

# Conference Workbook

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**23rd Session  
of the Dakotas Conference  
of The United Methodist Church  
Sioux Falls, Dakota  
June 9-11, 2016**

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## Section 1: Legislation

### 1.1 Organizational Resolutions for Dakotas Annual Conference 23<sup>rd</sup> Session

1. The online and printed agenda becomes the official agenda, with adjustments as necessary. All requests for additional items to be placed on the agenda shall be given to the agenda coordinator, Duane Coates.
2. There will be seating assigned on the conference floor for clergy and members of Annual Conference. There is also a designated area for guests and visitors.
3. The boundaries of the Annual Conference shall be the round tables marked for clergy and lay members. Voting members only are to be seated in this area. During Plenary Sessions all non-voting persons, including spouses of clergy and lay members, are to be seated in the area designated for visitors. The names of those guests and speakers that are approved to be seated within the bar of the session are projected during announcements are available in printed form at the registration desk and with the agenda coordinator.
4. The District Superintendents shall receive and relay to the presiding officer all requests of members to be excused from the Annual Conference Session. Those names will be printed in the journal.
5. Requests for personal points of privilege shall be submitted to agenda coordinator.
6. The following persons shall be given the privilege of voice and vote on the Conference floor:
  - a. Clergy persons related to other annual conferences or denominations but who serve United Methodist Churches or who are affiliate members of the Dakotas Conference. Such clergy shall be granted the same rights and privileges as Associate Members of the annual conference.
  - b. United Methodist Churches or who are affiliate members of the Dakotas Conference.
  - c. Associate Members of the annual conference.
7. Persons in the following categories shall have privilege of the floor without vote:
  - a. Retired clergy persons who have served churches of the Dakotas Conference but who are members of other annual conferences.
8. Announcements shall be written legibly and submitted to registration desk.
9. All reports from Conference agencies are published in the Conference Workbook. Advance permission must be secured from the Agenda Coordinator before any other printed materials may be distributed.
10. The consent calendar shall be those items listed on the consent calendar Section 2 of the Conference Workbook. Written request to lift an item from the consent calendar must be submitted to the Conference Secretary by noon on Friday. Signatures of ten voting members are required to lift an item from the consent calendar. A form is available at the registration desk and with the agenda coordinator for your convenience.
11. Lay and clergy members shall confirm directory information for journal records. Any changes in directory information for laity, clergy or church can be made at the registration desk.
12. We recommend using the strikeover feature for removing information from conference policies and underline new items that are being placed in conference policies. This should be done for items being considered by the Annual Conference.
13. During debate to be recognized to speak you must select the card that represents your position on the item being considered.
  - a. Green card is an affirmative position
  - b. Red card is a negative position.
  - c. White card is a question.
14. When recognized by the Bishop at a microphone during discussion or debate state your name, church, and clergy or laity.

## 1.2 Resolution Concerning Predatory Lending in South Dakota

WHEREAS, Scripture teaches that all persons are of sacred worth (Genesis 1:26); and

WHEREAS, Scripture teaches that the people of God are not to take advantage of the weak, the poor, and the vulnerable (Exodus 22:21–24; Deuteronomy 24:10–22; Zechariah 7:8–14); and

WHEREAS some financial institutions exploit financially struggling households by charging excessive rates of interest on cash advances, payday loans, car title loans, direct deposit advances, and high-cost installment loans; and

WHEREAS, The Book of Discipline of the United Methodist Church states in the Social Principles:  
 “Financial institutions serve a vital role in society. They must guard, however, against abusive and deceptive lending practices that take advantage of the neediest among us for the gain of the richest.  
 Banking regulations must prevent the collection of usurious interest that keeps people in cycles of debt.” (Social Principles, 163J Finance); and

WHEREAS, The United Methodist Church directs all general agencies to invest in banks that have “policies and practices that preclude predatory or harmful lending practices” (Resolution 4071); and

BE IT THEREFORE RESOLVED that the Dakotas Conference of The United Methodist Church sign on as a coalition partner with South Dakotans for Responsible Lending and join in advocating to cap payday, car title, and installment loans at an annual interest rate of 36%.

Submitted by:

Jim Ackerman	Jackie Koupal
Kevin Brady	Rev. Travis Krogman
Natalie Buck	Rev. Paul Lint
Diana Evans	Charlene Lund
Rev. Richard Fisher	Mike Marsland
Donna Fisher	Lynette Mart
Barbara Goodman	Rev. Sara McManus
Rev. Jan Gross	Mallory Meier
Jolene Hanson	Rev. Ryan Mutzenberger
Jessica Higgins	Julie Nelson
Claire Hilton	Rev. Matthew Richards
Steve Hilton	Rev. Katie Rowen
Lorna Jost	Rev. Rob Salmonson
Rev. Taylor Johnson	Rev. Peggy Stempson
Rev. Karl Kroger	Bryan Teachout
Dana Koupal	Eric Teachout
Lisa Teachout	Rev. Mark Tracy
Rev. Mark Tracy	Rev. Jen Tyler
Rev. Teresa Whetsel	Rev. Lou Whitmer
Mary Wilson	Sharon Wilson

### 1.3 Proposed Budget for 2017

	2016 Budget	2017 Budget				2017 Total Budget
		Apportioned	Foundation	Donations / Other		
Developing Missional Leaders	727,343	664,443	143,500	1,116,500	1,924,443	
Equipping Missional Congregations	416,560	331,100	0	196,100	527,200	
Extending Missional Impact	1,173,019	1,268,406	14,700	939,000	2,222,106	
Generating Missional Resources	84,000	83,900	0	0	83,900	
Support Services	1,229,560	1,268,191	57,500	142,850	1,468,541	
Cabinet	734,518	745,212	0	0	745,212	
<i>Subtotal</i>	<i>4,365,000</i>	<i>4,361,252</i>	<i>215,700</i>	<i>2,394,450</i>	<i>6,971,402</i>	
Pension & Insurance	92,000	78,000	9,000	771,559	858,559	
Direct Bills to Churches	2,569,664	2,975,795	0	534,928	3,510,723	
<i>Subtotal</i>	<i>2,661,664</i>	<i>3,053,795</i>	<i>9,000</i>	<i>1,306,487</i>	<i>4,369,282</i>	
<b>Total</b>	<b>7,026,664</b>	<b>7,415,047</b>	<b>224,700</b>	<b>3,700,937</b>	<b>11,340,684</b>	

Note: **Foundation** includes funds the Conference expects to receive as endowment distributions or withdrawal of accumulated investment earnings. **Donations/Other** is primarily made up of donations from individuals or churches but also includes grants, registration fees, and reimbursement

## Treasurer's Discussion & Analysis

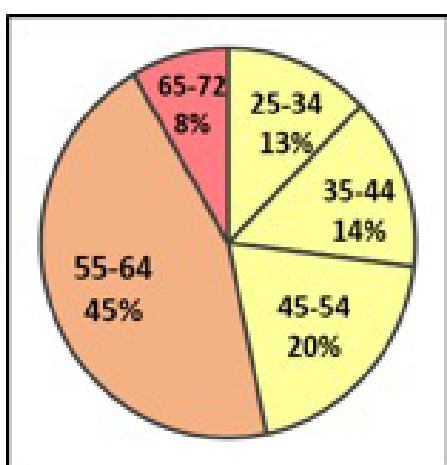
### Overview

Overall, there is a slight decrease (-0.05%) in the 2017 apportioned budget. The highlights will be discussed later, but I want to explain two big changes in the 2017 budget that have been in the works for quite some time.

First, we wanted to show a more complete picture of the Dakotas Conference's budget. While apportionments provide for most of the conference's budget, we rely greatly on income from other sources as well. We depend more and more on the Dakotas United Methodist Foundation which provides income from endowments as well as investment earnings. We also depend greatly on donations and registration fees to operate our camps, Solar Oven Partners, Spirit Lake Ministry Center, and Bakken Oil Rush Outreach. Also, we would like you to see how the Thrive donations are being put to use.

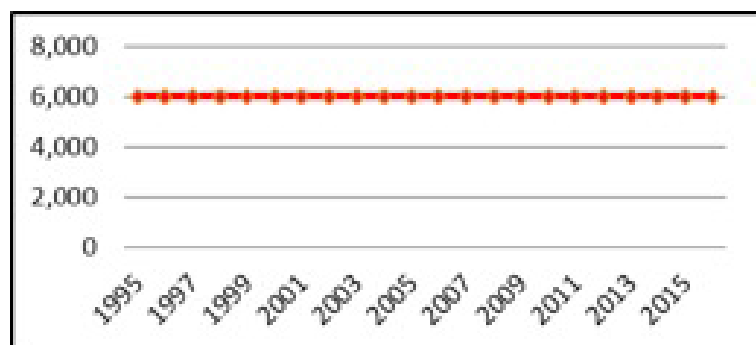
Second, we have also put together a four-year budget. While we know that only the 2017 budget will be binding, this will help us plan better and communicate more consistently our future plans for the pathways and programs for the conference. Below are the major changes/highlights that you should be aware of.

### Ordained Ministry Challenges



Graph 1: Active Clergy by Age

A major challenge of the Board of Ordained Ministry is recruiting and developing the next generation of clergy leaders. *Graph 1* helps show the challenge as 53% of our current active clergy could be retired within 10 years. The 2016 Miracle Offering will provide for up to 30 Elisha Interns. Providing an opportunity for young people to explore their call to ministry is part of the solution. Another part of the solution will be addressing financial obstacles. Thanks to the Foundation and many generous donors, the Dakotas is providing more seminary scholarships than ever, but more needs to be done. *Graph 2* shows the maximum amount available to a new clergy person for debt reduction. There has been no change in the last 20 years although average seminary debt has greatly increased. We have been very



Graph 2: Maximum Debt Reduction Grant

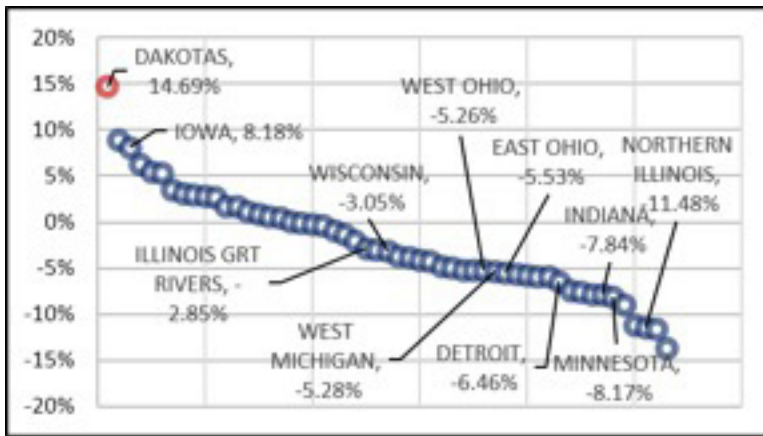
inconsistent in helping pastors understand finances and grow spiritually in the area of stewardship. Bishop Ough was invited by the Lilly Foundation to apply for a grant to help us address this.

### Camping continues towards being Apportionment Neutral

Keith Shew, Area Director of Camping, has been working hard with the site directors to refine their budgeting and financial reporting process. In addition, the Foundation is helping organize an annual fund drive to offset the reduction in apportionment support for camping

### Thrive success

We anticipate a celebration at the 2016 Annual Conference because of the success of the Thrive campaign. In 2017, we plan to spend close to \$727,000 on new churches, revitalization, and leadership development. A third of this cost will be offset by Thrive funds to allow us to move forward quicker than would normally be possible.



Graph 3: Percent Increase of GC Apportionments 2011

## General Church Apportionments continue to rise

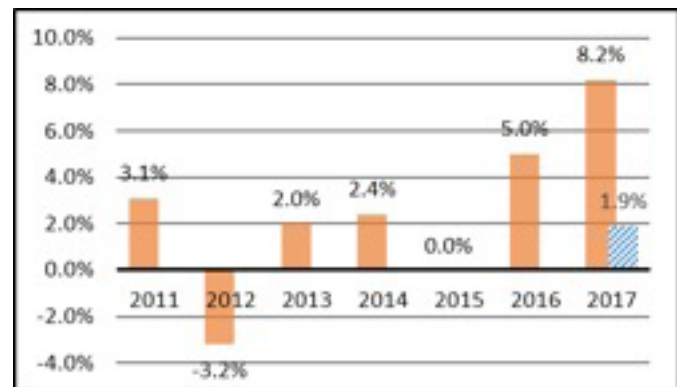
2015 was a big year in that this was the first year on record that the Dakotas Conference paid General Church Apportionments in full and on time. This will become a greater challenge in future years. Graph 3 shows the percent change in apportionments for all North Central conferences since 2011. I labeled the other conferences in our jurisdiction. The majority of conferences have seen their apportionments decrease. The preliminary amounts are in the budget, but General Conference will finalize the amount. Likely this amount will decrease at the urging of the General Secretaries.

## Missions and Missionaries in Transition

In 2017, \$20,000 was added to support the Bakken Oil Rush Outreach in Watford City. The Konsors have planted a ministry that is strongly supported by people in that region. They have incorporated and established a board. They have also used up the funds from the 2013 Miracle Offering. This apportioned financial support will ease the transition. We are also planning to help Solar Oven Partners and Spirit Lake Ministry Center become more independent. Both ministries have been very successful, but we believe it is important for the Dakotas Conference to transition from being a manager to being a donor for these ministries. Rebecca Trefz, Director of Ministries, will be working with the staff and advisory boards to map out this transition.

## Pension & Insurance – Offering more choice

Currently we offer only two health plans: the traditional PPO plan or the Consumer-Driven Health Plan. Both of these plans are “Gold” plans so our pastors have a choice between two plans of relatively equal value. In 2017, we will start giving our pastors a choice between two plans of different value: a Gold plan or a Silver plan. This is a step towards giving pastors more choice in what health benefits best meet their specific needs. Beyond 2017, the Board of Pensions would like to offer several HealthFlex plans including the option to add vision or dental coverage. This change also gives us an opportunity to save money. In Graph 4, you can see that, without a change, the Direct Bill and Participant’s Shares will increase by about 8.2%. By offering a Silver plan, we estimate that Direct Billing will increase by only 1.9%. Pastors that elect the Silver plan will see their Participant’s Share decrease.



Graph 4: Percent Increase 2011-2017

I also need to explain the large increase in Direct Bills to Churches. The Board of Pensions has never previously budgeted for the UMPIP Paid by Parish (a supplement to the pension plan). This has long been the expense of any charge with a full-time United Methodist Pastor. Since we are billing this amount to the churches, we are now going to be including it in our budget as well.

## Closing statement

I’m very pleased with this budget and the direction of the Dakotas Conference. We still have plenty of work ahead of us. I think the most difficult challenge will be in continuing to evaluate the effectiveness of our programs and choosing to end or change programs that are not bringing the results we would like. The long-term budget should help us with this. In a separate document, I will have the line-by-line budget available for those interested that shows the details of each program.

Submitted by Jeff Pospisil, Treasurer



### Apportioned Budget Detail

Pathway/Program	2015 Actual	2016 Budget	2017 Budget	2018 Budget	2019 Budget	2020 Budget
<b>DEVELOPING MISSIONAL LEADERS</b>						
MISSIONAL LEADER LINK	5,320	7,300	4,300	4,300	4,300	4,300
LEADERSHIP DEV. OFFICE	6,818	17,663	20,000	20,650	21,500	21,900
BOARD OF ORD.MINISTRY	55,466	105,500	84,450	85,650	86,650	101,150
MINISTERIAL ED.FUND	35,487	39,219	43,393	42,000	42,000	42,000
LAY SERVANT MINISTRY	14,181	23,250	17,750	19,250	20,750	22,250
LAY LEADER	571	3,000	3,000	3,500	4,000	4,500
CAMPING & YOUTH OFFICE	19,323	13,150	14,050	15,050	16,050	17,050
CAMPING & RETREAT MIN.	278,264	268,000	244,500	225,000	195,500	166,000
YOUTH LEADERSHIP DEV.	12,000	24,000	21,500	23,500	23,500	23,500
COUNCIL ON YOUTH MIN.	37,038	73,911	70,000	70,400	70,400	70,400
YOUNG ADULT & HIGHER ED	133,700	141,500	134,500	134,500	134,500	134,500
SAFE & SACRED PLACES	3,316	8,850	5,000	5,000	5,000	5,000
NOMINATIONS COMMITTEE	1,108	2,000	2,000	2,000	2,000	2,000
RESOURCE LIBRARY	363	0	0	0	0	0
<b>SUBTOTAL</b>	<b>602,956</b>	<b>727,343</b>	<b>664,443</b>	<b>650,800</b>	<b>626,150</b>	<b>614,550</b>
<b>EQUIPPING MISSIONAL CONGREGATIONS</b>						
MISSIONAL CONG. LINK	784	3,000	3,000	3,000	3,000	3,000
DIR. OF MINISTRIES OFFICE	13,407	16,700	17,950	18,700	19,450	20,300
NEW CHURCHES	194,318	195,760	193,150	193,900	194,250	195,500
THRIVE CAMPAIGN	25,000	25,000	0	0	0	0
MCCI	74,564	91,000	61,000	59,000	57,000	55,000
JOURNEY RENEWAL	0	36,000	31,000	36,000	36,000	36,000
TOOLS/TRAINING CHURCHES	16,302	49,100	25,000	25,300	25,600	26,000
<b>SUBTOTAL</b>	<b>324,375</b>	<b>416,560</b>	<b>331,100</b>	<b>335,900</b>	<b>335,300</b>	<b>335,800</b>
<b>EXTENDING MISSIONAL IMPACT</b>						
MISSIONAL IMPACT LINK	150	3,000	1,000	1,000	1,000	1,000
GENERAL APPORTIONMENTS	880,524	873,352	929,691	954,691	954,691	954,691
CONNECTIONAL MISSIONS	124,056	120,680	120,180	120,180	120,180	120,180
CONF.MISSIONARIES	195,160	175,987	217,535	223,400	201,500	181,250
DIR. OF MISSIONAL IMPACT	6,667	0	0	0	0	0
<b>SUBTOTAL</b>	<b>1,206,557</b>	<b>1,173,019</b>	<b>1,268,406</b>	<b>1,299,271</b>	<b>1,277,371</b>	<b>1,257,121</b>
<b>GENERATING MISSIONAL RESOURCES</b>						
COUNCIL ON FINANCE & ADMIN	2,117	4,000	3,500	3,500	3,500	3,500
FINANCE OFFICE	22,143	25,000	24,900	25,250	25,600	25,950
EQUITABLE COMPENSATION	32,600	50,000	50,000	50,000	50,000	50,000
D&O; WORKER'S COMP	4,999	5,000	5,500	5,500	5,500	5,500
BUILDERS CLUB	81	0	0	0	0	0
<b>SUBTOTAL</b>	<b>61,939</b>	<b>84,000</b>	<b>83,900</b>	<b>84,250</b>	<b>84,600</b>	<b>84,950</b>

