionary itineration usually includes volunteers providing housing and transportation for them, so is somewhat supported by offerings received at the events at which they speak, but usually doesn't completely cover their costs. \$1,000 would be a reasonable amount to budget for missionary itineration.
- We have been informed by Karen Dungan that all travel expenses in the future will be covered by an account under her direction. Travel by committee members is required to attend the Mission Summit hosted by the General Board of Global Ministries (Atlanta, GA) and North Central Jurisdictional workshops, in order to maintain our knowledge and credibility regarding missional subjects. We consider \$1,500 to be a reasonable request to cover travel expenses in that account for Mission Education Committee use.

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

\$1,100

c. How your plan directs resources to our common goals

We believe mission and missionaries meet God's call to "Go, make disciples for Jesus Christ for the transformation of the world." We believe the education and informing of local church members is important for continued support of missions and missionaries here and around the world.

d. How you will seek and utilize other sources of funding to support your ministry plan

Aside from the itineration offerings, we have no other avenue for funding than apportionments.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

It is a success for us to help with the Itineration of Missionaries to the Iowa Conference. Missionaries are important to spread the word about the work of the Global church to local congregations. We will monitor the number of churches in the conference that are using the Rainbow Covenant form. We will evaluate from the forms which areas need more education provided to the congregations to know how they can give financially and give spiritual support to those ministries. We will continue to produce a monthly Mission Moment for District Secretaries to include in

newsletters and bulletins of the district news that goes to local churches. The members of the committee write these reports. As various topics are covered, it will be interesting to see if giving in those areas increase due to more understanding and interest in the ministries presented. We will keep all information updated and current on the Iowa Conference website so it will be meaningful for churches and individuals and will review information monthly to make changes as needed, particularly the Rainbow Covenant book. We will also work closely with the Conference Communications Dept.

5. What changes are you making in your ministry based on your evaluations?

We evaluate all the Iowa Advance Projects included in the Rainbow Covenant each year. We ask them to give us a summary of their last year's activity to assess if it still aligns with the goals of the conference. We do this to keep the Rainbow Covenant current and a trustworthy source of giving through the United Methodist Church. We want local churches to feel that the Rainbow Covenant gives them organizations with a goal that aligns with the Iowa Conference. With evaluating the Rainbow Covenant responses we will be able to better target our congregational education. We would like to increase the amount of information about different ministries to be made available at the congregation level.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

We will work with the General Board of Global Ministries to carry their goals to the Iowa Conference. We will work closely with them on a relationship with existing and new missionaries. We will work with and support providing education related to our other Iowa Conference committees and ministries. We will work with the Iowa Conference Communications Dept.

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

N/A

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

N/A

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

N/A

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

N/A

Standing Committee on Hispanic/Latino Ministries

1. State the primary purpose of your agency.

The purpose of the BOGM Standing Committee on Hispanic/Latino Ministries is to make disciples of Jesus Christ for the transformation of the world in the Iowa Annual Conference through the implementation of these strategies:

- Mobilize the church at local, district and conference levels to be in ministry with Latino/Hispanic people
- Identify and equip leadership to start new ministries and to strengthen existing ministries
- Identify and develop fiscal resources necessary to support Latino/Hispanic ministries

- Walk with Hispanic/Latino communities of faith providing them with support and resources
2. **After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.**

Creating world-transforming communities of faith:

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

In 2015 the Ministry Cabinet in collaboration with the Conference Parish Development Committee identified five priority ministries for creating world-transforming communities of faith. Two of these ministries are Hispanic/Latino ministries:

- Pueblo de Dios: a Hispanic/Latino Ministry of the South Central District that started with partnership and support of the Osceola UMC
- Fe y Esperanza: a Hispanic/Latino Ministry that has been growing in the Southwest district with partnership and support from Broadway UMC

The Hispanic/Latino is working in close collaboration with the Conference Parish Development Committee, the Conference LDM on Evangelism and New Ministry Development and the Districts to support the two priority ministries listed above and six other ministries across the conference listed below.

Central District:

- (1) Las Americas (at Trinity/Las Americas)
- (2) Amor y Paz (in Des Moines)
- (3) Luz Latina (in partnership with Perry First UMC)

Southeast District:

- (4) San Pablo (in partnership with Muscatine Musserville UMC)

North Central District:

- (5) Vida Nueva (in partnership with Britt UMC and other district congregations)

East Central District:

- (6) Corredor Unido (in partnership with North Liberty, St. Mark and other district congregations)

The Latino pastors and leaders in these local communities of faith share best practices, support each other, teach each other, and worship together to celebrate milestones in the growing ministries. Our committee nurtures these supportive relationships and leverages these relationships to hold each other accountable on the effective use of resources. The growing Hispanic/Latino communities of faith partner with established congregations and offer these established congregations with opportunities for mission work by supporting these growing communities with in kind and financial donations.

Equipping Transformational Leaders: The Instituto Latino continues to work in collaboration with the Board of Laity on equipping Latino Spanish-speaking lay leaders through the Spanish School for Lay Ministry. The school started with the 2014-2015 class; in 2017 we will have the first group complete the 3-year program.

The Instituto plans to hold retreats in 2017 that equip leaders for ministry in their local context:

- Latina Women Retreat
- Latino Pastors and leaders retreat
- Latino Bilingual Youth retreat in partnership with the North Central Jurisdiction

The Instituto also organizes an annual Encuentro Latino event that brings together all Latino communities of faith for fellowship, worship and celebration.

3. **Outline your financial plan for supporting your ministry plan, including:**
 - a. **The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan**
 In 2017 the following costs are anticipated:
 Support for Hispanic/Latino Communities of Faith: \$160,000
 Equipping Transformational Leaders: \$10,000
 - b. **Details outlining your apportionment request and how your ministry plan is utilizing other sources of funding**
 Apportionment request: \$170,000
 Unified Grants: \$160,000 to support existing and new communities of faith, so that they may live out their mission and vision of "making disciples of Jesus Christ for the transformation of the world".
 (Note: Seven communities of faith received grants in 2015; seven in 2016; projecting eight communities of faith needing grants in 2017.)
 Leadership Development through Instituto Latino: \$10,000 to develop and equip transformational leaders
 - c. **How your plan directs resources to our common goals**
 Priorities of funding by our committee are directly related to creating and growing transformational communities of faith and developing transformational leaders
 Information about the fruitfulness of the ministries with Hispanic/Latino populations in the conference is shared through annual conference communications and social media. Through Facebook pages information about activities is shared with other Latino population in the conference.
 - d. **How you will seek and utilize other sources of funding to support your ministry plan**
 Other sources of funding:
 - Hispanic Ministries Offering: Funds received from local churches through the Hispanic Ministries Offering are utilized to support leadership development programs. Plans to be more intentional in bringing the opportunities to support Hispanic/Latino ministries to the entire conference
 - Interest earned on Hispanic Ministries endowment accounts are used for emerging ministries and special events.
 - BOGM Great Commission Fund: In 2016 the committee decided to start using the principal of this fund. We expect more of the principal will need to be used in 2017
 - Hispanic/Latino communities of faith are increasingly generating funds through fundraiser events to support their local and international ministries.
 - Continue to have conversations with the district to advocate for support of Hispanic/Latino Ministries by district funding.
4. **Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?**
2015 goals, benchmarks and milestones
 - World-transforming communities of faith: In 2015 seven Hispanic/Latino communities of faith from across the conference were approved to receive Unified Grants from Hispanic/Latino Ministries. The Unified Grant process includes evaluation, site visits from Hispanic Latino Committee members to the communities, collaboration with the district ministry teams, collaboration with the Conference Parish Development Standing Committee, and sharing of resources.

In 2015 the SC on Hispanic/Latino Ministries has increased the collaboration with the SC on Parish Development. Parish Development and the Ministry Cabinet identified opportunities for new ministry development. From those conversations five priority areas emerged from prayerful consideration. Two of those priorities are Hispanic/Latino Ministries and conversations are in progress to continue to identify more effective ways of collaborating in the support of these priority ministries.

- Equipping transformational leaders: In 2015 the SC on Hispanic/Latino Ministries in partnership with the Board of Laity, SLM Commission and CORR supported the first-year and second-year classes of SLM in Spanish. The Standing Committee worked with pastors and laity in the local communities to encourage participation; translate materials and mentor students as they become stronger transformational leaders in their local communities and beyond. The number of participants in these classes range between 16 and 22 at every class.

The Standing Committee organized events through the Instituto Latino. Three Instituto Latino leadership development events were held: Latina women retreat, bilingual youth event, annual Encuentro Latino – a worship, educational and fellowship event that brings together all Hispanic/Latino communities of faith across the conference. The Committee also supported the participation of Latino leaders in the NCJ Latino Caucus event which is focused on support and refueling of pastors and lay leaders.

Participation at the Latina Women Retreat increased from 35 to 42 in 2015. The feedback from this event indicates women feel empowered and equipped to work on ministries in their local setting. Nineteen youth and 4 adults participated in the North Central Jurisdiction Bilingual Youth Retreat. Fellowship and inspirational talks resulted in a reenergized group of Latino youth.

- Directing our resources to common goals: Priority of Unified Grant funding is given to ministries that are creating or growing communities of faith with Hispanic/Latino ministries. The Standing Committee is working with the communities of faith and Latino lay leaders on more intentionally communicating what is going on with the ministries through district newsletters, conference web sites, social media sites, thank you notes on the conference web site and reports to granting agencies.

2016 goals, benchmarks and milestones

- World-transforming communities of faith: For 2016 the Standing Committee on Hispanic/Latino Ministries received and approved grant applications from seven Hispanic/Latino communities of faith from across the conference. Hispanic/Latino Ministries collaborated with Parish Development on responding to the grant requests.

In 2016 Hispanic/Latino Ministries will be collaborate with Parish Development and the Districts on focusing resources and support on the priority ministries and on mission congregations.

- Equipping transformational leaders: In 2016 the SC on Hispanic/Latino Ministries in partnership with the Board of Laity, SLM Commission and CORR will continue to offer the second-year and third-year classes of SLM in Spanish. In 2016, the SC will work with students to evaluate their progression in the program and their engagement in ministry.

The Standing Committee will also continue to organize events that continue to equip transformational leaders through the Instituto Latino. Three Instituto Latino leadership development events are planned: lay leaders retreat and refueling event, bilingual youth event, annual Encuentro Latino – a worship, educational and fellowship event. These events will be evaluated to determine effectiveness on equipping transformational leaders.

- Directing our resources to common goals: Priority of Unified Grant funding is placed on ministries that are creating or growing communities of faith with Hispanic/Latino ministries and engaging other local communities in partnership. Intentionality of communication will continue to be important to our work in 2016. These will be measured by the number of thank-you and other articles on conference and district web pages.

2017 goals, benchmarks and milestones

- Equipping transformational leaders: In 2017 the SC on Hispanic/Latino Ministries in partnership with the Board of Laity, SLM Commission and CORR will continue to offer the third-year classes of SLM in Spanish and prepare for a new group of participants.

The Standing Committee will also continue to organize events that continue to equip transformational leaders through the Instituto Latino. Three Instituto Latino leadership development events are planned: lay leaders retreat and refueling event, bilingual youth event, annual Encuentro Latino – a worship, educational and fellowship event. These events will be evaluated to determine effectiveness on equipping transformational leaders.

- World-transforming communities of faith: For 2017 the Standing Committee on Hispanic/Latino Ministries plans to continue supporting communities of faith through a grant process in collaboration with Parish Development, work to determine other ways to support communities of faith will start in 2016 and continue in 2016, and explore options for coaching and partnerships with other congregations.
- Directing our resources to common goals: Priority of Unified Grant funding is placed on ministries that are creating or growing communities of faith with Hispanic/Latino ministries and engaging other local communities in partnership. Intentionality of communication will continue to be important to our work in 2017. These will be measured by the number of thank-you and other articles on conference and district web pages.

5. What changes are you making in your ministry based on your evaluations?

We have increased our collaboration with the Conference Parish Development committee. Our committees are meeting for collaborative conversations more frequently with the specific objectives of identifying effective ways to support new ministries, coordinate funding requests, determine how to address the need of mission congregations, identify and review grant evaluation criteria

Another change is seeking partnerships with local congregations that can directly be in ministry with Hispanic/Latino Communities of Faith by doing ministry together.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

The Standing Committee on Hispanic Latino Ministries works in collaboration with these groups:

- Standing Committee on Parish Development in the planting and growth of Latino communities of faith through shared funding, monitoring and evaluation processes that are part of the Unified Grant process.
- District Ministry teams in providing support to the local communities of faith

- Board of Laity and the School of Lay Ministry Commission in equipping transformational leaders
- Commission on Race and Religion on equipping transformational leaders
- Standing Committee on Justice for Neighbors on equipping transformational leaders for mission work.

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

Ministry	District	Grant Amount
Broadway UMC, Council Bluffs	SW	13,000
Centro Latino, Council Bluffs	SW	3,000
Diversity Center, Muscatine	SE	2,000
Las Americas Community of Faith	C	10,000
Amor y Paz	C	14,000
Vida Nueva, NC District HL Ministry	NC	9,000
North Liberty-Esperanza Y Libertad Latina	EC	6,000
San Pablo - Muscatine Fellowship UMC	SE	10,000
South Central District Hispanic Ministry	SC	16,000

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

Our committee evaluates these factors when determining funding levels for each grant application:

- How does the ministry align to the conference strategic priorities of world-transforming communities of faith and equipping transformational leaders?
- How does the ministry state the goals and results of their work?
- If the ministry has been previously funded, what information was provided in the reports on progress?
- How is the ministry funded? Is the district providing financial support to the ministry?
- Level of support and engagement from the participants in the ministry. Many of the ministries working with Hispanic/Latinos work on fundraising events to assist members of their communities or to support the ministry.

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

Priority is given to new ministries and conversations are planned for ministries that have been supported for several years.

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

Ministries receiving funding are evaluated on the effectiveness of their ministry through the information provided on written reports to the conference and through their active participation in the Standing Committee meetings and events. Site visits provide a first-hand experience to the engagement of members in the local community. Engagement is demonstrated in the way members of the communities of faith engage in district and conference events and work. Engagement is also demonstrated in the way members from those communities are taking their learnings and working on the planting of new ministries in other settings.

