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AFRICA UNIVERSITY FUND

Africa University continues to celebrate God's amazing grace. In 2019, Africa University's story was one of resourcefulness, steadfast investment and ministry growth.

Thank you, Bishop David Alan Bard, the cabinet and the committed lay and clergy leaders who nurture vitality in the local congregations of the Michigan Conference, for all that you do to affirm the United Methodist connection and global mission. The gracious support of the Michigan Conference found expression in an 85.94 percent investment of the asking to the Africa University Fund apportionment in 2019. Thank you for your ongoing prayers and gifts. They are seeds of hope and abundance sown close to home, in sub-Saharan Africa and around the world.

Your generosity is helping Africa University to deliver on its mission – nurturing, educating, and equipping leaders who think for themselves, are contextually relevant and have a passion to serve. Since opening in 1992, Africa University has trained more than 9,000 graduates who lead and serve across sub-Saharan Africa and beyond. These young people are equipped to be ethical, responsible and responsive leaders who can discern their calling and determine how best to serve the needs of their communities.

Institutional Update:

- Africa University has a student population of more than 2,800 annually. There are 25-30 African nations represented in the student body each year.
- The university's three colleges operate as centers for teaching, research, innovation, community engagement and enterprise development. Africa University is still the only university in Zimbabwe accredited to offer online degree programs.
- Students, faculty and alumni contribute ground-breaking solutions to Africa's current challenges with interventions that include graduate programs in migrant and refugee protection, articulated by refugee students, as well as doctoral level training for military chaplains in Africa. Why military chaplains? They are among the first responders in crisis situations in Africa – climate-related events like cyclones, floods and earthquakes – who tend to immediate needs of rescue, shelter and food, comfort the bereaved and help to heal shattered dreams.
- Africa University is transitioning to solar energy provision on its main campus. With the support of the General Board of Global Ministries of The United Methodist Church, a residence hall for women and a new wing of the student union building – gifted to the university by the Dallas, Texas-based Highland Park United Methodist Church – will be the first solar-powered facilities on the campus.

Africa University affirms its commitment to The United Methodist Church, its Cross and Flame, and the denomination's global mission to make disciples of Jesus Christ for the transformation of the world, in every season and despite a shifting social landscape.

Through its faithfulness, the Michigan Conference invites and encourages new partners to join in the mission and change the world. By giving freely, Michigan United Methodists walk alongside their neighbors, participate in bringing dreams to life, and help to shape an abundant present and future for more of God's people. Michigan Conference, you have heard story after story about how Africa University is nurturing difference-makers. Thank you for responding with love and generosity.

Thanks to your stewardship of God's blessings, Africa University has gone beyond what some thought was impossible. "The things which are impossible with men are possible with God." Luke 18:27 NKJV

James H. Salley, Associate Vice Chancellor for Institutional Advancement
Africa University Development Office

BAY SHORE EVANGELICAL CAMP OF THE UNITED METHODIST CHURCH

DBA: Bay Shore Camp and Family Ministries

Celebration

We're pleased to report that more than 1200 children and youth attended Bay Shore Summer Camp events in 2019. We served over 20,000 people over the course of the year. In keeping with our vision of "no child left behind," no child was turned away from camp for inability to pay. In fact, individuals donated more than \$ to help kids go to camp.

We are thankful for the countless people who support this ministry with their financial gifts. Aside from those who support our Campership Fund, we give thanks for those who gave in excess of \$85,000 to support our general operating budget. We are especially thankful for an endowment that sustains the ministry as well. Bay Shore now has an operating budget of \$1.1 M.

History and 2018 Recap

An Evangelical United Brethren Camp at the time of the 1968 merger, Bay Shore established its own 501c3 non-profit when The United Methodist Church decided to close the camp and agreed to transfer it to some faithful constituents. Bay Shore continues as an affiliate ministry of The United Methodist Church by representation on the Bay Shore Board from United Methodist-appointed clergy and laity.

In 2019, Bay Shore offered 15 summer child and youth camp events over a course of 7 weeks. Weeks of camp include athletic camps, arts camps and traditional camps. Basketball camp continues to be the most popular week of camp, filling up long before the summer season begins. A week of Traveling Day Camps were added to our 2019 schedule, serving 71 campers in two locations. We're pleased to partner with local churches in this way and believe there's a future in this collaborative programming with the church.

Family (Assembly) Camp, now in its 108th consecutive year, continues to be well attended. More than 500-700 people participate in some portion of the week's events. Inspiring speakers for the adults, engaging programs for the kids and youth, and a wide range of recreational activities draw people of all ages to this multigenerational event. In 2019, the number of children and youth attending this event continued to outnumber the adults.

Bay Shore serves a wide array of year-round guests. Many attend our programmed retreats including men's retreats, women's retreats, youth retreats, quilt retreats and craft retreats. And others attend events as guests of others who use our facilities to program their own retreats. The recent addition of the Amby Lodge, a 13 room, 33 bed lodge with semi private rooms, has opened up even more possibilities. Rooms are comfortable, typical of a nice hotel, and the Lodge has a beautiful great room with kitchen for guest use. Most weekend dates for this Lodge are already committed on an ongoing basis.

The most important events that Bay Shore offers are free! Twice a year, June and October, Bay Shore offers "Free Family Fun Days." Families are invited to attend. Camping is free. All the recreational activities are free. The June event includes all of our popular camp activities including swimming, mini-golf, inflatables, ziplining, lasertag, arrowtag, paintball, and barrel train rides. The October event includes popular Fall activities like hayrides and pumpkin painting. Weather dependent, 200-600 people attend these events. In December, Bay Shore stages a drive-through Living Nativity that serves hundreds of guests annually. This event is also free, offered as gift to the community. We've found that this "drive-through" event especially serves the elderly and families with very young children and is an engaging way to relive the Christmas story or to teach to children for the very first time.

What's Next?

As the nature of our society changes, so must the nature of camping ministry. In the coming months and years, Bay Shore plans to roll out new ways to support the church and the family. Partnering with the local church, traveling day camps will be rolled out to up to 8 locations in 2020. Partnering with schools and community, an outdoor education program is being developed. We plan to begin to develop nature trails in 2020 with the help of the NOMADS. Meeting the changing needs of families, onsite day camps continue to be offered and weekend family camping opportunities are being developed. The mission remains the same:

"The mission of the Bay Shore Camp and Family Ministries is to provide an invitation for all people to experience Jesus Christ and to nurture them in their relationship with Him."

Jeff Parsons, Executive Director



Camp Michigamme 2019 Highlights

CHOOSE JOY! Our 2019 Theme was Choose Joy where we focused on how we have the power to determine how we react to life's situations, especially when they don't go the way we would have liked or thought they would go. We encouraged the campers to see the positive even in the hard times and to seek God as their strength through the challenges because with God on our side.

Ukes and Discs! Campers had the opportunity to learn how to play the ukulele thanks to a grant from the Northern Skies District that supplied the funds to purchase four camp ukuleles. Campers also had the chance to learn how to play disc golf, a popular recreation activity across the country that gets you outside and moving! as you play a round of holes like regular golf but with specialized frisbees.

GOAL!! Soccer Camp was offered and attended by campers in early July and will be offered again in 2020. We had a range of skill levels present and all enjoyed working on new skills together!

Service in Action Mission Experience Campers and Senior High campers helped volunteer their time to stain the siding for the new Agape Wigwam.

Green Bay Connection For the second time in three years, a mission youth team has come to Camp Michigamme to help improve our camp grounds. This year they blazed a new trail along the ridge line of Camp's western's half. This trail connects into the current bishop's Loop at the far western end and provides another route for exploring the beautiful nature at Camp!

Volunteers are AWESOME! We had several volunteers and volunteer groups on site during the late spring making improvements to Camp. Marquette Cabin received several upgrades including insulation and siding, new lighting, an extended front porch and a brand new back door with a porch for an easier fire exit and quick access to the bathhouse. Lutey cabin crew and the Meredith cabin crew both worked on their porches and Escanaba cabin is beginning a major project to shore up the foundation for future years.

The Agape Wigwam The Agape Wigwam construction began as soon as we could get the snow out and the heavy excavation equipment into Camp in May. As of Sept 13th, we obtained temporary occupancy permits with only minor changes needed. Thousands of volunteer hours were poured into the building from day one to day 100 to make this a reality. Over \$126,000 has been raised and the overall cost is \$161,000. We are still seeking additional funds to cover the final costs and we are so excited about its presence at Camp and the needs it will immediately fill!

Northern Skies District Camperships Over \$2000 was given out to campers who needed additional assistance beyond what their family and their local church could provide. Each spring we send out an annual appeal requesting support for this fund. Giving has been down this year compared to past years and last year the camper demand was higher than normal which wiped out our extra from past years. We will be looking for ways to bring in additional funds before the end of the year.

Want to get involved? Wondering how you can help?

Donate your time or your skills or support Camp financially through regular giving! Contact Erica at 906-323-6521 or director@campmichigamme.org



Camp Michigamme 2020

God's 2020 Vision is the theme for Camp Michigamme's 2020 season. We will be learning all about God's vision of us and how we can see God within our lives as we pursue what God has in store for us.

The Agape Wigwam official dedication will happen on June 13th, 2020 on Camp Michigamme Day. All are welcome to join us as we celebrate the new building and the season ahead as a District and as the Camp Michigamme community.

Music, Scouts, and Families round out our newest camp sessions as we plan to offer all of 2019's sessions as well as Musical Arts Camp, Family Camp and a Scout Leadership Camp.



CENTRAL BAY DISTRICT

Transition. Grace. Joy. Hurt. Healing. Love. Forgiveness. Help. Growth.

As a district, we have experienced these very emotions ourselves, or walked with someone in their journey as they have.

A few years ago, when we started to honestly talk about one conference and new districts, we were encouraged to use words like transition and grace. 2019 has been exactly that...a lot of transition and even more grace. Perhaps God was preparing us.

The district office moved. It was stressful and time-consuming and funny and exciting. We transitioned into our new space and continue to ask for grace as the technology kinks are worked out and we settle in. The new space is beautiful and inviting. God was with us.

The district superintendent was removed. We rallied around each other and offered kindness and concern to those who needed it. God was felt in our midst.

The children of the Central Bay District continue to be our joy! Over 700 of our young people attended a VBS last summer. Our district prop center was used by almost all those VBS set ups and saved our local churches about \$8,000. That is using the connection of The United Methodist Church at its finest! God was praised.

Our district closed out with 82 churches. These churches paid 90% of their district ministry shares and 76% of their conference ministry shares. A four-point charge was created that is doing ministry in a new way! Leadership is stepping up in so many ways. Sadly, Mapleton and Saginaw: State Street churches closed. God is offering new opportunities in unexpected ways.

As a district, a body of believers coming together to create family, I am reminded of this quote from Robert Frost: "The woods are lovely, dark, and deep, But I have promises to keep. And miles to go before I sleep, and miles to go before I sleep." Sometimes it is lovely, and sometimes it is dark. Regardless of that; there is still much work to be done, may our hearts be open as God continues to lead us.

Roger Yerion, Central Bay Leadership Team Chair

CLARK RETIREMENT COMMUNITIES

As part of the Grand Rapids community for the past 113 years, Clark has been serving seniors and their families with an unwavering focus on our mission of *Creating communities of dignity, compassion and respect centered on the lives of older adults and those who care for them*. Every day we touch the lives of over 2000 people on our campuses as well as our collaborations of home and community-based services. Our residential offerings are in independent, assisted living, memory care, and skilled nursing. We are so proud to say that we have active, vibrant and wonderful communities to serve seniors with an unsurpassed, positive culture and environment.

To meet the needs of residents, enhance quality, and remain focused on our mission, Clark's strategic direction includes the expansion of independent living. Currently, there are growth initiatives underway on both our Franklin and Keller Lake campuses. There will also be enhancement of programming and services for memory care.

Residential Communities

Clark at Franklin

Our legacy campus, Clark at Franklin, was founded in 1906 through a generous donation by Melvin and Emily Clark. This thriving, ecumenical community welcomes people with open arms, warm smiles and provides a fun-loving, engaging and caring environment. Living options include independent townhome homes and apartments, assisted living, specialized dementia care, and skilled nursing.

Clark at Keller Lake

Situated on a 40-acre campus, Clark at Keller Lake is located in a beautiful natural environment with groomed nature trails winding around the lake. It is conveniently located near shopping and dining establishments. Our independent living option includes spacious townhome homes clustered around Keller Lake. There are two assisted living manors each located on the edge of the lake with large decks overlooking the water. They provide a caring, nurturing and activity filled environment with specialized services for residents with dementia. Our new building project will include 70 upscale independent living apartments in a very unique townhome square model overlooking Keller Lake.

Montessori for Aging & Dementia

Clark has integrated a program of Montessori for adults with dementia that is the first of its kind in the United States. People with memory loss often live a life of emptiness with little or no purpose. The Montessori Program offers an exciting, evidence-based approach for setting a revolutionary new standard of excellence in dementia care by providing purpose and creating independence.

Collaborations for Home and Community-Based Services

Atrio Home Care is a collaborative effort of three home health care providers – Clark, Holland Home and Resthaven. Atrio was formed to provide a new level of compassionate, skilled, and quality home care services including a comprehensive range of personal private duty home care services as well as skilled home care services.

Emmanuel Hospice is a partnership of four local faith-based senior services organizations, including Clark, that provide dignified end-of-life support to patients and their loved ones. The mission of Emmanuel Hospice is to put the patient's wishes first and asks the question, "*How do you want to LIVE?*"

TANDEM365 represents an innovative concept aimed at helping older adults navigate the complexities of healthcare while enabling them to remain in their homes. Through customized care coordinated by a team of health care professionals, participants in TANDEM365 have access to the best services and support available with a single point of contact.

Rethinking Dementia ~ Accelerating Change (RDAC) has its roots in the Collective Impact model of collaboration, where stakeholders of all sorts come together to find innovative solutions to common problems. Dementia is a complex problem that affects people's lives in many ways; therefore, the perspectives of various people and organizations is needed. Formed in 2015, RDAC has grown to include 17 partner organizations and is expanding its reach even farther into the community.

RDAC connects people living with dementia or caring for someone with dementia to resources, services, and support that can help them in every stage of the process. It also facilitates collaboration between health care, social services and clinical research.

Clark Foundation

Philanthropy is a major component that gives us the ability to provide our many services. The Clark Foundation provides opportunities to support our mission through the Clark Promise. Through the generous gifts of donors, we are able to provide financial support to those residents who, through no fault of their own, have depleted their financial resources. Other areas of gifting include the Montessori program, Music Therapy, and many life enrichment activities as well as support to capital projects and initiatives.

At Clark, we are truly living our mission through person-centered care. Our employee "I Believe" giving campaign is a testament to our staff's commitment and belief in the work we do every day. We see an exciting future ahead for fulfilling the needs and desires of the seniors of our community. Our vision and strategic plan are designed to keep Clark vibrant, competitive, and financially healthy.

Brian A. Pangle, President/CEO

CONFERENCE LEADERSHIP COUNCIL and DIRECTOR OF CONNECTIONAL MINISTRIES

The Conference Leadership Council has had both a productive and yet challenging year. It met on five occasions.

There are **six directors and 11 field staff** who provide written updates and reports to the CLC. This has become an excellent source of communication, opportunity for aligning resources, setting strategic directions and recording progress of action steps taken. Additional details of some of their impact is noted at the end of this report.

The **Congregation Vibrancy and Connectional Ministries Field Staff met for a 3-day retreat** at Wesley Woods Camp and outlined a clear Six Goal Strategic Plan for their implementation after review by the Directors' Table and the CLC. This has provided some clear benchmarks for measuring productivity and impact.

Benton Heisler, Director of Connectional Ministries, convened a multi-discipline task force of leaders to identify the various vision, process and financial elements related to the establishment of **"mission congregations"** and assessing the conference's capacity for sustaining such non-self-sustaining ministries. The final report provided strategic guiding questions and connections for collaborations that will be useful to the conference in the coming years.

Early in 2019, the CLC entertained a conversation about the possibility of a special financial appeal connected to our **covenant relationship with Liberia**. Later in the year, after further development of this idea and with the approval of the Council on Finance and Administration, the special appeal for school scholarships for students in Liberia and financial aid for the Freedom Schools that are held across our conference was approved.

Each meeting involved some element of time **addressing the financial realities, patterns and implications** that have been impacting our opportunities for ministries and support of local congregations and the ministries of the General Church. Near the end of 2019 it became clear that substantial reductions in the 2020 Budget the Annual Conference had approved would be necessary. Review of various areas and collaboration between the directors, cabinet, Human Resources Committee, the Commission on Annual Conference and the CLC resulted in over \$1,000,000 in reductions being identified. A special strategic task force led by Bishop Bard was empowered to look carefully at factors and trends that would impact the 2021 budget.

A **grant process** was refined and affirmed by the CLC. During the course of the year grants were provided for the following: Multi-cultural assessment and training, support of the Soup Kitchen in Flint, support for a summer lunch and activity program in Gladwin, grants and matching fund grants for JFON, support for a Young Adult Cohort which evolved into a Ministry Incubator opportunity and the new full-time chaplain position at Adrian College.

Post General Conference 2019 there were significant conversations that took place about its impact. Resolutions that affirmed working as a conference toward being a more open and inclusive Church, were affirmed by a majority, but not unanimous, number of CLC members.

The ministry of **Michigan Area United Methodist Camping (MAUMC)** has been an item of conversation at every CLC meeting in 2019. There have been significant challenges that are gradually being overcome and the new direction for a fruitful and financially positive future is steadily emerging. Hard decisions have been implemented and continued strategic planning continues so that this ministry aligns its resources with the opportunities available to it.

As noted earlier, all the Conference directors and field staff provided **summaries of their ministry activities** to the recent meeting of the Conference Leadership Council. We want to highlight a few of the important details of how your **Ministry Shares are at work in local congregations** across the entire state.

Your conference ministry field staff have been in more than 150 congregations and on all the districts. They have provided leadership for congregational resilience, starting new congregations and worship experiences, skills training, steps to improved congregational vibrancy and leadership development. They have preached in worship, led trainings, offered professional insights and pointed you toward excellent resources and additional training experiences.

Some of those specific interactions are noted as follows:

Six persons have been trained in helping individuals understand their **personal multi-cultural competency**. A partnership with the West Ohio Conference of The United Methodist Church will allow us to share expertise across the North Central Jurisdiction of The United Methodist Church. The first specific groups to experience this multicultural competency inventory and follow up coaching will include the Central Bay District clergy, the Conference Board of Ordained Ministry, the district superintendents, the directors and all the conference staff, the conference and district lay leaders and the Conference Leadership Council. This list will expand in time as others accept the invitation. Brittney Stephen leads this ministry.

Paul Perez produced **Engage Training Days**, either on location or via Zoom webinars. Additionally, he assisted several leaders who collaborated on a **Global Water Summit** that took place January 2020 at Cass Community Church United Methodist Church.

Safe Gatherings Training and background checks on persons who are serving with children, youth and vulnerable adults is now an on-line training and review process. Kathy Pittenger can be contacted for further details about this excellent resource and process. Kathy has done workshops and provided **excellent tips and training for ministry with children**.

Disaster Response and Recovery Training is in place and continues to expand across the conference, districts, and for local congregations. Nancy Money can address your questions about this ministry.

Nancy Arnold, in addition to AC **event planning**, is coordinating contracts and details for over a dozen **other events**. If your ministry area is planning a large event and needs some assistance in venue and services providers as well as a check list of “what goes into making a large event a logistics success”, contact Nancy.

“**Coaching for Clergy**” is a goal designed to provide support for every pastoral transition and/or clergy or lay person entering the conference staff. Naomi García is responsible for the training and recruitment of persons who will benefit from this ministry. The Board of Ordained Ministry is also committed to assisting with healthy and productive transitions through its “**New Beginnings**” process.

Lisa Batten has been steadily recruiting young adult leaders toward a stated goal of having “**40 persons under the age of 40** in leadership across the conference.” She has also been instrumental in the training, and implementation of **16 Mission Interns, Freedom Schools** involving 50 students each at two different locations facilitated by **16 Servant Leaders** along with a cohort of **10 persons exploring a call to ministry** through our process titled “**Encounter MiCall.**” **One Ministry Exploration Intern** served at Flint Court Street.

Gary Step and Laura Witkowski have been active in dozens of congregations and multiple districts as well as intentionally identifying and reviewing **excellent resources to be posted to the web site** for local congregations to access. Dirk Elliott has been assisting multiple congregation in **vital mergers, “fresh expressions” and new starts**.

Sonya Luna organized and led the multi-year successful **Hispanic Youth Leadership Academy**, which was held at Adrian College. Almost three dozen youth were in attendance. She is also available to consult with congregations about immigration, ESL courses and engaging the Hispanic/Latino population in your community.

Courage to Lead are upcoming three-day retreats Jennie Browne, the Director of Clergy Excellence, will be facilitating in addition to co-leading a workshop with Laura Witkowski on “**understanding our own personalities and leadership.**”

Mark Doyal, our Director of Communications, has been consistently generating excellent content and resources for our congregations. The **Communications Website** usage is over 10,000/month, 36% are return users which is an increase from 20% in earlier months. **The Facebook page** has seen a growth of 64%, moving from 16th to 12th as the most read Facebook among the U.S. United Methodist conferences’ sites.

Twitter has seen consistent increased growth and **Vimeo** has had a historic third quarter with an all-time high in June of 13,000 video views. There are excellent materials in print and online for Annual Conference and district trainings. This summer we launched **MI Faith** and 25 local church interacted with the HELP button and 30 local congregations made direct requests for communications assistance

Four buses loaded with a total of **165 youth traveled to Kansas City**, for the quadrennial gathering of United Methodist youth. Bridget Nelson lead this entourage in addition to facilitating a **Youth Worker Network** and providing consultations to multiple local churches and pastors.

Behind the scenes your Treasury Department steadily accounts for and processes the more than **\$15,000,000 of ministry resources local congregations provide**. These resources help us accomplish all the above ministry and so much more nationally and globally.

Don Emmert, and the Office of Human Resources, Health Care and Benefits, compassionately provides for **retirement and medical benefits**, in addition to serving as a guiding presence, in the moments of clergy family and conference lay employee vulnerability at times of death and disability.

We trust this gives you a positive glimpse of the emphasis and actions of your Conference Leadership Team (CLC) as it serves to equip, connect and empower leaders and local congregations for ministry.

Benton R. Heisler, Director of Connectional Ministries
Amy Mayo-Moyle, Chair, Conference Leadership Council

2020 MICHIGAN CONFERENCE BUDGET

	2019 - Michigan Budget	2020 - Michigan Budget
<u>A) Clergy Support Budget</u>		
1) District Superintendents	\$ 2,102,743	\$ 2,126,446
2) Episcopal Fund	\$ 562,632	\$ 568,025
3) Ministerial Education Fund	\$ 641,692	\$ 647,843
4) Episcopal Residence Committee	\$ 7,500	\$ 7,500
5) Equitable Compensation Committee	\$ 125,000	\$ 120,000
6) Clergy Advocacy	\$ 2,000	\$ 2,000
7) Abuse Prevention Team	\$ 10,500	\$ 10,500
8) Clergy Moving Expense Fund	\$ 350,000	\$ 300,000
Sub-total Clergy Support Budget	\$ 3,802,067	\$ 3,782,314
Provision for Unpaid Ministry Shares	\$ 601,976	\$ 597,042
Total Clergy Support Budget	\$ 4,404,043	\$ 4,379,356
<u>B) Administration Budget</u>		
1) Council on Finance & Administration	\$ 2,000	\$ 2,000
2) Treasurer's Office	\$ 684,164	\$ 734,900
3) Jurisdictional Conference	\$ 36,723	\$ 36,723
4) General Conference Delegation	\$ 20,000	\$ 28,000
5) General Church Administration	\$ 225,596	\$ 227,758
6) Area Administration	\$ 556,453	\$ 556,453
7) Operations	\$ 332,783	\$ 312,783
8) Conference Secretary	\$ 18,300	\$ 18,300
9) Conference Statistician	\$ 3,600	\$ -
10) Conference Trustees	\$ 1,000	\$ 1,000
11) Committee on Archives & History	\$ 40,586	\$ 45,000
12) Committee on Human Resources	\$ 5,000	\$ 5,000
13) Legal Fees	\$ 55,000	\$ 55,000
14) Contingency Funds	\$ 50,000	\$ 50,000
Sub-total Administration Budget	\$ 2,031,205	\$ 2,072,917
Provision for Unpaid Ministry Shares	\$ 343,926	\$ 351,459
Total Administration Budget	\$ 2,375,131	\$ 2,424,376

C) Conference Benevolences Budget

<i>1) Agencies Relating to Christ-Centered Mission and Ministry</i>			
a) Commission on Annual Conference Session	\$	325,000	\$ 275,000
b) Commission on Communications	\$	396,000	\$ 427,000
c) Committee on Journal	\$	11,220	\$ 11,220
d) Board of Justice	\$	15,000	\$ 15,000
e) Board of Global Ministries	\$	210,000	\$ 210,000
f) Engage Program Promotion	\$	-	\$ -
<i>2) Agencies Relating to Bold and Effective Leaders</i>			
a) Conference Leadership Council	\$	10,000	\$ 10,000
b) Board of Ordained Ministry	\$	95,279	\$ 66,500
c) Committee on Nominations	\$	7,500	\$ 7,500
d) Committee on the Episcopacy	\$	2,000	\$ 2,000
e) Protection Policy	\$	5,000	\$ 5,000
f) Clergy Excellence Program Funds	\$	-	\$ 15,000
<i>3) Agencies Relating to Vibrant Congregations</i>			
a) United Methodist Men	\$	-	\$ -
b) United Methodist Women	\$	-	\$ -
c) Board of Laity	\$	10,000	\$ 10,000
d) Board of Young People's Ministry	\$	350,000	\$ 363,000
e) Board of Congregational Life	\$	581,000	\$ 533,000
f) Committee on Hispanic/Latino Ministry	\$	39,000	\$ 39,000
g) Committee on Asian-American Ministry	\$	47,000	\$ 47,000
h) Committee on Native American Ministry	\$	115,000	\$ 115,000
i) Committee on African-American Ministry	\$	66,000	\$ 66,000
j) Racial & Ethnic Local Churches	\$	-	\$ -
4) Administrative Expenses/Compensation	\$	2,147,841	\$ 2,172,000
5) World Service Fund	\$	1,899,882	\$ 1,918,093
6) Pathways Funding	\$	-	\$ -
7) MI Area Camping	\$	400,000	\$ 300,000
8) Contingency Funds	\$	25,000	\$ 25,000
9) Assets Released from Restrictions	\$	-	\$ -
Sub-total Conference Benevolences Budget	\$	6,757,722	\$ 6,632,313
Provision for Unpaid Ministry Shares	\$	925,303	\$ 897,947
Total Conference Benevolences Budget	\$	7,683,025	\$ 7,530,260
D) Other Apportioned Causes			
1) Black College Fund	\$	255,965	\$ 258,419
2) Africa University Fund	\$	57,284	\$ 57,833
3) Interdenominational Fund	\$	50,185	\$ 50,666
Sub-total Other Apportioned Causes	\$	363,434	\$ 366,918
Provision for Unpaid Ministry Shares	\$	-	\$ -
Total Other Apportioned Causes	\$	363,434	\$ 366,918
Total Conference Common Budget	\$	14,825,633	\$ 14,700,910
E) Benefits Ministry Shares Budget			
1) Pension/Welfare Payments to Wespath	\$	3,128,220	\$ 3,020,000
2) Benefits Office	\$	711,780	\$ 700,000
Total Benefits Ministry Shares Budget	\$	3,840,000	\$ 3,720,000

BOARD OF CONGREGATIONAL LIFE

The Board of Congregational Life supports local churches in the ministry of discipleship through leadership, information, promotion, and assistance. The board's role is to cast and communicate vision, to set benchmarks and to evaluate.