<b>Pathway/Program</b>	<b>2015 Actual</b>	<b>2016 Budget</b>	<b>2017 Budget</b>	<b>2018 Budget</b>	<b>2019 Budget</b>	<b>2020 Budget</b>
<b><i>DISTRICT SUPERINTENDENCY</i></b>						
SHARED EXPENSES	5,527	12,000	11,500	12,500	12,500	12,500
GLACIAL LAKES	118,980	139,463	140,103	143,930	146,576	149,292
EASTERN SUNRISE	119,164	139,363	141,303	145,130	147,776	150,492
SAKAKAWEA	131,320	139,729	141,503	145,330	147,976	150,692
PRAIRIE HILLS	126,983	136,963	141,303	145,130	147,776	150,492
PRESIDING ELDERS	1,580	4,000	0	0	0	0
CONTINGENCY FUNDS	12,304	25,000	29,000	29,000	29,000	29,000
INTRODUCTORY MEETINGS	4,838	8,000	8,000	8,000	8,000	8,000
MOVING FUND	127,264	125,000	127,500	130,050	132,651	135,304
DIST. SUPERINTENDENCY COMM	893	1,000	1,000	1,000	1,000	1,000
DIST. BUILDING & LOCATION	150	1,000	1,000	1,000	1,000	1,000
RESPONSE TEAM	0	3,000	3,000	3,000	3,000	3,000
<b>SUBTOTAL</b>	<b>649,003</b>	<b>734,518</b>	<b>745,212</b>	<b>764,070</b>	<b>777,255</b>	<b>790,772</b>
<b><i>SUPPORT SERVICES</i></b>						
COMMUNICATIONS OFFICE	28,625	31,800	54,500	31,800	31,800	31,800
DAVID SYSTEM	40,559	45,000	61,000	62,500	65,000	70,000
CONF SECRETARY/JOURNAL	10,428	9,000	11,500	9,000	9,000	9,000
TRUSTEES	199,632	160,000	160,000	162,450	164,850	167,350
CHANCELLORS	8,384	10,000	10,000	10,000	10,000	10,000
ANNUAL CONF. SESSION	50,455	51,800	62,150	57,750	63,500	57,000
COMMON TABLE	20,498	20,000	15,000	15,000	15,000	32,000
HUMAN RESOURCES COMM.	139	1,500	1,750	1,750	1,750	1,750
EPISCOPACY COMMITTEE	3,926	4,000	5,000	5,000	5,000	9,000
ARCHIVES & HISTORY	39,652	42,700	44,400	60,535	44,605	45,732
CONF. CENTER OPERATIONS	744,494	853,760	817,891	878,304	895,042	912,112
AREA OFFICE SUPPORT	23,030	0	25,000	25,000	25,000	25,000
<b>SUBTOTAL</b>	<b>1,169,823</b>	<b>1,229,560</b>	<b>1,268,191</b>	<b>1,319,089</b>	<b>1,330,547</b>	<b>1,370,744</b>
<b>TOTAL EXPENSES</b>	<b>4,014,654</b>	<b>4,365,000</b>	<b>4,361,252</b>	<b>4,453,380</b>	<b>4,431,223</b>	<b>4,453,937</b>
ESTIMATED BUDGET UNDERSPENDING			248,591	253,843	252,580	253,874
OTHER UNRESTRICTED INCOME	(15,261)					
<b>APPORTIONED INCOME</b>	<b>3,869,232</b>	<b>4,365,000</b>	<b>4,109,580</b>	<b>4,191,772</b>	<b>4,275,607</b>	<b>4,361,119</b>
<b>NET INCOME/(LOSS)</b>	<b>(160,683)</b>	<b>0</b>	<b>(3,081)</b>	<b>(7,766)</b>	<b>96,964</b>	<b>161,057</b>

## Pension & Insurance Detail

	2014	2015	2016	2017
	Actual	Actual	Budget	Request
1 HealthFlex Premiums - Actives	1,857,304	1,808,004	1,872,624	1,912,908
Retiree HRA Contributions	439,889	450,160	578,732	611,106
Extend Health Admin Expenses	9,379	23,460	10,000	25,000
Medicare Part B	50,195	52,555	55,000	55,000
Allowance for Uncollected (0.5%)			15,000	7,000
HealthFlex Expenses	2,356,767	2,334,179	2,531,356	2,611,014
Apportionments	(74,409)	(82,858)	(80,000)	(68,000)
Direct Bill Churches	(1,373,654)	(1,318,280)	(1,404,468)	(1,453,228)
Direct Bill Participants	(455,106)	(445,512)	(468,156)	(478,227)
Retiree Health Fund Transfer	(439,889)	(45,016)	(578,732)	(611,106)
Investment Earnings - Deposit Acct	(604)	364	-	(453)
Performance Dividend	(178,348)	-	-	-
Medicare Part D Rebate	(1,994)	-	n/a	n/a
HealthFlex Offsets	(2,524,005)	(1,891,302)	(2,531,356)	(2,611,014)
<b>Expenses Less Offsets</b>	<b>(167,238)</b>	<b>442,877</b>	<b>-</b>	<b>-</b>
2 Pension Program Premiums				
CPP	220,163	225,711	229,054	237,903
CRSP-DC	232,750	240,720	249,807	261,884
CRSP-DB	774,094	797,959	781,935	809,321
UMPIP - Parish Contribution	-	243,535	-	258,815
Allowance for Uncollected (0.5%)			12,000	10,000
Pension Expenses	1,227,007	1,507,925	1,272,796	1,577,923
Apportionments	(16,105)	(333)	(2,000)	-
Direct Bill Churches	(1,136,805)	(1,416,130)	(1,165,196)	(1,522,567)
Transfers from Pension Reserve	(52,288)	(30,200)	(50,000)	-
Conference Budgets	(39,948)	(47,917)	(45,600)	(45,356)
Endowment / Investment Earnings	(9,543)	(8,954)	(10,000)	(10,000)
Pension Offsets	(1,254,688)	(1,503,534)	(1,272,796)	(1,577,923)
<b>Expenses Less Offsets</b>	<b>(27,681)</b>	<b>4,391</b>	<b>-</b>	<b>-</b>
3 Benefit Grants	20,400	26,252	50,000	50,000
Program, Seminars, Stipends, Etc	5,339	3,568	10,000	10,000
Benefits Office	66,475	74,619	100,000	99,000
Administration Expenses	92,214	104,439	160,000	159,000
Transfer from Endowment	(92,214)	(104,439)	(160,000)	(159,000)

	<b>Expenses Less Offsets</b>	-	-	-	-
4	Retiree Health	55,085	53,632	56,179	56,701
	Active Participant Contribution - 3%	(55,085)	(53,632)	(56,179)	(56,701)
	Apportionments	-	-	-	-
	<b>Expenses Less Offsets</b>	-	-	-	-
5	Board Expenses	2,305	5,010	10,000	10,000
	Apportionments	(8,614)	(8,882)	(10,000)	(10,000)
	<b>Expenses Less Offsets</b>	<b>(6,309)</b>	<b>(3,872)</b>	-	-
	<b>Total Expenses</b>	<b>3,733,379</b>	<b>4,005,185</b>	<b>4,030,331</b>	<b>4,414,638</b>
	<b>Total Offsets</b>	<b>(3,934,607)</b>	<b>(3,561,789)</b>	<b>(4,030,331)</b>	<b>(4,414,638)</b>
	<b>Balance</b>	<b>(201,228)</b>	<b>443,396</b>	-	-
	<b>Apportionments</b>	<b>99,128</b>	<b>92,073</b>	<b>92,000</b>	<b>78,000</b>
	<b>Direct Bill to Churches</b>	<b>1,373,654</b>	<b>1,318,280</b>	<b>2,569,664</b>	<b>2,975,795</b>
	<b>Total to Churches</b>	<b>1,472,782</b>	<b>1,410,353</b>	<b>2,661,664</b>	<b>3,053,795</b>
	<b>HealthFlex Participant's Share</b>	<b>510,192</b>	<b>499,144</b>	<b>524,335</b>	<b>534,928</b>

## 1.4 Annual Conference Site Rotation Proposal

**Submitted by:** Common Table and Sessions Committee (9-29-15)

**Endorsed by:** Extended Cabinet (9-16-15)

**Contact Person:** Rebecca Trefz, Director of Ministries, 605-996-6552, rebecca.trefz@dakotasumc.org

**Specific Action for Annual Conference Approval:** In order to ensure that we continue to provide a quality event that not only addresses the business of the annual conference, but more importantly equips and inspires local church leadership, we are proposing that the Dakotas Annual Conference set a two-site (Bismarck, ND and Sioux Falls, SD) rotation for the 2017-2020 quadrennium.

**Supporting Information and Background:** Since 1993, the Dakotas Conference has scheduled their Annual Conference locations according to their districts (changing from 5 districts to 4 districts in 2010). While this assured a level of geographical fairness to all attendants it also meant a different event location every year for at least four years leading to planning and logistical challenges as well as varying degrees of quality, communication and service with site vendors. In recent years, our approach to Annual Conference has changed in that we put more focus on equipping local church leaders with more speakers and workshops. With this shift has also come greater demands and expectations around space/capacity needs and technology standards. How can we fill these expectations and keep our goal to provide the attendees with a quality experience of the highest standard possible?

In the previous years, the location contracts were most often extended to the Ramkota Hotel Chain (recent examples include 2014 Rapid City, 2013 Bismarck, 2012 Sioux Falls). Upon visiting the contracted Ramkota locations for 2016 in Sioux Falls and the anticipated Ramkota location for 2017 in Bismarck, the overall impression at either location was that of an aging space with inconsistent quality levels (accessibility, size, layout, varying customer service levels). A hotel event space combination in general is becoming increasingly challenging with the technology needs that will only become more demanding looking at 2017 onwards. Space capacity limitations have been experienced as we have increased speaker quality and workshop offerings.

Our goal is to continue to improve upon the success of recent Annual Conferences with high profile speakers, quality workshops and an environment that is inviting to Annual Conference members and visitors alike. Moving to two sites, allows us to more efficiently negotiate site contracts with a tighter event sequence and local tech teams can be secured for a long-term commitment. With this recommendation the sites for the 2017-2020 quadrennium would be:

- o 2017: Bismarck
- o 2018: Sioux Falls
- o 2019: Bismarck
- o 2020: Sioux Falls

If we stay with the four districts rotation, sites for the 2017-2020 quadrennium, will be: 2017 Bismarck, 2018 Sioux Falls, 2019 Fargo, 2020 Rapid City.

**Event Criteria for choosing our sites in ND and SD - rated in importance by the clergy and laity who participated in the fall leadership event (9-18-15)** Large open and flexible space for plenary – accommodating 650 people, including 100 visitors, aisles, 2-3 stage setups and tech podium

1. Space that allows for use of multimedia technology (projection, streaming, internet, sufficient bandwidth, audio)
2. Adequate and easily accessible space for luncheons and workshops (25-100 people) as well as Clergy Session (250 people)
3. Cohesive Space – plenary, breakout rooms, luncheons, displays all near one another
4. Adequate bathroom facilities
5. Affordable on-site meals and/or nearby restaurants
6. Sufficient hotel rooms in the same facility as the meeting spaces
7. Within the existing Conference Budget
8. Having the Celebration of Life and Ministry Service (worship service with 650 people) in a United Methodist Church

## 1.5 Proposed Changes to Rules

**Submitted by:** Common Table and Missional Leaders Link (3-16)

**Endorsed by:** Extended Cabinet (4-20-16)

**Contact Person:** Rebecca Trefz, Director of Ministries, 605-996-6552, rebecca.trefz@dakotasumc.org

**1.5.1: Specific Action for Annual Conference Approval:** The following rule changes are proposed to reflect proposed changes:

- in Conference and District Lay Leadership to allow for sharing of leadership positions and the omission Lay Servant Ministries teams.
- Elimination of ministry teams to allow for a clergy peer and covenant teams as needed as opposed to by geography.
- In camping leadership structure to incorporate an Area Director of Camp and Retreat Ministries, Camp and Retreat Ministries Council and site teams.

It is further requested that language be examined throughout the Structure and Rules of Order and Policies of the Dakotas Conference by the Journal Committee to make necessary editorial changes.

### 1.5.2 Structure and Rules of Order proposed language changes

**2.4. Conference Lay Leadership.** The Conference Co-Lay Leader(s) shall be nominated and elected by the lay members of the Annual Conference at its first session following the General Conference according to procedures outlined in these rule.

**3.7.6. Non-Permanent Standing Committees.** The Common Table may recommend to the Annual Conference additional standing committees on the basis of (1) direct fulfillment of the purpose of the Annual Conference, and (2) demonstration of widespread involvement by persons within local churches of the Annual Conference. Standing committees established under these criteria will be reviewed at least once each quadrennium by the Common Table for recommendation to the Annual Conference for renewal. Recommendations to the Annual Conference shall include size and make-up of membership, as well as budget. For the quadrennium ending in 2016, standing committees will include a Board of Camping and Retreat Ministries, and a Conference Council of Youth Ministries—each relating to the Developing Missional Leaders Link. For the quadrennium ending in 2020, standing committees will include a Camp & Retreat Ministries Council and a Conference Council of Youth Ministries—each relating to the Developing Missional Leaders Link.

**4.6. Director of Camping, Retreats, and Youth Ministries Area Director of Camp and Retreat Ministries** 4.6.1 Responsibilities:  
a) to care for the program, leadership development, promotion, and administration relating to conference-wide programming relating to camping, retreats, and youth camp and retreat ministries.

### Section 5: Ministry Teams

**5.1. Clergy Ministry Teams.** Recognizing that The United Methodist Church is a community saved by grace through faith, centered in Christ, grounded in Scripture, and connected with one another, the clergy under appointment within the bounds of the Dakotas Annual Conference affirm the Wesleyan heritage of covenantal relationships by participating in the Ministry Team to which they are appointed by the Bishop. 5.1.1. Purpose. The purpose of the Clergy Ministry Team is a) to provide fellowship and support. b) to encourage spiritual and personal growth. c) to coach and to nurture each other in working through the joys, challenges, and transitions of ministry. d) to help one another become more effective in ministry. e) to discern opportunities for shared ministry and mission. f) to hold each other accountable to the covenant of the Clergy Ministry Team, including mandatory participation. 5.1.2. Each Clergy Ministry Team is responsible for determining how it will fulfill the stated purpose of the Clergy Ministry Team. 5.1.3. Organizational Clarifications a) Each Ministry Team will be led by a Presiding Elder appointed by the Bishop. b) The Dakotas Conference shall provide annual training for the Presiding Elder. c) Retired clergy appointed to serve a local church are also appointed to a Clergy Ministry Team. d) Clergy Ministry Teams shall gather regularly, with monthly meetings being the norm. e) Exceptions shall be negotiated among the Presiding Elder, the Clergy Ministry Team, and the District Superintendent. f) District Superintendents shall meet periodically with each Clergy Ministry Team to build relationships, share information, and enjoy fellowship with its members. 5.1.4. Expectations of Clergy Ministry Teams. Faithful attendance and participation of all appointed Team members. 5.1.4.2. Each member shall exhibit a high level of professionalism by: a) respecting confidentiality. b) holding one another accountable to the professional responsibilities and expectations of pastoral ministry. c) speaking and acting out of mutual respect and courtesy. d) modeling Wesley's "Three Simple Rules." e) affirming the core values of the Dakotas Annual Conference of The United Methodist Church. f) strengthening connectionalism within the covenant community. g) nurturing relationships that will support team members in times of personal, family, and professional transition. Mutual care shall be extended in the critical times of appointment changes. h) Presiding Elders shall share pastoral care concerns with the District Superintendent with the consent of the Team members.

**5.2. Lay Servant Ministry Teams.** We affirm the value of United Methodist connectionalism by encouraging laity to work together in mission and ministry beyond the local church, including but not limited to the Ministry Team's area. Some ways in which

laity have already chosen to share in ministry are: training events, combined confirmation classes or Bible study groups, mission events, shared mission projects, outreach, marketing, and worship. As the Dakotas Annual Conference, we already have a rich history of working together through United Methodist Women, United Methodist Men, Annual Conference youth events, camps, Lay Servant Leaders, Dakota Marketplace /Mission in Motion, and so forth. 5.2.2. Recognizing laity as a vital part of the ministry of the local and global church, Lay Ministry Teams are urged to strengthen connections and alliances for the purposes of: a) fostering relationships. b) improving communications. c) encouraging spiritual growth. 298 d) promoting personal and leadership growth. e) exploring joint ministry opportunities. f) advocating community and global action to meet the ever changing needs in and beyond our local communities. 5.2.3. To allow flexibility for each Team's circumstances, each Team may establish its own organizational and leadership procedures. By sharing leadership and resources, and by providing mutual support and accountability, we do ministry better when we do it together. 5.2.4. Lay Servant Ministry Team Coordinators shall be selected by the District Superintendent in consultation with the District Lay Leader. Training will be provided for the Lay Servant Ministry Team Coordinators through the District Superintendent and District Lay Leader. Lay Servant Ministry Team Coordinators are lay equalization members of the Annual Conference by virtue of office.