Standing Committee on Iowa Volunteers in Mission

1. State the primary purpose of your agency.

The main purpose of VIM is to provide training for team leaders who take UMVIM teams all over the world. In this training we emphasize the need to Do No Harm, Do Good, and Stay in Love with God. Our training includes theology of mission, an emphasis on spiritual formation before, during and after the mission, the need for cultural understanding, and why we should dig into the underlying reason that a particular need is available to us for mission work

The best practices of UMVIM teams can be summed up:

- Serves where invited,
- Serves at a United Methodist or United Methodist related agency,
- Has a trained team leader,
- Follows the Conference Safe Sanctuary Guidelines
- Has insurance

2. Describe the work of your agency in addressing issues of poverty or other social concerns as Envisioned in the Annual Conference's Strategic Priorities document

Around the globe UMVIM teams build new places and reconstruct or repurpose old places; homes, churches, community buildings. UMVIM teams are instrumental in helping out after a disaster in long term recovery of damaged homes and churches.

Mission teams are small groups who go out into the world to build relationships with themselves and others. Disaster response ministries of the UMC are targeted toward those that are in the lower economic regions in our country. Often this means underserved racial communities that seem to get hit hardest in a disaster. They do not know where to turn to for assistance and the United Methodist Churches there in that capacity, whether through Early Response Teams, Care Teams or Case Management, and Long Term Recovery teams. They bring the caring presence of Christ with them in the midst of these tragedies. This helps diminish the walls that divide ethnic and social groups and by work and loving example show Christ to those who may not know him. Most work internationally of course is with marginalized communities in poverty and because of this, barriers to racism and ethnicity can be brought low.

The main purpose is to provide training for lay and clergy to be team leaders on mission trips.

3. Outline your financial plan for supporting your ministry plan, including:

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

North Central Jurisdiction Dues: \$0.03 per member of annual conference. Using figures of 165,312 members, our dues are \$4,959.36.

b. Mileage for Trainers and annual committee meeting:
\$250

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

\$5,209.36

d. How your plan directs resources to our common goals

- NCJ dues allow Lorna Jost to provide resources of UM mission trip locations and additional training opportunities.
- Mileage for trainers allows people throughout the state to schedule trainings at their convenience.

e. How you will seek and utilize other sources of funding to support your ministry plan

If interest for a 2017 ROUNDUP exists, we will have registration fees that will help to offset mileage for trainers.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

Trainings are offered as an individual or church requests. Then, promotion is provided throughout the district and conference to try to recruit additional participants

5. What changes are you making in your ministry based on your evaluations?

The hope for 2017 is to have an active committee. One where emails are returned, communication transmitted to districts, and additional trainings requested.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

VIM works closely with disaster ministries (preparedness, response and long-term recovery). One cannot recover from disasters without volunteer support.

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

N/A

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

N/A

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

N/A

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

N/A

Standing Committee on Iowa-Nigeria Partnership

1. State the primary purpose of your agency.

The Iowa Nigeria Partnership (INP) is a standing committee of the Iowa Annual Conference of the United Methodist Church (UMC). The mission of the INP is to cultivate a partnership between the Iowa Annual Conference and the United Methodist Church of Nigeria (UMCN).

The purpose of the INP is to build mutually transforming relationships between the peoples of the INP (Iowa Nigeria Partnership) UMC and the NIP (Nigerian Iowa Partnership) UMC in the way of Christ and have a positive impact on the lives of the people of Nigeria.

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

The Iowa Nigerian Partnership aids in the education and social advancement of the people and churches in Nigeria through various programs. The INP serves as the umbrella for the main task force groups which include: Village Wells/Agriculture, support for the Banyam Theological Seminary (BTS), and Church-to-Village Partnerships. Each task force group concentrates on specific

needs of the UMCN, however, the main purpose for all groups is to spread the word of our Lord Jesus Christ.

Definition of each task force group:

The Village Wells program seeks out and provides bore hole wells at all church and school locations and other locations as needed. In the year 2015, a total of 10 wells were dug throughout the UMCN conferences. Maintenance is ongoing to ensure the continued functionality of each well. Additional wells will be completed as necessary and the maintenance program will continue until the current funding is depleted or additional funding is acquired.

The BTS AC group works closely with the Provost in supporting the education for all students seeking to become pastors and religious leaders. This group also provides support for physical needs of the school including internet service, building repair, a medical clinic and scholarships funding.

The Church-to-Village group encourages direct support and relationships between specific Iowa congregations and specific Nigerian villages. Current partnerships include: Grand View UMC with Damka, Eldora UMC with Salaminkala and Davis County churches with Panya.

Each Iowa Congregation that becomes a partner has the opportunity to send representatives from the Congregation to Nigeria. They begin building relationships of trust and love with the people in the village to which they are connected. From these relationships, come ministries that are uniquely fitted and needed by the village. Some villages will best benefit from a covered well, some from a primary school, some from the planting of a congregation and some from education. The heart of this model is the direct and personal relationships between the Iowa Congregation and the village. The efforts of the Iowa Congregation are directly focused upon the needs of the village.

Some people/congregations are focused upon a single village. Some congregations are focused upon another specific need that has been identified by the Nigerian UMC.

This organizational model, Church to Village or Project, can be described as many smaller projects all under the umbrella of the Iowa Nigeria Partnership. With an umbrella (instead of a circle), it means there is room to grow, expand, and welcome more partners to come under the umbrella.

3. Outline your financial plan for supporting your ministry plan, including:

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

Funding for each task force is raised in different ways.

The Village Wells program is funded through a generous donation received in 2008. Once this funding is exhausted, the program will be re-evaluated and/or additional funding will be required.

The Church-to-Village program does not require any funding through the INP or apportionments. The funding is strictly through direct donations from the Iowa partner congregation and is based on the needs of the Nigerian partner village

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

The BTS task force has filed its own ministry plan.

c. How your plan directs resources to our common goals

The Village Wells program delivers clean water to many areas of all three conferences in Nigeria. Water is a fundamental need for human existence and what better way to assist those in need but with a well for clean drinking water.

The Church-to-Village relationships work closely with their respective villages to determine the needs of the villages. Right now, the focus seems to be around education. Most of the assigned villages already contain a borehole well and buildings or structures used for the education needs of the children. Education is like a wildfire—once a child learns to read and write, this knowledge is shared with others in the villages, even in their families. Give a child education, and you literally change the world. Focus is also on relationship building within the villages and their Iowa partners. Jesus taught us to seek out those in need and assist in any way possible. These relationships spread the word of Jesus through education, knowledge and love.

d. How you will seek and utilize other sources of funding to support your ministry plan

Under the new leadership, the goal of the INP is to begin researching funding through various grants and organizations that will enhance the mission of the INP. For example, Water4 in Oklahoma, Ag seed companies in Iowa and educational sources.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

The Village Wells program evaluates its effectiveness by the number of wells dug each year. To date, 76 wells have been dug throughout all three Nigerian conferences. In 2015, a total of 10 wells were completed.

The Church-to-Village relationships have completed many specific projects within their respective villages. For example, in Panya, Davis County churches raised enough money to construct a new hard-walled school which is currently under construction. These churches also sponsored a Farm Progress Show in which many seeds were distributed to be used in the local farms. The teaching experience received an overwhelming response when over 162 participants from local and area farmers registered to attend this event. In Damka, Grand View UMC raised the funds to construct a church in 2013. From that humble beginning the number of students attending school under the local tree has grown from 30 in 2013 to over 255 in 2015. This school has grown so quickly that cornhusk classrooms were constructed as a temporary block of classrooms. With the number of students, GVUMC has hired 4 full-time teachers and provided chalkboards and uniforms for each student. In Salaminkala, the Eldora UMC raised money to fund the cost of a medical clinic, purchased a solar refrigerator, and collected over 600 school kits for the school. In these three villages, the number of children attending school, the number of patients treated at the clinic, the number of teachers hired, the increase in church attendance, and the number of participants in a local events are the statistics used to determine the effectiveness of this ministry.

5. What changes are you making in your ministry based on your evaluations?

Unfortunately, the medical clinic in Salminkala is in a location that does not support Bishop Johanna. Therefore, the support for this village has been suspended. Our goal is that Eldora UMC will decide to partner with another UMCN village. The classrooms in Damka are full to capacity and in need of repair. The GVUMC group, along with the elders of the village and NIP, are currently creating its own 5-year plan. A potential hard-walled school will be built in the near future and potentially

some sort of medical treatment in the village. Continued support for the school, student school books and supplies, and school uniforms is ongoing support. The school in Panya is the focus for the Davis County churches.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

Iowa Nigeria Partnership (INP), Nigeria Iowa Partnership (NIP), United Methodist Church of Nigeria (UMCN), and Banyam Theological Seminary (BTS).

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

-

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

-

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

-

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

-

Standing Committee on Disaster Preparedness and Response

1. State the primary purpose of your agency.

The primary purpose of the Disaster Preparedness and Response Committee is to work within the conference to promote preparedness and to be a caring Christian presence after disaster, and to work with the Districts to have a plan for preparedness and a plan for response to disaster.

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

In 2017 we will work closely with IAUMC VIM leadership and teams to have a coordinated effort for immediate response and long term response to disasters in our Conference. We will also work within our Jurisdictional relationships to support disaster response within the conferences of the Jurisdiction.

We have an ongoing relationship with the State of Iowa, Department of Homeland Security and will continue to be active and present alongside the state preparedness and response to disasters. We plan to continue trainings and to include trainings for Spiritual Care and Chainsaw Team trainings.

3. Outline your financial plan for supporting your ministry plan, including:

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

The flow of ministry, outreach and response in Disaster ministries is not like the financial flow of any other committee. We have to responsibility to respond "at a moment's notice." We also have the responsibility to hold trainings, support the work of the District Coordinators and to work within the conference for preparedness.

b. Our funding goes to support Disaster Ministries in the following ways: upkeep and maintenance of the Tool and Response Trailers, including licensing and insurance; support for storage of needed material in several locations in the state, i.e. rent on storage facilities; training and equipping the District Disaster

Response Coordinators; training and support for volunteers; rent and materials for the Booth at Annual Conference; and materials needed to inform and communicate the goals and ministry of Disaster Ministries in the Iowa Annual Conference

- c. The amount of funding for your ministry plan that you are requesting from apportionments

We are requesting \$5650:

Reimbursement for hauling trailers	\$350
Licenses for trailers	\$200
Maintenance for trailers	\$1500
Supplies for trailers and work days	\$750
Training Expenses	\$750
Storage Units for flood buckets	\$2100

- d. How your plan directs resources to our common goals
The Goals of Disaster Preparedness and Response support and mirror the goals of the conference to reach out and care for ALL of our brothers and sisters.

- e. How you will seek and utilize other sources of funding to support your ministry plan?

We have Advance Special #223 - Disaster Relief, and we are able to request emergency grants from United Methodist Committee on Relief and have done so in the past.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

In the past 3 years we have worked to train and coordinate with the District Disaster Coordinators and the Districts, so that we have a clear understanding of being prepared and responding in times of need. In 2015 we hosted the Jurisdictional Disaster Academy and had representatives from all 9 conferences in our Jurisdiction. We believe that these relationships are vital to the mission of disaster response. We have held several trainings and have worked to coordinate within the state and the districts so that we are ready to respond to disaster.

5. What changes are you making in your ministry based on your evaluations?

We evaluate every training and activity and use that feedback to better serve our mission. Our focus for 2017 will be to work within districts to create teams and a deeper understanding of Disaster Ministries and how we can all be active in the mission of Disaster Ministries. We also plan to focus more on preparedness and being ready for disaster.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

We will work with the General Board of Global Ministries to carry their goals to the Iowa Conference. We will work closely with Volunteers in Mission so that together we can be the face and hands of the Church in our communities. We will continue to be in relationship with the State of Iowa Department of Homeland Security and the State and County Emergency Management Agencies. We will support and be active in Jurisdictional Disaster Ministries and trainings.

7. If your agency administers grants, please answer the following questions:

- a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

Rock Rapids UMC	\$3967.40
Radcliffe, St. John's UMC	\$1000.00
Lake City UMC	\$1500.00
Ellsworth UMC	\$1000.00

- b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?**

When a community or congregation is affected by severe weather or other disaster situations, we receive requests for assistance from pastors, district superintendents and District Disaster Coordinators. Grants are tailored to the specific need: sometimes grants provide seed money for congregations to buy supplies to support a community's response to a disaster; sometimes grants provide coverage (or a portion of coverage) of repairs not covered by insurance; sometimes a grant helps a congregation pay its insurance deductible; sometimes we send grants to other annual conferences that have experienced a disaster. Each situation/request is reviewed and approved by the Conference Disaster Response Coordinator and the Assistant to the Bishop for Connectional Ministries before it is submitted for payment.

- c. Are there any additional criteria used if an applicant has previously received funds from your agency?**

If a grant is for repairs or other specific expenses, we require copies of receipts before submitting payment. Otherwise, we respond to the need upon the recommendation of the parties listed in (b) above.

- d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**

When we are responding to an active disaster situation, the District and Conference Disaster Response Coordinators check frequently with the pastors and/or district superintendents to assess whether the grant has been useful and whether more funds are needed. If people are helped, then we are successful.

Standing Committee on Iowa Justice for Our Neighbors

- 1. State the primary purpose of your agency.**

Iowa Justice for Our Neighbors' (Iowa JFON) goals are:

- To provide free professional legal services for low-income immigrants in their immigration process
- To train and empower legal clinic volunteers as partners in this mission
- To build positive community environments that welcomes the strangers in our midst
- To raise awareness of immigration issues and the JFON mission through educational activities in church and community
- To promote justice within our United States system of immigration laws, policies and social practices.