Specifically, the mission of the Board of Congregational Life is to: a) Lead and assist the local churches of the annual conference in their efforts to communicate and celebrate the redeeming love of God as revealed in Jesus Christ and to invite persons into discipleship through this love; b) Inform the conference and its agencies of the needs and opportunities of small membership churches; c) Interpret and advocate for the unity of the Christian church, while encouraging dialog and cooperation with persons of other religions, starting at the local church level; d) Promote and interpret ethnic local church concerns to the annual conference; e) Collaborate with the director of congregational vibrancy in overseeing any staff and processes related to the development of vital congregations and new church development.

The Board of Congregational Life's divisions (Congregational Vibrancy, Small Membership Church, Christian Unity and Interreligious Relations) met in July and October. The board will meet quarterly with divisions working separately in assigned areas of concern.

In 2019 board members focused on ways that conference staff and local churches are enlivening evangelism efforts and worship.

Sherry Parker-Lewis, Chair

DIVISION OF CONGREGATIONAL VIBRANCY

CONGREGATIONAL VIBRANCY TEAM

The Congregational Vibrancy team works to help all churches in the Michigan Conference become vibrant, life-giving churches. We have a gifted team that specializes in aspects of Vibrancy.

Dirk Elliott, Director of Congregational Vibrancy

New Start Team's vision is to inspire, equip, and invest in innovative ministries to reach new people. New churches come in a variety of models: from small Fresh Expressions or Dinner churches, to larger church plants and adoptions. In the Michigan Conference we utilize various models and approaches to reach more people. In the past two years we have seen five adoptions (a larger church partnering with a smaller church), a strategic Vital Merger, several innovative mergers, as well as a dozen or more smaller faith communities begin. We've started churches reaching immigrant communities of Africans, Vietnamese, and South Asians. Central Bay District trained all their churches in starting Dinner churches. All to reach more people, more diverse people and more younger people.

Naomi García, Associate Director of Congregational Vibrancy

We authorized 11 congregational resilience agents to assist congregations, districts and other ministry settings in addressing conflict well. These services range from a one-time workshop on applying Matthew 18 to a full mediation process for an entire congregation or ministry setting.

We also began equipping highly trained coaches to be deployed to ministry leaders in transition (professionals in MiConference ministries), raising the healthy quotient of congregations. Twenty-three coaches are pursuing Professional Coach Training with an additional two dozen completing Basic Coach Training. Coach training is on track to meet an anticipated demand for over 1,500 coaching hours per year by 2022.

Gary Step, Associate Director of Congregational Vibrancy

For the past nine years we have focused the revitalization efforts in churches by using the Vital Church Initiative (VCI) process. Recently, we have retooled VCI to become Roads to Vibrancy, which is a new expanding process for renewal of the local church. Roads to Vibrancy is more user friendly and adoptable for local churches. One of the most successful workshops offered through this process is Simple Governance, replacing the outdated board structure with a smaller, more effective model.

We have twenty-four facilitators trained in the Church Unique Vision Frame process. This 12-session visioning process is currently being used by 13 churches.

The Multiply Reach Network group trains pastors and laity on the steps of starting a new worship service. Starting a new worship service is no small task and needs proper training for success. Sixteen churches have completed the Multiply group and started a new worship service.

Laura Witkowski, Associate Director of Lay Leadership Development

A large component of Lay Leadership Development has been focused on Lay Servant Ministries (LSM). Laity are growing in faith, in leadership, in care-giving and communication through the program. The districts and the new conference have worked to ensure consistency and excellence in our Lay Servants. In 2019 over 60 classes training Lay Servants were held across the state! These trained Lay Servants are deployed where needed, with many being assigned to local churches in a pastoral role. The Conference Committee on Lay Servant Ministries has really stepped up their game in developing disciples of Jesus Christ for the transformation of the world!

EAST WINDS DISTRICT

The East Winds District is a connection of 93 churches working together to become strong in ministry and faithful in the following of Jesus Christ together. With the dissolution of the Blue Water and Crossroads districts and subsequent creation of East Winds District in 2018, we set out to determine what our new normal be: graciously listening, hearing, and learning from one another. We have settled into a new rhythm that will lead us forward as one.

Our local churches are grouped into 14 Mission Zones. The zones are designed to encourage collaborative work within a geographical area, as well as to facilitate church conferences. Each zone has its unique flavor. One is doing Disciple Bible Study together. One has developed a Zone identity having utilized demographic research and a Zone vision statement. One is focused by necessity on missional needs of the Flint area, which includes the Flint Water Recovery, South Flint Soup Kitchen, Asbury Community Development Center (urban farming), and sheltering the homeless. Some function as covenant groups for clergy. Another worked together to host a lunch for 30 special need adults at Christmas time, each guest being given a gift of a homemade prayer shawl, ornament, and cards. Some include laity, and some are still seeking a way to work together toward vitality. Through food and clothing giveaways, preparing home cooked meals for the hungry, providing school supplies, warm clothes, and boots to children in need or a sleeping bag for someone who is homeless, we trust that God will use the connections made within the Zones to strengthen our witness as we learn to work beyond the walls of our individual local churches.

The Blue Water Free Store in Port Huron continues to serve the local community with free clothing, housewares, meals twice a month, Bible study, communion, and prayer.

We have sponsored a district mission team to Puerto Rico in 2019 and will be returning March 2020 with a larger group, focused on rebuilding hurricane damaged communities.

Our laity team works together to provide quality training, offering lay servant ministries in a variety of formats, and training days to equip church leaders. The training sessions at our district conference included Mission as if the Gospel is True, Staff-Pastor Parish Relations, Church Communications, Creating Ministries for the Youth and Children in Your Church and Community, Cultural Vibrancy as a Discipleship Pathway, Discovering and Developing Your Niche, Finding and Leading God's VISION, Life After Loss, Lay Leader and Lay Member to Annual Conference, Town and County Ministries, Treasurers/Finance, and Trustees. Seventy-four Lay Servants were commissioned at our church annual conference and we have three new Lay Speakers.

The district chapters of United Methodist Men have made great strides in holy conferencing. They have engaged in efforts to reunite, reorganize, reinvigorate, and revitalize their purpose and mission. The United Methodist Women continue to touch and bless lives by their mission mindedness, service orientation, and dedication to quality programs. Both work to support their local units.

The Spirit of God has been moving in connectional ministry throughout the district. It has worked to strengthen ministry in each of our homes while we, together, have blessed the world. Thanks be to God for the gifts that each individual has brought to their work.

John H. Hice, East Winds District Superintendent
LuAnn Rourke, District Leadership Team Chair
Bonnie Potter and Cynthia Rossman, District Co-Lay Leaders

COMMISSION ON EQUITABLE COMPENSATION

The purpose of the Commission on Equitable Compensation (CEC) is to annually propose the minimum compensation schedule for clergy in various appointment categories and to assist local churches in making disciples of Jesus Christ by helping to meet minimum compensation standards for their pastors when local church resources are not sufficient. In fulfilling the obligations of ¶342, ¶624, and ¶625 of *The Book of Discipline of The United Methodist Church*, and in using Ministry Shares to ensure compliance with their purposes, the work of the CEC is firmly rooted in our strong connectional heritage. The CEC takes seriously the stewardship of Ministry Share resources entrusted for this purpose.

A 2.8% minimum salary increase for clergy was approved by the annual conference in June 2019, to be effective January 1, 2020. This increase is mandatory for the first 10 years of pastoral service and recommended for each year, thereafter. For 2021, the Commission is recommending a 1.6% increase be approved by the Annual Conference. This is based on the increase approved by the government for Social Security recipients.

The Commission on Equitable Compensation considers it part of the CEC's assignment to assist churches with stewardship campaign techniques – programs such as the Vital Church Initiative, ¶213, and unconventional fundraising ideas – to help reduce the need for salary support from the CEC in future years.

Because the CEC members want to help churches in any way they can as to Equitable Compensation, in 2016 our grant application process became more user-friendly through electronic submission. Electronic submission is easier for both the applicants and the CEC. Some minor glitches are still being resolved.

Beginning in 2009, the CEC was more intentional about paying attention to the rate of payment of Ministry Shares from congregations receiving Equitable Compensation support. The CEC added a statement regarding the expectation of full payment of Ministry Shares to the conference guidelines in 2010. Realizing that full payment of Ministry Shares may be an unrealistic expectation, as church incomes are decreasing, the Commission revised that statement to read "Congregations receiving Equitable Compensation are encouraged to show progress in full payment of ministry shares." An addition to the Guidelines that will be voted on at the 2020 Annual Conference is that all applications must be submitted to the district superintendent for approval.

As the bishop and the cabinet work diligently to place pastors in churches that are aligned theologically, they must also ensure that the churches can meet the salary requirements for those pastors. The Commission on Equitable Compensation is committed to assisting in this process, however possible.

I thank the members of the Commission who work with me in fulfilling our obligations, and the Commission on Equitable Compensation thanks the churches that are faithful in payment of Ministry Shares in full, making it possible for the CEC to continue its work of seeking to support local churches in making disciples of Jesus Christ for the transformation of the world.

Nancy J. Patera, Chair

BOARD OF GLOBAL MINISTRIES (BGM)

Our Michigan Conference Board of Global Ministries is creating expanded opportunities for embracing our "ministry with" ideal. The United Methodist General Board of Global Ministries' purpose of Connecting the Church in Mission propels us to action, as we engage our conference and its churches in "ministry with" persons and in places around the world!

The gifted and passionate people who serve Global Ministries with energetic faith, bold goals and dynamic vision strive to: expand the number of summer Freedom Schools for Michigan children; engage hearts of young adults to commit to serving in the margins; expand emergency and disaster relief responders; encourage scholarship support for Liberian children; advocate and work for clean water; embolden Volunteer in Mission teams to serve; invite and interact with missionaries in our local churches; inspire second-mile giving to Advance projects and people; multiply support of projects through EngageMI and the annual mighty cause online fall drive; grow Town and Country Ministries' outreach to rural clergy and laity; expand Mission Interpretation through UMW; establish a broad-based Haiti Advance Special Project; and continue to learn and serve.

Navigating the changing landscape challenges us as we determinedly seek to alleviate human suffering and work for justice the world over. May each congregation in its own soul discern how to connect with our sisters and brothers in mission!

Brenda DuPree, Chair

CIRCLES GRAND RAPIDS

Circles GR reduces poverty by building community and equity. Our primary five-year goal is to provide the structure for 40 families (approximately 120 people) in greater Grand Rapids to move *permanently* out of poverty by the end of 2023.

We connect people across socioeconomic lines in long-term friendship-alliances that offer collaborative guidance for families working to exit poverty (called Circle Leaders), while raising the “poverty IQ” of the middle- to upper-income volunteer Allies who accompany them. (“Poverty IQ” is the level of factual knowledge of the complexity of poverty, including root causes, impact on communities, and systemic barriers to self-sufficiency.)

Overall goals for each Circle Leader over 18-month program are to:

- achieve an increase in earned income equal to twice the Federal Poverty Guidelines for their family size
- decrease debt
- increase assets
- increase social capital (number of persons in personal/professional network)
- decrease reliance on governmental subsidies

Successes thus far include:

Class 1, Jan 2016-Oct 2017; (7 of 10 Leaders completed Circles, impacting 14 additional family members)

- Avg change in earned income +63%
- Avg savings change +793%
- Avg change number persons in support network +400%
- Avg change in debt +19% (student loans removed from deferred status; new medical expenses)

Class 2, Jan 2018-Oct 2019; (6 of 10 Leaders completed, impacting 18 additional family members)

- Avg change in earned income +45%
- Avg savings change +422%
- Avg change in support network +100%
- Avg change in debt -18%
- Volunteer participation:
 - In 2019, Circles GR coordinated 306 volunteers who served a total of 2100 hours (almost 30 hours/week)
 - IRS volunteer value = \$52,500; majority of volunteers were United Methodists
 - Meal donations = \$8,550; majority from United Methodist groups

Class 3 began in January 2020 with 10 Circle Leaders, impacting 19 family members.

Effective June 30, 2020, Circles Grand Rapids will cease to be a program of the Midwest District UMC, and will become a program of a mission-aligned non-profit in Grand Rapids. As of February 2020, the new organization has not yet been confirmed.

Julie Liske, Chapter Director

CONFERENCE SECRETARY OF GLOBAL MINISTRIES

During 2019, Michigan Conference had visits from five United Methodist missionaries. This was the first year in planning for itinerations across the state. Distance and transportation are challenges, especially when local churches are needed to make these long distant connections. Fortunately, four of the missionaries had cars or rented ones for their iteration and were agreeable to the long drives across the lower peninsula. No missionaries made it to the upper peninsula in 2019. We have been assured by Rev. Paul Webster, agriculturalist missionary, that he will come from Wisconsin thru the upper peninsula in the fall of 2020 to bring the good news to churches in the north.

Rev. Hyo-Won Park from St. Petersburg, Russia spoke at the following churches in May: Romeo, Burton Atherton/Phoenix, Buchanan First, Montague, Grawn, Clarkston, Holt, Elsie & Detroit Korean in Madison Heights. In addition, he had lunch with the new pastor at Troy Korean, as well as sharing with the CBGM at its May meeting in East Lansing.

Helen Roberts-Evans, missionary in Liberia, was in the USA for the Liberia Summit in Ohio. She had several church requests for her limited time in Michigan: Northville, Dixboro and others.

We had a CBGM dinner on May 30, 2019 at the Grand Traverse Resort. Mr. George Howard from GBGM was our guest speaker, helping us celebrate our 200 years in mission work. He sent 8 boxes of swag for the gala event. Joining us also were Steve & Gail Quigg (NCJ Mission Advocates), Rev. Jack Amick (GBGM Staff), Tammy Kuntz (NCJ VIM Coordinator), and Rev. Paul Webster (GBGM Missionary). We had 120 in attendance.

Dr. Pierre and Pauline Many, GBGM Missionaries in the Ivory Coast were in Michigan Conference July 22-31, 2019. The Manyas shared in the following churches: Dixboro, Plymouth First, Gladwin/Wagarville, Flint Hope, Millington, Elsie and Detroit Second Grace United Methodist churches.

The final iteration was with Dr. Les and Deborah Dornon, November 2-12, 2019. They are in medical mission work in the country of Nepal. They spoke in the following churches: Clarkston, Kalamazoo First, Lowell, and Lake Harbor United Methodist churches.

At this time, I have eight District SGMs (out of nine) to assist with making the local church arrangements when missionaries come to Michigan Conference. Thank you to all churches and hosts for welcoming missionaries into their midst.

Jacqueline K. Euper, Conference Secretary of Global Ministries

GLOBAL MISSION FELLOWS (GMF-US2)

The Michigan Conference partners with the General Board of Global Ministries to host Global Mission Fellow US2, young adults, serving in mission and justice for two years. GMF-US2s ENGAGE with local communities, CONNECT the church in mission, GROW in personal and social holiness. In 2019-2020 six GMF-US2s served in areas including campus ministry, environmental justice, community organizing, poverty and homeless ministry, and feeding programs through their sites at Sunnyside United Methodist Church, Wesley Campus Ministry at WMU, Kalamazoo First United Methodist Church, the NOAH Project, and Motown Mission/Motor City Wesley, and MFSA. GMF-US2s receive site supervision, mentoring, initial and ongoing training, retreats, and live in intentional community. GMF-US2s help to build capacity of the sites they serve and bring energy and perspective.

Lisa Batten, Young Adult Initiatives Coordinator

MISSION INTERN

MISSION INTERN In summer 1998, Rev. Carl Gladstone left Albion for a summer in Dallas with the General Board of Global Ministry's summer intern program. After working with children at Project Transformation, then a nascent program for college-age young people exploring servant ministry, Carl had an idea. With his mom, the late Rev. Terry N. Gladstone, the Mission Intern Program was born, and this year, in 2020, Mission Intern turns 21 years old! Over the past two decades, Mission Interns, college-age young people exploring vocational calls to servant ministry, have served thousands of children and families in poverty around the state. What started with six interns at three sites in Detroit has grown; in 2019, 17 interns served eight sites, including Kalamazoo, God's Country Cooperative Parish in the Upper Peninsula, and Metropolitan Detroit. Almost 300 individuals were cared for, loved, and accompanied in the name of Jesus Christ last summer by our state's next generation of servant leaders. These Mission Interns have gone on to become deacons, elders, local pastors, AmeriCorps and Peace Corps Volunteers, missionaries, amazing lay leaders, and more. While the Mission Intern Program's early focus was aligned with the Council of Bishops' 2000 initiative focused on children and families in poverty, the program works with any church or faith-friendly organization that provides college-age young people with the opportunity to practice servant-leadership and explore a vocation and call to servant ministry. If you know a college-age young person who would be a good Mission Intern, or your church or organization desires to partner with us, contact us online: www.missionintern.org. Donate to us through EngageMI, CCMM #3039. <https://www.missionintern.org/>

Lisa Batten, Young Adult Initiatives Coordinator

CHILDREN'S DEFENSE FUND - FREEDOM SCHOOLS

Children, young adults and community partners will have an unforgettable experience this summer when they participate in *CDF Freedom Schools*. Across the country, *CDF Freedom Schools inspire, engage and ignite 'scholars' to learn and dream* in a safe place, valued and supported by caring adults, at no cost to their families. Using an integrated reading curriculum, songs and chants during the Harambe (come together) opening assembly and field trips children engage in reading, community involvement, and multi-generational leadership development. In 2019 sites at Second Grace, Detroit and Flint Bethel hosted the maximum of 100

children and engaged twelve young adults as Servant Leader Interns. The Michigan Conference is making an appeal to every church in the conference to offer a financial sponsorship of a child in an effort to raise \$240,000 to expand the number of sites CDF-Freedom Schools can be offered across Michigan.

Lisa Batten, Young Adult Initiatives Coordinator

LIBERIA MINISTRY PARTNERSHIP TEAM

In 2019 the Liberia Ministry Partnership Team passed legislation at Annual Conference authorizing the Liberia task force to negotiate a covenant with the Liberia Annual Conference.

We sent a delegation to Cleveland Ohio to meet and network with conference partners from around the United States and Liberia. We learned that the Liberia Annual Conference has developed a strategic plan that outlines eight pillars that are the priorities of the annual conference. The Michigan Area Ministry Partnership Team has decided to prioritize continued support for the Bishop Judith Craig Children's Village education programs, which include scholarships for students: water, because of the abundance of water in the Michigan Area; and agriculture, because of the number of farms that exist in rural communities.

We also hosted a global water summit at Cass highlighting the struggle to secure safe, affordable, accessible drinking water in Liberia and in our home state. The event drew 120 people and was supported by the North Central Jurisdiction Mission Council.

A delegation of nine people attended the Liberia Annual Conference in February of 2020. The Covenant passed with unanimous support in Liberia. The Liberia Ministry Partnership Team will bring the covenant before the Michigan Conference in May of 2020.

A conference-wide appeal is planned in 2020 that has been approved by CF&A and the Conference Program Committee to support 100 student scholarships in Liberia over the next eight years helping 100 students graduate from High School.

The conference offering taken at the 2019 Annual Conference went to rehabilitate two cottages at the Judith Craig Children's Orphanage. The Orphanage has been an ongoing mission of the conference for many years. Currently there are 73 orphans of the Ebola crisis living in the Children's Orphanage.

The Michigan Liberia Ministry Partnership Team encourages all local churches in the state of Michigan to find a project in Liberia to connect with. If you would like help connecting with a mission project in Liberia please contact Rev. Jon Reynolds.

Jon Reynolds, Chair, Liberia Ministry Partnership Team

MICHIGAN HAITI COVENANT PARTNERSHIP

The work of the Haiti Covenant Partnership has been almost at a stand-still this year. The continuing political demonstrations and domestic economic crises in Haiti have halted almost all educational, health care, and construction trips from Michigan and from around the country.

The lack of mission/ministry teams coming to Haiti have added to the financial stresses already facing the Methodist Church of Haiti (EMH). In addition, several past due bills from the Methodist Church of the Caribbean and the Americas (MCCA) have been received and identified – Connectional Conference Apportionments and Tuition for EMH students who have attended Seminary in Jamaica – in the amount of approximately \$500,000 US. These greeted the new Haitian bishop, Pastor Jean Lesly Dorcely, when he took office in September 2018.

The political demonstrations, national economic crisis, and the financial distress of the EMH have stalled both our economic development efforts and mission/ministry involvement throughout Haiti. While some financial contributions are coming to the EMH, major project funds have been restricted and mostly held at home in our churches or team accounts. As a result, the survey and documentation of Michigan UMCOR and local mission teams has not been completed nor the establishment of the planned newsletter.

Conversations with Bishop Jean Lesly Dorcely of the Haiti District and his Volunteer Coordinator (David Draeger emhmissionvolunteer@yahoo.com) have been focused on crisis funding and internal EMH management rather than developing a plan for developing a new covenant with the Michigan Conference. Also, the "International Partners Conference" was postponed from 2019 and not yet rescheduled.

Our Haiti Covenant Partnership continues to consult with team leaders who are planning projects and trips to different places in Haiti. A few groups continue to send regular financial support to Haiti community partners and churches. Some individuals and teams have also sent relief money to help support the staff at different Guest Houses and for teachers who are way behind on salary support. Most schools were not

reopened until January 2020 due to the political demonstrations and threats of harm to the students and families.

We'd continue to ask for your prayers and support for the people of Haiti, the Methodist Church in Haiti, and for justice and a fair resolution of the critical issues facing them.

Karl L Zeigler, Chair, Michigan Haiti Covenant Partnership

MI CONFERENCE-EMERGENCY PREPAREDNESS / DISASTER RESPONSE

Leadership Report

Ps. Bob Miller Chairman, Nancy Money "Conference Disaster Recovery Coordinator" and I re-visited the EP-DR Strategic Plan with goals and objectives that reflect the transition of responsibilities between Response and Recovery efforts to build our volunteer base and increase our relationship with the MIVOADs 9 Regions.

We planned on two face-to-face meetings with our District Disaster Response Coordinators (DDRC) and four online meetings focusing on training for presentations about Early Response Team (ERT) training, Connecting Neighbors and Ministry of Caring sessions with local churches. Midway through the year, as a result of meetings with DDRCs and several DDRC resignations, we developed "Overview Presentations" to be presented to the districts with the DDRC being the host with Nancy and Dan being part of the presentations and Bob Miller being the moderator. Presentations are scheduled for Greater Detroit District 11 January, Heritage District 8 February, Northern Waters District 15 February, and Greater Southwest District on 22 February.

We planned and scheduled Bishop Bard's cabinet to receive updated training on Emergency Preparedness – Disaster Response and Recovery on October 28th from Pastor Bob Miller, Nancy Money and myself with UMCOR. UMCOR - Cathy Earl's travel was not approved. So, Bob, Nancy and I did the training and received ongoing support.

District Disaster Recovery Coordinators

We have open District Coordinators for Central Bay and Midwest with Nancy Money acting as coordinator for Central Bay and I for Midwest. We received resignations for Northern Skies, East Winds, Heritage and Mid-MI districts. We are in the process of working on splitting the Northern Skies between two people one west and one east.

We had one candidate visit us for Mid-MI but chose not to pursue the position. John Hice recruited Ps. Eric Miller as DDRC for East Winds District. Eric has previous experience as a coordinator for the previous Detroit Conference. We are fortunate to have retired Emergency Manager Bob Ankrapp PEM as our new Heritage District Coordinator. Bob was EM for Dearborn Hts. We continue to work with the district superintendents to fill our open positions.

Early Response Team (ERT)

We accomplished only 37% of our goal to increase our ERT bench strength from 150 to 250 people in 2019. Our ERT Trainer and Coordinator Bob McCormick resigned in June and Bob Freysinger had both health issues and moved from Newton to IDA this year. We now have three people scheduled for UMCOR ERT Trainer classes in the first quarter of 2020.

Bob Freysinger has a first quarter ERT training planned for Clarkston UMC.

Disaster Response Coordinator – Dan O'Malley

Disaster Preparedness, Response and Recovery Presentations were given at Utica UMC on 11 June and Greater Southwest District meeting at Chapel Hill UMC in Portage.

Disaster Response 14 March 2019 4 Tornadoes – Shiawassee and Genesee Counties.

Tornadoes carved visible paths in both counties and fortunately there were no injuries. The EF-2 tornado with winds of 125mph touched down near Vernon, MI for 18 miles. Our district teams worked with Pastor Aaron Kesson of Durand 1st to coordinate and provide support for first and early responders by providing hospitality and a place of respite. The church was open for these services Wednesday 20 March through Saturday 23 March, providing WIFI, charging stations, child care, donuts, fruit, juice, coffee water and sandwiches to 20 people per day. The local community capacity was sufficient so no Recovery project was needed as the work was mostly debris cleanup.

SW Detroit Flood Response

Five Counties in SE Michigan received an over-abundance of rain on 1 May 2019. Local flooding was especially bad in Wayne County with Lt McQueen setting up an Incident Command Center at their Sheriff's Office and requesting local support from the MIVOAD of which we are members. An estimated 3,000 residences were affected by the flooding. Lt McQueen on one of the conference calls requested approximately 2,500 flood buckets. The MI Conference through UMCOR requested a 55ft truck load of 2,088 flood buckets through the Midwest Distribution Center in Illinois and received them within 60 hours. As we worked with the Wayne County EM, Region 2 MIVOAD it became clear to Dan and Nancy that a Long-Term Recovery Project was needed. We worked with MSP-DHS MacKenzie Angus, Red Cross, Salvation Army, The Arc, Samaritan's Purse and the Southern Baptist Convention coordinating Response efforts.

SW Detroit Flood Recovery Project – Nancy Money

Nancy Money worked with Region 2 VOAD leads. Mary Lloyd Region 2 Chairperson and MacKenzie Angus MSP-DHS, Ford Park-Jefferson Park area to set up a Long Term Recovery Project with money from the MI Conference NW Detroit Flood Project fund. Cheryl Tipton with experience from the NW Detroit Flood Project of 2015-16 became Case Manager.

This project closed out in November. Cheryl will become an Associate District Disaster Response Coordinator working with Dwanda Ashford in the Greater Detroit District.

Houghton-Handcock, MI Flood Recovery Project – Nancy Money

"The Father's Day Flood of 2018 Project was concluded at the end of July 2019. Our two Disaster Case Managers Marci Vivian and Dennis Leopold worked with local churches and Ps. Scott Lindenburg of Hancock 1st UMC, local foundations and money from the Conference Disaster Response giving account to help those in need. This project closed out in July 2019

Goals for 2020

Goal 1: Build bench strength capacity: By the certifying of 3 new ERT TRAINERS in place by May 2020 "O1"; Train 90 new ERTs "O2" by December 2020; Re-certifying 30 "O3" Early Response Team by December 2020; Consolidate & Maintain ERT Equipment trailers by paying for insurance and replacing equipment and supplies as needed by David Hutchison B4 December 2020 "O4"

Goal 2: Increase effectiveness of District Disaster Response Coordinators through: 2 face to face meetings & 4 Zoom Meetings per year "O1" per year; Filling OPEN District Disaster Response Coordinator Positions; Northern Skies, Central Bay, Mid-Michigan and Midwest Districts through the district superintendents by MAY 1 "O2"; Continue holding EP-DR Webinars providing an Overview of UMCOR training modules in EP-DR, ERT, Connecting Neighbors and Ministry of Caring "O4" with DDRC's hosting in each district B4 December 2020.