**7.9. Conference Co-Lay Leaders.** The Conference Co-Lay Leaders shall be elected at the Laity Session of the Annual Conference immediately following the General Conference for a quadrennial term, and each may succeed himself/herself once, except according to Rule 7.2 in instances where the person was elected to complete half or less of an unfinished term. In such cases, the Conference Co-Lay Leaders and/or Associate Lay Leader may succeed themselves twice. In the year of the election, the Common Table shall determine the method for the lay members of Annual Conference to nominate and elect the Conference Co-Lay Leaders and Associate Lay Leader.

**7.10. District Co-Lay Leaders.** In the same year as the Conference Co-Lay Leaders is elected, the Common Table shall determine the method for the lay members in each district to nominate and elect district co-lay leaders. District co-lay leaders serve a quadrennial term and may succeed themselves once, except according to Rule 7.2 in instances where a person was elected to complete half or less of an unfinished term.

**7.11. Lay Members of Annual Conference and Lay Equalization**

In accordance with section VI of the Constitution of The United Methodist Church, Paragraph 32, Article I, of the *Discipline* (2012), the lay membership of Annual Conference shall be elected as follows:

**A.** According to the *Book of Discipline* (2012), the lay membership of the Annual Conference shall consist of professing lay members elected by each charge. Each charge served by more than one clergy member under appointment shall be entitled to as many lay members as there are clergy members under appointment. (Each charge in the Dakotas Conference shall pay expenses for lay members it elects.)

*Lay members by virtue of office:* (The Dakotas Conference shall pay Annual Conference allowed per diem, Annual Conference allowed mileage, and registration fee):

"The lay members shall have been for the two years next preceding their election members of The United Methodist Church and shall have been active participants in The United Methodist Church for at least four years next preceding their election." (Paragraph 32, Article I)

- Diaconal ministers
- Active deaconesses
- Home missionaries under episcopal appointment within the bounds of the annual conference
- Conference co-lay leaders
- District co-lay leaders
- Conference president of United Methodist Women
- Conference president of United Methodist Men
- Conference director of Lay Speaking Ministries
- Conference secretary of Global Ministries
- President or equivalent officer of the conference young adult organization
- President of the conference youth organization
- Chair of the Annual Conference college student organization
- One young person between the ages of twelve (12) and seventeen (17) from each district\*
- One young person between the ages of eighteen (18) and thirty (30) from each district\*

\*To be selected in such a manner as may be determined by the annual conference." (Paragraph 32, Article I) *The Conference Council of Youth Ministries is asked to designate one youth from each district in order to fulfill the younger portion of this requirement.*

**B.** In addition to those specified by the *Discipline*, the Dakotas Conference also includes the following persons as lay members of Annual Conference by virtue of office, if the person holding such office is a layperson and a member of a United Methodist Church. (The Dakotas Conference shall pay annual conference allowed per diem, Annual Conference allowed mileage, and registration fee.):

- Associate lay leader
- Lay members of the Conference Council on Finance and Administration
- Lay members of the Common Table
- Commissioned missionaries serving within the bounds of the Dakotas Conference\*
- Dakotas Conference Missionaries who meet the criteria of training and ministry and are approved by the Dakotas Board of Global Ministries or equivalent structure
- General and Jurisdictional Conference delegates if not otherwise elected from a local charge or by virtue of office
- Campus ministers who are United Methodist lay persons and are serving a formally organized college or university campus

ministry group

-A student representative from each formally organized college or university campus ministry group (as selected by each campus ministry group)

Any of these positions held by a Dakotas Conference United Methodist professing lay person:

-Conference representative to general boards or agencies

-Staff members of general boards or agencies

-Chairs of Conference Boards/Agencies who are lay

-Conference Director of Finance and Administrative Services

-Conference Secretary

-Conference Historian

-Dakotas United Methodist Foundation Director

-Director of Leadership Development

-Associate Director of Communications

-Conference Statistician

-Conference Journal Editor

-Director of Camping and Youth Ministries

-Director of Ministries

-Conference Chancellors

-One young adult member to be selected per district by the District Superintendents in consultation with the Conference Council on Young Adult Ministries and Dakotas United Methodist Student Movement.

-One youth member to be selected per district by the District Superintendent in consultation with the Conference Council on Youth Ministries.

~~-Lay Servant Ministry Team Coordinators~~

-Certified Lay Ministers under assignment

The maximum projected number of additional lay members needed for equalization shall be determined annually by the Conference Secretary, based on the clergy members and the pastoral charges listed in the Business of the Annual Conference reported in the most recent Journal. The members needed for equalization shall then be allocated to those pastoral charges. Under this formula certain pastoral charges, beginning with the pastoral charge with the largest reported membership and proceeding in descending order of membership, shall be entitled to elect additional lay members in keeping with this formula until equalization is reached (those lay persons attend Annual Conference at pastoral charge expense). The formula is as follows: The total number of members of the Dakotas Annual Conference is divided by the number of charges in the conference to get the average members per charge. That average is then divided into the membership of each charge. That resulting quotient, rounded to the nearest whole number, is the maximum number of lay equalization members a charge is eligible to elect. Lay members elected in this section are in addition to the members elected under the provisions of section 7.11.a. and b. (by virtue of office)

**C.** If a charge requests not to have an additional lay equalization member, the charge may request this exemption by September 1 of each year, but still must follow section 7.11.a. When a charge declines to elect an additional equalization member, the next smaller charge, by membership, shall be given opportunity to elect an additional lay member.



## Section 2: Consent Calendar

### 2.1 Cabinet Resolutions

1. That July 1, 2016 is designated as the beginning of all new appointments for 2016-2017, unless prior arrangements have been made. The moving pastor's current charge shall pay the compensation, health, pension and other benefits through June 30, 2017.
2. That the moving schedule be flexible enough to consider the need of the pastors and families, and that the parish would have sufficient time to prepare the parsonage for the arrival of the incoming pastor. Moves shall be scheduled to occur between June 15 and July 15. If a move is scheduled to happen prior to the last Sunday in June, compensation shall still be paid by the current charge through the end of the month.
3. That both congregations and pastors be sensitive and respectful as to the transition of pastoral leadership in a charge. Negotiations between the Staff-Parish Relations chair, and the incoming and outgoing pastor as to first Sunday and care for priestly functions shall be done on a case-by-case basis. July 1 shall be the start date for all incoming pastors unless other arrangements have been made.

That consideration be given by the congregation to the incoming pastor to have his/her first Sunday serve as a welcoming Sunday, and that formal preaching and worship leadership responsibilities begin the following Sunday.

### 2.2 Equitable Compensation

The purpose of Equitable Compensation is to work with the District Superintendents in the effort to support congregations as they strive to become viable (Rule 1.4). This is done by A) providing salary support grants to Churches/Charges served by a full-time United Methodist pastor and B) making an annual recommendation of the minimum compensation needed by a pastor to allow them to focus their efforts on the ministry instead of seeking secondary employment.

#### **ANNUAL RECOMMENDATION OF MINIMUM COMPENSATION**

- 1) The Base Cash Salary for each year: *65% of the Conference Average Compensation for Full Connection Clergy; 62% of the Conference Average Compensation for Less than Full Connection Clergy*
- 2) The Base Cash Salary for both clergy groups listed in paragraph #1 shall include any personal tax deferred annuities, personal IRA's paid by the local church, or personal pension plan in addition to the recommended contribution to the Pension program (UMPIP) in No. 3.
- 3) The pastor shall receive the following in addition to minimum compensation. A) Pension Program Contribution (UMPIP) equal to 3% of the Denominational Average Compensation; B) Continuing Education allowance (minimum of \$150); C) Travel Allowance by voucher at the current IRS rate; D) Utilities paid in full (minimum of heat, electricity, local phone service, water, garbage service, and internet); Accountable Reimbursement Plan (minimum of \$500).

#### **SALARY SUPPORT GRANTS**

- 1) The following requests will be considered by the Commission:
  - a. Strategic Appointment Grant – Available when a new appointment results in significantly increased costs to the Church/Charge. These increased costs will be so burdensome that it is unlikely that the Church/Charge will have adequate resources available to take the necessary steps to becoming viable without outside assistance. The purpose of this grant is to assist the Church/Charge in its transition to being able to fully support the newly appointed pastor. The Church/Charge shall provide monthly written status reports to the District Superintendent and Conference Treasurer. Status reports shall at a minimum report progress towards benchmarks.
  - b. Discernment Grant – Available when a Church/Charge has declined in its ability to support a full-time United Methodist pastor to the point where it is unlikely to be able to provide the recommended minimum compensation. The purpose of this grant is to provide time for the Church/Charge and District Superintendent to evaluate the viability of the congregation and decide upon a ministry plan that is appropriate for the Church/Charge. The District Superintendent shall provide a report on the viability and the ministry plan at the next Equitable Compensation meeting. Depending on the ministry plan adopted by the District Superintendent and the Church/Charge, it may be appropriate for the Church/Charge to provide monthly written status reports to the District Superintendent and Conference Treasurer.
  - c. Emergency Grant – Available when a Church/Charge provides evidence that they will not be able to provide their full-time United Methodist pastor with the recommended minimum compensation. The purpose of this grant is

to ensure that the pastor is properly cared for.

- 2) Churches/Charges shall pay their apportionments in full during the years they receive salary support grant payments. Churches/Charges that do not comply with this shall not be considered for a Salary Support Grant the following year with the exception of Emergency Grants.
- 3) The maximum amount to be paid for Strategic Appointment Grants and Discernment Grants shall be \$5,400 annually. Grant payments to Churches/Charges shall be made monthly. A Church/Charge shall not receive Salary Support Grant payments for more than 36 consecutive months.
- 4) Salary Support Grant requests shall be submitted in writing to the District Superintendent and the Conference Treasurer. In order for Salary Support Grant payments to continue into a new calendar year, the written request must be updated and resubmitted.
- 5) The Churches/Charges receiving support will be listed in the Conference Journal.

**Equitable Compensation Calculation:** *The Commission calculates the Equitable Compensation amount based on the Conference Average Compensation. See calculations below:*

<b>Year</b>	<b>Full Connection Clergy</b>	<b>Less than Full Connection Clergy</b>
2017	62,799 x 65% = 40,819	62,799 x 62% = 38,935
2016	61,169 x 65% = 39,760	61,169 x 62% = 37,925
2015	59,970 x 65% = 38,981	59,970 x 62% = 37,181
2014	58,094 x 65% = 37,761	58,094 x 62% = 36,018
2013	58,724 x 65% = 38,171	58,724 x 62% = 36,409

**The charges which received Equitable Compensation support in 2016 were:**

*Belle Fourche, Beresford Zion, Edgeley/Ashley, Flandreau, Hazen/Beulah, Jamestown Regional Parish, Langdon, Mandan, Martin/Drake, Mohall/Bowbells/Sherwood, Prairie View, Presho/Kennebec/Reliance, and Webster/Bristol-Butler.*

### **2.3 Rental/Housing Allowances for Active, Retired, Disabled, or Former Clergypersons of the Dakotas Conference**

The Dakotas Conference (the "Conference") adopts the following resolutions relating to rental/housing allowances for active, retired, terminated, or disabled clergy persons of the Conference:

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED:

THAT an amount equal to 100% of the pension, severance, or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the "*Discipline*"), which includes all such payments from the General Board of Pension and Health Benefits ("GBOPHB"), during the calendar year 2017 by each active, retired, terminated, or disabled Clergy person who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergy person; and

THAT the pension, severance, or disability payments to which this rental/housing allowance designation applies will be any pension, severance, or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such pay-

ments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergy person rendered to this Conference or that an active, a retired, a terminated, or a disabled Clergy person of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergy person to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such an active, a retired, a terminated, or a disabled Clergy person's pension, severance, or disability plan benefit as part of his or her gross compensation.

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

## **2.4 Housing/Parsonage Allowance for Ordained or Licensed Conference Staff and District Superintendents**

WHEREAS, section 107 of the Internal Revenue Code permits a minister of the gospel to exclude from gross income the rental value of a parsonage furnished to the minister;

WHEREAS, a minister is also allowed to exclude from gross income the amount paid to him/her as a properly designated parsonage allowance to the extent used for actual expenses incurred in maintaining a parsonage;

WHEREAS, a minister is also allowed to exclude from gross income the amount paid to him/her in lieu of a parsonage when properly designated as a housing allowance to the extent used for actual housing expenses not to exceed the fair rental value of the home (including furnishing and appurtenances such as a garage, plus the cost of utilities);

WHEREAS the Dakotas Annual Conference of the United Methodist Church is the qualified organization for the designation of housing and parsonage allowances for all ordained or licensed persons who serve as District Superintendents, as paid officers of the conference or as members of the conference staff;

THEREFORE BE IT RESOLVED that of the cash salary paid to the following persons the following housing exclusions are hereby designated for the calendar year 2017 and for all future years unless otherwise provided:

- Randolph Cross - \$22,000
- Kevin Kloster - \$18,000
- Roger Spahr - \$30,000
- Kermit Culver - \$8,800 (7/1/16)
- Michael Flowers - \$7,000
- Ben Ingebretson - \$10,000
- Matt Morrison - \$8,000
- Rebecca Trefz - \$25,000

BE IT FURTHER RESOLVED that in addition to cash salary, the following person(s) will be paid the following amount instead of being furnished a parsonage in which to live, and this additional amount is hereby designated as a housing allowance for the calendar year 2017 and all future years unless otherwise provided:

- Randolph Cross - \$19,508
- Kevin Kloster - \$19,508
- Roger Spahr - \$19,508
- Rebecca Trefz - \$19,508

BE IT FURTHER RESOLVED that, during the interim between meetings, the Dakotas Annual Conference of The United Methodist Church authorizes the Conference Human Resources Committee to designate housing and parsonage allowances in accordance with section 107 of the Internal Revenue Code. Such designations are to be recorded in the official minutes of that Committee.

## **2.5 Board of Pensions**

### **2.5.1 The Budget:**

The Board recommends that the 2017 Board of Pensions Budget be adopted as proposed (detail outlined in the budget section of

the JOURNAL) with the total apportionment request of \$78,000.

### 2.5.2 Clergy Medical Leave:

Clergy member GS is approved to continue on medical leave and to receive CPP Disability Benefits for the conference year of July 1, 2016-June 30, 2017.

### 2.5.3 The Pre-82 (Past Service) Annuity Rate:

The Board recommends that the 2017 Past Service Annuity Rate (effective 1/1/2017) be set at \$688 for each year of pre-82 service in the Dakotas Conference. This is a 3.1% increase over 2016.

### 2.5.4 HealthFlex Issues:

For 2017, the annual Direct Bill for premiums to “active” participants will be 28% of the total active HealthFlex premium. Of this 28%, 25% will be used to offset the current premium while 3% will be deposited into an account for our retiree health funding plan. This 25% portion will be Direct Billed to the active participants in two parts:

- a) A stated amount of \$1,092 for participant+1 coverage and \$1,649 for family coverage. However if participant selects a Silver Plan there will be a “silver” discount of \$1044 from the previously stated amounts whether it be +1 or family coverage; plus
- b) An amount determined by the ratio of the previous year’s participant’s total compensation in their current place of work and ministry to the total compensation paid to all active participants in the Conference. (See Active Participant Premium Table) This “participant’s share” calculation applies to the position, not to the individual occupying the position, as long as the position’s compensation is within plus or minus five (5) percent (%) range of the previous compensation, for the purpose of calculating the amount to be paid after a move/change in personnel.

The actual amount to be paid directly by active participants in 2017 is approximately \$478,227. Eligibility to participate will be as specified in the HealthFlex Plan Documents and Conference Policy.

Premiums will be paid in accordance with Conference policies regarding such payments (see Policy section of this Journal).

### 2.5.5 Pensions and Health Benefits Guidelines:

The Board of Pension and Health Benefits affirms the Pension and Health Benefits Guidelines found in the 2015 Journal. (page 307-311)

#### a) (page 310 -2015 Journal) –**Eligibility Rules for Receiving Funding in a Retiree Health Reimbursement Account (HRA) or through Premium Support**

1. For determining eligibility, the following service qualifies as full-time service: A member of this Conference who is an elder in full connection, associate member, provisional member on the elder track, or local pastor and is appointed full-time to either a local charge located in this Conference clergy that are appointed in this Conference or within the connectional structure to a unit of this Conference or on CPP (disability) for which the annual conference has provided the pension contributions to either CRSP, MPP, or Pre-82. These changes will become effective 1-1-17.

Elders, Associate Members, Provisionals, and Local Pastors:

- Sabbatical Leave (¶352)
- Full-time local charge in Conference
- Full-time within the Conference
- CPP (disability)

### 2.5.6 Administration of all plans and work of the Board:

The Board recommends that the following be authorized to sign necessary documents relative to the Dakotas Board of Pensions for 2016-2017: The Board Chair, the Conference Benefits Officer and the Treasurer of the Board.

### 2.5.7 Regarding Corpus Amounts:

Endowment and Trust Fund:

The corpus was established at \$1,000,000 for the merged Dakotas Conference as of 1/1/1994. Additions since merger total \$84,646.59. The Corpus of the Endowment is \$1,084,646.59, as of 12/31/15. The Corpus is not viewed as a target balance. It is the foundation of all Dakotas Pension and Health Plans and cannot be expended for any reason.