- 2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.**

Iowa Justice for Our Neighbors is a faith-driven ministry, welcoming immigrants into our churches and communities by providing free, high quality immigration legal services, education, and advocacy. The Iowa JFON Standing Committee oversees this ministry and gives churches and individuals the opportunity to participate in the process through which newcomers to our country are empowered to share their gifts with their communities. The mission of the church is to serve others in the name of Jesus Christ, and Iowa JFON does this by serving the "strangers" among us and inviting others to serve with us. We are guided by what may well be our final test: "I was a stranger and you welcomed me....I assure you that when you have done it for one of the least of these brothers and sisters of mine, you have done it for me." (Mt. 25:35, 40)

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

Iowa JFON participates in educating the community by providing presentations to community groups about the rights of immigrants and types of immigration relief. JFON participates in local grassroots advocacy organizations supporting immigrants and comprehensive immigration reform.

Our members and attorneys are active writing and speaking on immigration issues. The communication efforts include working with United Methodist Women's groups, MissionU, Mission Education Events, UMW conferences and meetings. Our attorneys speak at "Welcoming the Stranger" events of the Iowa Annual Conference. In November 2015, our organization joined letters with others nationally and in Iowa urging fair and compassionate handling of applications of Syrian refugees, and requesting governors rescind orders banning Syrian refugees from their states.

In 2014 and 2015 our attorneys and members advocated for fair and humane treatment of unaccompanied minor immigrants, an issue that nearly became a human tragedy in the American Southwest. We sent attorneys to Texas to assist in the legal support of those immigrants, and members of our committee traveled there to help provide hospitality and humanitarian relief. In early 2015 IJFON raised funds from individual and corporate donors to support an attorney in 2015 focusing primarily on the immigration law needs of unaccompanied minors in the state of Iowa. Later in 2015, IJFON raised additional funds to continue to support that effort into 2016.

Our members are active in the work of the Conference, proposing resolutions and action on behalf of immigrants.

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

3. Outline your financial plan for supporting your ministry plan, including:

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

See the attached exhibit estimating Iowa JFON's revised estimate of expenses for 2016. This would be, barring unforeseen circumstances, expected to be about the same for 2017, with allowances for increases due to cost of living and associated salary, benefits and reimbursements adjustments. Approximately \$95,000 in outside fundraising in late 2015 enables IJFON to continue to employ a third attorney for at least for one more year. Our apportionment request would provide sustained support for the current clinic-focused legal staff. Funding for a part time Executive Director/Development Director is currently yet to be developed.

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

Iowa JFON is requesting apportionment funding for 2017 of \$45,000. This is approximately the same amount of the current apportionment amount for 2016, with an expectation of cost of living increases. As it stands, that will only provide approximately one-third of the funds needed to employ one Iowa JFON staff attorney, one office administrator, and to pay the other expenses

required. The other two-thirds of our expenses are provided through the CCW program or from individuals, corporations, and churches which contribute to Iowa Advance Special #375.

c. How your plan directs resources to our common goals

The work of IJFON builds and sustains communities of faith throughout the state of Iowa. Not only are there communities of immigrants that are able to achieve some structure and stability, but communities of volunteers, supporters, and workers who are themselves educated, informed and transformed by their experience with IJFON and their work with immigrants and refugees.

Iowa JFON's resources are currently entirely spent in achieving just treatment of poor immigrants and refugees by supporting the staff of three attorneys, including one CCW attorney, and one attorney working primarily on unaccompanied minors matters; a paralegal focusing on immigrant victims of abuse or criminal activity (VAWA/VOCA), and one administrative assistant in addition to expenses of outreach, communication and education materials. These five provide all the direct services to immigration clients. All other services at the IJFON office, clinics and the Committee are provided by volunteers. In late 2015 we were advised that an additional outside grant application through the Greater Des Moines Community Foundation from the Polk County Board of Supervisors has been accepted which will support at least two new AmeriCorps workers to provide specialized refugee clinics during 2016.

In 2017, our plan is to continue to support the three attorneys, one paralegal for VAWA/VOCA services, and two administrative personnel in the hope that this number can provide the services needed by this increasing and vulnerable population. In the event additional grants or donations are obtained, IJFON may be able to continue to support specialized refugee clinics and/or provide increased support for an attorney working with victims of crime or abuse.

d. How you will seek and utilize other sources of funding to support your ministry plan

Further support for services is provided by specific grants for specific populations in need through other agencies, including the Iowa Supreme Court Interest on Lawyers' Trust Account, Community Foundations, local bar associations and law firms. Through our history, we have been able to avoid charging any fees to our clients, but we have also received gifts from clients and former clients to continue our mission. Fees for services, on a sliding scale based on need and income has been discussed by the Committee as a possible alternative in the future if other funding does not become available. Members of the Committee have strong feelings that IJFON should, if at all possible, continue to offer legal services to those in need free of cost.

As stated above, two-thirds or more of the current Iowa JFON budget is provided by non-apportionment funding. That target market has been expanded with greater outreach with a major fundraising effort in conjunction with the Des Moines group "Circle of Friends-Give Children and Families a Chance". That group raised almost \$100,000 in late 2014-early 2015 and again almost \$95,000 as the "second annual" appeal in October and November 2015.

Current reach is based largely on mailings to donor lists and to Rainbow Covenant churches. Mailings are also sent to attorneys yet response remains limited.

Iowa JFON remains in a continual search for grant opportunities and funding sources.

There are a number of factors that make non-apportionment funding difficult, such as:

- Negative statements and official actions by government officials adversely affecting immigrants and refugees
- The number of immigrants caught in legal processes increases exponentially• Existing immigration laws
- Expensive fees for immigration legal procedures
- Raising funds from organizations or industries that depend on immigrant labor is hampered by businesses that benefit by not pushing for immigration reform
- Politicians have an unfortunate propensity to use immigration reform as a wedge issue or scare tactic.

The biggest challenge we face is to keep raising adequate funds to meet the demand for our services. We continue to search for grants that are not related to the United Methodist Church. We also continue to increase communication to our supporters within the United Methodist Church. Since 2013 each of the Standing Committee's district representatives was asked to submit a grant request to their respective district for the Matthew 25 fund.

Three of our sites have coordinators who are active in seeking local grants and support. Our coordinator at Ottumwa has successfully written grants for three years to help support the clinics there. The Decorah organization has raised several thousand dollars to help support the newest clinic site in Northeast Iowa. We continue to keep alert for grant opportunities, and have received several smaller ones.

We hope to build upon individual friend/fundraisers and encourage other sites to make the effort to do this similar to the Des Moines experience.

Reaching out to the Iowa Attorney General's office, victims' services funding comes from the Department of Justice to the states. This can be an alternate source where we can find funding for this important part of our immigration ministry--victims of domestic abuse and victims of criminal activity. Learning to work with this type of funding source has been a challenge for the first year, but we have an excellent paralegal that has come to us, and IJFON will be applying for increased funding in 2016 to expand this part of our ministry. We expect that our relationship with the DOJ will continue and grow, in 2016 and 2017.

Finally, National JFON capacity-building and matching grants help us to meet the shortfall and provide funding for expansion of services to underserved needy communities a new needs arise.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

Iowa JFON, compared to a private law firm for its size, is an extremely good steward of the resources entrusted to it when providing the quality and quantity of specialized legal services that Iowa JFON does. The value of the hours our attorneys alone contribute is far beyond the cost of support. Calculating at an hourly rate of \$60 per hour (which is the indigent defendant rate in Iowa courts) our attorneys and paralegal provide almost \$400,000 worth of quality specialized legal services. IJFON leverages the paid staff and funding available to it by engaging dozens of volunteers in helping to provide hospitality, assistance with intake,

transportation, office services, fundraising, bookkeeping, public speaking and advocacy for reform of the immigration system.

Iowa JFON measures itself by the number of families helped in the immigration process. Many Iowa JFON clients who have received their legal permanent residence with the help of Iowa JFON attorneys have now become citizens. However, many more are still making their way through the complicated immigration system and continue to need professional legal help. Immigration proceedings are civil administrative proceedings during which the government is represented by an attorney with the Immigration and Customs Enforcement arm of the Department of Homeland Security. These are adversarial proceedings during which non-citizens have the right to be represented by counsel, but not at government expense. Iowa JFON continues to work with many of these families who are still facing a long process in the immigration court system and a very uncertain future.

The Iowa JFON staff maintains case logs and calendar systems to track individual cases and any deadlines. Iowa JFON attorneys maintain the files of their clients in the integrated network system, INS Zoom which is maintained by the National Justice For Our Neighbors Office. They have been supervised by the National JFON legal supervisor with periodic reviews of files.

Clients are asked to complete confidential surveys to determine their satisfaction of the services they are receiving. These surveys are read by the attorneys and taken seriously. The client surveys have been overwhelmingly positive. Client surveys have indicated satisfaction with the services provided by Iowa JFON volunteers at the legal clinics and the continuing services provided by the two Iowa JFON staff attorneys.

We also ask volunteers and volunteer attorneys to fill out surveys to determine their assessment of the program.

The Iowa JFON Attorneys have been evaluated annually by the Personnel Committee of Iowa Justice for Our Neighbors and are assisted as necessary by the National JFON Network Regional Attorneys. Since the Iowa Annual Conference of the United Methodist Church has provided the largest single portion of Iowa JFON's funding to get the program started, they have also provided helpful evaluations.

Iowa JFON tracks its clients served by a number of different factors, including type of case, gender and national origin. See attached exhibits for the period January - September 2015

5. What changes are you making in your ministry based on your evaluations?

Iowa JFON continually looks at the political and legal environment for refugees and immigrants in order to provide relevant services. In 2013 our evaluation of the need for immigration services indicated a lack of services directed to immigrant women who, in addition to the difficulties of life in a strange land, language and other barriers, were also being underserved due to domestic violence and abuse. In many cases immigrant women are more vulnerable to domestic abusers who take advantage of their lack of documentation or immigration status to control them and continue the abuse. One highlight of 2013 was applying for and receiving a grant from the Iowa Attorney General's Office - the Crime Victim Assistance Division -- to hire a legal assistant to assist victims of crime and domestic violence with their immigration applications and process. We have been able to continue to receive funding through the DOJ in 2014, 2015 and we are applying for additional

funds in 2016 to expand that outreach to victims of other crimes, through the Victims of Crime Act VOCA program. If successful, IJFON will be able to hire additional lawyers and/or paralegals to serve this group throughout the state.

We continue to have requests for additional clinic locations from community organizations all around Iowa, most recently in northeastern Iowa, where, after review and presentation by the community organization, we opened our 6th clinic location in 2014, sharing resources with Ottumwa and Columbus Junction. Postville, Decorah and other neighboring towns are still living with the aftermath of the Immigration and Customs Enforcement raid on Postville several years ago. Community members are still grieving the loss of family members who were deported, their families having been permanently fractured.

Our ministry planning focuses on ways to meet these very real demands for the services that Iowa JFON can provide. Since 2014, several major developments have caused the Committee to reassess its services: the unaccompanied minor immigrant situation starting in the summer of 2014, the President's November 2014 executive action to provide a method of deferral of deportation for certain qualifying immigrants, and the Syrian refugee crisis in 2015.

Unaccompanied minors (UAC) present additional legal issues, in addition to immigration law, including family law and custody matters, and each case is a court matter (as compared to many immigration cases that are solely regulatory agency matters). UAC cases may take months or years to resolve, clearly into 2016 and possibly beyond, and those cases require early intervention to prevent inappropriate returns to their home countries. Iowa JFON is working with the Des Moines organization Circle of Friends-Give Children and Families a Chance, to raise funds to support additional administrative and legal staff to help meet this need. Iowa JFON also conducts training for private attorneys interested in helping with the demand, many of whom commit to taking pro bono cases. Iowa JFON provides additional training and makes arrangements to supervise pro bono attorneys in order to leverage Iowa JFON's UAC resources and provide more services to those in need.

The President's executive action is held up in the courts at present, but if adopted, will create a demand for legal services to evaluate and determine eligibility for deferred action. This will create a need for educational events and additional service demands. One way Iowa JFON is considering helping to meet this need is to adjust clinic schedules and coverage to free up attorney and staff time, but also to raise funding for additional attorney services, whether via hiring or contract.

The Iowa IJFON plan for 2017 is to continue providing free legal services for low-income immigrants in their immigration process at six clinic sites in Iowa. The Iowa JFON sites are located at United Methodist churches in Storm Lake, Des Moines, Ottumwa, Cedar Rapids, Columbus Junction, and Decorah. Iowa JFON, in essence, becomes a local ministry of each of these congregations through this connection.

Local churches want to be faithful servants of Christ, welcoming the stranger and offering hospitality to newcomers in their communities and that they are encouraged and empowered by the educational resources we offer. Members of these churches coordinate monthly legal clinics where volunteers of all generations provide hospitality and intake services including help with translation.

Iowa JFON is a well-established organization that has had a presence in Iowa for 16 years. The program serves to meet the sizeable need in the immigrant

community for free immigration legal services. The program has three attorneys and one paralegal working out of one central office location to control office costs. The program is well-respected in the community and well-connected to the United Methodist church in Iowa.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

Iowa JFON works with the other mission committees in the Board of Global Ministries, as well as Hispanic ministries and churches. Many of the Iowa Districts also support JFON through District Askings and Matthew 25 grants for clinics in their Districts.

Iowa JFON collaborates with other immigration service providers and local churches. Our second staff attorney is a Church and Community Worker supported by the Church and Community Program of the General Board of Global Ministries and the Mission Personnel Committee of the Iowa Annual Conference.

Iowa JFON has an established relationship with the Iowa Attorney General's office through the first government grant received for serving VAWA and U visa clients, and we hope to expand that relationship in 2016 to serve VOCA (Victims of Crime Act) immigration clients.

Iowa JFON works with the National Justice For Our Neighbors in seeking and providing resources for new areas of need, such as unaccompanied minors, DACA, and executive action deferrals.

We have seen an increase in outreach with community/multi denominational organizations in Ottumwa, Decorah and Des Moines, who have and are conducting fund-raising events to support new clinics and additional immigration legal services.

Relationships with community service providers such as Waypoint, Kids First, and Community Foundations to identify and refer clients, and with private attorneys and state and local Bar and Bench organizations.

Iowa Justice For Our Neighbors continues to collaborate with colleague immigration service providers to serve the immigrant community with the most possible efficiency. The Polk County Volunteer Attorneys continue to refer clients to JFON from their HOLA Clinic, and Iowa JFON refers clients to them for legal services which we cannot provide. We also work cooperatively with Iowa Legal Aid, Catholic Charities, and American Friends Service Committee, and the Iowa Coalition Against Domestic Violence, referring clients and providing public education about immigration and the need for a more workable immigration system.