Goal 3: Develop Succession and Contingency planning for the EP-DR Leadership and Trainer positions: Conference Chair, Response and Recovery Coordinators through 2021 "O1" by April 30: Current DDRC's by 30 May "O2"; ERT Trainer by July1 "O3": Confirm money available for UMCOR Fall Academy training for Dan O and Nancy M "O4: in November 2020.

Additionally, we are planning with NCJ Coordinator Tammy Kuntz and UMVIM Coordinator Jody Pratt a Jurisdiction Summit in October. The dates are 15-17 October at Colombiere Conference Center in Clarkston, MI. We will be providing an Overview of Disaster Preparedness and Response, Connecting Neighbors and Ministry of Caring in addition to an Early Response Team training. There will be Volunteer in Mission training going on concurrently each day. Our goal is to expand participation in Disaster Response and to foster a closer working relationship with Volunteers in Mission throughout the North Central Jurisdiction.

Robert Miller, EP/DR Committee Chair
Nancy Money, Conference Disaster Recovery Coordinator
Dan O'Malley, Conference Disaster Relief Coordinator

VOLUNTEERS IN MISSION

Michigan Conference UMC Volunteer in Mission serves locally, nationally, or internationally in a ministry endorsed by the UMC partner churches, agencies or non-governmental agency that serves in cooperation with a local host.

Michigan VIM Scholarship fund granted sixteen people (\$1,600) in first time missionary funds for 2019 and \$3,100 in 2020 scholarships/ grants as of 1/31/2020. The Michigan Conference continues to look for scholarship/grant funding to continue our program and criteria for scholarships/grants are on the VIM site.

Scholarship donations can be sent to MI Volunteer in Mission Scholarship/Grant 2020, Line #4413, MI VIM, Attn: Rich Pittenger.

The MICHIGAN VIM page is up and part of the Conference site sharing information as to upcoming trips and past mission experiences. The Michigan Conference had 35 teams registered for domestic or international trips in 2019. We are aware teams do travel without registering or requesting insurance, so our numbers were probably higher.

MI VIM also worked in partnership with North Central Jurisdiction to verify and add Michigan mission sites for potential teams. The NCJ site lists those locations on the US Project map and added this year were God's Awesome People (GAP) at the West Branch UMC and Blue Water Habitat for Humanity (Port Huron area). Michigan sites range from Detroit area to Newberry, GCCP in the upper peninsula offering light construction, soup kitchens, and relationship building. Potential project sites should contact the MI VIM coordinator prattgji09@gmail.com for assistance with the process.

MI VIM held one leader volunteer training at Clarkston UMC (March 2019) with a second planned in March 2020. Leader training for a Michigan trainer will take place in March 2020 thus allowing a more flexible training schedule for the state.

Jody A. Pratt, Michigan Conference UMVIM Coordinator

EDUCATION AND INTERPRETATION

As the Michigan Conference Education and Interpretation Mission Coordinator for United Methodist Women, I have noticed that our UMW membership and yes, even our churches, are often not in attendance when speaking engagements are set up by the Board of Global Ministries for our wonderful missionaries to share their testimony and witness to all of us when they come to the U.S., usually in the summer months.

I have been urging Michigan UMW members this year to take that hour or so to go to that church near them and hear their wonderful stories. They are inspiring, exciting and sometimes a little comical and often emotion-filled. I encourage them that they will be reminded how blessed we are to have such freedoms and luxury of religion and faith all around us. I ask them to please go hear and meet these beautiful people of God. They will truly be blessed.

Michele Weston, Mission Coordinator

THE ADVANCE / ENGAGE MI

THE ADVANCE provides mission and ministry opportunities to engage the people of the United Methodist Church for the transformation of the world. You can find projects and ministries specific to the vision and goals of your congregation on THE ADVANCE website and in the ENGAGE MI booklet that can be accessed and downloaded from the Michigan Conference website michiganumc.org/missions/engage-mi/.

In 2019 \$1,166,114.77 was given to THE ADVANCE by the churches of the Michigan Annual Conference. Given in support of Undesignated UMCOR \$130,608.56; Disaster Response, United States \$150,946.23; Living Gifts, Heifer International \$27,841.91; given to Michigan Christ Centered Mission and Ministries (CCMM) \$226,520.97; and Special Giving Sundays \$369,692.65.

All of these contributions are in addition to gifts given by our local churches to Ministry Shares, Advance projects, district projects, and local projects and ministries in our communities. It is through our conscientious efforts and generosity that we, as a Christ-centered conference, are able to stand against the issues of poverty, hunger and social injustice.

ENGAGE MI is the new giving and engagement program of the Michigan Conference. It was designed to bring awareness and understanding to the many missionaries, projects, and ministries of the Advance and MI Conference, through opportunities to Learn, Give and Act. Many of our congregations strive to go the extra mile in giving and are designated as an ENGAGE MI church.

For the year 2019, 87 churches in the Michigan Conference have been designated as ENGAGE MI churches by fulfilling all required steps. You may access the ENGAGE MI form at michiganumc.org/missions/engage-mi/.

Thank you for your support of the Mission and Ministries of THE ADVANCE, and congratulations to each of the 2019 ENGAGE MI churches.

Karen Williams

2019 ENGAGE MI CHURCHESCentral Bay

1. Beaverton
2. Coleman Faith
3. Gladwin First
4. Gordonville
5. Mayville
6. Pigeon First
7. Rosebush
8. Saginaw First
9. Shepherd
10. Wagarville Community
11. Watrousville

East Winds

1. Bethany
2. Clarkston
3. Flint Bethel
4. Gaines
5. Genesee
6. Grand Blanc
7. Grand Blanc Phoenix
8. Halsey
9. Lexington
10. Mt. Morris First
11. Port Huron First
12. Romeo
13. Sandusky First
14. Seymour Lake
15. Thetford Center
16. West Deerfield

Greater Detroit

1. Birmingham First
2. Cass Community
3. Grosse Pointe
4. Harper Woods Redeemer
5. Howarth
6. Livonia St. Matthew's
7. Orchard
8. Paint Creek
9. Troy Big Beaver
10. Utica
11. Waterford Trinity
12. West Bloomfield
13. Wyandotte First

Greater Southwest

1. Centreville
 2. Colon
 3. Gull Lake
-
- Heritage
1. Commerce
 2. Dixboro
 3. Howell First
 4. Lulu
 5. Monroe St. Paul's
 6. North Lake
 7. Northville First
 8. Petersburg
 9. Saline First
 10. Ypsilanti First

Mid-Michigan

1. Bancroft
2. Brookfield Eaton
3. East Lansing University
4. Gunnisonville
5. Holt
6. Laingsburg
7. Lansing Grace
8. Lansing Mt. Hope
9. Middlebury
10. New Lothrop First
11. Peace
12. Shaftsburg
13. Wacousta Community

Midwest

1. Cedar Springs
2. Faith
3. Grand Rapids St. Paul's
4. Hart
5. LeValley
6. Lowell First
7. Newaygo
8. Rockford
9. Turk Lake
10. White Cloud

Northern Skies

1. Crystal Falls Christ
2. Gladstone Memorial
3. Gwinn
4. Hancock
5. Iron Mountain Trinity
6. Ishpeming Wesley
7. Munising
8. Ontonagon
9. White Pine Community

Northern Waters

1. Grawn
2. Lake City

TOTAL 2019
87 ENGAGE MI CHURCHES

GREATER SOUTHWEST DISTRICT

Work to give form and substance to the newly created Greater Southwest District began just shortly after the boundaries of the new Districts in the Michigan Annual Conference were publicly announced. But that work couldn't begin in earnest until after our District Uniting Conference in May 2018. As our official "start date of January 1, 2019 approached, a team of leaders representing the 102 churches that were becoming part of the new district gathered around a common table to discern how the Greater Southwest District should function and how it should connect to the Annual Conference and our local churches. Our team tried not to assume anything other than what the *Book of Discipline* required and what the structure of the Michigan Annual Conference has mandated. The guiding principle in our discussion was that the Greater

Southwest District ought to exist for the local church. With that shared value guiding us, we arrived at a mission statement. It's simply this: "The mission of the Greater Southwest District is to organize, equip and engage the people called United Methodist in Southwest Michigan so that every local church offers a foretaste of the Kingdom of God." Our leadership structure emerged from this mission statement and was further shaped as members of the Vision Team shared what they felt the new District must do, should do and could do in our organizing meetings.

As we have lived into our first year much of our shared life has been focused on leadership development and equipping local congregations to engage in emerging ministry. An emphasis on clergy support and formation led to a decision to pilot the adoption of the EM 360 tool developed by the General Board of Higher Education and Ministry. Many churches have found it to be a new way to provide feedback to pastors so that they can grow in professional expertise and personal understanding throughout a lifetime of service in the United Methodist Church. Our district also invested in bringing our fruitful Certified Lay Ministry Program into line with best practices being developed by the Michigan Annual Conference. We rejoice that 5 CLMs have served or are serving as pastor in our churches and give thanks for the additional ways these persons have used their gifts in music and worship, disciple formation and adaptive leadership. As an extension of our Lay Servant and Lay Speaker training ministry, the CLM program has equipped individuals for bold and effective leadership both in and beyond their local congregations.

In addition to this intentional focus on leadership development, we've tried to catalyze emerging ministry throughout the District by offering grants for new efforts at reaching new people. We call these, "Emerging Ministries" grants and we've seen recipients of these funds connect to their communities through summer bounce house parties, fresh food initiatives, creative art outreach and hot dogs and haircuts offered just in time to get kids back to school. Long term ministry projects have been awarded support through our Engage Projects and Priorities grants. Across the Greater Southwest District, funds have been offered for technology upgrades, support of Justice for Our Neighbors, after-school programs that provide tutoring and connect kids to United Methodist camping, weekly dinners where persons who are homeless are treated as honored guests and food pantries where the only eligibility requirement is simply showing up.

We celebrate all these efforts by local church leaders whose work offers people numbered among the least, the last and the left behind a foretaste of the Kingdom of God even as it invites them to be part of the community gathered by the grace of Jesus Christ. And because our District Leadership Team believes that our local church leaders have such great ideas about how to invest resources to provide a credible and effective witness to their communities, we've decided to declare 2020 a year of District Ministry Share Jubilee. For all of 2020 we've invited all the churches in the District to keep the monies usually contributed to paying District Ministry Shares and use it to do creative ministry and outreach in their local communities. We're anticipating sharing some great stories of what our churches have done when we gather to celebrate a Year of Ministry Share Jubilee at our next Greater Southwest District Conference in November of 2020.

Dwayne Bagley, Greater Southwest District Superintendent

HERITAGE DISTRICT

The Heritage District continues to assist its 100 churches to be involved in ministry and mission with their neighbors. At each of the 10 zone conferences, a conversation was led regarding how we are in ministry with our neighbors. Thirty-two pages (representing over 300 ideas) were both shared and launched in these discussions. Lay servant ministry classes have been offered both on-site and now leveraging technology to hold our first Zoom only "participate from the comfort of your home" session. Additionally, the district invited members to support Judson Collins camp with over 55 people coming to a "Heritage District Goes to Camp Day" and others assisting at a special work day to prepare for summer 2019 campers.

Churches were invited to look at the Local Church Assessment. When 12 responded, a group of lay and clergy were trained by Gary Step to lead this process. When the work of the individual churches was complete, each church was provided recommendations that would assist them in ways to better understand what they needed to do to be more vital and vibrant as they work to make disciples of Jesus Christ for the transformation of the world. Three churches have decided to merge and are looking at the possibility of doing a vital merger.

The Heritage District Conference theme was "Church 20/20: Creating a New Heritage" and was held in conjunction with our training day. Bishop Bard delivered the key note address on the topic of being the Christian church in the current state of our denomination and the political climate in our country. He reminded us that by focusing on love we can create a new heritage in 2020 where our faith is seen as

thoughtful, passionate, and compassionate. The Leadership team invited associate directors to share with the 200 lay and clergy representing over 80 churches. They participated in sessions around: EngageMI, children's ministry, lay servant ministries, stewardship, clergy benefits, and ministries outside the church's walls.

Elizabeth Hill, Heritage District Superintendent

John Seppanen, District Lay Leader

Brad Luck, District Leadership Team Chair

HIGHER EDUCATION AND CAMPUS MINISTRY, Division of

– see under Board of Young People's Ministries, p. 61 –

COMMITTEE ON HISPANIC / LATINO MINISTRY

The Conference Committee on Hispanic/Latino Ministries is dedicated to providing leadership training to both youth and adults. In 2019, the committee sponsored a youth conference at Centro Familiar Cristiano United Methodist Church in Melvindale. The youth conference focused on Psalms 63:1. The Committee on Hispanic/Latino Ministries also sponsored a lay leader workshop called Encuentro 1 at La Nueva Esperanza United Methodist Church in Grand Rapids. Nine people attended the training. After the training, the laity started a community-crafting group at the Hispanic Center of Western Michigan and started a fresh expressions community at a local restaurant.

In 2019, the greatest numbers of students participated in the Hispanic Youth Leadership Academy in Michigan. Twenty-three students participated and out of those 23 students, two students graduated. In order to graduate you have had to attend Hispanic Youth Academy for three years. Over the last six years, 68 youth have participated in the Hispanic Youth Leadership Academy in Michigan.

The Conference Committee on Hispanic/Latino Ministries sponsored the registration for 15 women to attend the Día de la Mujeres (Day of the Women) Conference at Michigan State University. Sonya Luna, Missionary of Hispanic/Latino Ministries, taught two Spanish classes, one in person and one online. The Spanish classes served more than 30 people, which included children, youth, and adults.

The Conference Committee on Hispanic/Latino Ministries cannot serve the Hispanic/Latino Ministries without you. Thank you for your ministries shares that support this work.

Other ways that you can support leadership growth in the Hispanic/Latino Community are:

- Give to the Engage MI project: NEXT GEN: MINISTRY WITH 2ND AND 3RD GENERATION LATINOS.
- Host a Quinceañera Service/Party at your church (Resources found at the Michigan Conference Website Hispanic/Latino Ministries toolbox <https://michiganumc.org/hispanic-latino-toolbox/>.)
- Learn more about this Hispanic/Latino Ministries, culture, and the Spanish Language.

For more info contact: Sonya Luna, Missionary of Hispanic/Latino Ministries, at sluna@michiganconference.org or Rev. Rey Mondragon, Chair of the Conference Committee on Hispanic/Latino Ministries, at mondragonrey2000@yahoo.com.

Rey Mondragon, Committee Chair
and Sonya Luna, Missionary for Hispanic/Latino Ministries

CONFERENCE HUMAN RESOURCES COMMITTEE

The Conference Human Resources Committee (HR) remains focused on working to staff and support the Michigan Conference in being able to effectively Equip and Connect through Christ-Centered Mission and Ministry with Bold and Effective Leaders through staffing support, policy development and interpretation, and training.

During the 2019-2020 conference year the committee has met to review policy issues and provide interpretations and guidance on conference HR policies. We continue to monitor HR conference policies for those that need to be added and updated. We have assisted conference staff in filling vacancies through interviews, reference checks and advice on employment status (contractor, exempt, non-exempt, etc.)

We strive to keep conference HR policies and practices in line with laws and regulations as they change. Committee members have also advised other agencies and churches associated with the conference on Human Resources practices. Members made a presentation to a Northern Waters District event for the SPRC committees on good practices.

Ellen Zienert, Chair

BOARD OF JUSTICE

Comprised of four divisions – Church and Society, Religion and Race, Status and Role of Women, and Disability Concerns – the Board of Justice seeks to bring faith and practice together on the pressing issues of our contemporary world. Our role is to inspire and equip our conference and its members and agencies so that they may breathe life into the words of the United Methodist Social Principles and be a clear witness to the hope and good news that is the Gospel of Jesus Christ.

Our task this past year has been to build a working Michigan Area board as approved by the 2017 Annual Conference. This has been a time of discernment for all of us as we have worked together to define our responsibilities, create a viable organizational structure, honor our four areas of concern and history, and begin operating as a statewide entity. We have established a solid base for doing the Word.

Our officers are:

Chairpersons: Rev. George Covintree Staff Liaisons: Rev. Paul Perez and Rev. Brittney Stephan
 Church and Society: Rev. Albert Rush
 Status and Role of Women (COSROW): Patricia Bostic
 Disability Concerns Liaison: Coleen Wilsdon
 Religion and Race: Tina Campbell and Rev. Scott Manning
 Peace w/Justice Coordinator: George Jonte-Crane and Rev. Ellen Brubaker
 UMW representative: Alice Tucker
 General Board of Church and Society (GBCS): Rev. Paul Perez

We continue to serve as a source of funding for projects throughout the conference, being responsible for the local distribution of the Conference's Peace with Justice offering, the United Methodist Global AIDS Fund, and other designated funds. A Board of Justice grant application has been developed with an April 15th deadline set for requests. Announcement of awardees will be in July each year.

In 2019, we provided grants to:

- Justice for Our Neighbors (JFON Michigan)
- The Michigan Area's *Keep Making Peace* Conference
- The Human Rights Monitor/Peace with Justice Program of the Liberia Annual Conference
- Operation Common Good/Crockpot Ministry, Nardin Park United Methodist Church

We continue to hold our Social Justice dinner at Annual Conference. This year, the Division on Religion and Race presented the program. The Rev. E. Michelle Ledder, Director of Equity and Anti-Racism, from the General Commission on Religion and Race was our guest speaker. The Harold Stanton Peacemaker of the Year Award for 2019 was presented posthumously to the Jacqueline Washington, for her outstanding work and leadership in the struggle for women's rights and racial justice. Two resolutions were presented from the Board and passed by Annual Conference: The Hiring and Support our Returning Neighbors released from incarceration in Michigan prisons and county jails and A Call to Reunite Families Separated at the Border. One additional resolution was referred to the Board concerning ways to evaluate and increase the level of handicapped accessibility in our churches and parsonages.

The individual division reports follow this report.

I close with this vision from the Book of Revelation: *"Then the angel showed me the river of life-giving water, shining like crystal, flowing from the throne of God... On each side of the river is the tree of life, ... (whose) leaves are for the healing of the nations."* (Revelations 22:1-2) May these words serve as a reminder of our task to be about the healing of our nation, our communities, our families, our churches, and our world.

George Covintree, Chair

DIVISION ON RELIGION AND RACE

The Michigan Conference Division on Religion and Race, Board of Justice, hosted a lunch at Annual Conference 2019. The speaker was Michele Ledder, Director of Equity and Anti-Racism for the General Commission on Religion and Race (GCORR) vital conversations, inter cultural competency, and vital conversation. Participant engagement was welcomed during this event and highlighted the three GCORR mission areas.

In September 2019, Rev. Grace Pak, GCORR Director of Cross Racial / Cross Cultural leadership, led the conference Board of Ordained Ministry in a half-day workshop on cultural competency. The Michigan Conference Division on Religion and Race not only coordinated the event but attended the workshop as well.

Members of the Division on Religion and Race were invited to lead a conversation on cross racial / cross culture appointments with a joint meeting of the executive committee of the Board of Ordained Ministry and the cabinet. The expectation is that this conversation on racial / ethnic inclusion and equity in the recruitment, credentialing and itineracy process in the annual conference will happen at least once a year.

As the division moves forward, the goal is to recruit and train individuals to lead cultural competency workshops across the state.

Tina (Ernestine) Campbell, Co-Convener
Scott E Manning, Co-Convener

DIVISION ON STATUS AND ROLE OF WOMEN (COSROW)

COSROW supports the work of the Michigan Conference in discovering and developing spiritual leaders.

2019 was a historic year for women. There are more women serving Congress than ever before. But even with these gains women in the U.S. and around the world still lag in compensation and gender equality. We experience great hope in the church, in its diversity and traditions. We advocate for women around the world.

COSROW Michigan interviewed a United Methodist woman, Jeannette Harris, who traveled to many countries, including some ubuntu journeys, and was trained by the office of Global Ministries. Some of her trips included Cuba, Costa Rica, Ecuador, Nicaragua, and many more. She talked to and worked beside women in these countries.

In Ghana low paying jobs are still mostly held by women, while in Costa Rica women are now allowed training for ministry, where in the past the university only trained men. We learned women made significant gains in the workplace and education, but lag in earning power.

The lack of women receiving equal pay affects everyone, for such a time as this.

Patricia Bostic, Convener

BOARD OF LAITY

The purpose of the Board of Laity is to provide an awareness of the role of the laity both within the local congregation and through their ministries; to promote the partnership of laity and clergy; to communicate lay concerns within the conference; and to empower laypersons within the conference. At meetings of the Board of Laity, we share information on what's happening in our districts and ideas for effective lay ministry.

We have nine districts in the Michigan Conference that are now operating well and welcomed four new District Lay Leaders in 2019: John Seppanen (Heritage), Denny Wissinger (Central Bay), Cynthia Rossman (East Winds), and Deb Hodges (Midwest). We also welcomed Don Archambeau as the new president of United Methodist Men.

We have established goals to guide our work with a focus on expanding the ministry of the laity, providing resources to local churches, and developing bold and effective leaders. Our goals include:

- 1) Develop training for local and district lay leaders.
- 2) Improve the laity session at Annual Conference.
- 3) Promote lay servant classes.
- 4) Develop laity tools (webinars, calendars).
- 5) Promote technology for better communication.
- 6) Excel at selection of equalization at-large members for Annual Conference.
- 7) Connect local churches with their district and Annual Conference.

We continue to work on improved communications, have worked to establish better web resources. and to write articles for MIconnect. We continue to develop an improved laity orientation session for the 2020 annual conference including a new member lunch, speakers and four workshops: (1) single board governance; (2) fresh expression; (3) creative worship; and (4) lay servant ministries.

We remain committed to active lay leadership in working together with the clergy to spread the Good News of Jesus Christ. We will continue to use our spiritual gifts to love and serve God and neighbor, and to transform lives of people in Michigan and beyond.

John Wharton / Anne Soles, Conference Lay Leaders

LAKE LOUISE CHRISTIAN COMMUNITY, CAMP and RETREAT CENTER

VISION

A sanctuary empowering personal growth, faith, and knowledge within community.

Mission

We offer an environment and provide leadership for opportunities promoting healthy relationships, personal wholeness and spiritual well-being.

Ministry

To nurture faith and equip Christian children, youth, families, adults and community leaders to live and work from a place of wholeness, and in so doing, they shall be bearers of promise and hope as they transform the world.

Core Values

- ❖ Sacred space and time
- ❖ Diversity and Inclusiveness
- ❖ Community and Hospitality
- ❖ Knowledge and Understanding
- ❖ Spiritual Growth and Renewal
- ❖ Our Heritage and our Future

Lake Louise came into being in 1934 through the generosity of the Horner family of Eaton Rapids as a gift “to all the Methodists of Michigan.” The Horners had acquired a large tract of cut-over timberland after the logging era of Michigan was over. As the Great Depression descended upon the country, the Horners approached their pastor, Rev. Stanley Niles, with the idea of giving 5,500 acres away. The idea of a church youth camp began to take shape. Through the action of a group of visionary people, the plan culminated in the creation of the Lake Louise Christian Community, encompassing a youth camp and creating cottage sites around the lake upon which clergy families could build a place of their own. The Lake Louise Christian Community would hold the land in trust for the two Michigan conferences. Christian camping began at Lake Louise in 1935 and has continued without interruption ever since. Approximately half of the original gift was sold to the State of Michigan in 1935 to provide for the development of the site. LLCC still holds title to 2,400 acres of the original gift. The land is managed under the Conservation Forestry Act and the Forest Legacy Conservation Easement, providing for the sustainable harvesting of timber and insuring the undeveloped character of the land and the lake.

Lake Louise is a cottager community of 126 families connected to a camp, retreat and conference ministry affiliated with The United Methodist Church. Lake Louise is governed by a 16-member Board of Trustees. By Lake Louise bylaws, trustees generally serve three (3) three-year terms, for a total of nine (9) years.

Lake Louise’s summer camping ministries continued to make an impact on hundreds of youth, teens, adults and families each summer. In the summer of 2019, there were four high school camps, two family camps, a multi-age Choir Camp (grades 4-12), three elementary camps and a middle school camp, in addition to a variety of volunteer groups, adult retreats, and mission work teams. Summer 2020 promises to bring a few more exciting activities that will engage campers and support our 2020 theme ~ “Rooted in Christ.” Check out our website at <https://lakelouisecommunity.org/camps/considering-camp/> to see all the exciting camps scheduled for 2020.

Lake Louise’s year-round retreat ministry continued to grow in 2019, serving pastors, lay people and youth from the Michigan Conference of The United Methodist Church, regional Protestant and Catholic parishes and the local community. The Boyne Country Service Project provides mission and ministry opportunities in various projects around Charlevoix and Otsego counties. BCS is a week-long work mission experience for youth groups. Groups stay at Lake Louise and work each day with community service agencies around our area. We are currently accepting reservations for our 2020 Boyne Country Service schedule. If your youth group is looking for an exciting work mission project within Michigan, we invite your participation.

Lake Louise continues to pursue a scheduled program of facility improvements supported by major gifts from donors, volunteers and work groups from churches. We are indebted to work groups from Mason First, Alden, Manton, and Holland First United Methodist churches. These groups gave countless hours and immeasurable skill to projects and assisted with the necessary seasonal set up and cleanup during the spring and fall of each year.

Lake Louise is proud of its heritage as a “gift given to all the Methodists of Michigan.” We remain an asset to churches, clergy, ministry professionals and community groups seeking a place of rest and renewal in a beautiful natural setting. We invite all members of the Michigan Conference to pay us a visit, to join us for a retreat, to send their children to our camps, and to volunteer as a counselor or work camp volunteer. We are blessed to be partnering with you in this ministry.

Lake Louise ~ a four season destination for your next retreat or gathering!

Jim Willford, Executive Director

MICHIGAN AREA COMMITTEE ON THE EPISCOPACY

The work of the Michigan Area Committee on the Episcopacy is defined by the *Book of Discipline* and is comprised of 10 laypersons and 10 clergy. This year the committee met four times.

The committee seeks to be a support group for Bishop Bard, much as a Staff Parish Relations Committee is for pastors in the local church. The committee seeks to share the joys and concerns of the Michigan Area. We are blessed by Bishop Bard’s spiritual leadership and for helping to make disciples of Jesus Christ for the transformation of the world.

This year the committee prepared an Episcopal Leadership Evaluation and Area Profile of the Michigan Area based on a survey of over 100 clergy and laity. The North Central Jurisdiction Episcopacy Committee developed a process that included a survey of leaders around the conference in evaluating the bishop. Another responsibility of the committee is assisting the bishop in the upkeep of the episcopal residence.

We also are grateful for the leadership of Reverend John Boley in the role of Clergy Assistant to the Bishop and the support of Deana Nelson as Executive Administrative Assistant to the Bishop and Jennifer Weaver as Executive Administrative Assistant to the Clergy Assistant to the Bishop.