The Board of Pensions has adopted a strategy of reserve savings with accompanying policies endorsed by the Conference Council on Finance and Administration which will enable the Dakotas Conference to weather large increases in health insurance premiums; secure the Ministerial Pension Plan and the Pre-82 Plan; and provide funding for CRSP liabilities. Reports of the amount of this Reserve Savings and its use will be reported to the Annual Conference upon request.

**2.5.8 RESOLUTIONS RELATING TO RENTAL/HOUSING ALLOWANCES FOR RETIRED AND DISABLED CLERGY PERSONS** are found in the "Resolutions" Annual Conference Minutes section of the 2015 Conference Journal. The Board recommends adoption of these resolutions for calendar year of 2017.

## **2.6 Policies for Dakotas Conference Salaries**

*Revised 2015 by Human Resources Committee*

### **EXEMPT EMPLOYEES**

**District Superintendents and Conference Executive Directors.** The Dakotas Annual Conference Human Resources Committee adopted the following policy adopted in 2004 (see page #157 of the 2004 Dakotas Conference Journal shall apply to District Superintendents and Conference Executive Directors (Director of Ministries and Director of Finance and Administration). ~~This action directed that the~~ That policy is: Salaries for District Superintendents and Conference Executive Directors shall be equal to the average salary of the top five salaries paid to Conference pastors in churches who pay 100% of their apportionments. Salaries in any one-year would not decrease from the previous year.

### **Associate Directors and Missionaries**

Associate Directors are exempt professional employees with special training or expertise to perform responsibilities in a specific area of ministry. Associate Directors include, but is not limited to, the campsite directors and the associate director of communications. Conference Missionaries are exempt professional employees who are certified by the General Board of Global Ministries for service as mission personnel. The bishop assigns these people to the mission field of the Dakotas Annual Conference. Missionaries may supervise a staff of non-exempt employees. The respective employing agents will develop a salary pool for its employees.

### **Conference Center Employees**

The Human Resources Committee has a adopted compensation system to help ensure equity in compensation based on the grade of the position and the individual employee's job performance. Each Conference Center position will have been assigned a grade and exempt/non-exempt status based on the Factor Evaluation System and their current job description. Annual evaluations will be used to help determine how well the employee is fulfilling the job description of their position. Compensation is calculated accordingly, including an annual cost-of-living adjustment.

### **Conference Camping Employees**

As a non-permanent standing committee of the Developing Missional Leaders Link, the Camp & Retreat Ministries Council works in conjunction with the Link and the Council on Finance and Administration to set the overall operations budget number. The Area Director of Camping and Retreat Ministries, in partnership with the Camp & Retreat Ministries Council and site directors, develops a compensation pool for Conference Camping employees. The individual salaries are set at the discretion of the Area Director of Camp and Retreat Ministries, based upon an individual's performance and the availability of funds.

### **NON-EXEMPT EMPLOYEES**

#### **Conference Support Staff Salaries**

The Human Resource Committee sets salaries annually, usually allowing a cost of living increase.

#### **Conference Camping Staff**

The Board of Camp and Retreat Ministries has developed a salary pool for its employees. On an annual basis the Board will determine a percentage increase for the next year's salary pool. The individual salaries are set at the discretion of the Director of Camping, based upon an individual's performance and the availability of funds. As a non-permanent standing committee of the Developing Missional Leaders Link, the Camp and Retreat Ministries Council works in conjunction with the Missional Leaders Link and the Council on Finance and Administration to set the overall operations budget number. The Area Director of Camp and Retreat Ministries, in partnership with the Camp and Retreat Ministries Council and site directors, develops a compensation pool for Conference Camping employees. The individual salaries are set at the discretion of the Area Director of Camp and Retreat Ministries, based upon an individual's performance and the availability of funds.

### Section 3: Elected Leadership

Committee/ Agency	First Name	Last Name	Role	Elected	Class	Address	Phone
<b>CONFERENCE</b>							
<b>THE COMMON TABLE (CT)</b>	<i>Sheila</i>	<i>Dailie</i>	laity at large	2014	2018	47533 152nd St Milbank, SD 57252	(605) 432-6388
<b>(3 lay, 3 clergy)</b>	<i>Cody</i>	<i>Warns</i>	laity at large	2014	2017	6050 Dakota Ave Madison, SD 57042	(605) 480-0369
	Steve	Behrens	clergy at large	2010	2019	PO Box 133 Steele, ND 58482	(701) 475-2631
	Joel	Higgins	clergy at large	2016	2020	500 Pasque Flower Trail Brandon, SD 57005	605-582-7995
	DeAnn	Eidem	clergy at large	2016	2020	3500 Canyon Lake Dr Rapid City, SD 57702	605-348-1080
	<i>Jessica</i>	<i>Ford</i>	laity at large	2015	2019	1423 1st Ave. W Williston, ND 58801	(701) 566-1512
<b>Ex officio Member (with vote)</b>	Bob	Ruedeusch	Conference Council on Finance & Administration	2015		401 S Spring Ave Sioux Falls, SD 57104	(605) 336-3652
	<i>TBA</i>		Conference co-Lay Leader				
	<i>TBA</i>		Conference co-Lay Leader				
	Kermit	Culver	District Superintendent	2016		1223 Eagles View Ln Bismarck, ND 58503	(701) 255-0800
<b>Ex officio Member (without vote)</b>	Bruce	Ough	Bishop	2012		1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Rebecca	Trefz	Director of Ministries/ Cabinet Representative	2014		1331 W University Ave Mitchell, SD 57301	(605) 996-6552
<b>CONFERENCE CHANCELLORS</b>	<i>Tim</i>	<i>Ottmar</i>	North Dakota	2012	2016	PO Box 1397 Jamestown, SD 58402	(701) 252-7229
	<i>Nancy</i>	<i>Oviatt</i>	South Dakota	2012	2016	PO Box 1600 Watertown, SD 57201	(605) 886-5812
<b>THE EXTENDED CABINET</b>	Bruce	Ough	Bishop	2012		1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Rebecca	Trefz	Director of Ministries	2014		1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Randy	Cross	DS Eastern Sunrise	2015		2636 Meadow Creek Circle S Fargo, ND 58104	(701) 639-0317
	Roger	Spahr	DS Glacial Lakes	2015		232 N Lake Dr Watertown, SD 57201	(605) 880-0011
	Kevin	Kloster	DS Prairie Hills	2015		5552 Limelight Ln Rapid City, SD 57702	(605) 580-5049
	Kermit	Culver	DS Sakakawea	2010		1223 Eagles View Ln Bismarck, ND 58503	(701) 255-0800
	Ben	Ingebretson	Area Director of New Church Development	2016		122 West Franklin Avenue, #400 Minneapolis, MN 55404	(612)230-6124
	<i>Deb</i>	<i>Kjerstad</i>	Director or Leadership Devel- opment	2016		8505 Heather Drive Rapid City, SD 57702	(605)990-7796
	<i>Keith</i>	<i>Shew</i>	Area Director of Camp and Retreat Ministries	2016		122 W Franklin Ave, Ste 400 Minneapolis, MN 55404	(612) 230-6130
	<i>Sheri</i>	<i>Meister</i>	Executive Director of Dakotas UM Foundation	2014		1331 W University Ave Mitchell, SD 57301	(605) 996-6552

	<i>Jeff</i>	<i>Pospisil</i>	Treasurer	2009		1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>Doreen</i>	<i>Gosmire</i>	Associate Director of Communications	2010		1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>TBA</i>		Conference co-Lay Leader	2016	2020		
	<i>TBA</i>		Conference co-Lay Leader	2016	2020		
<b>DEVELOPING MISSIONAL LEADERS</b>							
<b>MISSIONAL LEADERS LINK</b>	<i>Kori</i>	<i>Lehrkamp</i>	Chair	2014	2017		(605) 490-4389
<b>(12 including standing committees)</b>	<i>Shelby</i>	<i>Stotz</i>		2016	2020	4273 Rosemary Lane Rapid City, SD 57702	(605)343-2548
	<i>Steve</i>	<i>Schlasner</i>		2014	2018	1019 19th Ave SE East Grand Forks, MN 56721	(218) 399-0209
	<i>Taylor</i>	<i>Johnson</i>		2014	2018	401 S Spring Ave Sioux Falls, SD 57106	(605) 413-8851
	<i>Justin</i>	<i>Iverson</i>		2015	2018	130 4th Ave Arthur, ND 57274	(701) 967-8559
	<i>Beata</i>	<i>Ferris</i>		2016	2020		
	<i>Becky</i>	<i>Holzmann</i>		2015	2019	16001 Ellinson Rd Hettinger, ND 58639	(605) 564-2605
	<i>Charlie</i>	<i>Moore</i>		2015	2019	808 NW 3rd Street Madison, SD 57042	(605)256-2162
<b>Standing Committees (Membership with vote)</b>	<i>Kris</i>	<i>Larson</i>	Board of Ordained Ministry			19768 431st Ave De Smet, SD 57231	(605) 546-2424
	<i>Jeff</i>	<i>Lathrop</i>	Coordinator for CCYM				(605) 682-9447
	<i>Clay</i>	<i>Lundberg</i>	Camping Representative	2016		202 E 8TH Burke, SD 57523	(605) 775-2752
<b>Ex officio Member (with vote)</b>	<i>Jodi</i>	<i>Cataldo</i>	Discipleship Ministries staff			PO Box 13 Lehr, ND 58460	(701) 378-2327
	<i>TBA</i>		Conference co-Lay Leader				
	<i>Dave</i>	<i>Severtson</i>	Chair of Nominations			2500 W 37th St Sioux Falls, SD 57101	(605) 940-7581
<b>Ex officio Member (without vote)</b>	<i>Rebecca</i>	<i>Trefz</i>	Director of Ministries			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>Deb</i>	<i>Kjerstad</i>	Director of Leadership Development			8505 Heather Drive Rapid City, SD 57702	(605)990-7796
	<i>Keith</i>	<i>Shew</i>	Area Director of Camp and Retreat Ministries			122 W Franklin Ave, Ste 400 Minneapolis, MN 55404	(612) 230-6130
<b>Standing Committees under the Missional Leaders Link</b>							
<b>BOARD OF ORDAINED MINISTRY (BOM)</b>	<i>Jenny</i>	<i>Hallenbeck Orr</i>	Chair	2010		2031 N 3rd St Bismarck, ND 58501	(701) 255-1160
	<i>Judy</i>	<i>Christy</i>	Vice Chair	2011			
<b>(Nominated by the Bishop)</b>	<i>Bruce</i>	<i>Forbes</i>	Extentson Ministries Liaison	2016		1501 Morningside Ave Sioux City, IA 57706	(612) 708-3419

Theta	Miller	Registrar	2009		212 Trail Ridge Rd Brookings, SD 57008	(605) 692-4345
Gary	Ball-Kilbourne	Conference Relations Chair	2008		2605 Crescent Dr Minot, ND 58703	(701) 500-0985
Dean	Trapp	Clergy	2008		1640 Simmons Ave SE Huron, SD 57350	(605) 352-6227
Dan	Bader	Clergy	2010		PO Box 579 Pierre, SD 57501	(605) 224-5939
Howard	Grinager	Retired Liason	2013		470 E 3rd Parker, SD 57053	(605) 297-1060
Kris	Larson	Local Licensed Pastor Registrar	2010		19768 431st Ave De Smet, SD 57231	(605) 546-2424
Michelle	Brennan	Deacon Liason	2010		802 5th St Se Jamestown, ND 58401	(701) 952-3718
Val	Reinhiller	Dean of Licensing and Lay Ministry School	2014		325 E 9th St Williston, ND 58801	(701) 426-5456
Jan	Gross	Glacial Lakes Committee Chair	2008		PO Box 453 Hartford, SD 57033	(605) 528-3822
Mark	Phillips	Prairie Hills Committee Chair	2014		111 S Main St Lead, SD 57754	(605) 584-1328
Ray	Baker	Sakakawea Committee Chair	2016		1024 2nd St SE Minot, ND 58701	(701) 838-4425
Howard	Baird	Eastern Sunrise Committee Chair	2015		1600 4th Ave N Grand Forks, ND 58203	(701) 772-1869
Lori	Broschat	Continuing Education	2012		1502 5th Ave NE Devils Lake, ND 58301	(701) 230-8065
Ernie	Wight	lay	2011		140 S Lake Dr Watertown, SD 57201	(605) 880-7543
Chang	Yi	clergy	2012		2588 S 19th St Grand Forks, ND 58201	(701) 772-1893
Brandon	Vetter	clergy	2012		212 Estevan Dr Bismarck, ND 58503	(701) 223-4401
Janelle	Jones	lay	2012		835 W Hill St #305 Spearfish, SD 57783	(605) 722-5911
Doug	Erickson	lay	2012		6304 Westview Rd Sioux Falls, SD 57107	(605) 332-2798
Kelly	Drake	lay	2014		1509 Parkview Brandon, SD 57005	(605) 582-8200
Sharla	McCaskell	clergy	2014		5017 Stoney Creek Dr Rapid City, SD 57702	(605) 391-5560
Sara	Nelson	clergy	2015		180 18th St NE Watertown, SD 57201	(605) 886-4427
Sara	McManus	clergy	2016		709 17th St W Fargo, ND 57104	(701) 282-5765
Michelle	Holien	Lay	2016			(605) 881-6534
<b>Ex officio Member (with vote)</b>	Roger	Spahr			232 N Lake Drive Watertown, SD 57201	(605) 880-0011
<b>Ex officio Member (without vote)</b>	Deb	Kjerstad	2016		8505 Heather Drive Rapid City, SD 57702	(605)990-7796
	Taya	Swanson	2016		1331 W University Ave Mitchell, SD 57301	(605) 990-7796



<b>COMMITTEE ON NOMINATIONS</b>	Dave	Severtson	Chair & Glacial Lakes District	2010		2500 W 37th St Sioux Falls, SD 57101	(605) 940-7581
<b>(3 per dist)</b>	Nancy	Hallenbeck	Glacial Lakes District	2015		2509 W 31st St Sioux Falls, SD 57105	(605) 360-2352
			Glacial Lakes District	2016			
	Sharman	Zachrison	Sakakawea District	2016		7311 - 55th St SE Jud, ND 58454	(701) 685-2258
			Sakakawea District				
			Skakawea District				
	Pat	Siefken	Eastern Sunrise District	2011		14521 450th Ave Conde, SD 57434	(605) 395-6626
	Sandra	Marquardt	Eastern Sunrise District	2014		107 River St Cavalier, ND 58220	(701) 265-4308
			Eastern Sunrise District				
	Linda	Baldock	Prairie Hills District	2010		PO Box 227 White River, SD 57579	(605) 786-2262
	Dave	Birkeland	Prairie Hills District	2013		105 W 5th Cresbard, SD 58545	(701) 230-1515
			Prairie Hills District				
<b>Ex officio Member (without vote)</b>			Conference Lay Leader				
			Conference Secretary				
	Rebecca	Trefz	Director of Ministries			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Deb	Kjerstad	Director of Leadership Development			8505 Heather Drive Rapid City, SD 57702	(605)990-7796
<b>Non-Permanent Standing Committees under the Missional Leaders Link</b>							
<b>CAMP AND RETREAT MINISTRY COUNCIL</b>	Kerry	Hilton	Area Team Co-Chair	2015	2019	26736 438th Ave Bridgewater, SD 58319	(605) 413-3373
<b>(6 + co-chair)</b>	Lyall	Workman		2012	2018	102 Riverside Park Rd Bismarck, ND 57504	(701) 250-9379
	Marty	Warns		2012	2018	6050 Dakota Ave Madison, SD 57042	(605) 256-2072
	Kris	Mutzenberger		2016	2020	4801 W 41st St Sioux Falls, SD 57106	(605) 361-0899
	Nicole	Anderson		2016	2020	806 Valley View Dr Vermillion, SD 57069	(605) 237-6786
	LuAnn	Kemp		2015	2019	813 Grace Ave Cavalier, ND 58220	(701) 265-3123
	Clay	Lundberg		2014	2018	208 E 8th Burke, SD 57523	(605) 775-2752
<b>Ex officio Member (without vote)</b>	Keith	Shew	Area Director of Camp and Retreats	2015		122 W Franklin Ave, Ste 400 Minneapolis, MN 55404	(612) 230-6130
<b>Auxiliary/Invited (without vote)</b>	Christy	Heflin	Site Director Lake Poinsett	2014		20 South Lake Dr Arlington, SD 57212	(605) 983-5547