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

N/A

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

N/A

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

N/A

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

N/A

Standing Committee on Mission Personnel

1. State the primary purpose of your agency.

The Mission Personnel Committee is available to the Iowa Annual Conference to encourage and help persons who receive the "call" to missionary service in Iowa and beyond - the link to the General Board of Global Ministries. The Chairperson is a consultant on appropriate Iowa Annual Conference boards/committees: Conference Board of Global Ministries, Justice for Our Neighbors, and Mission Education. The chairperson enables the process for the Iowa Annual Conference through the Conference Board of Global Ministries to provide their required share of support to Church and Community Worker by providing funds for field share and housing/utilities

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

Brynne Howard, our Church and Community Worker, a lawyer with Iowa Justice for Our Neighbors, provides vital services to the immigrant community and a transformative opportunity for volunteers who relate to her clients. Brynne gives presentation to churches and immigrant congregations about immigrant rights and potential forms of relief. She collaborates with other nonprofits, government agencies and related service providers including domestic violence organizations, immigration legal service providers and human rights agencies. She communicates with the district and conference through periodic email newsletters. Brynne received her law degree from Drake University and passed the bar in 2011.

3. Outline your financial plan for supporting your ministry plan, including:

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

Iowa Annual Conference is responsible for \$20,500 for the Church and Community Worker field share and \$15,036 for housing/utilities. This amount is paid through the Treasurer's office to the General Board of Global Ministries. It is necessary that the total amount of \$35,536 is paid. The rest of the expense for JFON's Church and Community Worker, Brynne Howard, is paid by the General Board of Global Ministries.

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

The total amount of \$35,536 is paid from apportionments.

c. How your plan directs resources to our common goals

The Mission Personnel Committee works at equipping both lay leadership and clergy leadership to disciple others and transform the world. The Committee is active at fulfilling the mission of Justice for our Neighbors.

d. How you will seek and utilize other sources of funding to support your ministry plan

The General Board of Global Ministries is a source of funding for our ministry plan. We seek to encourage churches to support Brynne Howard through the General Board of Global Ministries.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

The Committee is continuing to facilitate support of Iowa's Church and Community Worker during 2015 the committee interviewed four candidates for missionary service, one couple and two single persons. Recommendations were sent to the General Board of Global Ministries. One person is serving under the GBGM at this

time, one is serving in mission under another organization, and the couple is serving a pastorate here in Iowa.

5. **What changes are you making in your ministry based on your evaluations?**
Iowa Conference needs to encourage both volunteer service and professional service in mission in Iowa and around the world.
6. **What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?**
The Mission Personnel Chairperson is a consultant to the Conference Board of Global Ministries, Justice for Our Neighbors, and Mission Education.
7. **If your agency administers grants, please answer the following questions:**
 - a. **Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.**
N/A.
 - b. **Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?**
N/A
 - c. **Are there any additional criteria used if an applicant has previously received funds from your agency?**
N/A
 - d. **Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**
N/A

2017 Apportionment \$ 741,336

Board of Higher Education and Campus Ministries

ACTION ITEM # 505

1. **State the primary purpose of your agency.**

The Board of Higher Education and Campus Ministry (BHECM) of the Iowa Annual Conference serves to provide and advocate for a missional presence of the United Methodist Church on college and university campuses. By working with Wesley Foundations, United Methodist affiliated colleges, local congregations, and ecumenical ministries, the BHECM creates world-transforming communities of faith and equips transformational leaders. Sharing with students the love and grace of God by witnessing to the saving and transformational nature of Christ is at the heart of what we do. The BHECM, through our conference Wesley Foundations and United Methodist Colleges, seeks to empower and rise up generations of articulate and thoughtful Christians that live as disciples of Jesus Christ and transform the world. By providing students with the tools to discern their calling and develop leadership skills at our Wesley Foundations and United Methodist affiliated Colleges, the BHECM has contributed directly to the health and growth of local churches, the Iowa Annual Conference, the greater connectional system, and the Kingdom of God.

In the *Book of Discipline*, additional roles and responsibilities for the BHECM are articulated in Paragraph 634.

2. **After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.**

We, the Board of Higher Education and Campus Ministry, help the Iowa Annual Conference of the United Methodist Church in creating grace-filled communities by creating world transforming communities of faith on our campuses. We equip our students to be transformational leaders by directing our resources to our common goals for our campuses, conference, and church.

The BHECM seeks to create leaders with the Wesley Foundations (Drake, Iowa, Iowa State, and the University of Northern Iowa) and affiliate Colleges (Cornell, Morningside, and Simpson, Iowa Wesleyan) that lead vital congregations and make a difference in their community for Christ from both the pulpits and the pews.

In 2017, the BHECM will create world-transforming communities of faith by:

- Due to the nature of campus life, every semester our affiliated colleges and Wesley Foundations welcome new students into their ministry through a variety of worship services, mission and outreach opportunities, small groups and Bible studies, and more. Each Wesley Foundation and affiliated college develops, with the help of their local boards and the oversight of the BHECM, new places for new people as we continue to be a witness to Christ and a United Methodist presence on campus.
- The BHECM will work with our Wesley Foundations and affiliate colleges by providing a campus ministry liaison to be in contact with each campus ministry between meetings and throughout the school year.
- The BHECM will collect, assess, and review the minutes of Wesley Foundation Board meetings and other applicable materials from our affiliate colleges while working with the General Board of Higher Education and Ministry on how to best evaluate our current ministries while developing and implementing new ministries.
- We will reach out to other conferences that are investing in campus ministries in new ways to see what we might be able to learn from them as we celebrate and live into our connectional system, knowing that we have much to learn and to teach one another.
- We will share resources and help to enact the, “Heralding Our Commitment to Justice and Dignity” developed by the National Association of Schools, Colleges, and Universities of The United Methodist Church (NASCUMC).
 - The BHECM, through our Wesley Foundations and affiliate colleges, will sponsor a series of conversations on what it means to live with and create spaces of justice and dignity within its distinct context.
 - We will work with our colleges and Wesley Foundations to assess their institutional practices as we take action to prioritize and reshape our policies and cultures so that we might be safe spaces for all people that address the health and wellbeing of all persons, regardless of race, sexual orientation, gender preference, social class or any other aspect of human difference since, “We recognize that God made all creation and saw that it was good. As a diverse people of God who bring special gifts and evidences of God’s grace to the unity of the Church and to society, we are called to be faithful to the example of Jesus’ ministry to all persons.” (*Book of Discipline* 2012, Paragraph 140, Called to Inclusiveness)
- At our campus ministry centers we provide a space for a wide array of events and activities, including, but not limited to, welcoming parties, study spaces, meals, worship opportunities, service activities, small groups, Bible studies and more. Our BHECM will work to ensure that our ministry centers are well kept, maintained, and cared for as they create new spaces for new people and welcome them into the United Methodist Church.
- We, with the help of our Wesley Foundation directors and campus chaplains, and with the assistance of our local churches, will work to ensure that United

Methodist high school students are aware of, and welcomed into, their collegiate United Methodist campus ministry.

- In all that we do, as we adapt our ministries to meet the needs of an ever-changing student body, and as we maintain our United Methodist presence on campus, the BHECM and our campus ministries reach out to and engage with persons as they come to faith, grow as disciples, and transform the world.

In 2017, the BHECM will equip transformational leaders by:

- The BHECM helps to promote higher education and campus ministry throughout our conference and around the world through special offerings and funds such as Africa University, the Black College Fund, and United Methodist Student day while also administering scholarships.
- On United Methodist Student Sundays we will provide resources and promotional materials to local churches. We will also work with our Wesley Foundation and affiliated colleges ensuring that students and board members can speak to their local congregations about the vital ministries that are taking place throughout our connection and how our apportionment dollars are creating and equipping leaders.
- In addition to our Student Merit Day Scholarship Award, the BHECM will find out what churches have resources and scholarships set aside for college students and campus ministry.
- In an effort to further the reach and the impact of the BHECM as we seek to create new places for new people, we are establishing a new ministry grant. Funds will be granted to ministries that seek to empower students as they become and grow as Disciples of Christ that transform the world.
- Many United Methodist Pastors have been impacted by campus ministry and many of our laity have been as well. Our ministry is not only equipped by the apportionment funds that we receive from churches in our conference; our ministry is impacting and transforming our churches and conference as students graduate and move from their campus ministry home to a local church. Campus ministry provides not just a church home, but a social home, a family for, the years that they are in school. Our students make close friends and graduate with a connection to the church and one another that carries them into the world to live faithfully as they participate in the ministries of the church with their prayers, presence, gifts, service and witness, so that in everything God is glorified through Christ.
- The BHECM works to ensure that our chaplains and campus ministers see it as part of their job to develop and shepherd leaders. Campus ministers and chaplains coach and teach students how to reach out to their friends, how to provide hospitality, discern their calling, and more. Our campus ministries seek to get students directly involved in activities that transform the world, from volunteer and service opportunities to internships in local churches.
- We give students an opportunity to put their faith into action by helping them to learn more about their faith and the world around them as they grow into well rounded students and disciples. By connecting students with our campus ministries, we also connect them with various community and non-profit organizations as well as local churches and conference goals and ministries, all in ways that equip students to change their lives for Christ and empower them not only to be the church in the future, but to lead and transform the church today.

3. Outline your financial plan for supporting your ministry plan, including:

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

Our Wesley Foundations and campus ministries are a meaningful investment for our conference. Our ministry is not only witnesses to the future of the

United Methodist Church as we create new places for new people that empower and equip transformational leaders, the work of our Wesley Foundations and campus ministries is also a witness to our history that harkens back to John and Charles Wesley and their campus ministry of the Holy Club at Oxford. As we continue to be in ministry with and for our students, we incur the following costs:

Total cost of ministry at our four UMC related colleges:

Cornell - \$79,398.20

Iowa Wesleyan - \$71,000

Morningside - \$71,000

Simpson - \$237,629

Total cost of ministry at our four Wesley Foundations:

Drake - \$134,622

Iowa State - \$374,987

Iowa - \$318,941

University of Northern Iowa - \$202,754

New Ministry Grants - \$10,000

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

\$675,000 total, broken-down below:

\$88,000 for our four UMC related colleges

\$577,000 for our four Wesley Foundations

\$10,000 for new ministry grants

c. How your plan directs resources to our common goals

Continuing to develop and implement an effective communications ministry with the BHECM is of the utmost importance for us. The board is continually striving to improve our campus communications not only so that we can connect with students on our campuses, but so that we can continue to tell the story of the difference that our Wesley Foundations and campus ministries are making as they create new places for new people and create disciples of Jesus Christ that transform the world. As students move from the local church, to campus ministry, and then back into the local church in the pews and in the pulpits, we must make sure that effective communication is taking place between the conference, our Wesley Foundations and campus ministries, and the local church so that we can all celebrate the ministry that we share.

As the BHECM continues to be in ministry for and with our conference as we equip leaders of the church, transform our campuses and local congregations, and create vital ministries, the BHECM works closely with local Wesley Boards, and reviews other pertinent information and evaluations from our campus ministries to ensure that meaningful, inspiring, and Christ-centered ministry is being done. As we move forward, the BHECM will continue to work with the General Board of Higher Education and Ministry to improve and strengthen our evaluation process as we reach out to other BHECMs across the connection to learn and implement best practices that will help us to align our organizations and staffing resources in our mission of making disciples of Jesus Christ for the transformation of the world. The BHECM would also like to find ways to enlarge our board. We would like to continue to strengthen our relationship with the conference by having more persons involved in our ministry. The BHECM would also like to have cabinet representative serve on our board, or at least be available to be at our meetings for consultations.

Throughout 2017 and beyond the BHECM plans to work with Neil Blair the Executive Director of Institutional Advancement for the General Board of Higher Education and Ministry as well as the Iowa United Methodist Foundation as we continue to develop and implement plans to strengthen and improve the financial stability of each of our campus ministries as we continue to expand our donor base by working with local churches and Alumni.

d. How you will seek and utilize other sources of funding to support your ministry plan

In 2015, we received these other sources of Funding:

UMC Related Colleges

Other Sources of Funding	Cornell	Iowa Wesleyan	Morningside	Simpson
Tuition and Fees	\$39,333,476	\$7,881,233	\$19,656,765	\$48,893,180
Gifts and Grants	\$23,933,935	\$2,836,670	\$1,691,882	\$1,135,488 (Annual Fund, gifts and endowment)
Endowment	\$1,772,705	\$95,000	\$2,114,000	
Other	\$10,612,111			\$8,707,054
Total	\$75,652,227	\$10,802,903	\$23,462,647	\$58,943,162

Wesley Foundations

Other Sources of Funding	Drake	Iowa State	Iowa	University of Northern Iowa
Gifts and Grants		\$8,420	\$45,000	\$53,997
Rentals and Fees			\$64,785	\$12,169

Other	\$5,393	\$178,120 (support from the congregation of Collegiate United Methodist Church, Ames)		
Total	\$5,393	\$186,540	\$109,785	\$66,166

Additionally, as stated above, we will work with the General Board of Higher Education and Ministry to strengthen and improve the institutional advancement of each of our Wesley Foundations and campus ministries while working with the Iowa United Methodist Foundation to improve our donor base by continually reaching out to local churches, making sure that students are provided with the opportunity to tell their stories and share with congregations the difference that our ministry is making in their life and on their campus. Through United Methodist Student Sundays and other special offerings, and as we continue to reach out to Alumni, we will keep expanding our donor base and increase our financial strength. There are also Lilly Foundation grants, grants through the General Board of Higher Education and Ministry that we will explore

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

The “Report of the Program Review Committee to CCMC” published on January 24, 2015, made it clear that Program Review has a number of concerns about the BHECM. It stated that the BHECM is, “not connecting to local churches and do not see this as their responsibly. They are not overseeing the boards of the Wesley Foundations, ensuring that the local boards are fulfilling their responsibilities in giving oversight and direction to the ministries and taking responsibility to raise funds to support the ministry. They are not evaluating the campus ministries on the quality of their performance or their response to the missional goals of the church. They are not working on finding non-apportionment sources of financial support for the campus ministries.” It was unfortunate that the BHECM was not able to properly express how we are and will continue to connect with local churches as we oversee and evaluate the work of our local Wesley Boards while continuing to seek out non-apportionment sources of revenue. Whereas these were the primary concerns of the Program Review Committee, as the BECHM continues to make new places for new people on campus while equipping and training Christ-centered, transformational leaders, the BHECM will work more to connect with local churches, improve our oversight and evaluation of local Wesley Foundation boards as we continue to explore advancement opportunities, especially with the Iowa United Methodist Foundation and the General Board of Higher Education and Ministry.