John Wharton, Chair

MICHIGAN AREA LOAN FUND of The United Methodist Church Missions & Church Extension Trust Fund

In the past 10 years, the Michigan Area Loan Fund has loaned over \$17.3M to more than 64 churches. These partnerships have helped with expansion, renovations, or unexpected repairs all across Michigan churches and ministry centers. In addition to providing loans and promissory notes, this fund also welcomes Michigan residents and churches as investors by offering an attractive return for a cash investment.

Investors to the Michigan Area Loan Fund earn 2.5% on their investment accounts. The fund is registered with the Securities Bureau of the State of Michigan, which authorizes the fund to accept investments from individuals and churches in Michigan.

The administration of the loan fund is capably handled by the United Methodist Foundation of Michigan. Karen Thompson, Sr. Director of Loan Services, is available to discuss loans and promissory notes with church leaders. This past year was filled with a number of churches refinancing loans which had previously been held with a commercial lender. Our competitive rates, superior service, and commitment to the local church were major determinants in church leaders moving loans to the Michigan Area Loan Fund.

As a reminder, the Michigan Area Loan Fund is positioned to serve United Methodist Churches in Michigan as well as organizations that share historic common bonds and convictions in the Wesleyan tradition. Denominational turbulence does not alter our purpose and commitment to the Church. We are committed to serving the broadest constituency possible and look forward to partnering with your local church. If you would like to learn more about investments or church loans, you may visit our website www.UMFMichigan.org or contact Karen Thompson, Sr. Director of Loan Services (Karen@UMFMichigan.org or 888-451-1929.)

David S. Bell, Resident Agent
Karen Thompson, Sr. Director of Loan Services



The mission of the Michigan Area United Methodist Camping (MAUMC) organization is to grow disciples of Jesus Christ by providing camp and retreat experiences. The vision of MAUMC is reaching out and changing lives by faith experiences which inspire relationships through quality camps.

Camp year 2019 was a year of change for MAUMC. In February, the MAUMC Board of Directors voted to close four of its nine camps. Camps which were closed included: Camp Kinawind, Crystal Springs, Albright Park and Myers Lake. The board authorized the sale of the three camps it actually owned (Camp Kinawind was leased from Lake Louise). Albright Park was sold in 2019, Myers Lake has a pending purchase agreement and Crystal Springs was listed for sale. The board has still struggled with decaying and neglected infrastructure. Scarce resources are directed to emergency needs only.

Working with conference leaders and committees (Michigan Conference Trustees, Council on Finance and Administration and Conference Leadership Council), it has been determined that proceeds from the sale of properties will be used only to address infrastructure needs of the remaining camps. The board authorized the use of up to \$100,000 from the proceeds from the sale of Albright to be used for necessary life and safety issues at the camps. These funds have been used for new roofs on leaking buildings at Wesley Woods and Lake Michigan; replacement of flooring and water heaters, mold cleanup and new painting at Wesley Woods. Other projects are still in the review stages. A new bathhouse is still required at Wesley Woods and is on the top of all lists too as financial support can be found.

The board has been authorized to use property sale proceeds to pay for a master plan, which is being conducted by the Kaleidoscope Company.

Camps which remained open in 2019 were Judson Collins Center, Wesley Woods Camp and Retreat, Lake Michigan Camp and Retreat and Lakeview Family Camp. However, due to declining resources, the board again had to make a hard decision and directed that Judson Collins Center be shuttered for the 2020 camp season. Decisions regarding future uses of all property are on hold until the master plan is received and implemented.

Despite the discouraging news about camps closing, the camping program at the remaining sites remained strong. Programs from shuttered camps were picked up by other camps where possible. Records indicate we had over 11,000 RV / Tent / Cabin camper days recorded at Lake Michigan and Lakeview. New programs, more marketing, and activities contributed to greater usage.

Lake Huron Retreat Center has over 2,500 persons attend its retreats during the year. Wesley Woods Camp and Retreat Center had over 1,000 campers and Judson Collins Center, just over 300.

Upon completion of the Kaleidoscope master plan, the Board will make the necessary decisions to move the camping programs forward to financial self-sufficiency, new programs and greater participation. United Methodist camps and retreats are open for business and we welcome all to our camps.

Joel Wortley, Interim Executive Director

MICHIGAN AREA UNITED METHODIST CHURCH HISTORICAL SOCIETY

The Michigan Area United Methodist Church Historical Society has been incorporated since 1958. The name was changed from Michigan Methodist Historical Society in 1975.

The Society has as their purpose the following:

"To compile, edit, publish, and distribute histories of Michigan United Methodism, its predecessor denominations, and any other historical works that may later demand attention; to solicit, acquire, and administer funds to accomplish such purposes and any other acts as may be deemed necessary to carry out such purposes; and promote, support, and nurture the conference archives."

“Other purposes may include organizing area-wide celebrations of historical events and convocations which may involve participation beyond the board of directors; digitization and distribution of historical materials; awarding certificates of recognition to local churches that are celebrating important milestones, awarding distinguished service awards to individuals and groups within Michigan; recognizing and promoting United Methodist historic sites in the state; helping conference, district, and local church historians and archivists through workshops and information sharing; and such other activities as are consistent with the by-laws of the Historical Society of The United Methodist Church.”

Officers are: Diana Spitnale Miller - President, Lois Omundsen - Vice President, Sharon Scott - Secretary, and Della Wilder - Treasurer.

Board Meetings were held in 2019 on March 21 and on November 7 at the Michigan Conference Center in Lansing. In March we said goodbye to Albion Archivist Justin Seidler, discussed merging the Adrian and Albion United Methodist Archives at Albion, and revised the conference cane criteria. It can be found in the conference journal after the memoirs section. In November we welcomed the new Albion Archivist Elizabeth Palmer and continued to discuss merging the archives.

The “Roots and Branches” Historical Convocation was held Saturday, April 27, 2019, at the Clarke Historical Library at Central Michigan University in Mt. Pleasant. The theme was “First Nations and Christian Connections.” The keynote speaker was Jason Sprague, a Ph.D. candidate in the Department of Religious Studies at the University of Iowa. He teaches Michigan History in the History and Philosophy Department at Eastern Michigan University and Religions of the World in the Department of Literature, Philosophy, and the Arts at the University of Michigan-Dearborn. His presentation was “‘The Shadow of a Cross’: Odawa Catholicism in Waganakisi, 1765-1825.”

Another presentation was given on “Stories of UMC Indian Mission from those who wrote and published books and those that did not” given by Rev. Todd Williamston, a local pastor in the United Methodist Church at Bradley and Salem Indian Missions in Allegan County who has had many experiences with the Anishinabe people throughout Michigan.

In addition, President Diana Miller discussed Native American Ministries Sunday and Heritage Sunday 2019, which celebrated the 150th anniversary of United Methodist Women. Rebecca McNitt, Adrian Archivist, talked about Resources for the Local Church Historian.

No certificates were presented to churches that had been in existence for 100, 125, 150, 175, or 200 years as no applications had been made. We are continuing to work on our list of churches and their years of beginning. Our list will be published on our website: <https://michiganumchhistoricalsociety.wordpress.com/>

Our next Roots and Branches Convocation will be Saturday April 18 at the Clark Library at Central Michigan University in Mt. Pleasant from 10 am – 3 pm. The theme will be “Learning from Past Separations: The Methodist Protestant Church.” Our group welcomes historians of churches, those interested in church history and preserving it, clergy and lay, to join the Society. Membership includes receiving news about the Society activities and free registration to our sponsored events.

Diana Spitnale Miller, President

MICHIGAN COMMUNICATIONS

The purpose of Communication Ministry is to witness to the world the ministry of the Michigan Area of The United Methodist Church and enhance the connection of our members through communication so that we might carry out the mission of making and empowering disciples of Jesus Christ for the transformation of the world.

The Michigan Communications (MICOM) team is comprised of Director of Communications (DOC) Mark Doyal, Editor/Senior Content Manager Kay DeMoss, Media Specialist Valerie Mossman-Celestin, Social Media Specialist Paul Reissmann, and Executive Assistant Kristen Gillette. Kristen began working full-time for the team in March 2019. The entire team worked to balance time and commitments to communicate thousands of messages on a broad range of initiatives and news stories in 2019.

The Communications Commission is faithfully served by Bishop David Bard, Assistant to the Bishop John Boley, Lay Leaders Ann Soles and John Wharton, the Director of Connectional Ministries Benton Heisler and three volunteer members Oneika Mobley, Dillon Burns, and Vicky Prewitt. The organization met three times in 2018/2019. The elected members provide excellent guidance from a local church perspective.

Here were some of the key initiatives of 2019:**Local Church Communication Training/Consultation**

A state-wide communications training program was launched in 2019, with most districts hosting small group person-to-person training on websites, local media, and social media. Nearly 100 churches were reached in this training that was enthusiastically received. Individual training and consulting reached an additional 50 boards, agencies, and staff on diverse communications training in video, electronic media and social media strategy. Major websites were launched to market and support various ministries including the REACH summit.

Special Session of the General Conference

Mark Doyal, Kay DeMoss, with volunteers Andrew Stange and Jack Harnish, established a dedicated website for the Special Called Session of General Conference in St. Louis, MO. Over four days, MICOM produced more than 130,000 gross impressions. That included, five daily summary e-blasts read by more than 2,500 subscribers with 81% readership rate. Four Facebook Live broadcasts from St. Louis featuring delegates and Bishop David reached viewership of almost 13,000 people per broadcast with 6,000 engaging the post. During the week, our Facebook reached more than 63,000 persons, engaging 47,000 and gaining an additional 281 likes, an increase of 332% over previous weeks. Twitter had organic impressions of nearly 38,000 with 2.3% engagement. The new website saw significant traffic during General Conference, with 14,000 users including 9,000 new visitors to our site. Thousands watched General Conference live through our website.

An effort to manage secular press reports in Michigan through outreach and media relations led to nearly a dozen predominately positive state-wide stories with AP, UPI, MLive, NPR and others leading to a staggering 8.3 million media impressions in the state about the General Conference. The media coverage included more than 14,000 social media shares, over 1.4 million social media impressions, almost 600,000 engagements and 90,000 visits to our website in just 45 days.

Website

In 2019, website usage grew 78%, just over 125,000 new users, with 342K sessions and over 800K page views. Top page views were for new appointments followed by forms, classifieds, news and local church resources. In October, a new initiative was started to improve the Local Church access to resources and freshen the front page. That project is expected to be completed in 2020. The site was honored by the 2019 United Methodist Association of Communicators as the best in the denomination at an awards ceremony in St. Louis, MO.

Social Media

Michigan remains the 12th most read page in the denomination, up from 16th in 2018. Only 300 more “likes” will place the Michigan Conference in the top 10, with more than 3,200 daily followers. Engagement (share/likes/comment) remains one of the highest in the denomination, regularly beating out the top five UMC Facebook pages in the U.S. The newly established Conference Facebook Group grew 70% in 2019, starting with fewer than 900 members. At year end, there were more than 1,500 MIUMC Twitter growth followers, up 29% from 539, seeing a continuation of 25-30,000 impressions per month, up from 17K in 2018. Communications creates more than 85 posts per week.

E-Publications

Guided by award-winning Editor/Senior Content Developer Kay DeMoss, MIconnect continues to have an open rate of more than 60%, compared to an industry average of 40%. Additionally, the click-through rate continues to beat the industry standard by more than two times. UM News shared dozens of Kay's stories with more MIconnect stories printed in UM Insight. In May, we launched a new publication, MIfaith. The new publication targeting those sitting in the pews with an interest in stories of faith, mission and ministry also reached more than 8,000 people each week and was an instant hit.

Kay DeMoss also organized a new team of free-lance stringers able to report on a wide range of stories during the week.

Video/Vimeo

This was a huge year for video with over 175,000 impressions, and more than 71,000 views of our video products. The year brought 87 days, 3 hours and 4 minutes of constant viewing. The top viewed video is the 2019 Annual Conference Summary with 1,867 views, many single views representing whole congregations viewing the video during worship services.

Additionally, thanks to the state-wide ZOOM video program, MICOM has been able to bring training and meetings to thousands across the state, regardless of distance or weather. ZOOM has saved thousands of hours in travel and tens of thousands of dollars savings in mileage reimbursements.

Print Publications

MICOM facilitated the printing of dozens of publications in 2019, including the Annual Conference Program, Conference Journal, ENGAGE, and a new Conference Directory that was received by every local church in Michigan and featuring key resources and connections for ministry and mission.

Recognitions & Awards

At the February 23, 2019 United Methodist Association of Communicators (UMAC) Awards Gala in St. Louis, MO, Michigan Communications received 7 awards from more than 300 entries, including one-of-10 Best in Class Awards for MichiganUMC.org. The website received a First Place Award for Website Visual Design and Website Content. Other awards included a First Place Award for the video, "One Cookie at a Time," and Second Place Awards for the video, "Miercoles de Ceniza – Ash Wednesday for All," Motion Graphics for Web, and for Benton Heisler's monthly blog post "Homewords Bound."

Mark Doyal was re-elected as Chairperson of the 360-member UMAC organization for 2019/2020. At Annual Conference, Mark was presented with the first-ever, EPIKOINONIA Excellence in Communication Ministry Award from United Methodist Communications. He represented UMAC during talks with UMCOM General Secretary Dan Krause and all UMCOM department heads to discuss the future of UMC communications, and with the General Council on the General Conference to propose General Conference 2020 communication protocols.

Mark A. Doyal, Director of Communications

MICHIGAN CONFERENCE TRUSTEES, BOARD OF

The combined conference board has been meeting as a singular unit on a quarterly basis since January 2019. The board has worked to unify both the list of conference-owned properties and the disposition procedures among other duties.

Last year's special general conference meeting (GC 2019) in February provided for a Disaffiliation Process from the United Methodist denomination. The subsequent Judicial Council ruling that each annual conference's board of trustees would establish the Terms and Conditions for the formal agreement necessitated focused meetings on this subject. We met with the affected areas (CFA, Board of Pensions and the bishop's office) for their input and advice. In June the full board convened with a single agenda item to finalize these Terms and Conditions. We then provided the formal Disaffiliation Agreement, an explanation piece re: same and FAQs to Mark Doyal to make available on the conference website. This was an exhaustive exercise.

There is an increasing pressure on our local churches to remain viable. This has resulted in a rising level of closures and the conference inventory is now at 13 properties with several more on the horizon. We are making a concerted effort to be good stewards in both preserving these assets and optimizing their disposition. The additional inventory is necessitating extra scheduled meetings to focus on these properties.

A disciplinary revelation (**¶2516**) came in the form of requiring the board's approval with any sale of camp properties regardless of where legal title is held (the MAUMC or conference). Due to this requirement we have become very involved with the MAUMC board in assessing market value, establishing sale criteria and providing advice. A collaborative working relationship is emerging to the benefit of all.

We will be examining whatever additional impact on our board as the ramifications of the May General Conference come into focus.

James LeBaron, Chair

MID-MICHIGAN DISTRICT

The vision of the Mid-Michigan District is ***to create the spaces and leaders through which God's hospitality and wholeness can thrive in communities!***"

We focus on:

- Engaging local churches in transformational, Christ-centered mission and ministry in their communities;
- Identifying, equipping, supporting and deploying Bold & Effective Leaders;
- Creating and partnering with processes that form Vibrant Congregations.

At the center of all of this is the primary effort to raise up and send forth Bold & Effective Leaders through our local churches, campus ministries and outreach ministries into our communities. Core activities have been:

Clergy Praxis days: Clergy of the Mid-Michigan District are invited to Praxis days, approximately four times per year. Guest presenters provide timely content focused on adding new skills and insights, then a time of dialogue focused on application in their specific charge contexts. Past topics have included: Leading Less-Anxiously in Anxious Times; Authentic Worship Design; Networking for adults working with children and youth. Approximately 2/3 of the clergy participate in any given Praxis day.

Laity Forums: focus areas: Congregational vibrancy; ministry innovation grants; Engage MI orientation; spiritual gifts; understanding General Conference and The United Methodist Church. 100 lay disciples from 35 congregations were involved in 2019.

Board of Missions grants: The board of mission rebranded itself under the Mid-Michigan District corporation as a resource to launch new initiatives in local churches that reach people who are not yet part of our faith communities. A legacy investment fund in the amount of \$500,000 has been established to support new initiatives. A team has been assembled to resource local churches in the creation of new initiatives. This team will inspire, coach, award funding and evaluate these projects. In 2019 we provided funds for a Celebrate Recovery program in Nashville Michigan. We are presently considering grants from St. Louis, Lansing First, and Williamston United Methodist churches.

Leadership Team grants: The District Leadership Team also oversees a fund generated through District Ministry Shares. In addition to the lay and clergy development gatherings, the Team supported campus ministries and two essential ministries with the poor in 2019. The MSU Wesley Foundation serves young adults in both MSU and Lansing Community College. South Lansing Ministries and the Maple Valley Center of Hope meet essential needs of low income families in their respective regions.

Communications efforts: Our communications in 2019 were designed to equip the leaders in our district with all the tools needed for bold & effective leadership in their unique settings. Pastors and laity from our region shared their own ministry successes and implementation tools on a wide range of topics: from food ministry to refugees to best practices for policies designed to keep kids and vulnerable adults safe.

Church Building and Location: This board ("BLOC") has had a reduced workload from the prior two years wherein eight properties were sold. The district has only the (former) Owosso-Burton property currently; however, we have worked with several other congregations in assessing their options. Further, there was only one congregation that underwent a 'Vitality Assessment Review' – the BLOC historically takes an active role in these assessments. We are seeing the potential for some further combinations and/or closures and will be working in close contact with the conference trustees should these come to fruition.

It has become apparent that with the increase in church-closures, the respective district BLOCs must take a more active role in the absorption of oversight tasks related to properties in their district. The Lansing/Mid-Michigan District has always handled the point-role with closed properties and will continue to partner with the Conference Board of Trustees in this manner.

Jerome R. DeVine, Mid-Michigan District Superintendent
Paul Hahm, District Leadership Team Chair
Nona Spackman, District Lay Leader

MIDWEST DISTRICT

The Midwest District has been intentional in fulfilling its mission statement which is Mission with Witness. We have several programs which are supported through Ministry Shares giving. These include Mission for Area People, North End and South End Community Ministries, Justice for Our Neighbors, and the Pa Wa Ting Native American Elders program.

In addition, the district office asks churches to support district giving projects throughout the year. This year there have been three. The first was an ask for churches to make and donate prayer shawls for persons in need. The shawls went to two area hospitals; Spectrum in Grand Rapids, and Mercy Health in Muskegon.

The district also celebrated our second Advent Mission invitation. There were two opportunities for giving. The first is to collect teddy bears to be given to the local fire and police stations for children who experience trauma, tragedy and loss. The second is the giving for our Native American Elders. This special program in our district hosts lunch twice weekly for Native Americans living in the Grand Rapids area. In addition to the meals, the program provides lectures, health screenings, and a time of worship at these gatherings. In September, all churches in the district were asked to knit or crochet hats for our Native American sisters and brothers. The response was overwhelming and included, not only hats, but also mittens, scarves and other winter wear. They were given to those who attended the Christmas party on December 19, 2019.

Our district looks forward to continuing to serve its members and churches in 2020.

Margie R. Crawford, Midwest District Superintendent

NORTHERN SKIES DISTRICT

With a spirit of adventure we have explored new ways of being in ministry on the Northern Skies District. In early 2019 the Michigan Conference's northern-most congregation, **Mohawk-Ameek**, foresaw closing as their only future. From out of a sense of inevitability grew an openness to explore Certified Lay Ministry as a way the church could be led effectively. While requiring greater responsibility on the part of the congregation and new patterns of leadership, Mohawk-Ameek not only succeeded in surviving, but is experiencing renewed vitality in attendance, life together, and engagement in the Keweenaw region.

On the eastern end of the district, **God's Country Cooperative Parish (GCCP)** celebrated the dedication of the Audrey Dunlap Ministry Center. For many years Rev. Audrey Dunlap served among the churches of the cooperative and was instrumental in its founding. Her passion for ministry in the Newberry area continues with the GCCP's purchase of the former Pentland Elementary School and its subsequent conversion to a centralized ministry center. The center serves the local community, as well as being the mission site from which numerous Volunteer in Mission (VIM) teams are deployed. Through the intentional focus of the GCCP Board on best practices and regional partnerships, a new bold chapter in the life of God's County Cooperative Parish is being realized.

Lastly, bonds connecting the pastors and families of the district were strengthened in gathering at the district parsonage (following district conference) to enjoy an open house. Given our geographical size, gathering is always a challenge but this proved the opportunity to gather and was enjoyed by all. The afternoon culminated in a hike up Marquette Mountain for the most adventurous.

Scott A. Harmon, Northern Skies District Superintendent

NORTHERN WATERS DISTRICT

2018-2019 was a year of transition for the Northern Waters District. Our year included saying farewell to District Superintendent Anita Hahn who faithfully served for 8 years. Incoming District Superintendent Jodie Flessner began her term with a "Whirlwind Tour" of the 77 churches of the Northern Waters District. As she logged 1,500 miles across 20 counties, these meet and greets were posted on Facebook. It was exciting to see several churches reclaiming and renovating buildings in their communities. The once vacant storefronts are now offer youth programming and community gathering space. Many churches are also partnering with local schools, especially in providing food for hungry kids after school and on weekends. The district held a Super Saturday leadership training event in February and has followed up with monthly sessions starting in June. Our Peace with Justice Team has also been active, partnering with groups like Justice for Our Neighbors. We also granted New Mission and Ministry funds to local churches for emerging ministries like Bike & Book Bash, tech upgrades, Celebrate Recovery, and mission trips.

Jodie Flessner, Northern Waters District Superintendent
Denny Olin, Northern Waters District Lay Leader

BOARD OF ORDAINED MINISTRY

The Michigan Board of Ordained Ministry (BOM) continues to stretch into its new identity, as the second year of the Michigan Conference comes to a close. Meetings of the 48-member board always center around worship, affirmation of our identity as the professional credentialing body of the conference, and teambuilding. All of these enable us to grow ever more comfortable in speaking truth in love to one another in our work of critical decision-making. The year included a 24-hour fall retreat at Lake Louise, with guests from the Division on Religion and Race leading us in cultural competency training. The year continued with two five-day interview weeks to consider candidates for commissioned and ordained ministries, taking place at Lake Huron Retreat Center and St. Francis Retreat Center in DeWitt. The updating of policies and procedures is on-going work, which this year included a clear statement of the board's intent to not consider sexuality or gender identity in deliberations on readiness and effectiveness in professional ministry. The board has been blessed to continue to receive candidates for ministry who are gifted, called and excited to be in ministry in The United Methodist Church, even as we continue to wrestle with, and envision, what the church will look like in the future.

The board has been blessed to be in creative partnership with Jennifer Browne, Director of Clergy Excellence and her Executive Assistant, Debbie Stevenson. Along with BOM Administrative Assistant, Cheryl Poole, this professional team has helped the critical development of structures and systems to support a busy BOM. The addition of this director level between the BOM and the bishop has huge potential to increase the responsiveness, accuracy and effectiveness of the work of the board in relationship to the cabinet. We are grateful for another year of fall training events for the district committees on ministry and the cabinet, hosted by the BOM. These, coupled with meetings of the cabinet and executive committee of the board have helped us know each other better, understand our respective roles, and work with deepened trust.

On behalf of the board, I offer my thanks to those moving on to other positions or to other ministries outside of the Board of Ordained Ministry. As of this writing, I know that Billie Lou Gillespie, Laurie Dahlman, Sherri Swanson, Tim Ziegler, Jennifer Jue, Wes Brun, Jan Brown, Cathy Hazen, and Anthony Hood will be leaving us in 2020 with marks of outstanding ministry left behind and with our deep gratitude. As I conclude my term as chair, and close my own time on the board, I am grateful for the hard work, the relationships built, and the integrity of all who have helped us develop a strong body of those responsible for professional credentialing within our conference.

I close by offering my deepest gratitude for the candidates who keep coming, responding to the Call of God in the midst of uncertain times in our denomination. I leave with the prayer that all of us called to professional ministry will continue to serve the living Christ in ways that bring hope and healing to our fractured world.

Laura Speiran, Chair

ORDER OF DEACONS

Deacons are ordained to word, service, compassion and justice and are charged with connecting the Church and the world. We all do it differently. Some are Christian educators, some musicians, and some concentrate their time in the area of pastoral care while others lead in service. Some of us work within the Church and others work beyond the Church in the community. We all gather together in February and again at Annual Conference to share our stories and best practices in our areas of expertise.

As we continue to seek those called to the Order of Deacon, some things coming for 2020 are: an increased presence throughout Michigan as deacons themselves serve within the community, deacons visiting other congregations, when asked, to assist with Communion and provide an example of one way to answer the call to ordained ministry, and a newly designed Michigan deacon website so that others can see what we do and potentially find a place for themselves within the order.

Deacons continue to offer themselves as servant leaders within the Church and beyond in the name of Christ.

Sue Pethoud, Chair

OFFICE OF CLERGY EXCELLENCE

The completion of renovations to Suite 210 of Conference Center North this past spring means that the Office of Clergy Excellence now has an actual office shared by the Director and Executive Assistant, making our work much easier to accomplish.

Much of that work relates to the Board of Ordained Ministry (BOM) in administrative ways: communicating, facilitating, tracking, printing, organizing, updating and posting forms and information, researching and answering questions, maintaining files, etc. Executive Assistant Debbie Stevenson and BOM Administrative

Assistant Cheryl Poole juggle many tasks, all in an effort to support the BOM as it recruits, trains and credentials our clergy leaders.

Debbie and Director of Clergy Excellence Jennifer Browne help to prepare, attend, and follow up after the BOM's meetings as well as the biannual Candidacy Summits for those who are discerning God's call to leadership in the church, and the biannual Interview Weeks for those following God's call to commissioned and ordained ministry. Jennie works with BOM officers and committees in several ongoing projects, many of which have to do with clergy assessment, evaluation, and continuing education. Both of them also work alongside the BOM during Annual Conference season, preparing materials for Clergy Session, and for the clergy-related events that occur during Annual Conference.

Our nine District Committees on Ministry (dCOMs) are extensions of the BOM, functioning as the "boots on the ground" in relationship to clergy candidates and Licensed Local Pastors. Training, resourcing, and meeting with the dCOMs has been a focus of the Office of Clergy Excellence for the last 18 months. The re-drawing of district lines that was part of the creation of the Michigan Conference and the establishing of new policies and procedures for the clergy credentialing process at all levels meant that we were building the airplane as we flew it. Each of the last two falls, Jennie has made a round of visits with all of the dCOMs to ensure that we're flying in the same direction. These visits, when added to the board's annual dCOM training sessions, have created consistency among the districts, a more transparent and comprehensible process for the candidates, and made it easier to explain and publicize that process.

The role of the Director of Clergy Excellence is that of a communication bridge-builder: internally, between parts of the conference, and externally, with other conferences, General Church boards and personnel, and other United Methodist and non-United Methodist church leaders around the United States. Our connectional system facilitates mutual sharing and learning among conferences in a way that helps us all to be at our best. Learning from experienced General Church personnel has been especially helpful in our efforts to build systems that recruit, train, and support excellent church leaders.

Some of the work of the OCE does not relate directly to the BOM: the creation of three opportunities for clergy leaders to talk with Bishop David Bard prior to GC 2019; the facilitation of two clergy support groups; co-leader a year-long class for clergy and laity interested in learning about themselves in order to become better leaders. Plans for three "Courage to Lead" clergy retreats have been finalized for 2020. Whether these and similar efforts will be able to grow in 2020 or even continue in 2021 will, of course, depend on our conference's financial situation.