	Keith	Nelson		2016	2020	310 N Rowley St Mitchell, SD 57301	(605) 996-7721
	Adam	Weber		2012	2020	2800 E 57th St Sioux Falls, SD 57108	(605) 271-3249
	Mark	Rockeman		2016	2020	21901 422nd St NW Donnybrook, ND 58734	(701) 240-8705
	Connie	Maxwell		2010	2020	5111 S River Park Pl Sioux Falls, SD 57108	(605) 359-6501
	John	Srstka		2010	2017	5604 W Circle Dr Sioux Falls, SD 57106	(605) 941-6048
	Thom	Bowsher		2011	2017	1011 Washington Drive Milbank, SD 57252	(605) 432-4766
	Jenene	Earl		2010	2017	2580 Starline Ave Sturgis, SD 57785	(605) 720-5578
	Rebecca	Zabel		2014	2018	712 W Birch Apt B Mitchell, SD 57301	(605) 630-5105
	Michelle	Slott		2015	2019	6221 Timberline Rd W Rapid City, SD 57702	(605) 341-2429
	Cory	Thrall		2015	2019	420 6th St Washburn, ND 58577	(701) 462-3220
	Kevin	Kloster	Cabinet Representative			5552 Lighthouse Ln Rapid City, SD 57702	(605) 580-5049
<b>Ex officio Member (without vote)</b>	Bruce	Ough	Bishop			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Rebecca	Trefz	Director of Ministries			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
<b>EXTENDING MISSIONAL IMPACT</b>							
<b>MISSIONAL IMPACT LINK</b>	Ron	Olson	Chair	2012	2020	PO Box 122 Bowman, ND 58623	(701) 523-5492
<b>(12 including standing comms)</b>	Holly	Sortland		2016	2020	1519 Morningside Drive Rapid City, SD 57701	(701) 523-5492
	Barb	Nash			2019	1114 Hillside Terrace Bismarck, ND 58501	(701) 223-9162
	Gail	Arnold		2014	2017	11794 Owl Creek Rd Belle Fourche, SD 57717	(605) 892-5007
	Marty	Toepke-Floyd		2014	2017	1326 W 1st ST Redfield, SD 57469	(605) 472-0770
	Kristin	Krogman		2016	2020	106 W Willow St Presho, SD 57568	(775) 910-9801
	Travis	Krogman		2016	2020	106 W Willow St Presho, SD 57568	(605) 895-2353
	Sheila	Freed		2012	2018	127 N Maple St Hebron, ND 58638	
	Cherise	Bronson		2014	2018	105 West Leslie Drayton, ND 58225	
	Karl	Kroger		2015	2019	PO Box 401 Piedmont, SD 57769	(605) 787-4858
<b>Standing Committees (Membership with vote)</b>	Bonnie	Ostenson	United Methodist Women			705 5th Ave SE Jamestown, ND 58401	(701) 952-3494
	Bobbi	Larson	Conference Secretary of Global Ministries			709 E 3rd St Miller, SD 57362	(605) 853-3866

<b>Ex officio Member (with vote)</b>	<i>Shirley</i>	<i>Wiese</i>	UMW Mission Coordinator for Social Action		58695 172nd St Gary, SD 57237	(605) 272-5732
	<i>Sue</i>	<i>Chaplin</i>	UMW Mission Coordinator for Education		1820 Fulton Sturgis, SD 57785	(605) 720-2125
	<i>Cindy</i>	<i>Yeager</i>	Conference UMWIM Coordinator		5220 18th St S Fargo, ND 58104	(701) 293-8154
<b>Ex officio Member (without vote)</b>	<i>Rebecca</i>	<i>Trefz</i>	Director of Ministries		1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>Kevin</i>	<i>Kloster</i>	District Superintendent		5552 Limelight Ln Rapid City, SD 57702	(605) 580-5049
<b>UNITED METHODIST WOMEN (UMW)</b>	<i>Bonnie</i>	<i>Ostenson</i>	President		705 5th Ave SE Jamestown, ND 58401	(701) 368-9001
	<i>Karla</i>	<i>Leach</i>	Vice President		4017 S April Sioux Falls, SD 57103	(605) 201-5901
	<i>LaVina</i>	<i>Kleese</i>	Secretary		824 5th St NW Jamestown, ND 58401	(701) 252-3777
	<i>Sarah</i>	<i>Hock</i>	Treasurer		304 S Lincoln Ave #9 Madison, SD 57042	(605) 427-0209
	<i>Shirley</i>	<i>Wiese</i>	Social Action		48695 172nd St Gary, SD 57237	(605) 272-5732
	<i>Diane</i>	<i>Culver</i>	Membership, Nurture and Outreach		20751 475th Ave Aurora, SD 57002	(605) 690-4443
	<i>Sue</i>	<i>Chaplin</i>	Education and Interpretation		1820 Fulton Sturgis, SD 57785	(605) 720-2125
	<i>Julie</i>	<i>Wayne</i>	Spiritual Growth		1722 6th Ave NE Jamestown, ND 58401	(701) 952-9498
	<i>Barb</i>	<i>Lindbloom</i>	Secretary of Program Resources		21645 485th Ave Elkton, SD 57026	(605) 224-4489
	<i>Penny</i>	<i>Galinat</i>	Communications Coordinator		906 E Commercial Gettysburg, SD 57442	(605) 224-9586
	<i>Robyn</i>	<i>Nadvornik</i>	Committee on Nominations - Chair		21645 485th Ave Elkton, SD 57026	(701) 690-8958
	<i>Janet</i>	<i>Madsen</i>	Committee on Nominations	2017	906 E Commercial Gettysburg, SD 57442	(605) 769-2746
	<i>Irma</i>	<i>DeSmet</i>	Committee on Nominations	2018	1600 Country Dr #10 Mitchell, SD 57301	(605) 996-8882
	<i>VirLyn</i>	<i>Hoff</i>	Committee on Nominations	2018	150 B Ave E Dickinson, ND 58601	(701) 845-1727
	<i>Marsha</i>	<i>Timm</i>	Committee on Nominations	2019	21645 485th Ave Elkton, SD 57026	(605) 542-2241
<b>UNITED METHODIST MMEN (UMM)</b>			President			
			Vice President			
	<i>Robert</i>	<i>Schultz</i>	Treasurer		48109 283rd St Canton, SD 57013	(605) 987-2569
		Prayer Advocate				
<b>GENERATING MISSIONAL RESOURCES</b>						

<b>MISSIONAL RESOURCES LINK</b>	Richard	Craig		2011	2019	PO Box 212 Cando, ND 58324	(701) 968-3361
	Steve	Eliason		2013	2019	2018 Morningside Dr Brookings, SD 57006	(605) 692-8157
	Laurie	Langland		2010	2020	1200 W University Ave Mitchell, SD 57301	(605) 995-2134
	Kent	Thompson		2014	2017	PO Box 417 Howard, SD 57349	(605) 772-4561
	Pat	Mersch		2013	2017	749 Streeter Dr, Apt12 North Sioux City, SD 57049	(712) 635-8740
	Terry	Nebelsick		2010	2018	130 15th St SW Huron, SD 57350	(605) 532-5891
	Kip	Roosen		2010	2018	4209 S Bond Ave Sioux Falls, SD 57103	(605) 332-8861
<b>Ex officio Member (with vote)</b>	Elaine	Roberts	Board of Pensions			2204 E 1st St Sioux Falls, SD 57103	(605) 331-5788
	Ron	McLean	Board of Trustees			4291 58th St S Fargo, ND 58104	(701) 235-1730
	Barry	Whipkey	Human Resources Committee			1021 NW 7th St Madison, SD 57042	(605) 256-2162
	Bob	Ruedebusch	CCFA Representative			1838 7th Ave Belle Fourche, SD 57717	(605) 892-2405
<b>Ex officio Member (without vote)</b>	Jeff	Pospisil	Treasurer			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Sheri	Meister	Dakotas UM Foundation Executive Director			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Randy	Cross	District Superintendent			2636 Meadow Creek Circle S Fargo, ND 58104	(701) 639-0317
<b>Standing Committees under Missional Resources Link</b>							
<b>CONFERENCE COUNCIL ON FINANCE &amp; ADMINISTRATION (CCFA) (12-15)</b>	Bob	Ruedebusch	Chair	2012	2020	401 S Spring Ave Sioux Falls, SD 57104	(605) 336-3652
	Dave	Page	Vice Chair	2013	2017	801 S Viola St Milbank, SD 57252	(605) 432-7874
	Jeff	Adel	Secretary	2009	2017	204 S Platte St Gettysburg, SD 57442	(605) 765-9702
	Rod	Buck		2006	2018	22 S 10th St Oakes, ND 58474	(701) 710-0711
	Perry	Schnabel		2009	2018	1223 N 22nd St Bismarck, ND 58501	(701) 255-4281
	Warren	Wenzel			2019	1002 9th St Langdon, ND 58249	(701) 370-0674
	Arlyn	Coalter		2010	2017		(701) 338-2161
	Ruth	Barrett		2013	2017	435 Robbins Dr Rapid City, SD 57701	(605) 348-5045
	Kyle	McManus		2015	2019	709 17th St W Fargo, ND 58078	(701) 371-5905
	Ross	Reinhiller		2015	2019	325 E 9th St Williston, ND 58801	(701) 426-5456

	<i>Deb</i>	<i>Mills</i>		2016	2020	2660 Dakota Ave S Huron, SD 57350	605-352-8604
	Mark	Johnsen		2016	2020	13289 N Angostura Rd Hot Springs, SD 57747	605-745-4891
<b>Ex officio Member (without vote)</b>	Bruce	Ough	Bishop			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Rebecca	Trefz	Director of Ministries			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>Jeff</i>	<i>Pospisil</i>	Treasurer			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>Sheri</i>	<i>Meister</i>	Dakotas UM Foundation Executive Director			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>Eric</i>	<i>Walth</i>	Board of Pensions Represen- tative			315 Toronto Dr Bismarck, ND 58503	(701) 220-6331
	Randy	Cross	District Superintendent			2636 Meadow Creek Circle S Fargo, ND 58104	(701) 639-0317
<b>BOARD OF PENSIONS AND HEALTH BENEFITS (BOPHB)</b>	<i>Elaine</i>	<i>Roberts</i>	Chair	2011		2204 E 1st St Sioux Falls, SD 57103	(605) 331-5788
	Peary	Wilson	Vice Chair	2007		24927 Sylvan Lake Rd Custer, SD 57730	(605) 673-3401
	<i>Eric</i>	<i>Walth</i>	Recording Secretary	2011		315 Toronto Dr Bismarck, ND 58503	(701) 220-6331
	Jeanine	Kersey-Russell		2004		812 W Ave A Bismarck, ND 58501	(701) 391-6612
	<i>Elmer</i>	<i>Brinkman</i>		2007		1212 7th Ave NE Watertown, SD 57201	(605) 886-9214
	<i>Don</i>	<i>Armstrong</i>		2009		5202 S Woodsedge Tr Sioux Falls, SD 57108	(605) 271-8846
	<i>Anne</i>	<i>Osborne</i>		2012		9555 22nd St SE Wimbledon, ND 57492	(701) 435-2927
	<i>Al</i>	<i>Roll</i>		2014		2529 Henry St Bismarck, ND 58503	(701) 223-4401
	Jack	Erickson		2014		811 4th Ave S Britton, SD 57430	(605) 448-2900
	<i>Alona</i>	<i>Burtz</i>		2014		626 W 8th St Winner, SD 57580	(605) 842-1812
	Joy	Tracy		2014		708 N Commercial Ave Clark, SD 57225	(605) 532-3915
	Roy	Caudill		2015		4900 Pheasant Ln Sioux Falls, SD 57108	(605) 362-1812
	<i>Shawn</i>	<i>Culey</i>		2015		4011 W Benson Rd Sioux Falls, SD 57107	(605) 332-1500
	<i>Debra</i>	<i>Coalter</i>		2015		1023 6th Ave NE Jamestown, ND 58401	(701)252-1798
	<i>Joanne</i>	<i>Ottmar</i>	ND Registered Agent	2007		PO Box 1397 Jamestown, SD 58402	(701) 252-7229
<b>Ex officio Member (without vote)</b>	<i>Leana</i>	<i>Stunes</i>	Conference Benefits Officer			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>Jeff</i>	<i>Pospisil</i>	Board Treasurer & SD Regis- tered Agent			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>JoAnn</i>	<i>Schlimgen</i>	Assistant Board Treasurer			1331 W University Ave Mitchell, SD 57301	(605) 996-6552

	Howard	Grinager	BOM Representative			PO Box 536 Parker, SD 57053	(605) 297-1060
	Bob	Ruedebusch	CCFA Representative			401 S Spring Ave Sioux Falls, SD 57104	(605) 336-3652
	Randy	Cross	District Superintendent			2636 Meadow Creek Circle S Fargo, ND 58104	(701) 639-0317
<b>BOARD OF TRUSTEES (BOT)</b>	Ron	McLean	Chair (lay man)	2006	2018	4291 58th St S Fargo, ND 58104	(701) 325-1730
<b>(3 clergy, 3 lay men, 3 lay women)</b>	Rita	Greer	Secretary (lay woman)	2006	2018	4021 11st Ave SE Marion, ND 58466	(701) 669-2315
	Deb	Mack	clergy	2012	2016	PO Box 1026 Britton, SD 57430	(605) 448-5357
	Bill	Bates	clergy	2016		4904 W 40th St Sioux Falls, SD 57106	605-610-6209
	Boyd	Blumer	clergy	2013	2017	601 Mitchell Blvd Mitchell, SD 57301	(605) 995-1961
	Marvin	Winstryg	clergy	2012	2016	4637 Trenton Dr Bismarck, ND 58503	(701) 516-7407
	Mark	Stearns	lay man	2012	2016	504 NE 9th St Madison, SD 57042	
	Merril	Knodle	lay man	2009	2017	2202 34 1/2 Ave S Fargo, ND 58104	(701) 799-9833
	Alan	Thornberg	lay man	2010	2018	1424 Panorama Circle Rapid City, SD 57701	(605) 343-8041
	Joan	Dolesji	lay woman	2015	2019	19 W Harmon Dr Mitchell, SD 57301	(605) 996-5929
<b>Ex officio Member (without vote)</b>	Jeff	Pospisil	Treasurer			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Tim	Ottmar	Conference Chancellor ND			PO Box 1397 Jamestown, SD 58402	(701) 252-7229
	Nancy	Oviatt	Conference Chancellor SD			PO Box 1600 Watertown, SD 57201	(605) 886-5812
	Randy	Cross	District Superintendent			2636 Meadow Creek Circle S Fargo, ND 58104	(701) 639-0317
<b>HUMAN RESOURCES (HRC)</b>	Barry	Whipkey	Clergy - Chair	2018		1021 NW 7th St Madison, SD 57042	(605) 256-2162
<b>(Link reps + 2 clergy, 2 lay)</b>	Laura	Borman	Clergy	2019		1508 N Oak Ridge Pl Sioux Falls, SD 57110	(605)338-4562
	Nancy	Bohlen	Laity	2017		418 Elm Ave Brookings, SD 57006	(605) 692-7744
	Sheila	Mennenga	Laity	2020		1314 13th St NE Watertown, SD 57201	605-881-2159
	Rebecca	Trefz	Director of Ministries			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Kori	Lehrkamp	Missional Leaders Representative				(605) 490-4389
	Scott	McKirdy	Missional Congregations Representative			845 N 5th St Spearfish, SD 57783	(605) 642-3457
	Ron	Olson	Missional Impact Representative			PO Box 122 Bowman, ND 58623	(701) 523-5492
	Bob	Ruedebusch	Missional Resources Representative			401 S Spring Ave Sioux Falls, SD 57104	(605) 336-3652

			Common Table Representative				
<b>Ex officio Member (without vote)</b>	Bruce	Ough	Bishop			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>Jeff</i>	<i>Pospisil</i>	Treasurer			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Roger	Spahr	District Superintendent			232 N Lake Drive Watertown, SD 57201	(605) 880-0011
<b>SUPPORT SERVICES</b>							
<b>COMMISSION ON ARCHIVES AND HISTORY (CAH)</b>				2006	2018		
	Duane	Coates	Chair			101 4th Ave N Hettinger, ND 58639	(605) 695-5561
	<i>Cheryl</i>	<i>Finney</i>	Vice-Chair	2006	2018	235 S Hawthorne Ave Sioux Falls, SD 57104	(605) 332-9959
	<i>Tom</i>	<i>Thaden</i>		2009	2019	1336 Westgate Dr Vermillion, SD 57069	(605) 624-3286
	Sheri	Fadley		2014	2017	2102 2nd Ave NE Reynolds, ND 58275	(701) 847-2720
	<i>Jerry</i>	<i>Stravia</i>		2016	2020		
	Hazel	Behrens		2015	2019	PO Box 133 Steele, ND 58482	(701) 424-3619
	Charles	Finney	Conference Historian			721 10th Ave W Mobridge, SD 57601	(605) 845-3267
	<i>Laurie</i>	<i>Langland</i>	Archivist			1200 W University Ave Mitchell, SD 57301	(605) 995-2134
<b>Ex officio Member (with vote)</b>	<i>Pat</i>	<i>Breidenbach</i>	Archivist emeritus			737 E 14th Ave Mitchell, SD 57301	(605) 996-9230
<b>Ex officio Member (without vote)</b>	Darwin	Kopfmann	Historical Society Chair			25388 Knight Rd Custer, SD 57730	(605) 673-3473
<b>ANNUAL CONFERENCE SESSIONS COMMITTEE</b>	<i>Kay</i>	<i>Braun</i>	Chair			607 Hackberry Dr S Fargo, ND 58104	(701) 232-1915
<b>(appointed by the Bishop)</b>	Bruce	Ough	Bishop			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Rebecca	Trefz	Director of Ministries			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
			Conference co-Lay Leader				
	Kermit	Culver	Host District Superintendent	2017		1223 Eagles View Ln Bismarck, ND 58503	(701) 255-0800
			Host Clergy	2017			
	<i>Al and Kathy</i>	<i>Roll</i>	Host Lay Person	2017		2529 Henry St Bismarck, ND 58503	(701) 223-4401
	<i>Bea</i>	<i>Stucke</i>	Site Coordinator			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Taylor	Johnson	Worship Coordinator			1818 Phillips Ave Sioux Falls, SD 57105	(605) 413-8851
	<i>Doreen</i>	<i>Gosmire</i>	Communications Coordinator			1331 W University Ave Mitchell, SD 57301	(605) 996-6552