With these goals of improving our connection and communication with local churches, better oversight and evaluation of the Wesley Foundation Boards, and improving our financial strength and stability through the use of non-apportionment sources, the BHECM will use/continue to use the following benchmarks/milestones as we continue in our mission of creating world-transforming communities of faith that equips transformational leaders:

- The BHECM will improve our communication with local churches by reaching out to them as students graduate so that they can find their new ministry home at college.
- The BHECM will work with Wesley Foundation Directors, Campus Chaplains and students to ensure that United Methodist Student Sundays witness to the transformational work of Christ that is taking place on our campuses.
- The BHECM will work with Wesley Foundation Directors, Campus Chaplains, students, and local congregations to further develop and create internships and volunteer opportunities in churches, church related non-profits, and other agencies.
- The BHECM will provide each Wesley Foundation and Campus ministry with a board liaison.
- The BHECM will review the minutes of Wesley Foundation Board meetings as well as any other pertinent reviews and evaluations from our campus ministry settings. In addition to receiving updates from Wesley directors and chaplains, we will seek to get input from members of local boards as well as students.

As we review the minutes of Wesley Foundation Board meetings and the reviews/evaluations of our campus ministries, the BHECM will endeavor to make sure that our ministries are creating new places for new people that train and equip leaders that faithfully follow Christ. Our board recognizes that, just as ministry in the local church is contextual, the ministry of our colleges and universities are contextual as well. As we continue to set goals for engaging with students, connecting with churches, providing meaningful worship services, volunteer and mission opportunities, and small groups, the BHECM will pay special attention to each individual ministry to make sure that our goals witness to and celebrate the unique and meaningful ministry that is taking place on behalf of the United Methodist Church.

By working with the General Board of Higher Education and Ministry and the Iowa United Methodist Foundation, the BHECM will help our Wesley Foundation Boards in finding non-apportionment sources of financial support and expand our donor base.

With these goals of improving our connection and communication with local churches, strengthening our review and evaluation process, and expanding our donor base as we continue to seek sources of non-apportionment revenue, the BHECM plans to see growth in each of our campus ministries as we work together, witnessing to the Kingdom of God and the grace of Christ. Through the work of our liaisons and by reviewing the minutes of Wesley Boards and other evaluations from campus ministries, we will be able to measure the progress and effectiveness of our ministries.

5. What changes are you making in your ministry based on your evaluations?

We have already begun to work with the General Board of Higher Education and Ministry to evaluate and improve our BHECM and our campus ministries. In consultation with the General Board, it was recommended that our BHECM expand so that more persons may become involved and engaged with our ministry. We would also like to have a cabinet representative on our board, and we plan on working closer with the conference treasurer and the Council on Finance and Administration as we continue to identify more areas of involvement and BHECM subcommittees.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

The BHECM plans to work directly with the General Board of Higher Education and Ministry, Parish Development, Board of Camp, Conference and Retreat Ministries, Granting Organizations such as the Lilly Foundation, the General Board of the Status and Role of Women and local churches. The BHECM also

encourages our campus ministries to seek ecumenical and interfaith partners in addition to the partnerships and connections that they have with other boards, agencies and groups on their campus and in their community.

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

Traditionally, the BHECM has not seen itself as a granting agency. Rather, we have understood our ministry to be an extension of the work of the Iowa Annual Conference and our local churches. Our BHECM oversees, evaluates, promotes and serves as a resource to our conference and churches. However, as we distribute and entrust funds to our affiliated colleges and Wesley Foundations, our distributions may be understood as grants. In 2015 we distributed funds as listed below:

Cornell College - \$24,730.00

Iowa Wesleyan College - \$24,730.00

Morningside College - \$24,730.00

Simpson College - \$24,730.00

Iowa State University Wesley Foundation - \$196,230.00

University of Iowa Wesley Foundation - \$203,191.00

University of Northern Iowa Wesley Foundation - \$155,045.00

Drake University Wesley Foundation - \$96,163.00

\$3,109 was set aside for a quadrennial evaluation of the Wesley Foundations but these funds were not used in 2015.

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

Historically the BHECM has used a formula to distribute funds to our Wesley Foundations. This formula was developed in relation to the size of the student body and campus ministry building. Our formula has been used as a guide for a number of years, however, moving forward, the BHECM is going to evaluate how we distribute funds. We have already begun a conversation with the General Board of Higher Education and Ministry on reviewing, approving, and determining funding levels and we will reach out to other conference BHECMs to learn best practices. In light of this ongoing process, we will re-evaluate the distribution formula.

The BHECM is excited to begin exploring a new ministry grant for higher education and campus ministry. We will develop an application and will, hopefully, have a chance to present this new program and grant at the 2016 Annual Conference.

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

Our Wesley foundations and affiliated colleges have previously received [all] funds [yearly] from our agency and as they receive on-going funding they also are subject to continual oversight and evaluation from the BHECM, local Wesley Foundation Boards, and other applicable supervisors and evaluation processes at our affiliated colleges.

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

As articulated throughout the ministry plan, the BHECM works to evaluate the effectiveness of our Wesley Foundations and Campus ministries through our Board liaisons, reviews of minutes and other applicable evaluations, and BHECM meetings. We are continually evaluating our ministries and look forward to working with the General Board of Higher Education and Ministry as well as other BHECMs to learn more "best practices" that we can implement in

Iowa as we continue to create new places for new people. Our ministries equip, transform, and create vital leaders in the church and community. Feedback from last year's Program Review report to CCMC, while, "a painful hearing for all concerned." has also been informative and has helped the BHECM to re-evaluate its role in our mission and ministry to witness to the grace of Christ on campus as we celebrate our Methodist history by making Holy Clubs for new people in a new place, every semester.

2017 Apportionment \$ 635,000

Board of Laity

ACTION ITEM # 506

1. State the primary purpose of your agency.

In keeping with the strategic priorities of the Iowa Annual Conference, the purpose of the Board of Laity is to help create world-transforming communities of faith by equipping ourselves and others to be transformational leaders and to utilize all our resources to support those common goals.

2. After reviewing the Annual Conference's Strategic Priorities, describe your agency's plan for ministry in creating world-transforming communities of faith and equipping transformational leaders.

Although the Board of Laity is a Conference level entity made up of District Lay Leaders and persons providing leadership to Conference-wide mission and equipping activities, our FIRST and PRIMARY FOCUS is on equipping and inspiring lay people throughout the Conference to be better prepared for leadership roles in LOCAL CHURCHES. The local church emphasis is important because increasingly, we believe that for local congregations to thrive, lay persons working alongside pastors, is essential. To that end, we provide various learning opportunities and opportunities to act in support of our common goals. For example:

- We strongly promote and encourage participation in the School for Lay Ministry (SLM), Lay Servant Ministry (LSM), Mission U, Emmaus and other specific United Methodist opportunities for learning and spiritual nurture.
 - SCHOOL FOR LAY MINISTRY: 2014-2015 classes have provided baseline figures for SLM which we will use as a benchmark for progress in future years. Specifically, SLM at Cornell, Morningside and Simpson enrolled a total of 107 individuals with a total attendance of 465. (There are four sessions each year. A student who attends all of them, will graduate in three years.) There were 37 SLM graduates recognized at the 2015 Annual Conference. The new Spanish Language SLM at Simpson enrolled 21 individuals with a total attendance of 49. Since this is the first year of the three year sequence, there will be no graduates for at least two more years.
 - LAY SERVANT MINISTRY: There were 25 individuals who completed Certified Lay Speaker requirements in 2015. Data on the number of individuals who take Lay Servant Ministry courses is kept by each district and we do not have that number at this time. We do expect to determine a number for 2015 that can become an additional benchmark. All the District LSM Chairs met at Annual Conference and in a September meeting to share ideas to strengthen the program and encourage participation. Colleen Petaros is the new chair, stepping in after many years of dedicated service by Jeanie Allen.

- o LAITY DAY with Bishop Trimble was redesigned and attracted 100 participants on-site plus those who participated by live streaming. We have only anecdotal information on that number but feedback indicates it was widely utilized. The program included interactive dialogue with Bishop Trimble, worship, three mission-oriented presentations and closing communion.

Based on feedback indicating its value, we plan to continue this model going forward. Attendee indicated appreciation for Bishop Trimble's insights and readiness to interact, for the introduction to three missional programs of the Iowa Conference (Justice for Our Neighbors, Women at the Well and UMW-led work in the area of Human Trafficking) and the two worship components.

- o LAITY SESSION at Annual Conference. This, too, was redesigned in 2015 to accommodate the overall Annual Conference schedule. It was a separate session, concurrent with the Clergy Session. We were gratified - - and surprised - - that it attracted about 600 participants! Both lay annual conference members and other laity were welcomed. The three hour session included worship, an inspiring message from Racelder Grandberry Trimble, the Roosevelt High School Gospel Choir, recognition of School for Lay Ministry Graduates and new Certified Lay Speakers and a lovely remembrance of David Decker. This full group session was followed by four outstanding workshops, planned to provide ideas useful in local congregations. Virtually all participants stayed for this portion and selected one of the workshops: Small Groups (Lindsay Blake), Reaching out to Rural Youth (Cherie Miner), Ministry with the Marginalized (Carmen Lampe-Zeitler) and Music to Inspire the Heart and Teach the Faith (Phil Carver).

We anticipate using a similar format in 2016 and 2017, unless Annual Conference scheduling dictates a change.

- A SECOND FOCUS is on better equipping ourselves as transformational leaders. This is not easy with a Board of very busy leaders. In 2015, we were successful in having two full board meetings (one with Bishop Trimble participating part of the time), both of which had excellent participation. (We were not successful in scheduling a retreat.) It is significant that ALL but one member of the Board participated and gave leadership at the Annual Conference Laity Session! The majority of Board members also were involved with leadership at Laity Day. We provide for the Lay Leader and the Director of Lay Servant Ministries to each participate in a General Church learning/training opportunity (specific to their work) annually.

3. Outline your financial plan for supporting your ministry plan, including:

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

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

Scholarships for School for Lay Ministry (40 @ 240)	\$ 9,600
Laity Day	\$ 250
Laity Session at Annual Conference	\$ 1,500
Memberships in AACLL (Association of Annual Conference Lay Leaders and Association of Conference Lay Servant Ministries)	\$ 400
Lay Leadership Training events	\$ 2,400
Scouting and Youth Serving Ministries	\$ 500
TOTAL REQUEST	\$14,650

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

\$14,650

c. How your plan directs resources to our common goals

As described in question #2, we feel that all of our activities directly use resources toward our common goals of equipping lay people for transformational leadership and participation in creating world-transforming communities or faith (Primarily in the local congregation but also beyond the local church.).

d. How you will seek and utilize other sources of funding to support your ministry plan

We have no other sources of income. Offerings at the two Laity events help offset expenses beyond the budget. A local congregation supplements expenses for the Bishop's Annual Scouting/Youth event. The amount requested for SLM scholarships provides approximately one third of the students with partial support.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

2015 goals, benchmarks and milestones

The primary measures of effectiveness are and will be (1) numbers of participants in each of our major activities and (2) evaluations/feedback on each of the activities.

5. What changes are you making in your ministry based on your evaluations?

We made significant changes in 2015 and don't anticipate as many in the next year or two. However, we will make adjustments and (hopefully) improvements based on participant feedback and observations of the Board. It is a high priority to work with the SLM Commission to continue the development of the Spanish Language SLM which may involve some changes.

6. What other agencies, ministries, boards, partnerships, etc. will you be directly engaged with to support your ministry plan/purpose?

We work closely and supportively with the SLM Commission and the LSM program. BOL membership includes representatives from UMW, UMM, Heifer Project, Emmaus, Scouting and other Youth Serving Agencies and the Thanksgiving Ingathering. District Lay Leaders are members of their respective DCOMs and participate and advance District priorities. We work with Bishop Trimble, receiving his counsel and planning Laity Day. Laity are given voice by representation, through the BOL, on a number of Conference committees.

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

The only part of our budget that involves grants is our scholarship program for SLM. As noted above, if a student attends full time, they can apply for scholarship help of up to \$240 in each of their three years. Total tuition for each year is \$560 plus travel, books and in many cases, lodging. While the Board of Laity scholarship provides only a small percentage of the total cost, it can combine with local church or district support to make participation possible for students who are eager and qualified but who need financial support to attend.

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

Potential SLM applicants are made aware of the availability of partial scholarships. Those seeking scholarships complete an application indicating the reason for their interest in SLM, what they hope to gain, their current participation in the local church and how they plan to utilize their learning. They are also asked to indicate other sources of funding. Their pastor and the District Superintendent must sign off on each application. Then members of

the BOL review each application. Students must reapply each of the three years.

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

Yes. Each student is asked to do a reflection paper after each SLM session. If students do not submit reflection papers or appear to have attendance problems, those things would be considered before giving further scholarships.

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

There is wide agreement that the School for Lay Ministry is of high quality, that it is quite demanding of students and that it truly helps equip graduates to become transformational leaders who help create world-transforming communities of faith.

That has influenced us to continue to include it as a significant part of our Ministry Plan and budget request, providing scholarships so that this Leadership Development experience can be available to more people. While we believe the scholarships have always gone to sincere candidates, we have tightened the application process to balance applicants' requests and our stewardship of apportioned funds.

2017 Apportionment \$ 13,650

Section VI: Conference Missions –Programming Agencies, Part 2

Commission on Ministry with Persons with Disabilities

ACTION ITEM # 601

1. State the primary purpose of your agency.

The purpose of our agency is stated in our Mission Statement: "The Commission on Ministry with Persons with Disabilities is a Conference Committee whose goal is to seek wholeness in Christ's Church through promoting the full inclusion and participation of ALL persons free from any barriers which limit the full expression of faith."