Lastly, as Director of Clergy Excellence, Jennie has preached and taught at several local churches including Wyoming Park, Caledonia, Muskegon: Central, Eaton Rapids, and Grand Rapids First United Methodist Church. She offered the message at the service marking the completion of License to Preach School and was honored to be one of the 2019 Annual Conference preachers.

Jennifer Browne, Director of Clergy Excellence

BOARD OF PENSION AND HEALTH BENEFITS (CBOPHB)

I. MICHIGAN CONFERENCE BENEFITS

Still in its initial stages of existence, the Michigan Conference is able to provide a strong and valuable ministry of caring through its benefits programs.

Benefits Ministry Shares

Benefits Ministry Shares are billed monthly to every local church to fund current conference retirement and welfare plan liabilities as well as all ministries through the Conference Board of Pension & Health Benefits/Benefits Office. The amount of the Benefits Ministry Shares is calculated using a fixed percentage of each church's clergy compensation. The percentage will be determined on an annual basis and adjusted to reflect appointments of half time or less, retiree appointments, or district superintendent assignments.

Health Care

The CBOPHB reaffirms its commitment to providing a comprehensive, sustainable group health care plan for actives and retirees while constantly assessing the financial realities required by all. Health insurance expenses are billed monthly.

II. PRIOR YEAR BENEFITS-RELATED BALANCES

Billings generated by the CBOPHB are directly associated with current liabilities for clergy/employee benefits or deferred compensation. Any payments not reimbursed to the CBOPHB by the local church or other agencies, by default, are absorbed by the CBOPHB and ultimately the annual conference for the expenses incurred. Therefore, permanent records of outstanding balances for retirement plan contributions, welfare plan premiums and health care expenses are kept on file by the CBOPHB with the intention to recover the balances in the future.

The following list includes the balances on record as of February 13, 2020. Payments subsequently remitted in 2019 may not be reflected in the totals below but may be confirmed with the Benefits Office.

If left unaddressed, these balances must become part of a local church's financial plan when a local church considers building expansion, merger, separation, or closure. Please contact the Director of Conference Benefits & HR Services for further details or to discuss payment options for prior year balances.

Outstanding Prior Year Benefits-Related Balances					
	Church Name	Pension/Disability	Health	Total	% of total balances
Northern Skies District					
31001	Algonquin	532	0	532	
31007	Crystal Falls Christ	4,751	0	4,751	
31012	Ewen	192	0	192	
31021	Houghton Grace	596	0	596	
31022	Hulbert Tahquamenon	100	0	100	
31034	Michigamme Woodland	2,155	0	2,155	
31037	Negaunee Mitchell	572	0	572	
31041	Painesdale	770	0	770	
31045	Republic	462	0	462	
	NS District Total	10,130	0	10,130	0.68%
Northern Waters District					
32010	Bear Lake	2,962	4,242	7,204	
32012	Boyne City	3,211	19,508	22,719	
32015	Cadillac	951	0	951	
32019	Charleviox Greensky Hill	11,943	11,427	23,370	
32020	Chase:Barton	246	0	246	
32026	Evart	0	17,659	17,659	
32029	Free Soil-Fountain	780	0	780	
32034	Harbor Springs	10,822	9,693	20,515	
32040	Indian River	2,047	7,971	10,018	
32044	Kewadin: Indian Mission	900	0	900	
32045	Kingsley	1,988	30,233	32,221	
32046	Lake Ann	7,235	0	7,235	
32058	Mesick	617	10,539	11,156	
32061	Northport: Indian Mission	1,171	0	1,171	
32062	Norwood	240	0	240	
32064	Onaway	608	0	608	
32068	Roscommon	600	0	600	
32070	Sears	1,773	0	1,773	
32075	Traverse City: Mosaic	0	12,633	12,633	
	NW District Total	48,094	123,905	171,999	11.57%

Central Bay District					
33003	Arenac County: Christ	2,441	0	2,441	
33004	Auburn	1,292	0	1,292	
33009	Birch Run	346	0	346	
33010	Blanchard-Pine River	158	0	158	
33013	Caseville	1,104	0	1,104	
33018	Coomer	100	0	100	
33021	Elkton	4,781	0	4,781	
33047	Millington	650	0	650	
33049	Mt Pleasant: Chippewa	240	0	240	
33059	Pinconning	2,798	0	2,798	
33060	Pinnebog	2,658	0	2,658	
33061	Port Austin	0	4,110	4,110	
33066	Saginaw Ames	648	0	648	
33069	Saginaw New Heart	490	0	490	
33076	Standish	11,260	6,285	17,545	
33086	Wilber	551	0	551	
	CB District Total	29,517	10,395	39,912	2.68%
Midwest District					
34004	Barryton: Faith	200	0	200	
34010	Bradley: Indian Mission	3,269	0	3,269	
34033	GR La Nueva Esperanza	417	57,259	57,676	
34050	Kent City Chapel Hill	6,245	21,332	27,577	
34054	Lowell First	2,607	0	2,607	
34056	Lyons-Muir	1,650	0	1,650	
34064	Muskegon Crestwood	772	2,510	3,282	
34067	Newaygo	8,787	3,125	11,912	
34074	Ravenna	5,265	0	5,265	
34077	Salem Indian Mission	9,248	3,135	12,383	
34079	Shelby	6,935	37,565	44,500	
	MW District Total	45,395	124,926	170,321	11.46%
Mid-Michigan District					
35010	Carland	2,838	0	2,838	
35015	Corunna	20,899	0	20,899	
35023	Elsie	1,125	0	1,125	
35055	Millville	1,385	0	1,385	
35068	Pittsburg	8,120	0	8,120	
35075	Shepardsville	605	0	605	
35081	Vernon	5,765	0	5,765	
35082	Wacousta Community	0	11,319	11,319	
	MM District Total	40,845	11,319	52,164	3.51%
East Winds District					
36008	Buel	1,842	0	1,842	
36009	Burton Christ	12,601	0	12,601	
36010	Byron: First	273	0	273	
36022	Dryden	486	0	486	
36027	Flint: Asbury	4,285	0	4,285	
36029	Flint Bristol	2,681	0	2,681	
36031	Flint Charity	33,003	0	33,003	

36044	Harbor Beach	1,756	0	1,756	
36045	Holly: Calvary	1,611	0	1,611	
36047	Imlay City	7,514	0	7,514	
36048	Jeddo	0	3,899	3,899	
36054	Leonard	1,381	0	1,381	
36060	Melvin	635	0	635	
36064	Mt Morris First	4,446	45,821	50,267	
36078	Richmond First	6,342	0	6,342	
36080	Saint Clair First	3,090	0	3,090	
36094	West Vienna	598	0	598	
36096	Yale	1,480	0	1,480	
	EW District Total	84,024	49,720	133,744	9.00%
Greater Southwest District					
37006	Bangor Simpson	2,833	10,287	13,120	
37010	Battle Creek: Christ	0	15,292	15,292	
37012	Battle Creek: First	2,868	1,003	3,871	
37019	Berrien Springs	324	0	324	
37026	Burr Oak	175	0	175	
37055	Kalamazoo: Sunnyside	8,028	0	8,028	
37059	Lawrence	4,821	28,979	33,800	
37061	Marcellus	230	0	230	
37073	Oshtemo LifeSpring	7,709	15,179	22,888	
37077	Paw Paw	2,813	63,037	65,850	
37080	Pokagon	1,297	0	1,297	
37086	Scottdale	300	0	300	
37091	South Haven: First	613	0	613	
37101	Union City	0	14,343	14,343	
	GS District Total	32,011	148,120	180,131	12.12%
Heritage District					
38003	Allen	80	0	80	
38004	Ann Arbor Calvary	1,536	0	1,536	
38006	Ann Arbor Korean	94,806	0	94,806	
38010	Blissfield: Emmanuel	229	0	229	
38013	Britton Grace	0	8,769	8,769	
38014	Calhoun County: Homer	97	0	97	
38024	Deerfield	3,854	0	3,854	
38029	Erie	5,415	0	5,415	
38034	Hartland	950	0	950	
38052	London	1,294	0	1,294	
38053	Lulu	564	0	564	
38057	Manchester: Sharon	592	0	592	
38066	Morenci	12,889	14,005	26,894	
38076	Pickney: Arise	7,482	0	7,482	
38077	Pleasant Lake	517	0	517	
38085	Samaria Grace	8,031	0	8,031	
38090	Springville	1,155	0	1,155	
38096	Wellsville	1,640	0	1,640	
38102	Ypsilanti St Matthew	275	0	275	
	HT District Total	141,406	22,774	164,180	11.04%

Greater Detroit District					
39010	Detroit Calvary	33,643	0	33,643	
39011	Detroit Cass Community	45,862	0	45,862	
39012	Detroit Central	2,208	0	2,208	
39013	Centro Familiar Cristiano	8,825	9,210	18,035	
39014	Detroit Conant Avenue	18,423	0	18,423	
39015	Detroit Ford Memorial	4,534	0	4,534	
39017	Detroit Mt Hope	33,555	0	33,555	
39018	Detroit Peoples	36,853	45,556	82,409	
39019	Detroit Resurrection	16,128	0	16,128	
39020	Detroit Scott Memorial	750	0	750	
39021	Detroit Second Grace	6,743	0	6,743	
39022	Detroit St Paul	30,991	20,380	51,371	
39023	Detroit St Timothy	14,919	10,557	25,476	
39034	Garden City	4,276	0	4,276	
39036	Harper Woods	565	0	565	
39040	Livonia Newburg	828	0	828	
39043	Madison Heights	3,742	0	3,742	
39047	Mt Vernon	234	0	234	
39051	Pontiac Grace & Peace	1,935	17,439	19,374	
39052	Pontiac St John	1,400	0	1,400	
39053	Redford Aldersgate	2,341	0	2,341	
39054	Redford New Beginnings	5,306	0	5,306	
39061	Southfield Hope	21,645	0	21,645	
39072	Waterford Four Towns	15,207	0	15,207	
39076	Westland St James	29,618	0	29,618	
	GD District Total	340,531	103,142	443,673	29.85%
Closed Churches					
	Melvindale New Hope	3,087	12,501	15,588	
	Flint Eastwood	17,997	0	17,997	
	Flint Faith	36,705	0	36,705	
	Flint Lincoln Park	962	0	962	
	Argentine	3,915	0	3,915	
	Bennington	535	0	535	
	Ruby	1,365	0	1,365	
	Poseyville	546	0	546	
	Lakeville	1,382	0	1,382	
	Shelby Twp New Hope	2,949	0	2,949	
	Litchfield	751	3,940	4,691	
	Mulliken	8,750	0	8,750	
	Port Huron Washington	4,241	0	4,241	
	Saginaw State Street	2,773	4,325	7,098	
	Whitmore Lake Wesley	6,467	0	6,467	
	Dearborn Hts Stephens	5,556	1,517	7,073	
	Closed Churches Total	97,981	22,283	120,264	8.09%
Michigan Conference totals		869,934	616,584	1,486,518	

III. STEPS TO RETIREMENT

The following information should be examined by anyone contemplating retirement within the next 10 years.

1. Review the *2016 Book of Discipline of The United Methodist Church*, ¶357, pertaining to retirement.
2. Attend a pre-retirement seminar within 10 years of retirement.
3. Confirm your service record with Wespath Benefits & Investments to assure that it is accurate. This is especially important with respect to pre-1982 service and the post-2006 Clergy Retirement Security Program (CRSP) Plans since these benefits are calculated based upon years of service. Often it takes significant time to correct a special situation or service record error.
4. Confirm your Social Security record to be certain that all payments have been properly credited. The Social Security Administration is not required to correct errors over 3 years old.
5. Notify in writing the following persons by January 1 for the following year's July retirement season:
 - A. Resident Bishop
 - B. Your district superintendent
 - C. Rev. Don Emmert, Director of Conference Benefits & HR
 - D. Rev. Mark Erbes, Chairperson of Committee on Conference Relations of the Board of Ordained Ministry (BOM)
6. Once your intention to retire is confirmed in writing by the Office of the Bishop, the Benefits Office notifies Wespath Benefits & Investments and materials are sent directly to the participant from Wespath detailing retirement plan payment options. A pension projection is available anytime through the Wespath at 800-851-2201 or www.wespath.org (Benefits Access).
7. Review and update all beneficiary designations on your Retirement and Welfare Accounts at Wespath Benefits & Investments.
8. **Health Insurance**
 - A. Review the conference eligibility and cost sharing requirements for health care coverage in retirement. It is the subscriber's responsibility to understand the specific rules relating to eligibility for coverage in retirement prior to the subscriber's retirement date.
 - B. If you are retiring at age 65 or older, you are eligible for Medicare. You (and your spouse if Medicare eligible) must enroll in Medicare Part A and Part B effective the date of your retirement to qualify for the Conference Retiree Group Coverage. If you opted out of Social Security, you must arrange to purchase Medicare Benefits in order to be eligible for coverage under the Conference Retiree Group Coverage. Send photocopies of Medicare cards for you and your spouse to the Conference Benefits Office as soon as they become available. This is essential in order to coordinate health care coverage and avoid lengthy delays and/or denials of medical claims.
 - C. If you are retiring earlier than age 65, you (and your spouse) must enroll in Medicare Part A and Part B when reaching age 65 in order to continue health coverage through the conference. Send photocopies of Medicare cards for you and your spouse to the Conference Benefits Office as soon as they become available. This is essential in order to coordinate health care coverage and avoid lengthy delays and/or denials of medical claims.

IV. CONFERENCE HEALTH CARE POLICIES

Introduction: This section describes the provisions and requirements of the Michigan Conference group health care plans. All available benefits are at all times subject to and may be limited, denied, or terminated based on applicable underwriting provisions, contract terms, eligibility rules, and premium payment requirements. All required submissions, underwriting, and payments must be remitted in a timely manner. ***It is the subscriber's responsibility to understand the specific rules relating to eligibility for coverage both while active and in retirement. Questions may be directed to the Conference Benefits Office or submitted in writing to the Conference Board of Pension & Health Benefits. Do not rely on verbal responses to questions raised in informational meetings or provided by representatives other than the Board of Pension & Health Benefits.***

In the event any of the health policy provisions need to be interpreted, the Committee on Health Benefits is authorized to make any needed interpretation. This will be considered final unless appealed to the full Michigan Conference Board of Pension & Health Benefits, which will have the final authority to decide any issue. In the event of any dispute or disagreement by a participant, the Committee on Health Benefits is

authorized to negotiate and settle the matter subject to the terms and conditions of the underwriter of the coverage and review by the Board of Pension & Health Benefits.

ACTIVE GROUP HEALTH CARE PLAN

Enrollment/Effective Date of Coverage: Health Care eligibility begins the first day of a new appointment/hire, change in appointment/employment status, or a life-qualifying event (i.e. loss of other health coverage), provided all required submissions, underwriting, and payments have been remitted in a timely manner. All available benefits are at all times subject to and may be limited, denied, or terminated based on applicable underwriting provisions, contract terms, eligibility rules, and premium payment requirements. It is the responsibility of the subscriber to submit enrollment forms within the required timeframe. ***If the enrollment process is not completed within 30 days of eligibility, the subscriber must wait until the next open enrollment period.***

Eligible Subscribers: Active Plan eligible classes include the following:

(Full-time for health coverage eligibility is defined as regularly working at least 30 hours per week)

1. Full-time Clergy (Ordained Clergy and Local Pastors) under Episcopal appointment with the Michigan Conference as the responsible agency for providing benefits.
2. Full-time Lay Employees of the Michigan Conference and its approved, related agencies.
3. Full-time Lay Employees of a local church (including district superintendent assignments) until the employee turns age 65 provided the local church lay employee policy offers health care to all eligible full-time lay employees. All conference eligibility requirements must be observed. The local church is the responsible agency for all lay employee health insurance premiums. Premium-sharing schedules may be determined by local church employee policies, but must meet employee affordability requirements as defined by the Affordable Care Act (ACA).
4. Clergy and Conference/Related Agency Lay Employees on Medical Leave receiving disability benefits, provided the subscriber was enrolled in the Michigan Conference Group Active Health Care Plan at the time they were granted Medical leave.
 - a. The subscriber must enroll in Medicare Part A and Part B at the date of first eligibility.
 - b. The subscriber is responsible for submitting a copy of the subscriber's Medicare card to the Conference Benefits Office at the time of Medicare enrollment to assure the proper coordination of benefits.
5. Dependents of deceased Clergy and Conference/Related Agency Lay Employee subscribers provided the dependents were enrolled in the group active health care plan at the time of the subscriber's death.
 - a. Dependents of a retired subscriber will continue health coverage under the same eligibility and funding provisions as the subscriber.
 - b. A surviving spouse that remarries will continue to receive the health care benefit. However, the new spouse is not eligible for coverage.
6. Enrolled dependents of deceased Local Church employee subscribers as allowable by the health care plan if continued coverage is a provision of the local church employee policy, and if the local church maintains responsibility for the health insurance premiums.

Eligible Dependents:

1. Spouse.
2. Children and Legal Dependents under age 26.
3. Qualifying Adult Children with disabilities. (Per insurance regulations, Adult Children with disabilities may not continue on the conference plan after the subscriber is deceased.)

Changes in Eligibility: All changes in appointment, employee, or family status that affect eligibility in health coverage must be submitted within 30 days of the date the change occurs, otherwise loss, lapses, or gaps in coverage may occur. Subscribers are responsible for providing family status changes (including marriages, births, adoptions, legal guardianships) in writing to the Conference Benefits Office. A delay in notification could mean a delay or denial of coverage until the next open enrollment period.

Working Aged 65: Active Clergy under eligible Michigan Conference Appointment and Conference Lay Employees in Conference/Related Agency employment retain eligibility status in the conference active group health care plan.

1. The conference active group plan continues to be the subscriber's primary coverage.
2. Subscribers and dependents must enroll in Medicare Part A at the time they turn age 65, but are not required to enroll in Medicare Part B until the effective date of the subscriber's retirement.

3. The subscriber is responsible for submitting a copy of the subscriber/dependent Medicare card to the Conference Benefits Officer at the time of Medicare enrollment to assure the proper coordination of benefits.

Funding of Active Health Care Policies:

1. Active Clergy and Conference/Related Agency Employees: Health insurance premiums are shared by the salary-paying unit (Michigan Conference, Conference Related Agency, or Local Church) and the subscriber according to the contribution schedule as established by the Conference Board of Pension & Health Benefits action.
2. Disabled Clergy and Conference/Related Agency Employees: Health insurance premiums are paid by the Michigan Conference to the extent established by CBOPHB action.
3. Dependents of deceased Clergy and Conference/Related Agency Lay Employee subscribers: Health insurance premiums are paid by the Michigan Conference to the extent established by CBOPHB action.

Termination:

1. A subscriber may voluntarily terminate a subscriber's health insurance policy by submitting a request in writing to the Conference Benefits Office.
2. Health insurance policies are terminated the date of a subscriber's termination from an eligible Clergy Appointment or Conference/Related Agency employment.
 - a. Coverage for terminated employees cannot be extended since COBRA coverage is not offered through the Michigan Conference.
 - b. Under special provisions of the CBOPHB, a policy will be extended for up to one year for a clergyperson appointed to an eligible leave of absence status. Eligible leaves of absence include Medical Leave and Sabbatical Leave only.
3. Health Insurance policies for a local church employee are terminated effective:
 - a. The termination date of local church employment. Coverage cannot be extended since COBRA coverage is not offered through the Michigan Conference.
 - b. The first of the month in which the subscriber turns age 65.
4. Health Insurance policies will be terminated for non-payment of premiums according to the following schedule:
 - a. Policy may be terminated at six months in arrears.
 - b. In a delinquency situation involving a clergyperson appointed to a local church, a repayment plan must be submitted to and approved by the Executive Committee of The Board of Pension & Health Benefits to extend coverage past the six-month period.
 - c. A terminated policy may be reinstated within 30 days of termination if the outstanding balance has been remitted in full.

Waiver of Coverage:

1. ***Mandatory Enrollment:*** The active group health care plan is generally a mandatory plan for all eligible appointed clergy. Appointed clergy may waive coverage if they have alternate health care coverage given any of the following situations:
 - a. Spouse's plan
 - b. Military plan
 - c. Former employer plan
 - d. Medicaid plan
2. Enrollment of eligible dependents is optional as determined by the subscriber.
3. Eligible Clergy and Conference/Related Agency Lay Employees that waive conference health care coverage must have a Waiver of Coverage form on file in the Michigan Conference Benefits Office.
4. Persons waiving coverage have opportunity to enroll themselves and eligible dependents in the conference health care plan annually during open enrollment or at the time of a life-qualifying event.

RETIREE GROUP HEALTH CARE PLAN

Introduction:

This section describes the provisions and requirements of the Michigan Conference retiree group health care plan. All available benefits are at all times subject to and may be limited, denied, or terminated based on applicable underwriting provisions, contract terms, eligibility rules, and premium payment requirements. All required submissions, underwriting, and payments must be remitted in a timely manner. ***It is the subscriber's responsibility to understand the specific rules relating to eligibility for coverage in retirement prior to the subscriber's retirement date. Questions may be directed to the Conference Benefits Office or submitted in writing to the Board of Pension & Health Benefits. Do not rely on***

verbal responses to questions raised in informational meetings or provided by representatives other than the Board of Pension & Health Benefits.

It is crucial that clergy who have served appointments during their career in Extension Ministries or another Annual Conference are knowledgeable regarding years of service credit, coverage, and cost sharing in order to effectively plan for retirement.

Eligibility and Cost Sharing:

1. Grand-parented populations have been established for clergy members/conference employees of the former Detroit and West Michigan Conferences for all current retirees and all active participants who are eligible to retire by January 1, 2024. "Eligible to Retire" refers to the definitions as defined by the *2016 Book of Discipline of The United Methodist Church*.
2. Grand-parented populations will follow the provisions of their respective former conference that were in place December 31, 2018 in determining post-retirement eligibility and cost sharing. Individuals may contact the Conference Benefits Office to confirm eligibility and specific cost sharing at the time of retirement.
3. Post-retirement health care eligibility and cost sharing for participants not included in either grand-parented population will be determined per the health care policy when final provisions are established by the CBOPHB.

Termination:

1. A subscriber may terminate their health insurance policy during retirement at any time. However, the termination is nonrevocable and a subscriber cannot re-enroll at a future date.
2. The health insurance policy of a retired ordained minister whose clergy membership is terminated with the Michigan Conference for any reason will be terminated the effective date of the termination of the subscriber's clergy membership.
3. Health insurance policies will be terminated for non-payment of premiums according to the following schedule:
Policy may be terminated at six months in arrears.
 - a. A terminated policy may be reinstated within 30 days of termination if the outstanding balance has been remitted in full.
 - b. Since termination of a retiree policy is permanent following the 30-day window for reinstatement, subscribers in a delinquency situation are strongly encouraged to initiate communication with the Executive Committee of The Board of Pension & Health Benefits to negotiate a realistic repayment schedule prior to the date of termination.

The Michigan Conference Board of Pension & Health Benefits
Rev. Dr. Steven J. Buck, President
Rev. Donald J. Emmert, Director of Conference Benefits & HR

**PROTECTION POLICY IMPLEMENTATION TEAM
(aka MICHIGAN CONFERENCE PROTECTION POLICY TEAM (MiC PPT))**

2019 was an exciting and challenging year. The conference made the decision to contract with Safe Gatherings to handle the screening of employees and volunteers serving in the conference and districts. The effect on MiC PPT was to eliminate our obligation for training and screening all volunteers for conference and district events involving children, youth and vulnerable adults. This meant no need for our team spending several hours following our monthly meetings reviewing files of persons trained and seeking authorization. As in all changes there were some feelings of losing control of a process which had been MiC PPT responsibility for years. We were very careful to ask questions and evaluate their training program and their approval process.

On the positive side this made it possible for MiC PPT to meet by Zoom, for our monthly meetings. Most of our members have a long distance to drive to the conference offices. We have expanded our team to include those living on both sides of the state.

Another positive is that we are concentrating on helping local churches develop their policy and train their volunteers. There is a template on the Michigan Conference website, under Resources | Conference Administration – <https://michiganumc.org/resources/conference-administration/protection-policy/> – that offers an outline of a church policy. Our next step is to offer a training outline for local church leaders to use to train those serving in the local churches.

We realize that the challenge is to reach every church with offers of help and encouragement to have their Protection Policy and trained volunteers. That will be our challenge in 2020.

Team members: Phyllis Hart, Mike Darby, Marguerite Zawisiak, Ruth Sutton, Dan Colthorp, Beth Pelkey, Kathy Pittenger, Conference Children's Initiatives Coordinator, Aritha Davis, Administrative Assistant, and Judy Herriff, Facilitator.

Judy Herriff, Facilitator

THEOLOGICAL SCHOOLS



BOSTON UNIVERSITY SCHOOL OF THEOLOGY – Boston, Massachusetts – www.bu.edu/sth/

Dear Colleagues in Ministry:

I am grateful to have one last opportunity to thank you for your moral, prayerful, and material support of the Boston University School of Theology (BUSTH), and also to highlight the promising future of the School as a new Dean joins our stellar faculty, staff, and students in summer 2020 to carry on the mission of the School in partnership with all of you.

BREAKING NEWS:

- **Students:** We continue to increase and celebrate diversity in our student body, creating opportunities for in-depth exchanges and a rich community life.
- **Faculty:** We welcomed two faculty this year: **Filipe Maia** as Assistant Professor of Theology, and **Luis Menéndez-Antuña** as Assistant Professor of New Testament. Both are extraordinary teachers who delight in working with students.
- **Scholarships:** We continue to offer free tuition to UMC registered candidates for ordained ministry, and to build student scholarships and housing as key priorities. BUSTH also offers leadership fellowships to support students in ethnic, gender, and sexuality studies: Raíces Latinas, Sacred Worth, Howard Thurman, Indigenous Studies, Korean Studies, Women in Leadership, and African Studies.
- **Two new Programs: Faith and Ecological Justice (FEJ) and Raíces Latinas Program in Theology, Leadership, and Research (RL).** FEJ leads programs to build ecological awareness, theological research, church collaborations, and community activism in ecological justice. RL sponsors programs to expand Latin American and Latinx theological study and research, and to enhance the leadership of students, young people, and leaders in Latino/Latina communities.
- **Online Lifelong Learning:** We have launched an exciting new program, offering online mini-courses, workshops, and reading groups for professional and spiritual enrichment.
- **Theology and the Arts Initiatives:** Exhibits highlight sacred spaces in Boston; wilderness photography; a 1619 visual lament of 400+ years of slavery; voices and faces of Colombia; and paintings of a gay man struggling with the church.
- **Campaign:** Our BUSTH development campaign concluded with the raising of \$29.4 million to support students, faculty, and vital programs.
- **Website and Viewbook:** Check out our new BUSTH website (www.bu.edu/sth) and Viewbook.

PARTNERING FOR MINISTRY AND TRANSFORMATION:

- **Creative Callings:** In partnership with local churches, we seek to create “a culture of call.”
- **Engagement with the UMC:** Many of our students are delegates, volunteers, and singers in General Conference 2020.
- **Continuing Scholar Program:** BUSTH courses are open to alums and local clergy for small lifelong learning fees.
- **Doctor of Ministry:** The DMin in Transformational Leadership flourishes with lively student cohorts that are broadly ecumenical, culturally diverse, and global. The model includes intensives, online courses, and faculty mentoring.