	Duane	Coates	Agenda Coordinator		101 4th Ave N Hettinger, ND 58639	(605) 695-5561
	Dayne	Zachrison	At Large		654 9th Ave SW Valley City, ND 58072	(701) 845-0340
<b>ADMINISTRATIVE REVIEW COMMITTEE (2013-2016) - Clergy</b>	Stephen	Perry	Chair		2200 N 2nd Ave #106 Anoka, MN 55303	(763) 427-6080
<b>(nominated by the Bishop)</b>	Peg	Zerface			849 130th SE Hope, ND 58046	(701) 360-0700
	Gary	Rae			403 Laura St Harrisburg, SD 57032	(605) 940-7865
	Jeff	Adel	Alternate		204 S Platte St Gettysburg, SD 57442	(605) 765-9702
	Jerry	Bass	Alternate		166 Columbia Ct Grand Forks, ND 58203	(701) 775-5696
<b>COMMITTEE OF EPISCOPACY (COE)</b>	Jennifer	Larsen	Laity - Chair	2010	404 N Linwood Ct Sioux Falls, SD 57103	(605) 359-6682
			Conference co-Lay Leader	2016		
	Janet	Madsen	Laity	2011	906 E Commercial Gettysburg, SD 57442	(605) 769-2441
	Kris	Larson	Clergy	2010	19768 431st Ave De Smet, SD 57231	(605) 546-2424
	Mark	Holland	Clergy	2014	1960 Riverview Huron, SD 57350	(605) 352-8604
	Jennifer	Tyler	Member appointed by Bishop	2012	1415 Avenue A Wahpeton, ND 58075	(701) 642-6202
	Al	Roll	Member appointed by Bishop	2015	2529 Henry St Bismarck, ND 58503	(701) 223-4401
	Rebecca	Trefz	Member NCJ COE	2012	1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Jodi	Cataldo	Member NCJ COE	2016	PO Box 13 Lehr, ND 58460	(701) 378-2327
<b>RECORDS, RULES AND PROCEDURES COMMITTEE</b>	Rebecca	Trefz	Director of Ministries, Chair		1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	Duane	Coates	Member		101 4th Ave N Hettinger, ND 58639	(605) 695-5561
	Mark	Ellingson	Member		208 N Berg St Northwood, ND 58267	(218) 779-5707
<b>CONFERENCE DISASTER RESPONSE</b>	Richard	Craig	Conference Disaster Response Coordinator		PO Box 212 Cando, ND 58324	(701) 968-3361
	Debra	Ball-Kilbourne	Planning			(701) 838-8665
	Mark	Ellingson	Planning		1218 Shakespeare Road Grand Forks, ND 58203	(218) 779-5707
	Linda	Baldock	Planning		PO Box 227 White River, SD 57579	(605) 786-2262
	Jim	Unkenholz	Operations		1014 N Anderson St Bismarck, ND 58501	(701) 667-2050
	Mike	Flowers	Operations		3365 81st Ave NE Sheyenne, ND 58374	(701) 799-1174
	Libby	Flowers	Operations		3365 81st Ave NE Sheyenne, ND 58374	(701) 799-1174

	<i>Linda</i>	<i>Kropenske</i>	Training			5310 E Pop Fly Pl Sioux Falls, SD 57110	(605) 371-1205
	<i>Nancy</i>	<i>Trefz</i>	At Large			15054 331st Ave Onaka, SD 57466	(605) 765-4335
	<i>Connie</i>	<i>Eichinger</i>	At Large			6813 Seeaire Black Hawk, SD 57718	(605) 787-5799
	<i>Jim</i>	<i>Eichinger</i>	At Large			6813 Seeaire Black Hawk, SD 57718	(605) 787-5799
	<i>Jeff</i>	<i>Pospisil</i>	Treasurer			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>Doreen</i>	<i>Gosmire</i>	Communication			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
<b>DAKOTAS UNITED METHODIST FOUNDATION BOARD</b>				2010	2018	470 E 3rd Parker, SD 57053	(605) 297-1060
	<i>Howard</i>	<i>Grinager</i>	President				
	<i>Richard</i>	<i>Platt</i>	Vice President	2011	2019	19 Arrowhead Pass Mitchell, SD 57301	(605) 996-4488
	<i>Sharla</i>	<i>McCaskell</i>	Secretary	2016	2020	5017 Stoney Creek Dr Rapid City, SD 57702	(605) 343-7145
	<i>Sheri</i>	<i>Meister</i>	Executive Director			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>Jeff</i>	<i>Pospisil</i>	Treasurer			1331 W University Ave Mitchell, SD 57301	(605) 996-6552
	<i>Mike</i>	<i>Goos</i>		2008	2016	511 6TH Ave Washburn, ND 58577	(701) 131-0529
	<i>Kathy</i>	<i>Roll</i>		2011	2019	2529 Henry St Bismarck, ND 58503	(701) 255-0845
	<i>Les</i>	<i>Strege</i>		2013	2016	1320 7th St NE Minot, ND 58703	(701) 240-2990
	<i>Tom</i>	<i>Heck</i>		2015	2019	235 20th Ave Jamestown, ND 58401	(701) 320-7064
	<i>Jeff</i>	<i>Heesch</i>		2013	2017	1411 Grandview Dr Watertown, SD 57201	(605) 520-1272
	<i>Ron</i>	<i>Laqua</i>		2013	2017	978 5th Ave W Dickinson, ND 58601	(701) 430-1322
	<i>Scott</i>	<i>Jones</i>		2013	2017	1122 Lakewood Dr Pierre, SD 57501	(605) 224-9346
	<i>Mark</i>	<i>Ehrmantraut</i>		2015	2019	1000 N 1st St Bismarck, ND 58501	(605) 300-0155
<i>Milton</i>	<i>Rue</i>		2016	2020	710 N 2nd St Bismarck, ND 58501	(701) 355-3505	
<i>Dave</i>	<i>Page</i>		2016	2020	801 S Viola St Milbank, SD 57252	(605) 432-7874	
<b>DISTRICT NOMINATIONS</b>							
<b>GLACIAL LAKES DIS- TRICT (GL)</b>	<i>Nancy</i>	<i>Hallenbeck</i>	Co-Lay Leader			2509 W 31st St Sioux Falls, SD 57105	(605) 360-2352
	<i>Val</i>	<i>Melmer</i>	Co-Lay Leader			2805 W Bitterroot Sioux Falls, SD 57108	(605)280-4035
<b>GL District Committee on Ordained Ministry</b>	<i>Jan</i>	<i>Gross</i>	Clergy - Chair			PO Box 453 Hartford, SD 57033	(605) 528-3822

	Ron	Johnson	Clergy		1203 West St Yankton, SD 57078	(605) 665-2991
	Kris	Mutzenburger	Clergy		4801 W 41st ST Sioux Falls, SD 57106	(605) 361-0899
	Bob	Ruedeusch	Clergy		401 S Spring Ave Sioux Falls, SD 57104	(605) 336-3652
	Barry	Whipkey	Clergy		1021 NW 7th St Madison, SD 57042	(605) 256-2162
	Nancy	Manning	Clergy		201 W Jefferson Salem, SD 57058	(605) 425-2245
	Troy	Hansen	Laity		29797 451st Ave Irene, SD 57037	(605) 263-3104
	Dave	Holzwarth	Laity		43168 Valley View Rd Yankton, SD 57078	(605) 665-9896
	Connie	Smith	Laity		25360 Valley Rd Montrose, SD 57048	(605) 363-5097
	Roger	Spahr	District Superintendent		232 N Lake Dr Watertown, SD 57201	(605) 880-0011
<b>GL Building and Location</b>	Gary	Rae	Clergy		403 Laura St Harrisburg, SD 57302	(605) 940-7865
	Barry	Whipkey	Clergy		1021 NW 7th St Madison, SD 57042	(605) 256-2162
	Roy	Caudill	Clergy		4900 S Pheasant Ln Sioux Falls, SD 57108	(605) 334-5248
	John	Claggett	Laity		410 W 13th Ave Mitchell, SD 57301	(605) 996-3898
	Cortland	Carnes	Laity		410 W Hemlock Beresford, SD 57004	(605) 763-5427
	Roger	Spahr	District Superintendent		232 N Lake Dr Watertown, SD 57201	(605) 880-0011
<b>GL Superintendency Committee</b>	Nancy	Hallenbeck	Co-Lay Leader		2509 W 31st St Sioux Falls, SD 57105	(605) 360-2352
	Diane	Kisch	Laity		PO Box 1004 Yankton, SD 57078	(605) 665-1500
	Charles	Schnabel	Laity		212 16th Ave Brookings, SD 57006	(605) 692-5655
	Kim	Callies	Laity		45114 Herman Blvd Madison, SD 57042	(605) 256-4303
	Ron	Johnson	Clergy		1203 West St Yankton, SD 57078	(605) 665-2991
	Jo	Flesner	Clergy		3153 S Tyler Ct Sioux Falls, SD 57103	(307) 689-4093
	Ross	Varilek	At Large		37471 202nd St Geddes, SD 57342	(605) 337-9896
	Sara	Hock	Laity		304 S Lincoln Ave #9 Madison, SD 57042	
<b>GL Committee on Nominations</b>	Mary Lee	Lint	Clergy		1309 S Lynn Montrose, SD 57048	(605) 363-5023
<b>EASTERN SUNRISE DISTRICT (ES)</b>	Steve	Schlasner	Co-Lay Leader		1019 19th Ave SE East Grand Forks, MN 56721	(218) 399-0209
	Don	Fox	Co-Lay Leader		1108 Sunset St NW Watertown, SD 57201	(605) 886-2122

<b>ES District Committee on Ordained Ministry</b>	Howard	Baird	Chair	1600 4th Ave N Grand Forks, ND 58203	(701) 772-1869
	Steve	Olson	Clergy	210 S 6th St Oakes, ND 58474	(701) 742-2925
	Jerry	Bass	Clergy	166 Columbia Cr Grand Forks, ND 58203	(701) 775-5696
	Amy	Atkins	Clergy	906 First Ave S Fargo, ND 58103	(701) 232-4416
			Clergy		
	Don	Miller	Laity		
	Gerald	Fields	Laity	913 S Viola Millbank, SD 57252	(605) 432-5777
	Randy	Cross	District Superintendent	2636 Meadow Creek Circle S Fargo, ND 58104	(701) 639-0317
<b>ES Building and Location Committee</b>	Mina	Hall	Clergy	327 19th Ave W West Fargo, ND 58078	(701) 532-0701
	Mark	Ellingson	Clergy	208 N Berg St Northwood, ND 58267	(218) 779-5707
	Thom	Bowsher	Clergy	1011 Washington Drive Millbank, SD 57252	(605) 432-4766
	Roger	Parkinson	Laity-Chair	2402 S 38th St Grand Forks, ND 58201	(701) 772-1872
	Randy	Cross	District Superintendent	2636 Meadow Creek Circle S Fargo, ND 58104	(701) 639-0317
<b>ES Superintendency Committee</b>	Kay	Braun	Laity	607 Hackberr Dr S Fargo, ND 58104	(701) 232-1915
	Jerry	Nankival	Laity	1508 14th St N Wahpeton, ND 58075	
	Katherine	Tweed	Laity	501 24th Ave S Fargo, ND 58103	(701) 235-2115
	Clark	Moeckly	Laity	41648 SD HWY 10 Britton, SD 57430	
	Sheri	Fadley	Clergy	2102 2nd Ave NE Reynolds, ND 58275	(701) 847-2720
	Dave	Motta	Clergy	4575 45th St S Fargo, ND 58104	(701) 232-5650
	Melanie	Reiners	Clergy	508 E 9th Ave Millbank, SD 57252	(605) 432-4796
<b>ES Committee on Nominations</b>	Fern	Bailey	Laity	1640 N 6th A Wahpeton, ND 58075	(701) 640-1640
	Pat	Siefken	Laity	14521 405th Ave Conde, SD 57434	(605) 395-6656
	Sandra	Marquardt	Clergy	107 River St Cavalier, ND 58220	(701) 265-4308
<b>SAKAKAWEA DISTRICT (SAK)</b>			Co-Lay Leader		2016
			Co-Lay Leader		2016
<b>SAK District Committee on Ordained Ministry</b>	Ray	Baker	Chair	1024 2nd St SE Minot, ND 58701	701-838-4425

	Perry	Schnabel	Secretary		1223 N 22nd St Bismarck, ND 58501	(701) 255-4281
	Michelle	Brennan	Clergy		802 5th St SE Jamestown, ND 58401	(701) 952-3718
	David	Birkland	Clergy		PO Box 454 Hazen, ND 58545	(701) 748-2339
	Dave	Reeves	Laity		209 15th Ave Devils Lake, ND 58301	(701) 662-4246
	Kermit	Culver	District Superintendent		1223 Eagles View Ln Bismarck, ND 58503	(701) 255-0800
<b>SAK Leadership Team</b>	Dayne	Zachrison	Chair	2016	654 9th Ave SW Valley City, ND 58072	(701) 845-0340
<b>(Superintendency and Buildings&amp;Locations)</b>	Rick	Craig	Clergy	2016	PO Box 212 Cando, ND 58324	(701) 968-3361
	Steve	Behrens	Clergy	2016	PO Box 133 Steele, ND 58482	(701) 475-2631
	Paul	Lint	Clergy	2016	1821 115th Ave SE Dazey, ND 58429	(701) 880-8274
	Cory	Thrall	Clergy	2016	420 6th St Washburn, ND 58577	(701) 462-3220
	Joddy	Meidinger	Clergy	2016	104 9th St NW Kenmare, ND 58746	701-731-0232
	Kermit	Culver	District Superintendent	2016	1223 Eagles View Ln Bismarck, ND 58503	(701) 255-0800
<b>( Church Buildings&amp;Locations consultants)</b>	Rick	Ennen	Laity - Engineering	2016	22nd Ave SE Menoken, ND 58558	(701) 673-3434
	Cliff	Jacobson	Laity - Construction and Home Inspector	2016	1111 6th St SW Minot, ND 58701	(701) 838-8734
	Art	Scanson	Retired Clergy	2016	3912 Coleman Bismarck, ND 58503	(701) 255-1920
<b>SAK Committee on Nominations</b>	Sharman	Zachrison	Sakakawea District	2016	7311 - 55th St SE Jud, ND 58454	(701) 685-2258
			Clergy			
			Clergy			
<b>PRAIRIE HILLS DISTRICT (PH)</b>	Julia	Jones	Co-Lay Leader	2016	1122 Lakewood Dr Pierre, SD 57501	(605) 280-2670
	Richard	Wahlstrom	Co-Lay Leader	2016	410 Middle Valley Dr. Rapid City, SD 57701	(605) 484-7761
<b>PH District Committee on Ordained Ministry</b>	Mark	Phillips	Chair	2013	111 S Main St Lead, SD 57754	(605) 584-1328
	Scott	McKirdy	Clergy	2013	845 5th St N Spearfish, SD 57783	(605) 642-2112
	Greg	Kroger	Clergy	2016	629 Kansas City St Rapid City, SD 57701	(605) 342-4498
	Jenene	Earl	Clergy	2016	2580 Starline Ave Sturgis, SD 57785	(605) 720-5578
	Sharla	McCaskell	Clergy-LLP	2016	5017 Stoney Creek Dr Rapid City, SD 57702	(605) 343-7145
	Laura	Walters	Clergy - Deacon	2016	14762 Mustang Ln Rapid City, SD 57703	(605) 393-1526

	Deann	Eidem	Clergy	2016		3500 Canyon Lake Dr Rapid City, SD 57702	(605) 484-6041
	Ashley	Alsup	Laity	2016		9870 Greenpoint Ct. Summerset, SD 57718	(605) 390-4296
	Joanne	Hipple	Laity	2016		1301 Winchester Dr. Pierre, SD 57501	(605) 222-0357
	Rhonda	Reuwsaat	Laity	2016		7272 Tanager Dr Rapid City, SD 57702	(605) 209-0615
	Kevin	Kloster	District Superintendent			5552 Limelight Ln Rapid City, SD 57702	(605) 580-5049
<b>PH Building and Location Committee</b>	Sharla	McCaskell	Clergy			5017 Stoney Creek Dr Rapid City, SD 57702	(605) 343-7145
	Gordon	Higgins	Clergy			2413 5th Avenue Spearfish, SD 57783	(605) 578-3523
	Jeff	Adel	Clergy			204 S Platte St Gettysburg, SD 57442	(605) 765-9702
	Darwin	Kopfman	Clergy			25388 Knight Rd Custer, SD 57730	(605) 673-3473
	Robert	Puffer	Laity			2233 Lincoln Ave Hot Springs, SD 57747	(605) 745-4819
	David	Bonde	Laity			122 Port Na Haven St Fort Pierre, SD 57532	(605) 280-9680
	Eileen	Wilson	Laity			24927 Sylvan Lake Rd Custer, SD 57730	(605) 673-3401
	Kevin	Kloster	District Superintendent			5552 Limelight Ln Rapid City, SD 57702	(605) 580-5049
<b>PH Superintendency Committee</b>	Julia	Jones	Co-Lay Leader	2016		1122 Lakewood Dr Pierre, SD 57501	(605) 280-2670
	Richard	Wahlstrom	Co-Lay Leader	2016		410 Middle Valley Dr. Rapid City, SD 57701	(605) 484-7761
	Ashley	Alsup	Laity			9870 Greenpoint Ct Summerset, SD 57718	(605) 390-4296
	Jenene	Earl	Clergy			2580 Starline Ave Sturgis, SD 57785	(605) 720-5578
	Dan	Bader	Clergy			PO Box 579 Pierre, SD 57501	(605) 224-5939
	Laura	Walters	Clergy	2016		14762 Mustang Ln Rapid City, SD 57703	(605) 393-1526
	Kori Ann	Lehrkamp	Clergy	2016			(605) 430-4389
<b>PH Committee on Nominations</b>	Linda	Baldock	Clergy			PO Box 227 White River, SD 57579	(605) 786-2262
	Dave	Birkeland	Clergy			10 3rd St NE Hazen, ND 58545	7017482339
<b>RELATED AGENCIES</b>							
<b>WESLEY CENTER OF RELIGION</b>	Rex	Huss	President			1396 48th Ave S Grand Forks, ND 58201	(218) 779-3774
	Deb	Glennen	Vice President			2204 2nd Ave N Grand Forks, ND 58203	(701) 775-0956
			Secretary				