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

Our agency is working to increase awareness of, and accessibility within, the churches for those with disabilities of any kind. We believe that this fits within the Strategic Priorities because often those with disabilities are 'left out' or excluded. Our main focus is to provide grants to those churches who are working on projects to make their facilities more accessible. This has enabled some people to attend worship and church activities when they were previously unable to do so. We also provide representatives to speak to interested groups about the barriers that the disabled face within the church, and we have members on other Conference Committees where accessibility may be an issue. These representatives help increase sensitivity to the problems faced by persons with disabilities. We are also trying to put together a new Support Group for Pastors dealing with mental health issues. This will help Clergy to continue to be healthy so that they can make disciples to transform the world.

3. Outline your financial plan for supporting your ministry plan, including:

- a. **The cost of implementing your ministry plan, including a breakdown of those costs for each part of your plan**
We traditionally give out \$3,000 to \$10,000 in grants annually.
- b. **The amount of funding for your ministry plan that you are requesting from apportionments**
We are not requesting any Apportionment funds this year. We will operate again this year on Special Offering proceeds and donations.
- c. **How your plan directs resources to our common goals**
Our Commission mostly needs funding for one thing---the Seed Grants that we give to local churches who are working to remove barriers to accessibility.
- d. **How you will seek and utilize other sources of funding to support your ministry plan**
We will continue to ask for donations and Special Offering monies.
4. **Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?**
We measure the effectiveness of our ministry by the response of those people that we help. We receive thank-you's and photographs from the churches that we give grants to. We also sometimes try new programs, and evaluate our work by the response to our efforts. Each month our Commission, which includes persons with many kinds of disabilities, strives to evaluate and improve the effectiveness of our ministry.
5. **What changes are you making in your ministry based on your evaluations?**
We have discontinued programs that don't seem to be helpful or effective, and we try to focus on the ones that we do well. We are currently focusing on our Accessibility Seed Grant Ministry because it seems to be working well. This year we are also putting an extra emphasis on mental health disabilities, as our Bishop has recently invited us to focus on these issues. Our Commission is concerned that local churches often have congregation and community members with mental illnesses but have a lack of nearby appropriate resources to help them. We are looking for Speakers and Resource People that could help with that, and hoping that we could suggest them for an event such as an Orders Event meeting.
6. **Please list other Agencies, Ministries, Boards, Partnerships, etc. that you will be directly engaged with to support your ministry plan/purpose?**
We have members as representatives on the Building and Locations Committee in each District, and also on the Conference Trustees, Human Resources, and Nominations Committees. We have recently started working with the Conference Sessions Committee to ensure that our Annual Conference is as accessible as possible. We use Conference and District Communications to help create awareness of our ministries (including our own page on the iaumc.org website), and we have a Display Table at Annual Conference each year. We continue to look for opportunities to work with other groups that have similar interests.
7. **If your agency administers grants, please answer the following questions:**
- a. **Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.**
- | | | |
|---------|------------------|------------|
| July | West Branch UMC | \$2,250.00 |
| October | Fort Madison UMC | \$2,264.00 |
| October | Corydon UMC | \$ 557.00 |
| Total | | \$ 5071.00 |
- b. **Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?**
We ask each applicant to complete a detailed Seed Grant Application Form. We review each Grant Application at our Commission meeting. We try to give funding to each church that properly completes the Seed Grant Application

and meets our criteria. We usually give a grant amount of near 10% of the cost of the church's accessibility project. We have given less if our account balance is low or if the accessibility project is very large, but that is rare and then we will try to give a smaller grant amount.

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

We only give out one grant amount per accessibility project. However, if a church takes on a new project, they can reapply and the Commission will consider giving them a new grant amount.

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

The Commission considers our grant gifts to be effective if the churches receiving our funds complete their accessibility projects. We have not heard of any of the churches we have given grants to not actually finishing their projects. We often receive pictures or thank-you's from churches we have helped fund once they have completed their improvements.

2017 Apportionment – None

Commission on Religion and Race

ACTION ITEM # 602

1. State the primary purpose of your agency.

The Commission of Religion and Race advocates diversity in leadership at all levels, serves as a catalyst for local churches to create new places for new people, and trains leaders in order to make disciples of Jesus Christ for the transformation of a racially diverse world.

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

We continue to monitor the Conference while in session. We also advocate and monitor our effort to create and support new communities of faith. We monitor and advocate a racially diverse conference leadership. We support clergy and laity leadership development and empowerment. We are a catalyst to a more inclusive church through training events, such as Cross-Cultural, Cross-Racial workshops with local churches and communication with district and conference leaders. Partner with our camps to create a Cross-Cultural Competency Youth Camp. Partner with the Appointive Cabinet in a conference wide cross-cultural competency workshops for SPRCs.

3. Outline your financial plan for supporting your ministry plan, including:

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

Local church self-determination fund for racial ethnic ministries \$25,000. (Grants to local churches that want to have a Cross Cultural Competency) for example, but not limited to:

- Training/Education events where we can celebrate/share our cultural differences and similarities i.e. customs, language, food
- Racial profiling, promoting unity/healing in the community and the church
- Worship where we can celebrate the word of God, music, and style in diverse ways

Collaboration with other conferences agencies and entities fund for racial ethnic ministries. \$20,000. (\$ 10,000- SPRC Modules training, \$ 5,000- Board of Laity training, \$ 5,000- Board of Ordained Ministry)

Partnership with racial ethnic caucuses (Caucuses Programs \$5,000; National Meetings \$15,000, Ethnic Clergy women \$ 5,000) Total \$25,000.

Initiating cross-racial competency conversation in the district level \$10,000.

Advocacy, Monitoring, Cross-Cultural/Cross Racial Workshops \$20,000.

NCJ Partnership \$1500

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

\$101,500

c. How your plan directs resources to our common goals

When we advocate and monitor our effort to create and support new communities of faith. When we monitor and advocate a racially diverse conference leadership. When we support clergy and laity leadership development and empowerment.

d. How you will seek and utilize other sources of funding to support your ministry plan

We will ask other agencies to work together with our goals.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

- The number of trained and deployed racial ethnic laity in leadership increases by 100%.
- 30 more local churches are prepared for cross-racial appointments
- 20 racial ethnic young adults recruited for leadership within and beyond the church.
- At least one racial ethnic participant in each of the boards, committees and agencies in the conference.
- Submission of accountability reports from collaborating caucuses, partners, boards, and agencies.

5. What changes are you making in your ministry based on your evaluations?

To be mindful and flexible in responding to creative new developments in ministry with racial ethnic communities throughout the year.

6. Please list other Agencies, Ministries, Boards, Partnerships, etc. that you will be directly engaged with to support your ministry plan/purpose?

Collaborate with the Appointive Cabinet, Board of Ordained Ministry, Board of Church and Society, Board of Laity, Hispanic-Latino Standing Committee, and Board of Discipleship, District Council on Ministries, COSROW and Caucuses. In order to nurture and equip communities of faith in 2015 we supported French Licensing School, Spanish School for Lay Ministry and Emerging Immigrant Faith Communities Gathering. We participated in the planning meetings initiated by the Board of Church and Society to address the issues of racism and sexism.

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

School of Lay Ministry in Spanish \$5,000.

Licensing School in French \$5,000.

Korean Caucus \$1,000; Filipino-American \$1,000; Asian-American \$1,000.

- b. **Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?**

We align with the strategic priorities by supporting racial ethnic communities of faith, new, emerging and established, and by investing in leadership development for both racial ethnic laity and clergy.

- c. **Are there any additional criteria used if an applicant has previously received funds from your agency?**

After each event or activity evaluation is done by hearing a report and feedback during a CORR meeting. Report and feedback must address the following: how many attended, what has been learned, how attendees will forward what they learned, what would attendees suggest to improve future activities and events, and how attendees may participate in the work of creating a racially inclusive conference.

- d. **Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.**

Our evaluation of each event helps us align future events to the strategic priorities. Evaluations are also essential in helping us discover what is working well and what is not working well so that we may improve our trainings and activities to better serve the mission of our conference and commission.

2017 Apportionment \$ 31,811

Commission on the Status and Role of Women

ACTION ITEM # 603

1. **State the primary purpose of your agency.**

The purpose of the Commission on the Status and Role of Women in the Iowa Conference is to advocate for full participation of women in the total life of the United Methodist Church. We continue to encourage the Iowa United Methodist Church family to honor every person-clergy and laity, women and men of all ages - as full and equal parts of the family of God. Our purpose includes reminding our church families that a fully engaged and empowered membership is vital to the United Methodist church's mission to make disciples of Jesus Christ to transform the world.

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

- Our responsibilities as stated in Par. 644. *The Book of Discipline* of the United Methodist Church 2012 sections a) through f) as stated below:
 - To be informed about the status and role of women in the total life of the conference. Data shall be gathered that relates to all structural levels of the conference, including the local church. Such information will be regularly updated and disseminated. Our commission has coordinated monitoring of Annual Conference sessions and tabulated statistics regarding participation by age, gender, ethnicity, lay and clergy and report regularly to the Annual Conference during plenary sessions.
 - To initiative cooperation with the United Methodist Women (UMW) at the annual conference level and other levels as appropriate in order to achieve participation of women in the decision-making structures. Brochures and other information about COSROW were provided at district UMW gatherings and at Mission U in 2015. A representative from the Conference

UMW serves as an active member of COSROW as a liaison. UMW units are encouraged to nominate candidates for the Ambassador Award. This award recognizes individuals who are committed to full inclusion of women in the life of the church and may be active with women and others who are on the margins of church and society.

- o To develop ways to inform and train the leadership within the conference at all levels on issues that affect women. Our goal is to provide the information and training techniques to districts within the conference. Our commission plans to communicate with district and local church leadership regarding the need for women on all committees within the local churches, including the local trustee committees. This will be done at meetings and through newsletters and workshops. A related concern is caring for clergy spouses, women and their families. For 2017 would include revising THE GUIDE: WHAT TO DO IF...? (Basic Information handbook for Clergy Spouses) with the last revision in 2010. This project would involve cooperation with the Board of Ordained Ministry and District Committee on Ministry as they care for the pastors and their families.
- o To focus on major priorities on issues relating to women which may include: sexual ethics and Iowa United Methodist Conference policies and procedures and by raising awareness, preventing sexual abuse, promoting healthy boundaries, and bringing about justice and healing. This involves working with of the Bishop, cabinet and conference staff on policies, plans and practices related to these priorities.

Our display booth at Annual Conference provides representatives to discuss these issues and share written resources. We plan to cooperate with the Commission on Race and Religion in communicating with local Staff Pastor Parish Relations Committees (SPRC). This will also include communication with the Board of Ordained Ministry and the District Committees on Ministry, Conference Human Resources Committee and other boards and agencies working with these issues.

- o To advise the General Commission on the Status and Role of Women about the progress and effectiveness of efforts to achieve full participation of women in the life of the Church and to communicate regularly with the staff of the General Commission on the Status and Role of Women.
- o To participate in the connectional programs, studies and other resources provided through the General COSROW. Two Iowa commission members participated in the Do No Harm Sexual Ethics Conference sponsored by General COSROW. We will encourage wider use of the resources and leadership provided through the General COSROW.
- How is our Ministry Plan informed and guided by the Annual Conference Strategic Priorities
 - o **Creating World Transformation Communities of Faith:**
COSROW is guided by this priority as we encourage those connected with boards and agencies from the Conference to local church level to include women of all ages as active members of these groups. This will involve a survey and other means of tracking the participation of women.
 - o **Equipping Ourselves and Others as Transformational Leaders:**
By providing leadership workshops directed at women and girls, to encourage them to be active leaders at all levels in our churches and communities.
 - o **Directing Our Resources to Our Common Goals:**
Our communication ministry will include utilizing the resources and expertise of the Iowa Conference Communications staff to share COSROW's message, updating the Iowa COSROW webpage and through

District and local church newsletters. This will also involve sharing information regarding Iowa Conference resources for local churches dealing with sexual abuse issues and care for the individuals involved.

3. Outline your financial plan for supporting your ministry plan, including:

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

Our 2017 ministry plan goals include the following monetary requests:

Workshops and materials relating to leadership skills for women and girls and for workshops dealing with sexual ethics issues for the Iowa Conference.

	\$300
Workshop registration for General and Jurisdictional COSROW related conferences	\$500
Booth space and materials for Annual Conference display	\$ 40
Ambassador Award expenses-presented at Annual Conference	\$ 15
Total budget request:	\$855

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

We are requesting the amount above from apportionment giving.

c. How your plan directs resources to our common goals

By working with the Iowa Conference Communications staff, we will more effectively share COSROW's message through the "Tuesday Report" and "Resource Friday" communications. With the help of our Conference staff person update the Iowa COSROW webpage and direct information to District and local church newsletters. This will also involve sharing information regarding Iowa Conference resources for local churches dealing with sexual ethics issues.

d. How you will seek and utilize other sources of funding to support your ministry plan

We are not seeking other sources of funding.

4. Looking at your Ministry Plans for 2015, 2016, and 2017, what are the goals/benchmarks/milestones that you are using/are planning to use to measure the progress and effectiveness of your ministry?

2015 COSROW cooperated with the Board of Church and Society and the Commission on Race and Religion to sponsor a workshop, "United in Christ Across our Differences" dealing with sexism and gender equality. Training of leaders to share this information through the Conference needs to be done. COSROW members shared the monitoring duties at Annual Conference with reports as needed during the session. This will continue in 2016 and 2017. Two of our members attended a sexual ethics conference called, "Do No Harm 2015: Best Practices for Health, Accountability and Wholeness." The General COSROW sponsored this event and our members gained valuable information relating to abuse and misconduct within the church. They learned about conference response teams and also gained access to many resources that can be helpful to the Iowa Annual Conference.

For 2016: Organization of workshops relating to sexism and racism in cooperation with other groups. Regarding work with SPRC Committees, participate in training events such as the preparation of the module for Women in Ministry for the 2015 modules through the Human Resources Committee.