- **Religion and Conflict Transformation Clinic:** The Clinic provides internships in local churches and organizations that foster just peacebuilding.
- **Travel seminars:** Immersion journeys open worlds to students in the borderlands of Arizona and Mexico, Cuba, Peru, Israel-Palestine, Civil Rights landmarks, and centers for ecological-spiritual renewal.
- **Ecumenical partnerships:** We now have four denominational Communities of Learning: Wesleyan/Methodist, Episcopal/Anglican, United Church of Christ, and Unitarian Universalist.
- **Partnership with Hebrew College:** Together we are able to enrich interreligious learning through joint courses and public events, and also co-sponsor *The Journal of Interreligious Studies* and the *State of Formation* for emerging leaders.

TAKING ACTION GLOBALLY AND LOCALLY:

- **Campus action:** Work to improve accessibility and sustainability. BUSTH is the first certified Green School in BU and is active in the Green Seminary Initiative. We have also been named as one of the “Seminaries that Change the World.”
- **Internships in global service and peacemaking:** Students participate in apprenticeship ministries across the world.

COMMITMENT TO JUSTICE:

- Faculty and students have been active in UMCOR efforts to support victims of hurricanes and fires, and in collaborative services to support people suffering the consequences of immigration practices, disability inequities, or racial violence.
- In Town Hall meetings, the community has deep conversations on issues that divide, seeking to develop capacities for relating across difference and to create a community based on the dignity of all.

BUSTH looks to the future. We celebrate transformational leaders of the United Methodist Church, who love with their whole hearts and follow Jesus Christ with their whole lives. Your legacy and witness give us hope and courage for the future.

Mary Elizabeth Moore, Dean



EMORY

CANDLER
SCHOOL OF
THEOLOGY

CANDLER SCHOOL OF THEOLOGY – Atlanta, Georgia – www.candler.emory.edu

Since our founding in 1914, **Candler School of Theology at Emory University** has educated more than 10,000 students, shaping thoughtful, principled, and courageous leaders who are dedicated to transforming the world in the name of Jesus Christ.

This is especially important to note amid the current shifts in our denomination. It is an honor and a privilege for Candler to be one of 13 official seminaries of The United Methodist Church. Yet true to the Methodist tradition of ecumenical openness, Candler has enthusiastically welcomed the entire Wesleyan family to our community for generations. Faculty, staff, and students from the AME Church, the AMEZ Church, the CME Church, Free Methodists, Nazarenes, and others have worked, worshiped, learned, and prayed alongside United Methodists, and have been a vital part of shaping Candler and our mission. This diversity has been a wonderful gift and a rich blessing. As we move forward, we will continue to invite and welcome those from all expressions of the Wesleyan tradition. Indeed, we will continue to welcome all those who follow Jesus Christ.

This year, Candler has continued to strengthen our deep commitment to alleviating student debt and promoting financial literacy. In 2018-2019, we awarded \$6.3 million in financial aid, with 100 percent of master of divinity (MDiv) students receiving support and financial coaching. In fall 2019, we announced a major expansion of our financial aid program to include full-tuition scholarships for all MDiv students who are certified candidates for ordained ministry in The United Methodist Church, and new merit scholarships covering 75% of tuition for qualifying MDiv students who identify as pan-Wesleyan, and those pursuing chaplaincy through Candler's new chaplaincy concentration. In addition, all incoming students in the master

of divinity, master of theological studies, and master of religious leadership programs will receive awards covering at least 50% of tuition.

This year also saw the launch of two pilot “formation communities,” off-campus student housing that focuses on intentional living and spiritual formation. Students from multiple degree programs applied to take part in these pilot groups. At the start of the year, the housemates created a “rule of life” to guide their days together, emphasizing prayer, fellowship, and celebration. A house chaplain – a Candler faculty member or church leader – supports them and shares in the journey. The 10 students who took part this year describe feeling a richer sense of community and deeper connections to God and one another in the midst of their busy lives. It is clear this fulfills a need for our seminarians, and we eagerly anticipate the program’s growth in the coming years.

Candler’s student body continues to reflect the diversity and breadth of the Christian faithful, with an enrollment of 470 from 12 countries and 38 states, with 40 percent people of color (U.S.) and a median age of 27 among MDivs. Students represent 42 denominations, with 45% of all students and 50% of MDivs coming from the Methodist family.

We offer six single degrees and 10 dual degrees pairing theology with bioethics, business, international development, law, public health, and social work. Our Doctor of Ministry degree is 90 percent online, so students can remain in their places of ministry while completing their degrees.

Candler draws strength and inspiration from its relationship with The United Methodist Church. Our ability to fulfill our mission of educating faithful and creative leaders for the church’s ministries throughout the world depends upon your prayers, partnership, and support. Thank you for the countless ways you advance this vital ministry in the life of our denomination. We invite you to visit us in person or online at candler.emory.edu.

Jan Love, Mary Lee Hardin Willard Dean and Professor of Christianity and World Politics



DUKE DIVINITY SCHOOL – Durham, North Carolina – www.divinity.duke.edu

Dean L. Gregory Jones, Dean of the Divinity School and Ruth W. and A. Morris Williams Jr. Distinguished Professor of Theology and Christian Ministry, had his term as dean extended for a full five years through 2023.

The Duke Endowment awarded Duke Divinity School a \$12 million grant in support of DDS’s three core priorities and traditions: Thriving communities enlivened by healthy congregations and gifted pastors, embodied wisdom through rigorous intellectual vitality, and creative institutions that inspire imaginative and transformative leadership including the Thriving Communities Fellowship program, which will provide 52 new full-tuition scholarships over the next four years.

Duke Divinity School launched the Duke Divinity: Black Pastoral Leadership Collaboration which will draw on original research in Black church traditions and historical examples of effective Black church leadership to train and build networks of effective leaders for the Black church of today and the future. The collaboration will be led by the Rev. David Emmanuel Goatley, research professor of theology and Black church studies and director of the Office of Black Church Studies at Duke Divinity School.

In 2019, Duke Divinity School welcomed 215 new students from 33 different states and seven other countries, including Canada, Malaysia, Singapore, South Korea, Taiwan, Thailand and Zimbabwe. The Master of Theological Studies (M.T.S.) and Master of Arts in Christian Practice (M.A.C.P.) degree programs received record enrollments of 35 students and 22 students respectively. The Master of Theology (Th.M., 14 students), Doctor of Ministry (D.Min., 20 students), and Doctor of Theology (Th.D., 4 students) all had strong enrollment. The D.Min. program was named the top online program by TheBestSchools.org. Duke Divinity’s new Certificate in Theology and Health Care will enroll 8 students, all of whom are fellows with the Theology, Medicine, and Culture (T.M.C.) Initiative at the school. The M.T.S. program also includes 8 students who are T.M.C. fellows, for a record year of 16 total fellows. The M.Div. degree program gained

110 new students, with minority students comprising more than 32 percent of the incoming M.Div. class, and Black students comprising 18 percent of the incoming M.Div. class. Female students made up 44 percent of incoming M.Div. students, while males were 56 percent. There were 24 denominations represented in the M.Div. entering class, with 42 percent affiliated with The United Methodist Church.

Two new faculty members, Brent Strawn and Brett McCarty, joined the DDS faculty in July 2019. Strawn, Professor of Old Testament, is an ordained elder in the North Georgia Conference of the United Methodist Church. Strawn has a secondary appointment as a Professor of Law at Duke University School of Law. Prior to joining the Duke faculty, Strawn taught at Candler School of Theology at Emory University for eighteen years.

McCarty, Assistant Research Professor of Theological Ethics, is a theological ethicist whose work centers on questions of faithful action within health care. He is associate director of the Theology, Medicine, and Culture Initiative at Duke Divinity School, and he holds a joint appointment in the School of Medicine's Department of Population Health Sciences.

Randy Maddox, William Kellon Quick Professor of Wesleyan and Methodist Studies, general editor of the Wesley Works Editorial Project, and elder in the Dakotas Conference, retires at the end of the 2019-2020 academic year.

United Methodist faculty member Brittany Wilson received tenure and promotion to the rank of Associate Professor.

Tito Madrazo joined the administrative leadership of the Divinity School as Senior Strategist for the Hispanic House of Studies. He will also serve as a consulting faculty member.

The Hispanic-Latino/a Preaching Initiative is currently in its fifth year of providing high quality theological education to current and aspiring Hispanic-Latino/a ministers. 21 students from multiple denominations are taking courses with us this year.

The Duke Endowment has also awarded Duke Divinity School a grant of \$5.5 million over five years to cultivate meaning and purpose across diverse professional schools at Duke. The Lilly Endowment has also awarded grants to Duke Divinity School to coordinate initiatives on "Thriving in Ministry" and "Thriving Congregations" across the United States.

Duke Divinity School has a partnership with Huntingdon College and Virginia Wesleyan University to create streamlined admissions process and private campus events in order to better equip students from those institutions with a calling to serve the church. In an effort to expand access for quality theological formation to students, pastors, and lay leaders in the Nashville Episcopal Area, DDS is also partnering with the Turner Center at Martin Methodist College to offer theological training for innovative and entrepreneurial ministries.

L. Gregory Jones, Dean



GAMMON THEOLOGICAL SEMINARY – Atlanta, Georgia – www.gammon-itc.org

Gammon Theological Seminary, located in Atlanta, GA, is the United Methodist constituent member of the Interdenominational Theological Center (ITC), a consortium of historically African-American theological schools. Gammon/ITC is a co-educational, professional graduate school of theology. Its faculty personifies vigorous scholarship, rigorous academic discipline, and significant research in the service of the church and other communities in the world. Gammon/ITC is the world's premier resource for black church scholarship and faith-based solutions to the spiritual and socio-economic challenges confronting the African American community and beyond.

Founded in 1883 by the Methodist Episcopal Church and with assistance from the Freedman's Aid Society, today Gammon Theological Seminary is one of the 13 theological schools of the United Methodist Church. The faculty and administration of Gammon/ITC create an environment in which critical thinking, investigative reflection, decision making, and responsible action are fostered. Gammon/ITC is a member of the Atlanta University Center Complex, the world's largest enterprise of African American higher education. It is also a member of The University Center of Georgia and the Atlanta Theological Association. The school is fully accredited by the Association of Theological Schools and the Southern Association of Colleges and Schools.

Gammon/ITC offers the following degree programs: the Master of Divinity, the Master of Arts in Religion and Education, and the Doctor of Ministry. Admission is open to qualified men and women of the United Methodist Church.

The support of this Annual Conference helps Gammon/ITC students carry on a proud tradition. They are taught to think independently and communicate effectively. They are also challenged to become involved in finding solutions to problems that affect the human condition, and to become active in the community beyond this campus. Additionally, graduates of this institution are encouraged to maintain a lifelong desire for intellectual growth, spiritual development, and the acquisition of skills for the practice of ministry.

Gammon/ITC has had a very exciting and busy year living out its mission, which is to recruit, support and educate pastors and leaders for the United Methodist Church. Gammon Theological Seminary is extremely grateful to this Annual Conference for your support of theological education, and for your commitment to ensuring that God's church will be served by persons who are called and trained to lead us forward.

Ken J. Walden, Ph.D., President-Dean



SAINT PAUL SCHOOL OF THEOLOGY – Leawood, Kansas / Oklahoma City, OK – www.spst.edu

Saint Paul School of Theology, a seminary of The United Methodist Church, is committed to the formation of people for innovative, creative ministry. We are one institution with campuses in Kansas and Oklahoma. During the 2019-2020 academic year, the seminary enrollment in master and doctoral degree programs increased by 11%.

Saint Paul School of Theology began the 2019-2020 academic year with the addition of Dr. Casey Sigmon in her new role as Assistant Professor of Preaching and Worship, and Director of Contextual Education. Dr. Sigmon has also made innovative changes to the weekly worship service as Chapel Coordinator. Saint Paul also welcomed Dr. Anne Walker as the new Executive Director of the Oklahoma Campus.

With the addition of Dr. Walker to Saint Paul came a new webinar offering titled, "Explore Calling: A Guide to Helping Others Answer the Call." Offered complimentary, the webinar provides a resource for anyone looking to nurture a culture of call in their congregation; including meeting one-on-one with congregations looking to reach out to their community. Dr. Walker also launched the Vision OK Advisory Committee to serve the purpose of gaining support for and assisting in the development of the Oklahoma Campus. Similarly new this year, Dr. Melissa Pearce along with Dr. Walker hosted Listening Sessions to learn more about the challenges pastoral leaders face and dream together about how theological education might meet the changing demands of their ministry.

This March, Saint Paul marked its 60th anniversary with a celebration featuring keynote speaker Past President Dr. Lovett H. Weems, Jr. honoring 60+ years of theological education. Students, alumni, faculty, and the entire Saint Paul community came together for dinner, reminiscing and looking towards the future. During the celebration, Rev. Dr. Lois V. Glory-Neal was recognized as the 2020 Distinguished Graduate Award winner. In 1989, Rev. Dr. Glory-Neal of the Oklahoma Indian Missionary Conference became the first Native American woman to be ordained elder. She became the first Native American district superintendent in 1992. Saint Paul also presented Ms. Sally Firestone with the Board Lifetime Achievement award for her years of service.

Saint Paul's staff and faculty continue to contribute to the academy, church, and society. Dr. Anne Walker worked along with co-writer Dori Grinenko Baker on *Tru Colors*, a guide for assisting young adults in exploring ministry as a career. *Tru Colors*, from Discipleship Ministry, was published in March 2020. Dr. Casey Sigmon wrote the sermon "The Fruit of Self-Control" in the published book, *Preaching to Teach: Inspire People to Think and Act*. Additionally, as part of the 2019 Lectionary Commentaries on the website workingpreacher.org, Dr. Sigmon and Dr. Israel Kamudzandu contributed commentaries. In addition, Dr. Sigmon recently published "Homiletical Possibilities and Challenges in Colossians" in *The Review & Expositor* journal from November 2019.

In September 2019, Saint Paul Board of Trustees added four new members to their ranks: alumna Rev. Jennifer Ahrens-Sims of St. Stephen's United Methodist Church, Mrs. Dana Aldridge of SS&C Technologies, Mrs. Linda Shipman with Dairy Farmers of America Inc., and alumnus Rev. David Wiggs with Boston Avenue United Methodist Church. In addition, earlier in the year faculty emeritus Rev. Dr. Tex Sample became Board Chair. Saint Paul is financially sound and is operating with a balanced budget. The changes made throughout the past few years have established a solid financial foundation for years of sustainability. With the Board's assistance, the seminary continues to focus on its mission and works to continuously enhance and evaluate the strategic plans in place to guide us into the future.

Saint Paul held several events and forums this year beginning with hosting an Overland Park Chamber of Commerce Wednesday Wake-up where Overland Park business members and community leaders started their day on the Kansas Campus with coffee, networking, and learning more about the seminary's mission. In November, Saint Paul was the host location for the Metro Organization for Racial and Economic Equity (MORE²) Faith and Democracy Prayer Breakfast. MORE² and Church of the Resurrection are partnering with Saint Paul in the recently launched Doctor of Ministry focus, "Spiritual Leadership in Unsettled Times." Throughout the year, students on both campuses participated in educational forums with discussions on a myriad of topics such as, "Sustaining Pastoral Leadership Through Personal Wellness", "Transgender Day of Remembrance", and "The Enneagram and Your Spiritual Growth." Saint Paul was blessed to have many alumni return to lead worship in the weekly chapel services. Rev. Shannon Hancock, alumna and Director of Admissions, brought the message on the Kansas Campus during the MLK Jr Worship Celebration while alumnus Rev. Bryan Lampkins preached on the Oklahoma Campus. This past January, Saint Paul was proud to host the United Methodist Theological Field Educators Meeting on the Kansas Campus. This year's theme was "Vicissitude: Navigating Call and Mission as Contextual Educators in 2020. In April, the Evangelical Society hosted a lecture featuring Dr. Kimberly Alexander, author of *Pentecostal Healing: Models of Theology and Practice* and co-author of *Women in Leadership: A Pentecostal Perspective* and *What Women Want: Pentecostal Women Ministers Speak for Themselves*.

Honoring Saint Paul's longstanding commitment to praxis learning and ministry, part of the 2019-2020 curriculum included practicums which are workshop-style seminars that teach ministry skills. For Spring 2020 FOCUS Week, Alumnus Rev. Dr. Emanuel Cleaver III, Senior Pastor of St. James United Methodist Church, taught the course Urban Church in the 21st century which explores the Urban Church and its context in relation to ministerial practices and theological understandings.

For the 2019-2020 fiscal year, Saint Paul Course of Study (COS) School educated 265 individual students with a total registration of 650 classes; offering a total of 53 courses located in Leawood, KS; Hays, KS; Oklahoma City, OK; Columbia, MO; and Springfield, MO. Saint Paul is in the second year of offering a hybrid (online and on-campus) schedule for six courses during the Winter term. Plans to increase the number of hybrid course offerings are in development. Saint Paul launched a part-time, accelerated pilot COS satellite program (PML) in Columbia, MO in 2018 and added a second track in 2019. Comprised of nine courses in practical theology, this COS option is designed specifically for part-time local pastors or certified lay ministers entering ministry following completion of the Missouri Conference Licensing School. The PML satellite program is a collaborative program of Saint Paul Course of Study Regional School with the Missouri Conference. Since September 2018, COS has offered six courses and enrolled 30 individual students in the PML satellite program.

Saint Paul School of Theology is blessed to be in ministry in the name of Jesus Christ and to help others respond to God's call. We are a seminary that offers classes and experiences to folks from many denominations and faith walks. Our work as faculty and staff is to provide excellence in theological and practical education for ALL persons called and capable to attend. Remember: "Where two or more are gathered" Christ is there with us.

President Neil Blair, Saint Paul trustees, faculty, staff, alumni, and students thank you for your interest, prayers, and support.

Neil Blair, President



UNITED THEOLOGICAL SEMINARY – Dayton, Ohio – www.united.edu

For nearly 150 years, United Theological Seminary in Dayton, OH, has been preparing faithful, fruitful leaders to make disciples of Jesus Christ.

Students

In the Fall 2019 semester, United equipped **459** women and men for leadership in the Church, including **272 masters' students** and **187 doctoral students**. An ecumenical community of many denominations, races and nationalities, United welcomed students from **11 countries, 42 states, and 37 denominations**, with the student body comprised of **49% African American, 42% Caucasian, and 10% ethnic/racial minorities**.¹ The Seminary prepared **165 Course of Study students** and served **36 students** through the Hispanic Christian Academy, a 3-year Spanish online course of ministry program for Hispanic/Latino lay pastors and leaders.² Altogether, approximately 660 students followed God's call through United Theological Seminary.

Alumni/ae

United graduates are making an impact in their communities as they spread the Good News.

- **88%** of alumni/ae are currently employed in or retired from ministry³
- **70%** serve in local parishes⁴
- **Rev. Dr. Brad Kalajainen** (DMin '99) received the 2019 Effective Ministry Award for his transformative leadership of Cornerstone United Methodist Church in Grand Rapids, MI.
- **Rev. Dr. James Bushfield** (MDiv '79, DMin '92) received the 2019 Distinguished Alumnus Award for his leadership and ministry in the Indiana Conference of The United Methodist Church.
- **Rev. Dr. Sandra Coley** (DMin '14) received the Outstanding Doctor of Ministry Award for her advocacy of organ donation among African American communities.

New at United

United introduced a 36-hour **Master of Arts (MA)** degree, designed for those who wish to earn a degree while completing the requirements for **Advanced Course of Study** in pursuit of ordination in The United Methodist Church. The MA program is available fully online, on-campus or in a combination.

United continues to offer innovative learning through its **Live Interactive Virtual Education (LIVE) environment** introduced in 2018. In the first year, 59 students participated in LIVE courses, connecting with classmates on campus in Dayton, OH, and across the country by attending classes in real-time via simultaneous webcast.

Becoming Debt-Free

United remains committed to becoming debt-free by the seminary's 150th anniversary on October 11, 2021. Thanks to the support of generous donors, United has received more than \$2.5 million toward its goal of raising \$4 million to "burn the mortgage." Becoming debt-free as an institution will enable United to focus on generating income for scholarships that lighten the load of student debt for seminarians.

In Romans 10:14, St. Paul writes: "How shall they call on him in whom they have not believed? And how shall they believe in him of whom they have not heard? AND HOW SHALL THEY HEAR WITHOUT A PREACHER?" For 150 years, United has been preparing faithful and fruitful Christian preachers and leaders who proclaim the Good News of God's unconditional love which has come to us in Jesus Christ. Thanks be to God!

Kent Millard, President

¹ Data represents Fall 2019 headcount enrollment, unless otherwise specified.

² Data represents unduplicated headcount enrollment in the 2018-19 academic year.

³ United Theological Seminary 2019 Alumni/ae Survey, sent in April 2019 to alumni/ae who graduated with a degree or certificate from United in years ranging from the 1940s to 2018, for whom the seminary had email contact information. Data collected represents a 25% response rate (520 respondents) of the 2,043 alumni/ae contacted.

⁴ Or if retired, were serving in this capacity at time of retirement. United Theological Seminary 2019 Alumni/ae Survey.



WESLEY THEOLOGICAL SEMINARY WASHINGTON, DC

WESLEY THEOLOGICAL SEMINARY – Washington, DC – www.WesleySeminary.edu

In his book, *A New Church and a New Seminary*, President David McAllister-Wilson writes, “Leadership requires a seminary to foster both wisdom and courage.” For 138 years, that stance has been a hallmark of Wesley Theological Seminary. Now, during this challenging and divisive time in the church and society, Wesley remains committed to fostering wisdom and courage, preparing graduates to lead innovative ministries while remaining grounded in our biblical and theological traditions for the sake of God’s inbreaking kingdom. We are grateful for your partnership in this mission, and we look forward to what God will do in and through us as we seek to faithfully minister to the world in the future.

Dedicated to God’s vision for the church

A new \$1 million Lilly Endowment, Inc, grant has raised Wesley’s role as a leading research and development seminary for the whole church. Through the **Thriving Congregations Initiative**, Wesley will work with regional United Methodist congregations to explore, clarify, and pursue thriving in their communities through community asset mapping, congregational visioning, coaching, and change processes. This work complements Wesley’s other Lilly Endowment-funded projects focused on congregational vitality.

The [Religious Workforce Project](#) is an expansive study of the current and future nature of religious work, particularly in local congregations, so as to understand what opportunities and constraints may exist in the future and to adapt resources and training accordingly. Through the [Young Adult Initiative](#), Wesley has worked with 18 congregations in the greater Washington area to understand young adults outside their churches and implement a process of experimentation and learning to develop ministries with those young adults. Together, these projects forge insight into future ministry and local church development, influencing the way students are trained in master, doctoral, and course of study education, but also informing workshops, podcasts, articles, and training for church leaders across the country.

Is God calling you – or someone you know?

Research shows that the primary way people learn about and begin to consider seminary options is through their pastor or an alumnus. Whether you feel called or you know someone who does, **Wesley is ready to work with you** as we make theological education more accessible and relevant to the realities of ministry today – for laity and clergy, for those seeking a degree or certification or continuing education, and for ministry from within or beyond the church.

Wesley offers an 81-hour Master of Divinity, a 36-hour Master of Arts, and a 60-hour Master of Theological Studies, any of which can be focused around specializations in public theology, urban ministry, arts and theology, missional church, or African American church leadership.

For full time students, we offer modern and affordable on-campus housing and food service in the nation’s capital. Our **Community Engagement Fellows** program prepares students to engage in entrepreneurial, community-based ministry. Generous stipends are available for each Fellow while they complete their MDiv degree. Our **3+3 Fast Track BA/MDiv program with Shenandoah University** allows students to complete both degrees in six years, entering ministry more quickly and with less debt.

For people with work, ministry, and family commitments, **Wesley’s Master of Divinity degree can now be completed via online, weekend, short-term intensive, and weeknight courses in 5 years.** Check out upcoming flexible course offerings for Summer and Fall 2020 at <http://www.wesleyseminary.edu/admissions/try-a-class-3/>.

Wesley works with each student to make seminary affordable. Thanks to the consistent support of graduates, congregations, and friends, Wesley provides more than \$2 million annually in scholarships. In addition to our regular merit awards, ranging from 50% to 100% tuition with stipends, Wesley has released special additional scholarships. Inspired by the Young People’s Address at both the 2019 and 2020 General Conferences, **Rising Generation awards are full-tuition scholarships** for people recommended by

Wesley alumni, campus ministers, or Christian camping or service ministries who feel called to leadership in the church as it is becoming. Recognizing that many people experience God's call mid-career, Wesley is excited to offer its new **Next Call in Ministry scholarship** for students who have worked in a non-ministry setting for at least 10 years. In addition, the **Generación Latinx Scholarships are full-tuition awards** for emerging Latinx/Hispanic leaders for ministries both within and beyond the church.

Take your ministry to the next level

In addition to full master's degrees, Wesley offers graduate certificates for those preparing for specialized ministry! The new **Certificate for Children and Youth Ministry and Advocacy (CYMA)** is designed for people who work with and advocate for children and young people, whether in churches, schools, or non-profit organizations. The **non-residential certificate can be completed in 12 to 15 months** through online coursework and up to two residential sessions. For more information, visit www.wesleyseminary.edu/admissions/cyma-3. The **Certificate in Faith and Public Life** explores the foundations of public theology, religious freedom, and civil discourse through graduate courses. For more information, visit www.wesleyseminary.edu/ice/programs/public-theology/public-life/

Wesley is a leader in **Doctor of Ministry programs** in specialized tracks that can include international study. Wesley is pleased to offer two new Doctor of Ministry tracks for 2021: **"Curating Community Through the Arts,"** aimed to empower leaders with both conceptual and practical skills needed to utilize the arts in ministry that also generate and sustain communities; and our latest **Cambridge, England-based DMin track, "For the Sake of the World: Church Transformation in Wesleyan Perspective,"** for leaders concerned with exploring renewed ministry possibilities grounded in the life and ministry of John Wesley. The 2021 options are rounded out with new cohorts in our popular D. Min. programs, **"Soul Care"** and **"Church Leadership Excellence."** Find out more or apply at www.wesleyseminary.edu/doctorofministry/.

Enrich your congregational outreach and explore new dimensions of ministry

The **Lewis Center for Church Leadership** continues to be on the leading edge of research for the local church. The Lewis Center's **Leading Ideas e-newsletter** is the go-to source for over 20,000 people in ministry each week. Stay on top of their latest developments by subscribing to their podcast or newsletter at www.churchleadership.com. Also look for new practical online courses at www.lewisonlinelearning.org.

The **Community Engagement Institute** at Wesley is celebrating its 10th anniversary in 2020. It embraces a vibrant vision to be the premier center for churches and faith-based organization engaging their communities. The innovative online **Health Minister Certificate Program** prepares congregations for public health work in their parishes. Contact Dr. Tom Pruski at tpruski@wesleyseminary.edu for more information or to register for future certificate classes.

The **Center for Public Theology**, situated on Capitol Hill and under the leadership of Distinguished Professor of Public Theology Mike McCurry, equips pastors, seminarians, people of faith, and the media to create spaces for civil dialogue at the intersection of religion and politics. For more information, visit <http://www.wesleyseminary.edu/ice/programs/public-theology/>.