	<i>Jeff</i>	<i>Pospisil</i>	Treasurer and Bishop's Representative		PO Box 460 Mitchell, SD 57301	(605) 990-7786
	Howie	Baird	Member		1600 4th Ave N Grand Forks, ND 58203	(701) 772-1869
			To be filled by the board			
			To be filled by the board			
	Raenelle	Sorenson	Annual Conference Representatives		PO Box 537 Larimore, ND 58251	(701) 343-2458
	Jerry	Bass	Annual Conference Representatives		166 Columbia Ct Grand Forks, ND 58203	(701) 775-5696
<b>TREE OF LIFE MINISTRY</b>	<i>Tom</i>	<i>Gilmore</i>	President		30479 437th Ave Yankton, SD 57078	(605) 665-8303
	Linda	Baldock	Vice President		PO Box 227 White River, SD 57579	(605) 786-2262
	<i>Allen</i>	<i>Herrboldt</i>	Secretary		5904 W Elder Dr Sioux Falls, SD 57106	(605) 361-3654
	<i>Jeff</i>	<i>Pospisil</i>	Treasurer and Bishop's Representative		PO Box 460 Mitchell, SD 57301	(605) 990-7786
	<i>Linda</i>	<i>Gariott</i>	Executive Director		140 S. Roosevelt Street Mission, SD 57555	(605) 856-4266
	Linda	Baldock	Member		PO Box 227 White River, SD 57579	(605) 786-2262
	<i>Jeanine</i>	<i>Carpenter</i>	Member		47856 281st St Canton, SD 57013	(605) 987-5110
	<i>Tom</i>	<i>Gilmore</i>	Member		30479 437th Ave Yankton, SD 57078	(605) 665-8303
	<i>Dennis</i>	<i>Unkenholz</i>	Member		2860 Essex Rd Pierre, SD 57501	(605) 280-4581
	<i>Allen</i>	<i>Herrboldt</i>	Member		5904 W Elder Dr Sioux Falls, SD 57106	(605) 361-3654
	Jo	Watkins	Member		2830 Francis St Yankton, SD 57078	(605) 665 4681
	<i>Jon</i>	<i>Stearns</i>	Member		801 Brannon Dr Harrisburg, SD 57032	(605) 212-8086
<b>Ex officio</b>	Bruce	Ough	Bishop		17508 Haralson Dr Eden Prairie, MN 55347	(612) 870-4007
	Kevin	Kloster	Prairie Hills District Superintendent		5552 Limelight Ln Rapid City, SD 57702	(605) 580-5049
<b>OPEN DOOR COMMUNITY CENTER BOARD OF DIREC-</b>	<i>Marvia</i>	<i>Boettcher</i>	Chair		308 1/2 E Blvd Ave Apt A Bismarck, ND 58501	(701) 258-5594
	<i>Steve</i>	<i>Van Dyke</i>	Co-Chair		1302 2nd St NE Mandan, ND 58554	(701) 426-8662
	<i>Phil</i>	<i>Sjursen</i>	Secretary		1007 Governor Lane Bismarck, ND 58501	(701) 751-1338
	<i>Derrick</i>	<i>Hobien</i>	Treasurer		2535 Colonial Dr Bismarck, ND 58503	(701) 258-5716
	<i>Jolene</i>	<i>Puhalla</i>	Director		1140 S 12th St Bismarck, ND 58503	(701) 222-3004
	<i>Jerry</i>	<i>Suko</i>	Member		517 Brunswick Dr Bismarck, ND 58503	(701) 250-7303

	<i>Carol</i>	<i>Desper</i>	Member		913 Poplar St SE Mandan, ND 58554	(701) 527-4095
	<i>Jim</i>	<i>Unkenholz</i>	Member		1014 N Anderson St Bismarck, ND 58501	(701) 667-2050
	<i>Myrna</i>	<i>Petermann</i>	Member		905 7th St NW Mandan, ND 58554	(701) 663-9711
	<i>Carol</i>	<i>Nelson</i>	Member		1023 Canada Ave Bismarck, ND 58503	(701) 333-9277
	<i>Kenneth</i>	<i>Hogue</i>	Member		718 N 3rd St Bismarck, ND 58501	(605) 255-1014
	<i>Marilyn</i>	<i>Johnson</i>	Member		1415 2nd St NW Mandan, ND 58554	(701) 663-5322
	<i>Rom</i>	<i>Kinzler</i>	Member		116 Libby Road Bismarck, ND 58504	(70) 751-2530
	<i>Marilyn</i>	<i>Smith</i>	Trustee Representative		425 Versailles Ave Bismarck, ND 58503	(701) 250-5297
	<i>Bruce</i>	<i>Adams</i>	Member - Clergy		610 12th St NW Mandan, ND 58554	(701) 663-8909
	<i>Jennifer</i>	<i>Hallenbeck Orr</i>	Member - Clergy		2031 N 3rd St Bismarck, ND 58501	(701) 255-1160
	<i>Perry</i>	<i>Schnabel</i>	Member - Clergy		1223 N 22nd St Bismarck, ND 58501	(701) 255-4281
<b>Ex officio</b>	<i>Kermit</i>	<i>Culver</i>	District Superintendent		1223 Eagles View Ln Bismarck, ND 58503	(701) 255-0800
<b>SOLAR OVEN PARTNERS BOARD OF DIRECTORS (SOP)</b>	<i>Gene</i>	<i>Bethke</i>	President Eastern Sunrise District		41247 178th St Raymond, SD 57258	(605) 223-0168
	<i>Phil</i>	<i>Lint</i>	Glacial Lakes		1309 S Lynn Montrose, SD 57048	(605) 363-3470
	<i>Larry</i>	<i>Burkhead</i>	Prairie Hills District		2701 Mountain Meadow Rd Rapid City, SD 57702	(605) 355-0848
	<i>Dave</i>	<i>Silbernagel</i>	Sakakawea District		10401 HWY 83 SE Moffit, ND 58560	(701) 425-1670
	<i>Karen</i>	<i>Workman</i>	Expertise & Gifts Processing		102 Riverside Park RD Bismarck, ND 58504	(701) 214-2234
	<i>Gloria</i>	<i>Borgman</i>	Conference At Large Member		PO Box 873 Spearfish, SD 57783	(605) 642-5321
	<i>Rick</i>	<i>Jost</i>	Missionary and Director		928 4th St, Suite 2 Brookings, SD 57006	(605) 692-3391
<b>SPIRIT LAKE MINISTRY CENTER ADVISORY BOARD</b>	<i>Jerry</i>	<i>Bass</i>	President		166 Columbia Ct Grand Forks, ND 58203	(701) 775-5696
	<i>Kathy</i>	<i>Hammond</i>	Member		306 Oak Vista Dr Dandridge, TN 37725	(701) 833-5357
	<i>Tom</i>	<i>Hall</i>	Member		327 19th Ave W West Fargo, ND 58078	(701) 532-0701
	<i>Gary</i>	<i>Osborn</i>	Member		10150 178th Ave SE Fairmount, ND 58030	(701) 474-5783
	<i>Jake</i>	<i>Roemmich</i>	Member		2501 14th St W Devils Lake, ND 58301	(701) 740-8497
	<i>Brian</i>	<i>Jackson</i>	Member		1909 N 14th St Bismarck, ND 58501	
	<i>Valerie</i>	<i>Luick</i>	Member		101 Main St Great Bend, ND 58075	(701) 640-9923



### 3.2 Quadrennial Elections

The members of the Annual Conference shall nominate and elect these officers at its first session following the General Conference according to conference rules.

Position	Nominated
Conference Secretary	Christopher Hanson
Conference Treasurer	Jeff Pospisil
Conference Statistician	JoAnn Schlimgen
Conference Chancellor ND	Tim Ottmar
Conference Chancellor SD	Nancy Oviatt
Conference Co-Lay Leaders*	TBA
District Co-Lay Leaders*	
Eastern Sunrise	Steve Schlasner and Don Fox
Glacial Lakes	Val Melmer and Nancy Hallenbeck
Prairie Hills	Julia Jones and Richard Wahlstrom
Sakakawea	TBA

**\*To be elected during laity session**

## Section 4: Conference Reports

### 4.1 Common Table Report

As we enter our final year of this quadrennium, it is important to review the progress we have made in working toward our Journey Toward Vitality outcomes.

Pathway 1 is DEVELOPING MISSIONAL LEADERS.

- *A greater supply of young clergy to reach younger people and ensure future church leadership.*
  - The Conference Council on Youth Ministry has shifted focus to fewer events of higher quality with consistent follow-up and communications with students who attend and/or who sense a call to ministry.
  - In 2015, about \$69,000 in Young Adult Ministry Grant dollars were awarded to churches and groups who are reaching young adults and college students in their community. We also continue to take students to UMC Exploration every other year.
  - The Board of Ordained Ministry and conference leadership have placed a greater emphasis on recruiting students and churches to be a part of the Elisha Project as a means to give young people discerning a call to ministry a chance to experience it in a vital church.
- *Clergy with a clear understanding of their leadership & disciple-making abilities and an implemented plan for continued growth.*
  - Compass Covenant groups for clergy will kick off this summer/fall, 2016
  - Clergy Effectiveness a document criterion was integrated into church and clergy profile forms this year as a means of establishing a baseline for assessment and growth.
- *United Methodists who can articulate their "God stories." (i.e. how they have seen God work in their lives, felt God's calling.)*
  - Training on "Telling your God stories" continues to be a vital part of the Missional Church Consultation Initiative (MCCI) training. We also offered it as a pre-Annual Conference workshop and will be implementing it into Journey Renewal and other training opportunities.
  - A key outcome that our camping ministry is working toward is equipping every camper to be able to articulate their faith—to share how they have seen God at work and camp and in their lives.
- *Trained, equipped and empowered laity serving in vital ministry positions throughout the conference.*
- *Ministry Discernment retreats continue to be an entry point for laity to better understand their gifts and callings with several laity being included in the training leadership pool.*
- *Trainings, such as Technology in Worship and an upcoming preaching retreat, are giving laity the tools to lead transformative ministry in their settings.*

Pathway 2 is EQUIPPING MISSIONAL CONGREGATIONS.

- *10-20 congregations each year assessed and taking the next steps toward vitality.*
  - Currently 10 churches are active in the MCCI process, implementing their prescriptions and/or recommendations. This March, 15 churches began the MCCI or Journey Renewal processes.
- *"New places for new people" (i.e. new churches, worship services, outreach ministries, etc.)*
  - In 2015-16, the following new worshipping communities began: Watford City, Fargo First African, Grace Church-Sioux Falls campus, Embrace-St. Croix campus (MN conference)
  - Mission incentive grants have also sent churches out to meet their neighbor, creating new opportunities for faith communities.
- *Effective leadership available for new ministries and/or new life cycles of ministry.*
  - We continue to work at identifying and assessing potential church planters.
  - We are also implementing practices learned through MCCI training into other areas of leadership training.

Pathway 3 is EXPANDING MISSIONAL IMPACT.

- *Congregations understanding of their local "mission field," desiring to positively impact it and moving towards doing that.*
  - Mission incentive grants have sparked creative ideas for impacting communities.
  - We have been more intentional about providing expanded training and use of Mission Insite as a tool for getting

to know your mission field.

- *Congregations in active partnership with at least one of our conference supported missions (Tree of Life, Spirit Lake Ministry Center, Solar Oven Partners, Bakken area).*
  - We have utilized Conference communications resources and talents to provide banners, brochures and/or videos as tools to share the vision and work of these missions.
- *A significant UMC impact in the Bakken area through an increase of UMs who are following Jesus and reaching out to love their neighbors.*
  - Church planter (Alyssa Quade) was appointed to partner with the Konsors to make disciples of Jesus Christ for the transformation of the world in the Watford City area.
  - Bakken Oil Rush Ministry-Watford City and Williston continue to meet physical human needs even as they are integrating more opportunities for faith and connection into their ministry activities.
- *Individuals and congregations engaged in new opportunities to heal a broken world through global missions.*
  - The Dakotas Conference raised \$86,394 to help end the killer disease of malaria through the 2015 Annual Conference offering to Imagine No Malaria.
  - We continue to provide Volunteer in Mission (VIM) scholarships to help individuals and churches make an impact around the world.

Pathway 4 is GENERATING MISSIONAL RESOURCES.

- *Congregations with a greater understanding of and trust in the vision of the Dakotas Conference and how their giving supports the local church through that vision.*
  - Through our communications department, we are working to communicate how apportionment dollars are being used to fulfill our mission. The work of the THRIVE team has also supported this as they have worked to share the story and vision in every church.
- *Individuals/Congregations growing in Christ-likeness by looking beyond themselves in the area of financial giving.*
  - We have had greater participation from churches contributing their apportionments toward the greater vision.
  - The Finance department, the Foundation and Conference Council on Finance and Administration (CCFA) have worked together to lead stewardship workshops around the conference to provide practical tools for equipping congregations.
- *A Conference financial capacity to support initiatives to make new disciples through starting new churches and revitalizing existing churches.*
  - The THRIVE campaign has reached not only our financial goal but, perhaps more importantly, the goal of inspiring churches to look to a hopeful future.
- *Continuation of donors and gift cultivation through Dakotas United Methodist Foundation to support the conference's mission and initiatives.*
  - The Dakotas Foundation continues to undergird the mission of the Dakotas Conference through initiatives such as ministry grants, scholarships, mission grants, capital campaign support, the camping annual fund and tools to equip local churches and members.

Submitted by Rebecca Trefz, Director of Ministries for Common Table

## **4.2 Commission on Archives and History**

*Then Samuel took a stone and set it up between Mizpah and Jeshanah, and named it Ebenezer; for he said, 'Thus far the Lord has helped us.' So the Philistines were subdued and did not again enter the territory of Israel; the hand of the Lord was against the Philistines all the days of Samuel. (1 Samuel 7:12-13)*

Did you know that these verses inspired the hymn "Come, Thou Fount of Every Blessing?" In 1758, the hymn writer Robert Robinson, reflected on the impact of God's grace upon his 23-year-old life. He wrote: "Jesus sought me when a stranger, wandering from the fold of God; He to rescue me from danger, interposed his precious blood." In response to God's prevenient grace, Robinson wrote, "Here I raise mine Ebenezer; hither by thy help I'm come." He realized that "thus far the Lord has helped me," which is what Ebenezer means.

That is the story of the Dakotas Conference of The United Methodist Church since its fragile beginnings in 1861 until today. With God's help, we have been able to accomplish far more than we could have thought or imagined possible by human effort alone. The story of how God has become our Ebenezer is one worth preserving, making accessible and retelling. It is a story that makes disciples, inspires faith and fuels the courage propelling us forward into an uncertain future. Just as Christ has made disciples in the past by reminding folks of their need for salvation from past misdeeds, we believe that such discipleship will transform the world. The Scriptural evidence seems clear that a reflection on one's past is one of God's methods for inviting us into an ongoing saving relationship.

The Commission on Archives and History (CAH) is tasked with preserving and making accessible the pieces of our collective history – our Ebenezer stone – for the purpose of making disciples who will transform the world. We also seek to equip local churches in that mission and even to provide a connection beyond the local church, all to the glory of God.

As many churches around the Dakotas look for a brighter future through processes such as Missional Church Consultation Initiative and Journey Renewal, they are rediscovering the missionary zeal with which they were founded and decoding their cultural genomes. Your CAH is ready and willing to assist in this important ministry. As such, we appreciate the budgetary allocations for the Warren Kuhler Memorial Grants. In the past year, two local churches: Viborg and Sioux Falls Southern Hills were each awarded a \$500 grant. Viborg used its grant to create a publishable history of its church. Southern Hills used its grant to celebrate its 25<sup>th</sup> anniversary, including making accessible historic photos and videos. To apply for that grant, go to [www.dakotasumc.org/media/files/Archives\\_and\\_History/Kuhler-Grant-App-2015\\_with\\_memoir.pdf](http://www.dakotasumc.org/media/files/Archives_and_History/Kuhler-Grant-App-2015_with_memoir.pdf)

Your CAH, met twice in the past year in pursuit of our 12 mandated Disciplinary provisions. (¶641).

Our highest temporal priority, and more than 91% our 2015 expenditures, supports our conference archives space at Dakota Wesleyan University in Mitchell as well as its personnel and program costs. Archivist Laurie Langland holds an earned doctorate and has a dual role as Dakota Wesleyan University staff and non-teaching faculty. We share half of her time with the university.

Another priority is attendance at the annual meeting of the North Central Jurisdictional Commission on Archives and History (NCJCAH), the site of which rotates throughout this jurisdiction's episcopal areas. In 2015, the convocation was held in Evanston, Ill. The Rev. R. Duane Coates, chair of your CAH, represented our conference. Coates has been elected chair of this jurisdictional commission.

This year marked the passing of our secretary and oldest commission member, Betty Testerman, who was a past CAH chair as well as a past chair of the Dakotas United Methodist Historical Society (an auxiliary group to this commission). The collection of the "local church history survey" forms found in your 2015 annual conference flash drive, is another important function. Many local churches have not yet filed this form, which simply details the history of your church. Therefore, it does not need to be completed annually. Once the historical information is entered, the form can be simply updated when there are historical changes (such as the appointment of a new pastor or the acquisition of a new parsonage).

Your CAH is responsible for recognizing jubilee clergy. We collect short essays from recipients describing their lives and ministries since retirement.

With funds allocated years ago, your CAH supplies the Cabinet with clergy grave markers presented to the families at the clergy's individual memorial services.

Your CAH is preparing for the publication of an update to our conference's printed history, currently in the research phase by the Rev. Dr. Stephen Perry, who has headed this project for the past 12 years. He brings annual updates of his progress to your CAH.