5. What changes are you making in your ministry based on your evaluations?

We will review our ministry plan at each meeting to track progress on our work including workshop plans, cooperation with boards and agencies listed below, and follow-up on contacts with Districts and local churches and other boards and agencies as needed.

6. Please list other Agencies, Ministries, Boards, Partnerships, etc. that you will be directly engaged with to support your ministry plan/purpose?

We will cooperate with the Human Resources Committee for transitional workshop and other gatherings for new pastors as this relates to spouses and families; Commission on Race and Religion and Board of Church and Society relating to information and workshops focusing on sexual ethics, racial and gender issues; United Methodist Women for candidates for the Ambassador Award, sharing information about COSROW issues at their meetings, and other concerns relating to women in the church and world.

7. If your agency administers grants, please answer the following questions:

a. Please list all of the agencies, ministries, groups, etc. that received funds through your granting process in 2015, including the grant amounts.

N/A

b. Please state how your agency reviews, approves, and determines funding levels for each application. Are there any additional criteria used if an applicant has previously received funds from your agency?

N/A

c. Are there any additional criteria used if an applicant has previously received funds from your agency?

N/A

d. Please state how your agency evaluates the effectiveness of those ministries receiving funding and how that has influenced your ministry plan, the application form, and/or the review process.

N/A

2017 Apportionment \$ 855

Older Adult Council

ACTION ITEM # 604

At the beginning of 2016, the Older Adult Council was disbanded due to lack of participation in events planned by the Council. If the Annual Conference expresses interest in having programming related to older adults in the future, this agency can be restarted.

Sections VII: General Church Apportionments

General Church Apportionments

ACTION ITEM # 701

Purpose:

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

General Church Apportionments allows us, through our connected congregations, to accomplish what no single church, district or annual conference ever could hope to do alone. In this way, each individual, each family, each congregation gives a fair share for

the United Methodist Church's world-wide work. We combine our prayers, presence, gifts and service to make a significant difference in the lives of God's people.

2016 Plans:

The General Funds include:

1. **World Service Fund:** The World Service Fund is the essential core of our global outreach ministry, underwriting Christian mission around the world. By giving to World Service we empower United Methodist evangelistic effort stimulate Bible study and spiritual commitment encourage church growth and discipleship and help God's children everywhere.
2. **Ministerial Education Fund:** Men and women choose the ministry because God calls them. The Ministerial Education Fund is our way of helping them answer that divine call. Our United Methodist seminaries lead the effort to proclaim God's word in a world desperately in need of that message.
3. **Episcopal Fund:** Bishops have always had a very special role in our church elected and consecrated to speak to the church and from the church. The apostle Paul called it "a noble task," but it is practical, too, since our bishops oversee and promote the church's spiritual and temporal interests as well. This fund pays for the salaries and support of all active and retired bishops worldwide.
4. **Black College Fund:** The 11 U.S. historically Black colleges and universities supported by The United Methodist Church have played a unique role in U.S. higher education. Their graduates—teachers and doctors, ministers and bishops, judges, artists and entrepreneurs—are leaders in the African-American community and in a rapidly changing, more diverse United States.
5. **Interdenominational Cooperation Fund:** We United Methodists acknowledge that we are but a small part of the worldwide Christian church—the living body of Jesus Christ. Our unity with other Christian communions is affirmed as we witness to a common Christian faith, meet human suffering and advocate for peace and justice all over the world.
6. **Africa University Fund** This vital fund supports the only United Methodist-related, degree-granting university on the continent of Africa—serving students from 21 countries, all across the continent of Africa. Africa University provides higher education of excellent quality, enriched with Christian values, for both men and women, developing visionary leaders of tomorrow.
7. **General Administration Fund** This fund underwrites and finances general church activities that are administrative in nature, rather than program-related—like General Conference, the legislative branch of the church. General Council on Finance and Administration coordinates and administers the finances of the church, receives, disburses and accounts for the church's general funds, safeguards the denomination's legal interests and rights, compiles and publishes denominational statistics and maintains the church's records.

	2016 Approtionment	2017 Apportionment Requests**
Episcopal Fund	\$ 367,572	\$ 367,572
Ministerial Education Fund	\$ 420,748	\$ 420,748
General Church Administration	\$ 147,932	\$ 147,932
North Central Jurisdictional Admin	\$ 22,954	\$ 22,954
Interdenominational Coop Fund	\$ 32,921	\$ 32,921
World Service Fund	\$ 1,225,560	\$ 1,225,560
Black College Fund	\$ 167,841	\$ 167,841
Africa University	\$ 37,556	\$ 37,556
Contingency to pay 100%	\$ 484,617	\$ 484,617
TOTAL	\$ 2,907,701	\$ 2,907,701

2017 Apportionment \$ 2,423,084

General Church Special Offerings Report

ACTION ITEM #702

Purpose:

The United Methodist Church designates a number of Sundays throughout the year as opportunities for recognizing and supporting particular ministries.

2017 Plans:

Church-wide Special Sundays with offerings enable United Methodists like you to offer refuge in times of disaster, promote peace and justice, provide scholarships and student loans, reach out to the community, teach skills to encourage self-sufficiency and share the love of Jesus Christ with God's people world-wide.

- 1. Human Relations Day** (Sunday before the national observance of Dr. Martin Luther King Jr.'s birthday) strengthens United Methodist outreach to communities in the United States and Puerto Rico, encouraging social justice and work with at-risk youth.
- 2. One Great Hour of Sharing** (fourth Sunday in Lent) enables the United Methodist Committee on Relief to reach out through worldwide ministries of food, shelter, health and peace.
- 3. Native American Ministries Sunday** (third Sunday of Easter) nurtures mission with Native Americans and provides scholarships for United Methodist Native American seminarians.
- 4. Peace with Justice Sunday** (first Sunday after Pentecost) enables The United Methodist Church to have a voice in advocating for peace and justice through a broad spectrum of global programs.
- 5. World Communion Sunday** (first Sunday of October) provides scholarships for U.S. racial- and ethnic-minority students and international students, on both undergraduate and graduate levels.
- 6. United Methodist Student Day** (last Sunday of November) furnishes scholarships and loans for students attending United Methodist-related and other accredited colleges and universities

	2015 Actual Receipts
Human Relations	\$ 26,173
One Great Hour	\$ 79,455
Native American	\$ 26,116
Peace With Justice	\$ 21,476
World Communion	\$ 28,856
UM Student Day	\$ 24,749
GBGM Advance Specials	\$ 667,886

Section VIII: Procedures and Recommendations

The Rules of Order are intended to assist the conference in organizing its work and setting policy. These rules and policies are reviewed regularly to determine if they are working effectively or if they need to be changed, and sometimes new rules must be proposed to enable the annual conference to be prepared for an upcoming General Conference. This section includes a proposed change to our current rules, and recommendations related to Standing Items (policies of the conference).

Changes to the Rules of Order

ACTION ITEM # 801

II.D.2.a(3). All conference agencies, with the exception of those precluded by *The Book of Discipline*, may include a youth member. (page 349, 2015 IACJ)

II.D.4.c. The Conference Nominations Coordinating Committee shall maintain a list of nominees for youth members who have expressed interest in being members of conference agencies. (page 353, 2015 IACJ)

ACTION ITEM # 802

III.A.5 & 6, p. 355-356, 2015 IACJ.

Replace the current rules with this new wording:

5. The district conferences shall meet at least thirty days before the annual conference session to approve nominations of members to the Conference agencies.

6. The district conferences shall elect the following four year conference level positions, if open.

a. The District Connectional Ministries Council chairperson who shall also be the district representative on the Conference Connectional Ministries Council.

b. The district lay leader who serves on the Conference Board of Laity.

c. One representative to the Conference Leadership Development Coordinating Committee. (See II.C.14.b)

d. One representative to the Conference Nominations Coordinating Committee. (See II.C.15.b.(1).)

ACTION ITEM # 803

II.C.15.a.(11), p.340, *2015 IACJ*

(11). [The Conference Nominations Coordinating Committee} Shall request annually from the secretary of each of the agencies a report on the attendance record of members. The secretary of each agency shall contact in writing each member of the agency who has missed two consecutive meetings calling attention to the absences and request a response within 15 days indicating a desire to remain as a member of that agency. If there is not a request for continuing membership, the office shall be declared vacant. The vacancy shall be filled in accordance with the Rules of Order.

ACTION ITEM # 804

I.B.2, p. 326, *2015 IACJ*

2. Conference Orientation. Following distribution of the Pre-Conference Manual in the spring, annual conference orientation shall be organized for the purpose of providing an overview of the annual conference session.

ACTION ITEM # 805

The Rules of Order committee shall divide the current two documents (A. Index of Standing Items and B. Plan of Organization and Rules of Order) into three documents with these general divisions, the specifics of the changes to be presented to the 2017 Annual Conference:

- a. Standing Items/Policies (current contents, plus Sections V and VI from the current Plan of Organization and Rules of Order)
- b. Plan of Organization/Structure of the Annual Conference (containing, generally, Sections II, III, and IV of the current Plan of Organization and Rules of Order)
- c. Rules of Order/Procedures for Meetings of the Annual Conference Session (containing, generally, Sections I and VII of the current Plan of Organization and Rules of Order)

Changes to Standing Items

These two items update the list of Standing Items Text on the Conference website.

ACTION ITEM #806**Iowa Annual Conference Moving Policy**

MOVING POLICY, *2015, IACJ*, Item 1001, p. 299

1. Moving Expenses: Expenses for moving clergy and their families shall be administered under the following policies:
 - a. The moving fund shall assist in paying the moving expenses for household goods, office furniture, and equipment of itinerant clergy appointed to a pastoral charge, a conference staff position, or as district superintendent. Clergy included in this provision shall include full members, probationary provisional members, associate members, local pastors, seminary students appointed to a local charge, one move of a retiring clergy person to his/her retirement residence within two years of retirement, and those under disability leave. If a clergy person receives payment for a retirement move and later is appointed to serve a local charge, additional retirement moves will not be paid.
 - b. The moving expenses for the first move for divorced spouses from the parsonage shall be paid by the conference not to exceed the average of all

moves from the previous year (excluding self-move) plus 5% or the actual cost of the move, whichever is less. The District Superintendent shall notify the Director of Administrative Services when this provision becomes applicable.

- c. Surviving spouses and/or dependents of clergy who die while under appointment to a local charge, conference staff position, or a district superintendent may have their moving expenses paid by the conference within the provisions of this policy. The total amount paid shall be determined by the District Superintendent in consultation with the Director of Administrative Services.
 - d. Clergy under suspension or clergy leaving appointment in Iowa for leave of absence, honorable location, extension ministry, and transfer to another conference or denomination will not be eligible for moving expense payments.
 - e. The move shall be performed by regular licensed moving firms listed on the Conference website as a Conference Approved Mover. The person being moved may contact the moving firm listed if contact has not already been initiated by the mover.
 - f. The Director of Administrative Services will follow the Internal Revenue Service's (IRS) regulations in issuing the proper tax forms to those whose move does not meet tax exempt requirements.
 - g. Clergy couples being moved shall be given an additional moving expense allowance up to \$500 as well as an additional 2,000 pounds for weight. The allowance may be used for additional costs related to moving a clergy couple. The Conference will also pay for the cost of stops at either an additional residence and/or church office required to move a clergy couple.
 - h. Clergy moving to Iowa from the 48 contiguous states are eligible to receive a maximum moving cost as designated within our current guidelines.
 - i. Clergy moving to Iowa from outside the 48 contiguous states will have a moving company assigned by the Director of Administrative Services to arrange for the move. The moving company is Hawkeye Moving Services, Inc.
 - j. Retiring pastors moving out of Iowa are eligible to receive a maximum moving expense allowance not to exceed the average of all moves from the previous year plus 5% (excluding self-moves and out-of-state moves) or the actual cost of the move whichever is less.
 - k. The IAC contract with the mover states that if a residence is found unsatisfactory, the mover will contact the Conference and the move is subject to cancellation until it is corrected. If the move is delayed or canceled, the pastor will be responsible for all additional charges incurred. Residence must be free of insects and animal waste. Loading and unloading cannot take place if floors are wet. No garbage bags will be accepted as packed items.
2. Conference Approved Movers: The 2015 Conference Approved Mover is Hawkeye Moving Services, Inc. Conference moves may be made only by the Conference Approved Mover unless the move is a pre-authorized self-move. Moving expense payments will only be made to the Conference Approved Mover. To qualify as a Conference Approved Mover, our mover has met the following criteria:
 - a. Is licensed by the State of Iowa under applicable laws.
 - b. Has signed a contract with the Iowa Annual Conference and agrees to abide by the policies established by the Iowa Annual Conference.
 - c. Will submit weight tickets for a move before payment is made.
 - d. Will give a minimum bottom line discount on all Conference moves (discount to be established by the Conference Council on Finance and Administration).
 3. Expense Payment Parameters: The following parameters shall apply to the payment of moving expenses:
 - a. The total move weight shall be 14,000 pounds or less.