The **Luce Center for Arts and Religion (LCAR)** is the only seminary-based program uniting arts and theology. This past year, LCAR was privileged to receive the Ralph and Birgitta Peterson Collection of Modern Religious Art, including works by Marc Chagall, Henri Matisse, Andy Warhol and others, brought to the center by new LCAR Director, Dr. Aaron Rosen. Visiting Professor Dr. Devon Abts brings a new component to Wesley's commitment to the arts and theology with her expertise in poetry and theology. For information on upcoming workshops and show at the Dadian Gallery, visit www.luceartsandreligion.org.

Faculty leading the way

Our internationally regarded faculty are the heartbeat of transformative education at Wesley. Our faculty continue to advance theological scholarship with new research, publications, and courses. During this past year, we celebrated the ministries of four retiring faculty members: Drs. Deborah Sokolov, Eileen Guenther, Sam Marullo, and Lucy Hogan. We also welcomed exciting new scholars to the Wesley community: Aaron Rosen, PhD, as our Professor of Religion and Visual Culture and new Director of the Henry Luce III Center for the Arts and Religion (LCAR); Visiting Instructor of Practical Theology Timothy K. Snyder, as Senior Researcher at the Lewis Center for Church Leadership; and Devon Abts, PhD, who serves as Assistant Director and Visiting Assistant Professor at LCAR. This summer, we look forward to welcoming New Testament professor Dr. Laura Holmes Sweat.

Stay connected

Contact us at (202) 885-8659 or admissions@wesleyseminary.edu about how Wesley's degree programs can equip you for your next step in ministry.

Ready to join in our mission? Find out more about how you can be part of the future of Wesley at www.wesleyseminary.edu/support. Join the Wesley Community online via Wesley's social media, www.facebook.com/Wesley seminary, on Instagram @wesleyseminary, and on Twitter @WesTheoSem, or sign up for our electronic newsletter, eCalling, at www.wesleyseminary.edu/ecalling.

David McAllister-Wilson, President



Increasing everyone's ability to succeed in a diverse community.

The United Methodist Community House had a wonderful year in 2019. Our team worked hard to provide quality services to children, youth and seniors in our communities. Yet, while we invested in our current programming, we also worked diligently in planning for our future. Here are some of the successes we are celebrating...

- *Eliminated a major deficit and ended the year with a balanced budget through improved efficiencies and attrition.*
- *Purchased prime property for the expansion of our future vision work.*
- *Conducted a Strategic Facility Study that validated our future vision project is financially viable.*
- *Contracted with GVSU Seidman College of Business to conduct an Economic Impact Study.*
- *Restructured the Board of Directors in preparation for implementing our vision.*
- *Completed a board-driven strategic plan for the next two years.*
- *Were awarded more grant dollars this year than in our 118-year history.*
- *Completed a Fund Development Plan to increase individual donor and corporate giving.*
- *Facilitated a Strategic Framework with our Early Childhood Education Committee that will drive our educational philosophy well into the future.*
- *Begun building a Strategic Framework around senior services in Grand Rapids with a local committee of experts to drive our engagement philosophy well into the future.*
- *Increased the number of LOOP after-school program sites that we manage for Grand Rapids Public Schools from 5 to 9 locations.*
- *Completely revamped our entire accounting process by transitioning to QuickBooks thereby simplifying our ability to interact with finances and ensuring more accurate reports.*
- *Established significant new partnerships that will enable us to better serve our neighborhoods.*
- *Supported staff with professional development opportunities including CDA certifications.*
- *Improved security with new doors and an electronic entry system to better protect our children and seniors.*

Our goals for 2020 are thoughtful and aggressive. Some of our expectations are:

- *To finalize plans for expanding our campus with the new senior activity center, senior housing complex, and child development center with a goal to break ground in 12-18 months.*
- *To implement our capital campaign strategy for our vision project in early spring 2020.*
- *To increase individual donor giving by 20% and corporate sponsorships by 50%.*
- *To engage our Board of Directors in key leadership roles in all aspects of the vision work.*

One of the biggest reasons that UMCH had such a banner year was because of the support that we received from so many supporters and partners. In 2020, we will continue to pursue our goal of meeting the needs of the underserved in Grand Rapids with quality and compassionate service. I extend gratitude to our fine

team of employees and our wonderful Board of Directors. But most of all, I thank you for being a part of our success and we will keep you updated with our future progress.

Eric J. Williams, Chief Executive Officer

UNITED METHODIST FOUNDATION OF MICHIGAN

We are grateful to be a partner in ministry with the local churches and constituents of the Michigan Conference. We look forward to serving alongside the Church in 2020 and beyond. No matter the course of The United Methodist Church, our Foundation is strategically aligned to continue our ministry with all churches and ministry organizations in the Wesleyan tradition. Our mission to help faithful people live generous lives is unwavering even during these uncertain times for denominational life. As we reflect on this past year, here are some of our significant highlights:

The Balanced Fund of our UMF Collective Investments Funds of Michigan LLC provided an astonishing 2019 annual return of 21.27%, outpacing its benchmark by nearly 2%. Investors repeatedly realize that our commitment to socially responsible investment principles, highly competitive investment fees, solid investment returns, and comprehensive stewardship ministry make us a valued ministry partner. In fact, we invest more assets than any other United Methodist Foundation in the North Central Jurisdiction and are among those leading the National Association of United Methodist Foundations.

We awarded over \$175,000 in scholarships and grants since 2018. We are committed to addressing the overwhelming issue of student loan debt faced by so many pastors and are exploring ways to reduce this burden.

We awarded the 2019 Wayne C. Barrett Steward Leader Awards to the following churches:

- Aldersgate United Methodist Church in Grand Rapids
- Faith United Methodist Church in Coleman
- First United Methodist Church in Kalamazoo
- Montague United Methodist Church

We are a recognized leader in the area of clergy leadership development. We continue to expand partnerships, add staff, be more proactive in staff deployments and come alongside even more Michigan Conference ministries and programs. For instance, we were a proud sponsor of the 2020 Clergy Retirement Celebration Dinner, annual conference, and other ministry programs.

While all that makes us sound like a “big business,” we are clear that our purpose is to help local churches fulfill their mission to make disciples of Jesus Christ for the transformation of the world. We pride ourselves on offering personal service. Our staff are faithful Christians with a deep commitment to the Church. We are invested in the lives and mission of congregations. We live and work throughout Michigan and enjoy building relationships with each local church and individual. We look forward to serving you in the year ahead.

David S. Bell, President and Executive Director

UNITED METHODIST RETIREMENT COMMUNITIES and UMRC FOUNDATION

United Methodist Retirement Communities (UMRC) has been a leader in caring for older adults since its faithful founding in 1906. Building on a foundation of 114 years of service, UMRC promotes the wellness, dignity, and independence of older adults by providing high-quality and innovative residential and supportive services. The **UMRC Foundation** was created in 1998 as the fundraising arm supporting Benevolent Care for residents who have outlived their savings, as well as growth opportunities for the organization. UMRC Foundation’s mission is to promote the wellness, dignity, and independence of seniors by supporting the residents, staff, and communities UMRC serves.

In embracing our Christian mission and guiding beliefs, UMRC is welcoming of ALL, and we reaffirm our commitment to caring for the needs of a growing population of older adults. The UMRC Board and leadership team continue to take great strides to strategically position UMRC to meet the needs of a senior population that is expected to double for older adults, and triple for adults 85 and over, by 2030. **Michigan is the fastest aging state in the nation, according to the 2017 U.S. Census Bureau.**

In order to meet the needs and wishes of this growing population of older adults, UMRC’s vision is to continue the growth of the organization, creating and enhancing options to increase the number of seniors it serves, all while focusing on UMRC’s faith-based mission. We are delighted to provide this update on the growth and success of UMRC and the UMRC Foundation over the past year.

Affiliation: On March 1, 2019, UMRC affiliated, under shared governance and leadership, with Porter Hills Presbyterian Village, Inc., a faith-based, senior living organization based in Grand Rapids, Michigan. We were thrilled to have Bishop David Bard attend this special occasion, held at the LeadingAge Michigan offices in Lansing.

As a result of this affiliation, UMRC is the sole shareholder of Porter Hills. Together, UMRC and Porter Hills represent the second largest nonprofit senior living organization in Michigan. With a tradition of exceptional quality and a commitment to cutting-edge care, these faith-based organizations and their affiliates combine to serve more than 6,700 older adults each year, from 24 locations and service lines, across 22 counties in Michigan's lower peninsula. These include market rate and affordable independent and assisted living options, skilled nursing care and rehabilitation, specialized dementia and Alzheimer's care, cognitive behavioral therapy, physical and occupational therapy, home health care, Programs of All-inclusive Care for the Elderly (PACE), as well as partnerships in care navigation and hospice services. UMRC and Porter Hills have already begun to share best practices across the state.

Leadership: Steve Fetyko officially took the helm as President and CEO of UMRC and Porter Hills in April 2019 after twelve months of thoughtful deliberation and review by the CEO Search Committee, comprised of both UMRC and Porter Hills board members.

Program of All-inclusive Care for the Elderly (PACE): UMRC and Porter Hills make up one of the state's leading providers of PACE services, serving approximately 1,000 older adults annually across 15 Michigan counties. These PACE partnerships include four of Michigan's 14 PACE programs, including Huron Valley PACE in Ypsilanti, Thome PACE in Jackson, Senior CommUnity Care of Michigan in Lansing, and LifeCircles PACE with locations in Muskegon and Holland.

PACE is a proven, community-based, cost-effective alternative to nursing home care, serving low-income older adults who are nursing home eligible, but are able to live safely and independently in their community with the help of PACE services. Each PACE Day Health Center provides its participants with a "one-stop shop" for all medical, social, and supportive needs. Door-to-door transportation is provided up to five days per week for each participant to the Day Health Center and back home. PACE also provides respite for family and in-home caregivers of PACE participants.

UMRC Foundation: In order to honor donor intent, the UMRC Foundation and Porter Hills Foundation remain as separate entities under the leadership of Wendy Brightman, President of UMRC Foundation and Porter Hills Foundation.

Campaign and Construction Updates: In 2018, the UMRC Foundation marked the record-breaking success of its **Growing to Serve** comprehensive campaign, raising approximately \$27.7 million by the end of 2018, and exceeding its original \$26 million goal. In addition to raising money for the Benevolent Care Fund and resident services and life enrichment activities for residents at UMRC's Chelsea Retirement Community and Thome Rivertown Assisted Living in Detroit, the **Growing to Serve** campaign launched UMRC's largest ever capital project in its 114-year history. Updates on these projects are as follows:

1. Four of the five phases of construction and renovations to **Kresge Healthcare and Rehabilitation Center** have been completed since 2019. Each of our short-term rehabilitation guests and long-term care residents at Kresge Center are enjoying their own private rooms with personal bathrooms in this attractive new space, as a result of funds raised through this campaign. The final phase of this project is expected to be completed in Spring 2020.
2. The state-of-the-art **McMullen Wellness Center** was completed in April 2019, to the delight of our residents. With a heated, zero-barrier pool, as well as hot tub, walking track, exercise equipment, and much more, the McMullen Wellness Center offers the highest possible health and fitness outcomes for our residents and staff.
3. Also in Spring 2019, an addition to **Huron Valley PACE** in Ypsilanti was completed, thanks to a transformative gift of \$1 million from The Harry and Jeanette Weinberg Foundation. This new space allows Huron Valley PACE to double its capacity to serve more low-income, nursing-home eligible older adults, who can remain living independently in their homes and communities with the help of PACE services.
4. A \$1 million grant received in January 2020 from the Edward N. and Della L. Thome Memorial Foundation has allowed us to break ground on a similar addition to our **Thome PACE** in Jackson.

Support for UMRC Staff: The UMRC Foundation supports UMRC staff through **Emergency Relief Aid** for employees experiencing a financial crisis and **Staff Scholarships** for employees who wish to pursue a degree or certification program. UMRC also continues its **CNA Pathway Program**, developed to attract those seeking a new career as a Certified Nursing Assistant by paying associated fees upfront for qualifying candidates. A five-year, \$500,000 grant received in 2018 from The Bob and Ellen Thompson Foundation is

helping support the CNA Pathway and Staff Scholarship initiatives. **Over the last two years, 77% of our scholarship recipients have remained successfully employed at UMRC.** An Employee Support Program is also being launched at Porter Hills as one of our successful best practices.

In 2019, UMRC earned **Great Place to Work®** certification by *Fortune Magazine's* Best Workplaces in the area of Aging Services for the second year in a row. Porter Hills was also honored as one of **West Michigan's Best and Brightest Companies to Work For®**.

Our United Methodist roots continue to guide our efforts to serve older adults and their families. We are pleased to have had the opportunity to visit with United Methodist churches and UMWs over the past year, as well as to be a sponsor at the 2019 Annual Conference in Traverse City. Thank you for the prayers and support of so many United Methodist churches and affiliates who help us provide loving communities and care for older adults. We look forward to meeting with more churches and affiliate groups over the coming year to share the good work they are helping us accomplish on behalf of older adults and their families.

Thank you very much for your commitment to our mission of service to older adults. We invite you to visit us in person at any of our locations, or on our website at www.umrc.com.

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As the writer of Ecclesiastes once observed, "For everything there is a season and a time for every matter under heaven, a time to be born and a time to die." I know a lot more about the dying part of churches, organizations, old friends and family members than I really even wanted to know. Yet, as seasons continue to turn, hope is growing in my heart as some old things are becoming new again ... and ministry continues to unfold in so many different ways in the Detroit metropolitan area.

The United Methodist Union continues to be part of that difference as we offer support to churches ... and can you believe it – celebrate 100 years of ministry.

Happy Birthday!!!

Do you remember how it all began? In some sense, the future of the United Methodist Union was influenced in the early 1900's by an automotive entrepreneur named Henry Ford. In an era of dynamic changes in manufacturing, Henry Ford decided, in 1913, to use a moving assembly line to build Model T Ford automobiles at his plant in Highland Park, Michigan. Then, in 1914, he did something else just as revolutionary. Henry began paying a five dollar-a-day wage for an eight-hour work day! People from all over the country, especially immigrants, came to Michigan to work in the Ford factories. People, like my grandfather Harry, an immigrant from Cornwall, England, who had settled in the Upper Peninsula, left the copper mines of Calumet to work for Mr. Ford! A survey of Henry Ford's 40,000 workers in 1914 showed that 71% were foreign born, representing 22 different nationalities. Methodist Mission Societies reached out and cared for these newcomers and their families. **When it became evident in 1919 that they could not meet the demands of a rapidly growing population, the Methodist Episcopal Church formed the Methodist Union.** This organization was a catalyst for evangelizing a new population. It organized new congregations, created ministries and extended grants and loans for church buildings. Many of us are the grandchildren and great grandchildren of those early Methodists. We have grown up in some of the churches they created and continue to minister in communities they were a part of.

The book, **"The Story,"** created for the Union's 80th birthday celebration, clearly illustrates the challenges of opportunities this organization has grappled with through the years. Our history is rich with names like Scavella, Hausser, Holme, Grimes, Philips, Grunewald, Titus, Warren, Bristah, Martin, Dees, Hackett, and of course, Veenstra and Ritter. They are only a few of the hundreds of Methodists who caught a vision of what the church could become and came together to minister through the Union. The legacy of their faithfulness took shape in churches like Scott Memorial, Clarenceville, El Buen Pastor, Royal Oak First, Korean First Central, Lincoln Park, Berea St. Paul, John Wesley, St. Matthew's and Henderson Memorial, to name only a few. Unfortunately, some of these churches did not survive the changing demographics and the movement of people to suburbia. Yet, new church communities continue to be developed as opportunities for evangelism and ministry evolve. As I look back over the last 100 years, I am

reminded of the fundamental questions that the former president of the Union, Rev. Sue Walls, asked the Board of Trustees to grapple with in the 90's:

1. *How to enable existing churches to revitalize themselves; and*
2. *How to balance new church development and the provision of resources to strong churches to increase their capabilities.*

These questions are still relevant today as the Union continues its commitment to churches in the next 100 years. Now, on to our ministries in 2019...

New Church Development

The Union continues to work closely with the office of Congregational Vibrancy and other groups to provide grants for new church starts.

- The French Ministry New Church Start is now in its second year as it continues to meet at Embury United Methodist Church in Birmingham. The Union has agreed to provide another year grant of \$87,000 to support the pastoral ministry of co-pastors, Rev. Gertrude Mukalay Mwadi and her husband, Rev. John Kabala Llunga Ngoie.
- Unfortunately, this summer, the Canton Friendship/Shelby Township New Church Start closed. The Union had extended a three-year grant of \$100,000 to support this ministry. When the building was sold, no dollars were returned to the Union. In the future, the Union must seriously consider placing a trust agreement lien on grants for new church starts where property is involved.

Support through Loans

Another facet of our ministry involves making loans to churches and other United Methodist Church ministries.

- In the cold and snow of January, the Union extended a loan to Calvary United Methodist Church to purchase a new furnace/boiler. The loan was \$35,680.00 and was added to a previous loan.
- The Union extended a loan of \$60,000 to Dearborn First United Methodist Church to upgrade the lighting in their gothic sanctuary and to improve their technology capabilities with four video screens and a more powerful projector.
- Trustees in United Methodist churches know a great deal about the two P's..."painting and potholes!" Embury United Methodist Church in Birmingham is committed to caring for both. The Union extended a loan of \$8,000 to complete these projects.
- The Union continues to work closely with Ford Memorial United Methodist Church. We want to give it every opportunity to be in ministry and grow their membership. Unfortunately, it is unable to maintain its facilities. The Union extended a loan of \$8,500 to fix a major leak in the flat roof around the steeple.

The Union extends loans to churches at the very competitive rate of 4.5%. We work very closely with congregations who are experiencing financial issues and we are committed to providing support and assistance.

Grants for Ministry

The Union works hard to respond to emergency needs and reinvests its resources in churches and special projects. Our support makes a difference in the ministries that actually happen in the Greater Detroit District. We seek to partner with churches that have a vision, develop a plan and are willing to implement it. The Union provides financial support to make that vision a reality.

- How do new visitors select a church? Most visitors, today, have already visited the church online several times before they ever walk through the actual door. Great communication is essential! Nardin Park United Methodist Church has developed a new staff position, a Communication Specialist, as part of a comprehensive strategy to grow their congregation. The Union extended a three-year sunset grant to help support this position.
- In addition, the Union also extended a three-year sunset grant to Utica United Methodist Church for a part-time Communication Director. They, as well, are seeking to upgrade their social media footprint and engage their community.
- The Union extended a three-year sunset grant to Troy First United Methodist Church to expand the responsibilities of their Young Adult & Youth Ministries Director, and provide resources for a new emerging ministry to mothers of preschoolers (MOPS).

We continue to provide the following grants: Pastor Salary Support, Urban Methodist Youth Camp, Clergy Family camperships, Cass Community United Methodist Church, and financial support for several summer programs for children and youth. We are pleased to partner with Centro Familiar Cristiano, Detroit Conant Avenue, Detroit Peoples, Detroit Scott Memorial, Detroit Second Grace, Pontiac Grace & Peace, Utica and Westland St. James churches.

Looking Forward

The work of the Union continues all year long as we grapple with the issues and challenges local churches face. This year, we also completely revised our Bylaws and amended our Articles of Incorporation as we work towards obtaining 501(c)3 tax-exempt status for the Union. And we agreed to fund the renovations for the additional office space for the Greater Detroit District. It has been a busy 100 years at the Union. We are fortunate to have an outstanding Board of Trustees, wonderful professional consultants and an outstanding office staff. It is a privilege to be a part of such an effective team! I would not want to close without expressing my appreciation for those retiring from our Board of Trustees: Mavis Dorsey, Mike Lorenz, Esrom Shaw, Roger Young, and Amy Brown, who becomes an Emeritus Trustee.

The work of the United Methodist Union plays a significant part in the life of the Greater Detroit District. I pray that God will continue to guide and uphold the ministry that has been entrusted to us.

Carol J. Johns, Executive Director



GUIDING MEN'S MINISTRY IN CHRIST SO OTHERS MAY KNOW CHRIST!

How important is Men's Ministry? The question is not asked merely to invoke attention. The question is there because it predisposes an answer. If men's ministry is a serious priority it will provoke a vision of possibilities that compels support from top-down and bottom-up. May John Wesley's vision be our charge: *"Give me one hundred men who fear nothing but sin and desire nothing but God, and I care not whether they be clergymen or laymen, they alone will shake the gates of Hell and set up the kingdom of Heaven on Earth."*

This year, the Michigan Conference United Methodist Men are in a precarious state waiting on a connecting imperative that will unite the core of churches with United Methodist Men (UMM) charters, and churches with functioning men's groups going-it-alone. What appears to be a healthy 93 charters functioning of 403 charters in our North Central Jurisdiction, only two districts of our nine districts have a functioning District UMM. The link of local church to the district, to conference and General Church UMM is intended. The district is critical in our pipeline that supports the local church and building the Conference UMM board. The challenge is overcoming the time and attention demands for both GC2020 and years of redesigning our new conference. The Conference UMM 2020 vision is to work with the cabinet and district superintendents to establish a commitment addressing "How important is Men's Ministry?" and move UMM from the end of the "food chain." We cannot be a part of the game until the districts are back in the line-up with an effective team.

The United Methodist Men organization has been quoted to be the largest men's ministry in the world. The General Church UMM has reported that other denominations are expressing interest in all that UMM has to offer to even inquiring about options to join with us. Prospects and structure are not the problem, we are ready to serve as the men's ministry to guide men to Christ and bring others to knowing Christ. If your church is not one of the 93 current churches with a UMM charter, we have a charter for you. If your church has a men's group that is not chartered, please give serious consideration to enlarge your ministry. You have something we need, and we have much to offer to you.

United Methodist Men is also the largest supporter of Scouting world-wide. Through the years our leadership in scouting has developed the minds and skills of young men and women through scouting and forming leaders for the future. The ministry of UMM is also well known to military personnel deployed abroad and stationed at home through our Strength for Service material and devotional materials supplied to them. UMM ministries abound. Youth projects, mission work, hunger projects are our legacy.

We look forward to reconnecting and serving of men's ministry in Michigan and beyond. Men's ministry is not just important, **it is essential**. Structure is one of UMM strengths but linking men to men for spiritual growth and ministry is essential to the church and to men. We look forward to serving the Michigan Conference.

Don Archambeau, UMM President



March of 2019 marked the 150th anniversary of the organization that is now known as United Methodist Women. Members across our conference, and across our whole membership, celebrated this momentous time in many ways throughout the entire year.

At the same time, on January 1, 2019, United Methodist Women in the former Detroit and West Michigan conferences became the newly merged MICHIGAN Conference. Basic details and business of the organization had been reviewed, updated and reorganized throughout the previous year in preparation for this new beginning. The leadership and the membership understood that the whole year of 2019 would continue to be a time of working through details, concerns and questions. All work areas would still need clarification and understanding as everyone continued to adjust to being one new conference. Patience and flexibility were definitely words that were shared and emphasized throughout the year!

Everyone needed to be educated about the new district lines and become familiar with where their respective churches were located. All core areas were encouraged to intentionally be in contact with all the churches / members who were becoming part of a new area. This effort was basically successful. Being intentionally inclusive will always be necessary.

All Conference Leadership Team meetings were well attended, even though many more were traveling from even further distances. Budgetary adjustments were necessary considering the huge increase in the number of miles that would need reimbursement. Carpooling is always encouraged. Electronic means for “attending” meetings was given much consideration and will be part of all future planning.

Mission u events continue to be a primary function and focus for United Methodist Women across the nation. These events are an educational opportunity to study current issues impacting society. Particular attention is always given to the responsibilities of women in fulfilling the mission work of the church. Participants grow in their understanding the mission of the church in the current world context. Mission u events are open to EVERYONE – children, youth, men and women.

In 2019 the different Mission u committees joined together to become one committee responsible to the Conference Leadership Team. The two deans became co-deans and a new assistant dean was chosen. Traditional events were held in 2019. The standing rules were revised and updated. And, all planning for the future was done following the new process and guidelines.

All 2019 Mission u events were very successful and well attended. Participants were pleased and honored to have Bishop David Bard and Pastor Neil Davis teach the spiritual growth study, “The Gospel of Mark, Radical Discipleship.” Genie Bank and Diana Spitnale-Miller taught the geographical study, “Women United For Change: 150 Years in Mission.” And Pastor Faith Fowler and Nichea VerVeer Guy, taught the repeated social issue study, “What About Our Money?” A highlight of the Mission u event held in July, at Albion College, were the classes for youth and children. These study leaders were amazing. The 17 youth were led by Asti White, a US2 intern (in Kalamazoo). The 11 children were led by Ronda Libbett, a devoted veteran Mission u children’s study leader. We are so proud of the fact that we cover all the expenses for and are able to offer free registration to children and youth attending this Mission u event with a parent/grandparent. This is a huge commitment by our Conference United Methodist Women.

It is always frustrating that more men and pastors do not take advantage of this worthwhile training and educational experience. Beginning in 2020 all Mission u events will be listed / promoted together across the conference, hopefully to increase attendance even more.

United Methodist Community House (UMCH), in Grand Rapids, Michigan, is one of the 89 National Mission Institutions owned by United Methodist Women nationally. Our conference membership has a strong, long standing relationship with UMCH. Awareness about the programs/events and needs at UMCH is an ongoing education process for our membership, especially as we have become one conference. The current CEO, Eric Williams, and COO, Carla Moore, value this relationship and understand the significance of it. They

were the keynote speakers at the United Methodist Women's luncheon at 2019 Annual Conference. They also felt compelled to travel throughout the state in the fall to attend most of the district annual meetings and the conference annual meeting, October 25. Currently four Conference Team members serve on the Board of Directors of UMCH.

The first Michigan Conference Annual Celebration / meeting was held in October at Howell United Methodist Church, which was a wonderful facility for our event. The local UMW and church members were amazing hosts. We were graced to have Pastor Jill Zundel, Detroit Central United Methodist Church, as our keynote speaker. We were blessed to have Bishop David Bard join us for the morning. Our theme, was "Celebrating 150 Years." And, celebrate we did. Friday after-noon was the annual counterpart training for all district officers. And, after dinner we c-e-l-e-braaaaaated!!

For 150 years United Methodist Women has been organized for mission. We continue to be a supportive, inclusive Christian membership organization where women grow spiritually, develop as leaders and serve and work to create a world in which all women, children and youth can thrive.

Linda Darrow, UMW President

YOUNG PEOPLE'S MINISTRIES, BOARD OF

Michigan Young Adults and Youth are engaged in a variety of ministries! As your Board of Young People's Ministries (BYPM), we strive to provide support, resources, and leadership for ministries aimed at serving our youth, young adults, and college students.

In 2019, we supported local congregations through leadership development of young adults at Sunnyside United Methodist Church serving in the Freestore, the summer Mission Intern Program by providing funding for summer children's curriculum, CDF-Freedom Schools at Second Grace in Detroit and Flint Bethel, Flint Calvary with a grant for young adult interns, and Kalamazoo First United Methodist Church for a new mid-week initiative to reach young adults in their community. The BYPM supported Motown Mission and NMU Wesley with capacity-building grants and provided scholarships for young adults to attend "Exploration." Working in a collaboration with Conference Children's Ministry we offered a one-day trauma-informed workshop. The BYPM offered a young adult retreat with Irish poet and theologian Padraig O' Tauma on the theme of "belonging."