- b. The total packing and unpacking or crating cost shall be \$750 or less. (For clergy couples see item 1.g.)
 - c. The total insured cost shall be full replacement value at \$5.00 per pound with the Conference paying for 14,000 pounds and/or \$100,000 maximum valuation whichever is less. There will be a \$500 deductible. If the goods being moved are greater than 14,000 pounds, the clergy may buy more insurance.
 - d. Charges for only one piano and/or organ and/or other large musical instrument or packing and creating a large appliance shall be paid.
 - e. The limitations listed in 3.a., b., c., and d. may be exceeded in the move; however, the person being moved shall pay the mover upon completion of the move.
 - f. The Director of Administrative Services shall remit to the mover the amount due for the move within the parameters described herein and upon receipt of the following:
 - i. A detailed invoice with line items to be charged
 - ii. Weight tickets
 - iii. A bill of lading signed by the person being moved or an authorized family member
 - iv. A Move Authorization Form signed by the person being moved
 - g. The cost of appliance hook-ups or third party services shall be the responsibility of the clergy.
 - h. The Conference shall not pay for "extra carry" charges, storage or delays unless approved before the move.
 - i. Vehicles, motorcycles, canoes, firewood, lumber, rocks, wood, dirt, potters clay, kilns and other oversize or overweight items shall be the responsibility of the person being moved.
 - j. An extra expense allowance not to exceed \$300 shall be made available to graduating seminary students from outside Iowa or to persons transferring from another conference accepting appointment in the Iowa Conference. This amount will be set by the receiving District Superintendent after determining financial need and after consultation with the Director of Administrative Services.
 - k. Reimbursement of the cost of motel, meals and mileage during the actual days of the move is to be negotiated between the local charge, the District Superintendent and the person being moved. Any reimbursement may be taxable.
4. Self-Moves: Self moves must be authorized in advance of the move by the Director of Administrative Services.
- a. Covered expenses for a self-move include equipment and packing materials only. Personnel, lodging, gas for personal vehicles, and/or meals would not be covered.
 - b. The Iowa Annual Conference is not liable for personal injury incurred during the course of relocation.
 - c. The Iowa Annual Conference is not liable for property damage incurred during the course of relocation.
 - d. If a self-move is not approved by the Director of Administrative Services, the mover shall be paid directly by the person being moved.
5. Exceptions: Exceptions to any of the above may be approved or denied by the Director of Administrative Services after consultation with the District Superintendent, if appropriate. Appeals of any decision by the Director of Administrative Services may be directed to the Conference Council on Finance and Administration (CFA). CFA shall have the final authority to interpret the moving policy and make decisions regarding its implementation.

6. Procedures: The Director of Administrative Services shall establish and administer all procedures for implementing the moving policy contained herein. The Director of Administrative Services shall be the only person to authorize a move with a Conference Approved Mover.

ACTION ITEM # 807

Clergy Leaves and Vacations

IACJ, 2002, pp. 264-7, V. I. The 2003 Annual Conference moved this from the Rules of Order to the Standing Items, *IACJ, 2003*, Item 208, p. 154. The 2010 Annual Conference adopted changes to this Standing Item and changed the title to Clergy Vacations, *IACJ, 2010*, pp. 293-294; *IACJ, 2011*, Item 320, p. 326.

1. **Clergy Vacations.** This policy covers all clergy under appointment who serve churches in the Iowa Annual Conference and persons in extension ministry under ¶344.1(a)(1). Vacations may not accumulate from year to year.
 - a. **Vacations.**
 - i. The vacation year is from July 1 to June 30. The clergy and the Staff/Pastor-Parish Relations Committee or supervisor should discuss the vacation plans of the clergy early in the conference year.
 - ii. Clergy serving full-time or less-than-full-time shall be given a minimum annual vacation with pay based on total number of years under appointment in the United Methodist Church as follows:
 - First year under appointment: two weeks of vacation, including two Sundays.
 - Subsequent years under appointment: four weeks of vacation, including four Sundays.
 - The charge shall make available as necessary the funds for pulpit supply while clergyperson is on vacation.
 - iii. Provision for a balance of time spent between serving the local church and for other professional opportunities and responsibilities as a connectional church shall be made, since part of the leadership responsibility for working in district and conference agencies, including the Iowa Conference camping program and other connectional tasks, must be filled by clergy and lay persons. Clergy will consult with their Staff/Pastor-Parish Relations Committee and the District Superintendent regarding their connectional involvement and commitments. These connectional responsibilities shall not count as vacation time.
 - b. **Paid Holidays.**
 - i. New Year's Day
 - ii. Martin Luther King Jr. Day
 - iii. Memorial Day
 - iv. Independence Day
 - v. Labor Day
 - vi. Thanksgiving Day
 - vii. Friday following Thanksgiving Day
 - viii. Christmas Day
 - ix. When a holiday falls on a Sunday or the clergy's day off, it is to be observed on an alternate day within seven-days of the holiday.
 - x. Good Friday and Christmas Eve
 - These days are part of the Church's sacred days, and most clergy have major responsibilities on these days.
 - Clergy are to select another day within a seven-day period of these days for their observance.

c. Continuing Education and Spiritual Growth ¶351.

- i. The Iowa Conference requires that clergypersons earn two continuing education units each year, July 1 to June 30.
- ii. Clergypersons shall be allowed two weeks each year (including two Sundays) and one month (including Sundays) each quadrennium for continuing education and spiritual growth, for a total of ten weeks per quadrennium.
- iii. The education and spiritual growth opportunities need to be scheduled through consultation with the Staff/Pastor Parish Relations Committee or agencies to which they are appointed.

d. Maternity/Paternity Leave (¶354).

- i. Maternity or paternity leaves of up to one quarter of a year are available to clergy at the birth or adoption of a child. The status of the clergyperson's appointment is not affected during the leave.
- ii. During the leave the charge and the clergyperson shall continue to pay their respective shares of health insurance. The conference shall continue to pay for Comprehensive Protection Plan (CPP).
- iii. At least the first eight weeks of the leave shall be at full pay. The remainder may be a paid leave, if this request is approved by the district superintendent, the Staff/Pastor-Parish Relations Committee and the church council(s), or it may be an unpaid leave. Ministerial Pension Plan (MPP) contributions made by the charge will be adjusted if compensation is reduced. No MPP contributions can be made if no salary is paid.
- iv. This leave is in lieu of a leave taken under the Extended Sick Leave policy (below).
- v. The Staff/Pastor-Parish Relations Committee and the district superintendent shall consult and determine in advance how pastoral responsibility for the church(es) will be handled during the leave. Compensating supply clergypersons shall be the responsibility of the charge, not the clergyperson.

e. Sick Leave.

- i. Clergy shall be granted up to two weeks, including two Sundays, of sick leave during the conference year (July 1 - June 30); this shall not accumulate from year to year.
- ii. Sick leave is for periods of incapacity which are beyond the clergypersons' control and which are not work related. The leave should be taken in consultation with the Staff/Pastor-Parish Relations Committee. If a clergyperson's illness extends beyond the allocated sick time, the pastor may take an Extended Sick Leave (see below).
- iii. Sick leave also may be taken by the clergyperson to care for an immediate family member during an illness, upon approval of the Staff/Pastor-Parish Relations Committee. Immediate family includes spouse, child, daughter/son-in-law, step-child, grandchild, parent, parent-in-law, and step-parent. In certain situations, a leave may be granted for the illness of another relative or a close friend.

f. Extended Sick Leave.

- i. Each clergyperson is eligible for extended sick leave, provided s/he has served under appointment in the Iowa Annual Conference at least one-half time for the twelve months preceding the leave. The status of the clergyperson's appointment is not affected during the leave.
- ii. A leave may be taken for the following reasons:
 - the placement of a child with the clergyperson for foster care,
 - to care for the spouse, child, or parent of the clergyperson who has a serious health condition, or

- because of a serious health condition that makes the clergyperson unable to perform the functions of his/her position. If a leave is taken because of a serious health condition, a doctor's certification must be provided if requested by the district superintendent or the Staff/Pastor-Parish Relations Committee.
 - iii. The leave shall be limited to twelve weeks in any conference year; however, the leave may immediately follow or precede vacation time. The leave may be taken
 - in a single block,
 - intermittently, or
 - by working a reduced number of hours.
 - iv. The leave may be a paid leave, if this request is approved by the district superintendent, the Staff/Pastor-Parish Relations Committee and the church council(s), or the leave may be an unpaid leave. However, if the leave is taken because of the clergyperson's own serious health condition, at least the first month of the leave shall be at full pay. Ministerial Pension Plan (MPP) contributions made by the charge will be adjusted if compensation is reduced. No MPP contributions can be made if no salary is paid.
 - v. If the clergyperson's salary is reduced or eliminated during the leave, the clergyperson may appeal to the Cabinet for assistance from the Sustentation Fund. The Cabinet will consider each request on a case by case basis.
 - vi. During the leave the charge and the clergyperson shall continue to pay their respective shares of health insurance. The conference shall continue to pay for Comprehensive Protection Plan (CPP).
 - vii. The Staff/Pastor-Parish Relations Committee and the district superintendent shall consult and determine in advance how pastoral responsibility for the church(es) will be handled during the leave. Compensating supply clergypersons shall be the responsibility of the charge, not the clergyperson.
- g. Bereavement Leave.**
- i. Clergy shall be granted up to five days of bereavement leave if there is a death in the immediate family. Immediate family includes spouse, child, daughter/son-in-law, step-child, grandchild, parent, parent-in-law, step-parent, grandparent, and sibling. In certain situations, bereavement leave may be granted for the death of another relative or close friend.
 - ii. The clergyperson shall consult with the Staff/Pastor-Parish Relations Committee when taking bereavement leave. With the approval of the Staff/Pastor-Parish Relations Committee, sick leave may be used to extend bereavement leave.

Resolution

Rule of Order VII.K.5 provides guidelines for submission of resolutions after the preconference manual is printed. This resolution has been reviewed by the Conference Resolutions Committee and has been approved for submission as an Urgent Issue.

ACTION ITEM #808

Affirmation of Council of Bishops Proposed "Way Forward"

WHEREAS: The United Methodist Church continues to struggle to live faithfully in diverse social contexts in our global church, especially as relates to our statements and policies regarding human sexuality, and

WHEREAS: The 2016 General Conference recognized our ongoing struggle and took the unprecedented action of requesting the collective guidance of the Council of Bishops, and

WHEREAS: The Council of Bishops responded with a call to unity and prayer, and proposed a special Commission on human sexuality and a special General Conference on the themes of the global church and human sexuality, and

WHEREAS: The General Conference affirmed the Council of Bishop's proposal and endorsed it for action;

THEREFORE, BE IT RESOLVED: The Iowa Annual Conference affirms the Council of Bishops' proposed way forward, and endorses the plan for a special Commission on human sexuality and a special General Conference on the themes of the global church and human sexuality; and

FURTHER, BE IT RESOLVED: We call for the Council of Bishops to name a broadly representative Commission, intentionally including LGBTQ clergy and laity as well as respected leaders from progressive, traditionalist, and orthodox movements; and

FURTHER, BE IT RESOLVED: We call upon the United Methodist congregations of Iowa to engage active prayer and discussion of the global nature of the church and human sexuality, under the guidance of our Bishop and District Superintendents.

Submitted by St. Mark's UMC, Iowa City; St. Timothy's UMC, Cedar Falls; First UMC, Des Moines; Trinity UMC, Des Moines.

Section IX: Other Reports

The annual conference treasury administers all special offerings given by local congregations to specific causes and ministries. This section contains information about those offerings.

Other Conference Ministries Report

ACTION ITEM # 901

Purpose:

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

Plans:

The Iowa Annual Conference will continue to promote and encourage the support of various ministries throughout the Conference and world-wide.

1. Advance for Christ and His Church was founded on May 5, 1948 when the General Conference adopted a Quadrennial Plan for Christ and His Church whose purpose was to help alleviate the suffering caused by the destruction of World War II. Millions of people were hungry, homeless, sick and hopeless. Homes, churches, schools, hospitals, factories and farms lay in ruin. Since that time the Advance and many of the other ministries of the Conference made a significant difference in the lives of millions of people within the state of Iowa and around the globe.
2. The Thanksgiving Ingathering has been one of the most successful mission and outreach programs of the Iowa Annual Conference. An Ingathering Committee

- supports and promotes this very special mission. Each fall lowans gather to celebrate God’s generous blessings for us and share those blessing with the world.
3. Heifer Project has had a long time relationship with the Iowa Annual Conference, through promotion of the Conference Board of Laity. Many congregations provide work teams to help out at the Heifer Project Ranch, and also raise money to fund this program
 4. Scholarship Funds from the Iowa Conference supports the efforts of higher education. Many of these funds are administered by the Iowa United Methodist Foundation and they provide incentives for our members to attend an institution of higher education.
 5. Women at the Well UMC (“Prison Congregation”), located within the Women’s Correctional Facility at Mitchellville, Iowa, has partner relationships with a number of Iowa UMCs “on the outside.” The Annual Conference serves as the fiscal agent for this congregation.
 6. Native American Offerings help support the Iowa Annual Conference initiatives to the Sioux City Native American Center. The offering is promoted by Iowa Conference Committee on Native American Ministry.

In addition, the Iowa Annual Conference receives many gifts from members of local congregations to support the various ministries of the Conference. . A few examples of these gifts include, but are not limited to: support for the camp and retreat ministries; special projects within the Conference; congregational development; advocacy programs; Wesley Foundations; Hawthorne Hill Ministries and Bidwell Riverside to name a few.

	2015 Actual Reciepts
Native Americain Offering	\$ 13,058
Thanksgiving Ingathering	\$ 1,051,449
College Scholarship Endowment	\$ 1,782
Louise Reep Scholarship	\$ 163
Westmar Endowment	\$ 5,050
Women at the Well	\$ 217,683
Perpetual Trusts	\$ 9
Dawson Trust Scholarship	\$ 598

Annual Conference Special Offerings Report

ACTION ITEM #902

Purpose:

Several special Sunday offerings are observed by the Annual Conference. Offerings are used for ministries within the Annual Conference.

Plans:

The following four special offerings are listed in ¶265 of the 2012 *The Book of Discipline of the United Methodist Church*:

1. Christian Education Sunday “calls the Church as the people of God to be open to growth and learning as disciples of Jesus Christ.”
2. Golden Cross Sunday offerings are used for health and welfare ministries in the annual conference.

3. Rural Life Sunday celebrates the rural heritage of The United Methodist Church and recognizes “the ongoing crisis occurring in rural areas of the nation and the world today.”
4. Disability Awareness Sunday celebrates “the gifts and graces of persons with disabilities and calls the Church and society to full inclusion of persons with disabilities in the community.

In addition, the Churches of the Iowa Annual Conference are also encouraged to have special offerings for the following:

1. Neighbor Helping Neighbor Fund Offerings are utilized for grants to assist persons who have unmet needs due to economic hardship.
2. Hispanic Ministry Offerings are used for Hispanic ministries within the Conference.
3. Rust College Day Offering which will be promoted by the Conference Board of Higher Education and Campus Ministry.

B. Conference Treasurer's Reports

EDITOR'S NOTE:

To view the 2015 Iowa Annual Conference Audit, the 2015 Statistics Summary and the Treasurer's Report to the 2016 Annual Conference and other financial reports click on the link to the Finance and Administration page on the Conference's website at <http://www.iaumc.org/financeadministration>.