Our board consistently finds possibilities to support and hold accountable all who receive funding. We believe that we are called to empower impactful ministry and have much fruit to show from our diligent work in vetting appropriate funding. In addition to the support of local congregations and capacity-building grants, the BYPM engages with the following programs:

The Mission Intern Program: A summer opportunity to serve with congregations engaging their communities. Eight sites will host 18 young adults over an eight-week summer program that addresses children in poverty, home repair, and volunteer organizing. Young Adult interns receive training that includes issues of charity and justice, the effects of trauma, conflict management, and spiritually grounded self-care. We are dedicated to growing bold and effective leaders through mission.

EncounterMICall Intern Program: A collaboration between Wesley Campus Ministries and local churches or non-profits. Young adults are matched with a site where they serve 10 hours/week over 32 weeks (fall and spring semesters) assisting in various programs. The interns receive bi-weekly one on one mentoring at their site and bi-weekly small group leadership formation facilitated by their Wesley Director. In the 2019-20 year, 10 EncounterMICall interns served in children, youth, young adults, worship, feeding, and homeless ministries.

Children's Defense Fund Freedom Schools: Inspired by the work of Ella Baker, CDF Freedom Schools has five essential components: (1) high-quality academic enrichment; (2) parent and family development; (3) civic engagement and social action; (4) intergenerational servant leadership development; (5) nutrition, health, and mental health. We financially support and otherwise resource three local United Methodist churches in running this program. A total of 15 servant leader interns teach a six-week reading curriculum, which promotes healthy self-identity through song, spoken word, and experiences. Our MI Conference CDF-Freedom Schools serve 150 children!

The Michigan Conference partners with the General Board of Global Ministries to host Global Mission Fellow US2. Here young adults serve in areas of missional and justice-focused outreach for two years. GMF-US2s, engage with local communities, connect the church in mission, and grow in personal and social holiness over this time. In 2019-20, six GMF-US2s served in campus ministry, environmental justice,

community organizing, poverty and homeless ministry, and feeding programs through their sites at Sunnyside United Methodist Church, Wesley Campus Ministry at WMU, the NOAH Project, and Motown Mission. Kalamazoo First United Methodist Church, and MFSA. GMF-US2s receive site supervision, mentoring, initial and ongoing training, retreats, and live in intentional community with other young adults.

Ministry Exploration Internship: The Ministry Exploration Intern program enables congregations to identify a young adult in their congregation who displays gifts for the ministry of an Elder. Ministry Interns serve 15-20 hours weekly in their home congregations, meeting with their pastor regularly, reading together, engaging in the ministry of an Elder, preaching a sermon, and participating in a week-long mission, camp or social justice project. Ministry Interns are expected to participate in an orientation day and engage in self-reflection. Ministry Exploration Interns receive a \$2000 stipend.

The Division of Young People's Ministry serves to create opportunities for young adults to engage in personal and social holiness. A Journey to the Table Retreat was held at Wesley Woods Camp and Retreat Center with over 30 young adults in attendance and in leadership. Groups of interested persons come together to plan events and ministry opportunities for young adults in the conference.

The Division of Youth Ministry is designed to provide resources and opportunities for our conference youth and youth programming. Throughout the last year, they provided transportation and leadership to YOUTH 2019 in Kansas City, MO. They also assist in the support and training of conference area youth leadership.

The Division of Higher Education and Campus Ministry: After a long process with many qualified candidates we are pleased to announce that Adrian College has recently hired a new Chaplain following Rev. Chris Momany's distinguished years of service. We look forward to working with Rev. April Gutierrez in the upcoming years and supporting her ministry on the campus of Adrian College. In 2019, there also was a leadership transition at the Big Rapids Wesley House serving Ferris State University where Rev. Kim Bos has succeeded Rev. Devon Herrell following her inspired years of service. A separate DHECM report is below.

The Board of Young People's Ministry is co-supporting the Ministry Incubators Project in which 12 young adult teams will set out to start up new missional ministries that engage their communities in positive ways. Teams will be part of an 18-month cohort that offers coaching and capacity building to encourage entrepreneurs.

In addition to all these wonderful programs, all young adults interested in growing as bold and effective leaders can find continuous opportunities to serve at <https://michiganumc.org/resources/young-adult-ministries-toolbox/>.

What we show in this report is a myriad of programs and ministries that are supported by the budget of the BYPM. We move forward into this upcoming year hopeful for growth, thriving rather than surviving. Young People are part of the church both here and now and in the future and we as the Michigan Area Conference of The UMC look forward to a bright future.

Christy M. White, Chair

DIVISION OF HIGHER EDUCATION AND CAMPUS MINISTRY

Thank you, Michigan Conference, for supporting the creative, energetic, and inspiring work of Michigan United Methodist campus ministry in 2019!

The Division of Higher Education and Campus Ministry (DHECM) is part of the Michigan Conference structure under the Board of Young People's Ministries.

In The United Methodist Church, campus ministries are **extension ministries of the Church** and are among its most significant disciple-making communities.

¶ 120. The Mission – The mission of the Church is to make disciples of Jesus Christ for the transformation of the world. Local churches and **extension ministries of the Church** provide the most significant arenas through which disciple-making occurs (*THE BOOK OF DISCIPLINE* 2016, Part IV, The Ministry of All Christians; **emphasis added**).

The Michigan Conference Division of Higher Education and Campus Ministry (DHECM) advocates for campus ministry throughout the Michigan Conference connectional structure to secure primary financial resources and provide accountability and evaluation for our UM campus ministries. We help our intentional UM campus faith communities make bold and effective young adult leaders and disciples for the Church and the world by promoting the healthy spiritual and social development of young adults on campus.

The DHECM supports these 10 Michigan United Methodist campus ministries. Their individual reports are on the following pages.

- Central Michigan University (Wesley@CMU)
- Ferris State University (Big Rapids Wesley House)
- Grand Valley State University (Wesley Fellowship)
- Michigan State University (Wesley at Michigan State University)
- Motor City Wesley (Wayne State University)
- Northern Michigan University
- Wesley Foundation at the University of Michigan
- Western Michigan University (Wesley of Kalamazoo)
- Adrian College
- Albion College

The opening devotions for each of our meetings are based on the reports we receive from our ministries. The stories and reports are inspiring, diverse, and creative.

We celebrated two leadership transitions in 2019. Rev. April Gutierrez was hired as the Chaplain at Adrian College succeeding Rev. Chris Momany whose years of distinguished and nationally recognized service dated from January 1996. Rev. Gutierrez began serving in January 2020. Kim Bos became the Director at Big Rapids Wesley House succeeding Rev. Devon Herrell after her years of inspired service since 2014. A third transition started at the end of 2019 with Rev. Charlie Farnum taking a Sabbatical and possibly serving in a new appointment in the Spring/Summer of 2020.

Samson Kobbah III concluded his service as our Campus Ministry Social Media Coordinator and intern with the EncounteMICall program. We benefited from his management of our UMC on Campus - Michigan Facebook page and innovative podcast “Uproar” (<https://www.motorcitywesley.org/uproar>).

These are the currently active social media sources for Michigan United Methodist campus ministry:

- Donate to campus ministries: <https://campusministry.networkforgood.com/>
- UMC on Campus - Michigan Facebook page: <https://www.facebook.com/umconcampus/>
- DHECM presence on the web: <https://umconcampus.org>
- Loans and Scholarships: <https://www.gbhem.org/loans-and-scholarships>
- Michigan Conference website: <https://michiganumc.org/resources/wesley-foundation/>

Local churches prepare a report of their college and university students as part of the annual Church Conference process. The DHECM receives those reports and we are partners with local churches in caring for these students as they enter young adult faith development beyond the local church. We are grateful for your participation in this process. We have exceeded the 2018 totals in each metric! As of the submission of this report, 82 local churches (59 in 2018) have shared 560 students (427 in 2018) attending 114 (96 in 2018) different schools or military service. This database is available to our Michigan campus pastors for their outreach ministries. An outreach project through DHECM would be to connect students not served by our Michigan campus ministries to the appropriate campus ministry.

Thank you to all who participated in the Annual Conference Golf Outing. We raised \$1,970 (\$1,400 in 2018) for our ministries. Thank you, Rev. Richard Burstall, for organizing this year's event.

Site evaluations were conducted for Motor City Wesley and Wesley of Kalamazoo. There was a one-year check-in with Wesley at Michigan State University. After multiple evaluations and substantial discernment, we decided to suspend funding for Grand Valley Wesley Fellowship as of June 30, 2019.

We adopted a new policy “Campus Ministry in the Michigan Conference” that includes Models of Campus Ministry and Marks of Excellence.

The Conference Merit Scholarship program has been offered in prior years and was primarily funded by the United Methodist Student Day offering. Regrettably, the UM Student Day offerings have continued to decline. The General Board of Higher Education and Ministry (GBHEM) announced that “Due to this reduction, and the administrative time and expense on both annual conferences and GBHEM's Loans and Scholarships division, we are eliminating the Conference Merit Award program starting this year...The funds that would be disbursed as a Conference Merit Award in 2019 (\$31,800 of the approximate \$400,000 received on UM Student Day Special Sunday) will be awarded through the United Methodist National and Gift of Hope Scholarship programs.”

The Francis Asbury Award is an annual recognition chosen by the DHECM. From the General Board of Higher Education and Ministry (GBHEM), “the award recognizes individuals who have made a significant contribution to fostering the church’s ministries in higher education at the local, district, or annual conference level of the church. The award is named for Bishop Asbury and is based on his admonition to the people called Methodist to erect a school in the vicinity of every church.” The DHECM is grateful to the Rev. Dr. Charles Boayue who presented the Francis Asbury Award to the Rev. Dr. Anthony Shipley on November 13, 2019, at Hope United Methodist Church in Southfield. In nominating Rev. Dr. Shipley, Bonnie Garbrecht, a DHECM member and former Adrian College Trustee, noted his distinguished service as:

- Creator of ASPIRES – a collaboration between Adrian College and the Scott Community Center to provide guidance and support to talented at-risk youth to prevent students from becoming high school drop-outs & provide college entry and success at Adrian College.
- Founder of Chandler Park College Preparatory Academy in 1997 with a charter from Saginaw Valley State University. This innovative educational programming for at-risk students expanded to include high school in 2007.
- Adrian College Board of Trustees member (1977-1985; 2002-2019) where Tony was awarded an Honorary Doctor of Divinity Degree in 1974 and served on many committees throughout his years of service.

We celebrate all persons related to and serving God through our campus ministries! Their disciple-making works are salt and light on our campuses. We praise God for the Holy Spirit resting upon, and reviving and resourcing them. Thank you, Michigan Conference, for your recognition and support of these life-changing communities of faith on campus.

Jeff Williams, DHECM Chair

THE WESLEY FOUNDATION at CENTRAL MICHIGAN UNIVERSITY (CMU)

CMU Wesley is at a time of transition. Our long time director Rev. Dr. Charlie Farnum has moved on from Wesley to complete more of his life work, and we wish him and Kendall Farnum the best in this endeavor and their life after Wesley. As of the time of this report, we as the CMU Wesley board are finalizing our candidate search for our new director. We are hopeful for the future at CMU Wesley after seeing many great applicants and look forward to our new director and the many great things they will help us accomplish. Our board is also going through a revitalization, with new members coming on and new leadership roles being filled.

In past updates we have highlighted some of the numbers for our Wesley foundation. Contact hours, average attendance, or the average cost per student painted and accurate and positive picture of Wesley. While numbers are still up, I instead would like to highlight what our students have done this past year. Our students really are the lifeblood of this ministry. We serve them but ultimately they are the ones making this organization work. Over the spring semester our students have been more heavily involved in leading Wesley with our interim director Rev. Chuck Kaliszewski. Together they have started to form a new understanding of ministry and voice new concerns and celebrations in preparation for our incoming director this July. From this work our students have come forward with the following statement regarding the current atmosphere of The United Methodist Church and our stance at CMU Wesley.

“We believe everyone is a child of God, loved by God just as they are. We cherish every child of God regardless of sexuality, gender identity and expression, age, race, spirituality, physical or mental abilities. Wesley welcomes and affirms everyone with open arms no matter what struggles they face. We desire to have a community rich in diversity and a place where everyone can be their authentic self without fear of judgement.”

I think this is bold leadership. Leadership unprovoked by us, but stated very clearly and without hesitation. I am proud of our students and the many ways they are currently and will become the leaders we at times only wished we could be. As The United Methodist Church is growing and changing, we too are evolving. Centering us in this time is our students, who collectively agree on a way forward for us, based on a loving God, and a gracious invitation. I thank God for their voice, and for their convictions. I also thank God for the support of this ministry and the empowerment of the leaders of tomorrow, today.

Scott Marsh, Acting Board Chair

WESLEY HOUSE AT FERRIS STATE UNIVERSITY (FSU)

Overview of the Ministry

The FSU Wesley House is a campus ministry of The United Methodist Church, where students and young adults in the Big Rapids area can belong to a community who loves, accepts, and supports them, explore what they believe, and begin to become the people that God is calling them to be. We have weekly worship services, small group studies, community meals, seasonal events, fun outings, a commitment to service, and numerous opportunities to grow both in our faith and as leaders in our community.

Our students are being equipped and empowered to lead small groups, plan events, assist and plan worship and Bible study, and serve meals in the community. We also continue our strong tradition of engaging students in service. Our spring break mission trip was comprised of 20 students and 5 adult chaperones. We headed to New Orleans, LA, where we served that community in various ways, from environmental and sustainability work, to construction, to human care. In addition to the Spring Break mission trip, we have also continued our monthly commitment to serve a meal one Saturday every month, partnering with the 3rd Ave UMC feeding program. This is also the fourth year we have run our Student Food Pantry. The number of students utilizing the pantry has remained steady. In the fall of 2019 we served an average of 70 students each month. In addition to student involvement at Wesley House and on campus we have two student interns serving in local churches through the help of the EncounterMiCall grant. These students are serving in youth and children's ministry, technology development, in congregation care, and administration.

By the Numbers:

In 2019, the Wesley House at Ferris State:

- More than 150 students have been directly contacted by invitation in Fall 2019
- 173 students have engaged with our ministry on any level in the last term
- 95 students are involved in our ministry (1/month)
- 24 students are invested in our ministry (1/week) 33
- 8 students have been selected for our 2020 Student Leadership Team
- 2 students moved on due to graduation or changing schools

We continue to connect with local churches in both the Northern Waters and Midwest districts. We appreciate the 17 covenant partner churches, with whom we have developed intentional, prayer-filled relationships. Wesley House is a ministry of community in many ways, and we cherish our time spent at the Northern Waters hub conferences, in local worship services or mission meetings, anywhere we have the opportunity to share about what your gifts are doing in the lives of young adults through the ministry of the Wesley House. Our ministry is not possible without the support of people and churches who pray over, believe in, cheer for, and invest deeply in the gifts, talents, faith, and futures of young adults. We are so grateful for the many, many people who continue to make this ministry happen.

Kim Bos, Director

WESLEY FELLOWSHIP AT GVSU

Vision: Wesley Fellowship at GVSU is an inclusive community enabling individuals to grow in faith and social justice.

Mission: To make disciples of Jesus Christ for the transformation of the world by welcoming and affirming, equipping, challenging, the mind, heart and spirit.

Values: Open Doors, Open Hearts and Open Minds, Inclusive, Accepting, and Committed to social justice

Our Purpose: We are a campus ministry at Grand Valley State University which is committed to the United Methodist Wesleyan traditions and actions of social justice and the inclusiveness of all people; the spiritual formation and soul tending of students, staff and faculty; and missional experiences which include reflection on the actions.

Over the past year, The Wesley Fellowship at GVSU has embraced our status as the only progressive, denominationally associated campus ministry (out of approximately 40 religious organizations and 400+ general student organizations at GVSU) at Grand Valley State University.

Over the past year our students have spent between 2-4 hours per week in the student center at our social justice table. Each week we have a question designed to encourage students to stop and engage in conversation about a particular social justice issue. This gives our students the opportunity to talk about why, as Christians in the Methodist tradition, social justice matters to them and how their faith informs their thinking on justice issues. This academic year our topics have included food insecurity, immigration, human trafficking and LGBTQ inclusion. We engaged with 167 students over the course of the Fall 2019 semester. Our weekly Bible studies also focused on social justice topics. Our goal is to create space at GVSU for Christian engagement of social justice issues where difficult questions are wrestled with in a supportive community.

Our students also hosted an event for students to make apple cider in the fall, and they volunteered at “Wear the Rainbow”, a free clothing event for LGBTQ students in Grand Rapids. We co-sponsored an antisemitism event with Hillel and are active participants in the “Made In Michigan Interfaith Lab” a multi college day long interfaith training event coordinated by the GVSU Campus Interfaith Resources.

As part of our calling to be a Christian voice for social justice, the Wesley Fellowship at GVSU has entered into a deep collaboration with True North Campus Ministry, a Presbyterian Church (USA) campus ministry in Grand Rapids present at Grand Rapids Community College and Kendall College of Art and Design. Both ministries share a commitment to social justice and helping students discover God’s call on all aspects of their lives. This collaboration allows both ministries to work together on particular projects and expands our ability to interact with more students. In spring 2019 both ministries co-sponsored a talk by Christian activist Shane Claiborne about gun violence. In the winter semester, along with four partner congregations from both The United Methodist Church and Presbyterian Church (USA), we distributed 200 finals treat bags across all three campuses.

Winter semester 2020 we hired our first ministry intern. Bailey Williams is a graduate of GVSU and exploring a possible call to seminary and campus ministry. As part of our collaboration with True North Campus Ministry, both the Wesley Intern and the True North Seminary Intern will meet to reflect on the calling and practice of campus ministry. They will be able to share experiences across campuses and across denominational affiliations.

Nancy Janisch, M Div., Interim Director

WESLEY of Kalamazoo (Wesley Foundation of Kalamazoo)

WESLEY of KALAMAZOO (The Wesley Foundation of Kalamazoo) serving Western Michigan University, Kalamazoo Valley Community College and Kalamazoo College where we seek to be an authentic, transforming, Christ centered community.

Belong- Creating Community

In 2018, Wesley of WMU was the church home to 97 students – defined as students who participated at least three times a month in Wesley activities. Additionally, we house nine young adults in the Wesley Intentional Living Center, which focuses on learning to create Christian community. Wesley serves as a hub for student and community groups, this last year hosting: Voices of WMU Gospel Choir, Campus Beet, ERACCE Headquarters, Latino Student Alliance speaker series, the LBGT Office of WMU family Thanksgiving Dinner and Trans Day of Remembrance, Narcotics Anonymous, the Southwest District Office and district events and meetings. We also partner in sharing space for events with the Pakistani student association, the Malaysian students association, the Japan Club, the Burmese student association, the Future Law Enforcement professional organization, Art Camp for kids, Drama Camp for kids, Fire Historical Arts Collaborative, SEITA Scholars program for WMU (WMU’s community for college students formerly in foster care), Project X (multicultural community organizing training for young adults) and of course local United Methodist youth groups, and retreat and planning space. The relationships built from sharing space help us both radically welcome as Christ would and share Christ’s Good News of inviting all to the table.

Believe- Discipleship

We worship every Sunday evening with communion and share a meal together. Throughout the year we have had different small groups or studies engaging different students with topics ranging from a basic Bible study, to a Christian running group, prayer group, and an outdoor adventure with God group. Much of our Christian education centers around sharing a meal, which we think is one of the most holy things we can do together. We’ve started cooking lessons with food from our own gardens, and we eat the food we make together at a free meal open to the community. From the relationships we build with our community, we begin to grow in our faith as we both learn more about who God is together and follow the example of Christ.

Become- Leadership Development

Wesley of Kalamazoo is a cauldron of call. We have a leadership team of six students that the pastoral staff mentors while they direct the programming of the ministry. We are a site for a Global Mission Fellow US-2, who spends two years with Wesley in leadership and vocational discernment. With the EncounterMICall intern program, we host interns who are working in local churches or non-profits discerning where God is calling them. As we only have a short time with students, we seek to nurture their call and give opportunities to grow in leadership.

We look forward to another year learning and growing together, becoming the people God is calling us to become.

Jess Davenport, Director and Campus Pastor

WESLEY at MICHIGAN STATE UNIVERSITY (MSU)

The Michigan Conference equips and connects through Christ-centered: Mission and Ministry, Bold and Effective Leaders, Vibrant Congregations. MSU Wesley engages this vision as a Christian Community of Young Adults that Loves without Exception, Serves without Judgement and Rejoices without Restraint.

Love without Exception: MSU Wesley gathers as a diverse Christian Community of Young Adults. In this last year 50 active students from a variety of ethnic, cultural, and economic backgrounds brought their unique perspectives of Jesus to this faith community. During this polarizing time in our culture and our church it is inspiring how so many differing personalities can be united in a common desire to follow Jesus.

This shared desire to follow Christ pushes students to develop as Bold and Effective Leaders. Our student leaders hosted the 2019 Keep Making Peace Conference. Led worship at Annual Conference, and District Missional Hubs. Worked with local churches and ministries through the Encounter MI Call Internship.

Serve without Judgement: MSU Wesley engages in relational mission and ministry. The relationship established in service with neighbors near and far are done so in the name of Christ. And each new friendship made helps as a Jesus encounter. In 2019, more than 33 students were connected to missional opportunities. Twenty-two student missionaries traveled to Charleston, SC to work with community gardens. Eleven students worked with the Greater Lansing Food Bank.

Rejoice without Restraint: MSU Wesley Students rejoice without restraint in worship and Biblical Reflection. A team of 12 students worked with East Lansing University United Methodist Church (ELUUMC) to launch the REACH Band Led Service. The band is composed of all students from the MSU School of Music and is led by Parker Garmon. Three of our Wesley students hold internships with ELUUMC Choir. These three students have created the Annual Broadway Review where they invite 12 other students from the college of music to perform at an evening of music and dessert for donors to enjoy and raise \$5,000 for Choir Scholarships at ELUUMC.

The 2019 budget was \$109,000. \$43,000 came from Division of Higher Education. \$12,000 came from the Mid-Michigan District. The remainder comes from partnering congregations (EL University, Sycamore Creek, Holt, Okemos, Lansing Central, Williamston, Asbury, and Shaftsbury United Methodist churches) and individual partners from the Michigan area and Alumni.

Thank you for your ongoing partnership.

William Chu, Director

MOTOR CITY WESLEY

Since 2009 Motor City Wesley has been rebuilding the United Methodist presence on college and university campuses across Metro Detroit. Launched 10 years ago by students returning to Wayne State University after a summer of service with Motown Mission, Motor City Wesley is now an established part of the campus ministry network across the Michigan Conference. During our 10th Anniversary year, we established pilot chapters or expansion plans for The University of Michigan – Dearborn / Henry Ford College, Lawrence Technical University, Macomb Community College and Oakland University. We've partnered with local United Methodist Women and the Forum for Theological Exploration to launch regular teach-ins for young women and students of color. We are building a cohort of students to lead intentional Christian communities as a means for vocational discernment and equity work. Our Moto Creative ministry now connects talented artistic students with faith communities in need of improving their witness to the world. We see all this work as a continuation of the campus outreach to Detroit area schools that started back in 1943 with the charter of the Wayne State Wesley Foundation. We look forward to partnering with individuals and churches who care about young people attending nearby institutions of higher education. Through practices of creativity, community, and conspiracy Motor City Wesley is ready to help these generations grow as radical disciples of Jesus Christ for the transformation of the world. More at motorcitywesley.org

Carl Gladstone, Director

NMU WESLEY CAMPUS MINISTRY

What is NMU Wesley?

NMU Wesley Campus Ministry is the new Wesley Foundation at Northern Michigan University (NMU). Contact info: 805-710-4752; wesley@mqthope.com; Attn: NMU Wesley, 111 E. Ridge St. Marquette, MI 49855. We are an intentional expansive faith community that supports students and young adults in their faith journey. Our main support is Marquette Hope United Methodist who houses us in the Connection Center.

Who is NMU Wesley for?

NMU Wesley is for all college aged young adults seeking a faith community to belong to. If you have high school graduates who become NMU students, please help us get connected to them so we can include

them in what is happening and welcome them with open arms. We currently have 15 students actively engaged each week.

What is NMU Wesley up to in the 2019-2020 academic year?

NMU Wesley is hosting weekly Sunday night Dinner and Devos where the students help cook a homemade meal and gather together for fellowship and spiritual formation. We also offer a coffeehouse called CommonGrounds that is free for all to come and enjoy a cup of coffee, a snack, WiFi, and a space to be. CommonGrounds is a partnership ministry with Lutheran Campus Ministry and is run by NMU Wesley students. We worked with the Presbyterian Campus Ministry to host the CROP WALK on Oct 6th to increase awareness around hunger locally and internationally. We hosted a shared winter retreat with the Presbyterian Campus Ministry and we gather with the Lutheran Campus Ministry every Thursday for dinner and worship. Over the spring break time, a group of us are headed out to Yakima Valley in Washington to explore the history of Native Americans, the Church, and the land as well as lend a hand on the Just Living Farm.

How can we become involved?

Help people learn about us by talking and sharing! We are here for all NMU students in the greater Marquette area. We know many of the congregations in the Michigan Conference have young adults that are attending NMU.

Erica Thomas, Campus Ministry Director

WESLEY FOUNDATION AT THE UNIVERSITY OF MICHIGAN

Greetings to you from your Wesley Foundation at the University of Michigan in Ann Arbor! We are celebrating a wonderful year of growing student leadership and involvement, as well as celebrating 137 years of ministry in the midst of campus.

We are a pluralistic community academically, theologically, by age and interest. All students from the University of Michigan, Eastern Michigan University, Concordia University and Washtenaw Community College are welcome. We are a community of persons committed to caring, sharing, serving, learning, and growing with each other regardless of ethnic origin, gender, sexual orientation, marital or economic status, disability, or other human differences. Our common bond is God's love shown through Jesus Christ.

We have welcomed many new first-year and graduate students into the life of the Wesley Foundation who have become active student-leaders in this community. We seek to be a home away from home by providing a welcoming and nurturing environment on the university campus. Through worship, fellowship, study, and service we seek to build an open and diverse Christian community.

Our weekly programs include worship, free meals, Bible studies, small group studies, and service opportunities. We have been growing our coffee house ministry, Divine Brew, which has been a fantastic outreach for our students and other young adults and alumni in the community.

We continue to forge partnerships with area local churches to help meet the growing needs of our community. Through student interns, service projects, collaborative mission trips, worship experiences, and social justice efforts, our students and local church leaders have had the opportunity to learn from one another and to combine our resources for effective ministry.

Our Board of Directors continues its focus on our long-range goals and how to expand our ministry of development. We continue to prioritize projects and develop plans for fundraising and endowment development for sustainable ministry.

We are focused on ways to help students discern God's call in their life. We seek to help students to better understand their gifts and graces and how to implement them in faithful ways in their communities. Through service learning, reflection, internships, and mission events, the students in our community can better discern who they are designed to be and what God is calling them to do.

Our students have been planning mission and service events and exploring ways to become active volunteers in our community. We have worked with the community of Flint, the Ronald McDonald House, Habitat for Humanity, Food Gatherers, the Spectrum Center, the city of Ann Arbor, and other area agencies to provide helping services to the community. We have also served in Puerto Rico in the clean-up and rebuilding efforts after Hurricane Maria and the recent earthquakes.

I am excited to see the many ways that God is working in the lives of these young people and look forward to seeing them help proclaim the nearness of the realm of God. Let us continue to lift them up in prayer, and strive to work together to support them as they seek out their calling in life and faith. We thank you for your prayerful support!

Tim Kobler, Director/Chaplain