Our archivist stands ready to assist local churches as they develop their own history committees or conduct the ministry of memory at the local level. Furthermore, those looking for guidelines on what to save, may go to the conference website at [http://www.dakotasumc.org/media/files/Doreen/Guidelines\\_1\\_page\\_May\\_2010.pdf](http://www.dakotasumc.org/media/files/Doreen/Guidelines_1_page_May_2010.pdf) for a summary of some of the more common records. For a more extensive listing, see [http://s3.amazonaws.com/gcah.org/Resources/Guidelines\\_Publications/ConfRetSched.2013.pdf](http://s3.amazonaws.com/gcah.org/Resources/Guidelines_Publications/ConfRetSched.2013.pdf)

All of this work is conducted with a portion of your connectional-mission giving. So, we thank you for prioritizing the equipping of this ministry of memory.

Submitted by R. Duane Coates, Chair, Dakotas Conference Commission on Archives and History

### 4.3 Director of Ministries Report

As reflected in the Common Table report, we have been moving through several of our strategic initiatives in an effort to equip the local church to make disciples of Jesus Christ for the transformation of the world. A key resource in making all of this possible is the Conference staff. Because of this, the primary focus of this report will be changes we have made in the area of staffing including renaming several positions in order to better reflect their job responsibilities and the role they play in accomplishing the mission of the Dakotas Conference.

*Bea Stucke (Coordinator of Ministry Operations)*—Bea's role in the Conference is wide and varied. A primary change in the past year came as she has taken over the logistical coordination of Annual Conference, ensuring that things not only run smoothly but also ensuring that the event objectives are met—to equip and inspire pastors and lay leaders in mission and ministry. As lead conference event coordinator, she uses that guiding principle for all of the conference events she plans. In addition to supporting the Cabinet and working to improve systems of internal communication, Bea plays a primary role in supporting our MCCI and Journey Renewal processes, including being the resident support person to help all churches make use of the Mission Insite tool.

*Deb Kjerstad (Director of Leadership Development) and Taya Swanson (Leadership Coordinator)*—Deb and Taya have been a powerful and effective team working on our Thrive campaign. With the success and progress of that endeavor, they were able to begin transition into leadership development in January. They have jumped in with great passion toward increasing the culture of call and are initiating efforts to bolster youth ministry in our congregations and are developing a close relationship with the Conference Council of Youth Ministries (CCYM) in order to better resource that group. Taya (as well as Bea and Glenda) will offer administrative support to youth ministry in the areas of tracking, follow-up, and event logistics. They are also working to expand the reach and impact of the Elisha Program, giving young adults the chance to test their gifts and calling in vital ministry settings. Taya has begun tackling the learning and lingo surrounding the work of the Board of Ordained Ministry so that our candidates for ministry—as well as our Conference and District boards—feel supported and equipped. In addition, they have both been working diligently to implement our vision for clergy peer learning groups.

*Keith Shew (Area Director of Camp and Retreat Ministries) and Glenda Gerlach (Camp and Retreat Ministries Office Coordinator)*—Keith began the 2015-16 year as the Interim Director of Camp and Retreat Ministries and quickly proved that the capacity of his relational and leadership skills as well as extensive camping operational knowledge were enough to lead the entire DK-MN Area in increasing the effectiveness and broadening the impact of our camping ministries. Beyond Keith, God was faithful to provide skilled staffing in the camping office by brining Glenda Gerlach to our doors when Diane Weller transferred to the Foundation office. Like Keith, Glenda has been a natural fit to our Dakotas UM Conference team. They have been putting extensive energy into enhancing the internal systems that make camping run as well as seeking ways to expand the reach of camping through marketing and relationship building.

*Ben Ingebretson (Area Director of New Church Development)*—They say “good things come to those who wait”—and I was reminded of the truth of this statement this year. We began our search for this position in the Spring of 2015 with hopes of having someone on board last summer or fall. The search took a little longer—but it was worth it. We are thankful to have Ben on the team guiding our new church start efforts and making the rounds to connect with our church planters. We are navigating our way through what it looks like to have an Area staff person who doesn't live in the area. But the gift of technology, coupled with Ben's wisdom, experience and passion for new church starts makes the outlook good.

*Doreen Gosmire (Associate Director of Communications) and Dave Stucke (Communications Associate)*—Team and talent are words that truly define our communications staff. Their servant hearts combined with a deep will of creative and technical skills make them a gift to our connection. Our communications team has provided marketing/publicity resources for our mission ministries. They are also committed to providing information and inspiration about how our mission is being lived out in congregations and communities throughout the Conference, as well as how our human and financial resources are being utilized for Kingdom work. Additionally, they are working closely with the Minnesota Conference communications team to maximize time and talents across our borders.

Of course, ministries wouldn't be possible without financial and other resources. *Jeff Pospisil, JoAnn Schlimgen, Susan Punt and Leana Stunes in the Finance and Benefits Office* are constantly stepping up to be a support and resource for not only Conference staff but also pastors and lay leadership throughout the Dakotas. Looking at resourcing ministry from a broader perspective, we are also so grateful to have the *Foundation staff—Sheri Meister and Diane Weller*—as a part of our Conference team. The combined efforts of Finance and the Foundation to offer stewardship workshops is just one example of how they are living out our mission to equip the local church to make disciples of Jesus Christ for the transformation of the world. The staff of both Finance and the Foundation has a heart for the church and supporting and equipping disciples and leaders. We are blessed to have people who not only understand numbers and graphs and policies, but who are also passionate about the stories and mission and people represented in those things. Together with District Superintendents—who are often our eyes and ears in the field, sharing stories of the Spirit breaking through in our church and gathering ideas of how pastors, laity and churches can be resourced—our entire

Conference staff is looking expectantly to see what the next year will bring as we continue to Grow in Love of God and Neighbor, Reach New People and Heal a Broken World.

Submitted by Rebecca Trefz, Director of Ministries

#### **4.4 Communication**

Communications continues to tell the story of the ministries of the Dakotas Conference in a variety of ways. Video continues to be a popular means of sharing the ministry story. This past year over 10 hours of video was produced for the Dakotas-Minnesota area with over 10,000 shares and views.

Other means of communicating have expanded including a stronger presence on social media. Facebook has become a tool that many look to for more information and news. A 24-hour prayer vigil was held for the 2016 General Conference utilizing Facebook and Twitter. Facebook posts average 1,000 views per day and Twitter averages 500 views per tweet.

The DAVID system has been upgraded to a cloud-based service. The system will take on a new name UM Connect. Enhanced features include the ability to join from any computer, laptop, tablet or smartphone. Video conferencing is used an average of 6 hours each week with over 40 users per week.

Mondays @ Dakotas and [www.dakotasumc.org](http://www.dakotasumc.org) continue to be essential tools for sharing the ministry and telling the story of the Dakotas Conference. Analytics for the website indicate that appointment announcements, news and the calendar are the most frequently visited pages on the web site. Mondays @ Dakotas continues to reach an average of 1,000 viewers per week.

Submitted by Doreen Gosmire, Associate Director of Communications

#### **4.5 Developing Missional Leaders**

God never ceases to amaze me at the way in which God desires to build, transform, rejuvenate and challenge God's people in new and inspiring ways. This past year across the Dakotas Conference has been no different. This may be redundant but I cannot think of a time in which I would rather live than this for God is doing a mighty thing and we have been created for it. That inspires and excites me. The work and the function of the Developing Missional Leaders Link also inspires and excites me because we strive to continue to equip local congregations to create disciples and transform the world by providing encouragement, assessments, training, and resources. We are also asking the tough questions of the many facets of our link as to what it means to be vital expressions of the scriptural imperatives of loving God and neighbor, reaching new people and healing a broken world. Over the last year the link has carried out the mission in the following ways:

- The Board of Ordained Ministry (BOM) continues to work diligently on empowering clergy leadership to strive for excellence. Changes have been made to the Provisional Residency Program to ensure greatest impact. One significant change was the move to group mentoring. Along those same lines the Conference will be transitioning from Ministry teams to Clergy Peer Learning groups across the connection. Five college students attended Exploration in Florida, which proved to be edifying to most. BOM continues to work towards increased participation in the Elisha project, has scheduled Boundaries Trainings for clergy, and will be presenting a Social Media policy at clergy session.
- Camping and Retreat Ministry under the direction of Keith Shew, Dakotas Minnesota Area Director of Camp and Retreat Ministries, continues to work toward apportionment neutrality and increasing guest user days. They have started a Camp Ambassador program in which a person from each local congregation champions camping in their church. Each site is also moving toward (American Camping Association) ACA accreditation for the summer of 2017.
- Lay Servant Ministries continues to empower and encourage laity throughout the conference to be bold spirit leaders through various trainings and leadership events throughout the year.
- Conference Council on Youth Ministries (CCYM) continues to be a vital and impactful part of the conference. This year's DakYouth event in Aberdeen hosted nearly 300 youth from across the conference, 6<sup>th</sup> grade to 12<sup>th</sup> grade. Winter Connection numbers were also up having approximately 180 in attendance. CCYM members have been trying to be intentional about using a discipleship cohort format and meeting via Google hangout, which has been relatively successful. As they develop this more thoroughly they will branch out on a regional level.
- Young Adult and Campus Ministry in conjunction with the BOM held another successful Seminary Retreat prior to Annual Conference intentionally connecting and reconnecting with those away at school. This year 10 grants were

awarded for ministries aimed at reaching young adults and college aged people. With each award there is an expectation of accountability in the form of a report on how this money is impacting the ministry it was designated for. God is moving mightily among many of these ministries and is truly transforming the world.

May God continue to lead and guide us through this exciting time to have crazy faith and dream big dreams and build the kingdom here.

Submitted by Kori Lehrkamp, Chair, Developing Missional Leaders

#### 4.5.1 Board of Ordained Ministry Report

With each passing year, we on the Board of Ordained Ministry (BOM) become increasingly more intentional about aligning our work with our mission as United Methodists to make disciples of Jesus Christ for the transformation of the world. We are blessed and challenged with (though not limited to) the following tasks: *building a culture of call throughout the Dakotas, nurturing people through the candidacy and ordination process, training new clergy and lay leaders in the Dakotas, creating and maintaining standards for clergy effectiveness throughout a clergy member's life of service, and honoring the service of our clergy members at pivotal transition points.* In a culture where the church's place continues to change rapidly, this means shifting our understanding of what kind of leadership is needed; it means growing our own perspectives and stretching our creativity without compromising on some of the unique facets of our identity as Christians who happen to be United Methodist.

This year has been a transition year with Rebecca Trefz, Dakotas Conference Director of Ministries, stepping-in to be the Conference staff representative working with the Board. Rebecca has been excellent in this role, but we knew it was temporary as we hoped we'd soon have a new, full-time Director of Leadership Development. So, it is with great gratitude and excitement we welcome Deb Kjerstad as our Dakotas Director of Leadership Development. Deb brings to this role a fantastic managerial skill set and, far more importantly, she brings with her a deep Christian faith and a passion for recruitment and training, a great combination of gifts for a Director of Leadership Development. We are also grateful to have welcomed Taya Swanson to the BOM team as our Leadership Coordinator. Taya brings strong administrative skills and a professional drive that has already served us incredibly well as she has begun this work. Having this new team working with and for us in the Conference Office has blessed your BOM with excitement.

Last year, we updated our clergy vacation policy and we presented to you our Clergy Effectiveness Document. The vacation policy is now in effect and the Clergy Effectiveness Document is being utilized in various ways throughout the Dakotas. And, though we presented it in 2015, we have had to acknowledge it to be a living document. We have already made slight, but important adjustments.

Some events and opportunities of the Board of Ordained Ministry are:

- Licensing and Certified Lay Ministry school;
- a pre-Conference gathering for seminary students and young adult members of Annual Conference;
- on-site, in-person interviews for ordination candidates and interviews for commissioning candidates via video conference;
- training events for District Committees on Ministry and candidacy mentors;
- facilitating a group to attend the bi-annual, denominational Exploration event, designed for young people exploring ministry;
- facilitating twice-yearly training events for clergy members in the provisional time of their ordination process, including group mentoring.
- developing social media guidelines for clergy--see the pages that follow.

A critically important addition to the above list is that we on BOM coordinate our Conference Elisha Project, which is a paid, part-time internship program for students who are discerning a call to some sort of church vocation. With five interns and sites in 2016, this year has brought our largest Elisha Project class. Those churches and interns are: Brookings- Beth Hulp, Lerh/Napoleon- Larissa Ruff, Rapid City Canyon Lake- Matthew Bader, Sioux Falls Asbury- Morgan Mundt, Spearfish- Emily Shelton. Our bishop is challenging us to expand to 30 interns and sites.

We need the following three things from the people of the Dakotas Conference:

- 1) churches who are excited to offer themselves as a school for ministry experimentation and discernment,
- 2) pastors who are willing to give their time and wisdom to closely mentor young people within their particular context, and
- 3) young people who are willing to give their gifts, time, and energy to this kind of opportunity.

As we seek to expand our culture of call in the Dakotas, please have open eyes and hearts for those in our midst God might be calling to be bold, missional leaders for Jesus Christ. Be on the lookout for these leaders. Be aware that you probably already know one of these leaders. Be open to the fact that you might be one of these leaders. Your prayers for this work are coveted and much appreciated.

Submitted by Jenny Hallenbeck Orr, Chair, Dakotas Board of Ordained Ministry

# Social Media Guidelines for Clergy and Faith Communities

Edited and Updated 4/20/16

With appropriate permission and gratitude, this document is indebted to the work of the North Georgia Conference's Young Clergy Task Force on Social Media and their root document. All subsequent modifications to methodology, updates to terminology, and layout are the work of the Pacific Northwest Conference Office of Connectional Ministries and the Dakotas Conference Office of Leadership Development.



# SCOPE & SUMMARY

## Social Media and the Church

Social media is a useful and necessary means of developing relationships and making disciples of Jesus Christ for the transformation of the world. The purpose of the following guidelines and practices are to encourage the frequent, intentional, and appropriate use of the various forms of social media by pastors and faith communities.

## Social Media Defined

Social media refers to the use of web-based and mobile technologies to advance interactive communication—both public and private uses—as to include instant messaging, texting, emailing, and video chat.

We recognize that social media is always evolving and changing; therefore, this living document will be revisited annually as new outlets of social media emerge, and others fade. Listed at the end of this document are definitions of various social media outlets that are currently and commonly used worldwide. This list is not exhaustive and the inclusion of a platform should not be understood as an endorsement or recommendation of its use.

## Stewardship and Boundaries

While Social Media can be a great tool, our Wesleyan theology reminds us that even good things must be consumed and used in moderation. When using social media, please remain attentive to the stewardship of your time and the time of others. Always maintain appropriate boundaries with others and take care to watch for the proverbial “slippery slope.”

Use care in your language, as meaning and tone are often lost in translation. Knowing this, it is important that we take the time to carefully craft words, especially when dealing with potentially sensitive topics. If you would hesitate to say something in person, it is probably best not to say it via social media. Remember the Wesleyan commitment to care for others. Be inclusive and abide in love through your use of social media. After all, “the greatest of these is love.”

While Social Media can be a great equalizer, it is important to remember that power imbalances which exist in the offline world do impact our digital connections. If you are a pastor, staff member, or even a Bishop Offline, you continue to carry to represent these roles online. Consider how your words, *follows*, and *friendings* translate and how you will work to protect vulnerable populations and honor the ministry of colleagues who’s ‘connections’ may overlap with yours.

# Social Media Best Practices For Clergy and Congregations

## Maintenance of faith community & personal websites

It is strongly recommended that every faith community and pastor have an intentional, managed, presence on the internet and in social media. This includes creating a site or a page (depending on the outlet) and updating it frequently. Keep your personal and faith community's capacity in mind though. **An old or outdated page is worse than not having a page at all.**

Social media is considered by many as a means of contact and communication. Example: If you have Facebook and never check it, someone who has contacted you there may interpret your inattentiveness to your page as you are choosing not to respond to them. This is much like having voicemail on your phone but never checking the messages.

It may be important to your faith community to share timely information that is easily accessible, but remember, out of date information does more harm than no information. Make sure that you share the faith community's physical address, telephone number and worship times prominently (and accurately).

## Collegiality

With social media, the line between public and private communication is thin, blurry and often non-existent. It is not good to speak ill of anyone through social media, even if you presume that the comment is private. Just like communicating within a particular community of faith, it is never a good idea to make disparaging comments about fellow clergy or their ministry in social media. When it comes to the use of social media, support your colleagues and be respectful of other clergy and other opinions. Once you say something on the Internet it remains accessible forever—even if you delete it.

When commenting on current events from social issues to church politics, clergy should strive to maintain our prophetic voice, while at the same time maintaining our ordained covenant to uphold The United Methodist Church and its social practices, leadership, polity and ministry.

It is recommended that professional staff and pastoral leadership reflect seriously on how the online connections they've nurtured with members of a faith community they are leaving can make ministry more difficult for those who follow them. While some may choose to *defriend* former parishioners upon leaving a faith community, Social Media platforms like Facebook offer some flexibility and alternatives for those wishing to limit their social presence with a select group of people.

Please be aware that the Internal Revenue Service (IRS) has very specific guidelines relative to political commentary offered by faith communities and/or clergy. Clergy and church representatives are encouraged to maintain a healthy balance between a prophetic voice and keeping the faith community's tax exempt status intact as violations of IRS regulations can result in a revocation of a faith community's tax exempt status. To find out more about IRS regulations and the faith community's tax exempt status see: <http://www.irs.gov/pub/irs-pdf/p1828.pdf>

## Discretion, Location Sharing, and Confidentiality

Discretion refers to the quality of being judicious in one's conduct or speech. This definition of discretion serves as a framework regarding the information that is shared on social media networks such as Facebook, Twitter, Instagram and many others. Such discretion is referred to but not limited to frequent posts of your location and/or sharing confidential information from meetings or personal

interactions with others that could cast The United Methodist Church or any other relationships in a bad light.

Content that is shared over social media networks should be done at the discretion of the individual who will be held accountable for what is shared if confidentiality is broken. Because of this and other concerns, social media is not an appropriate medium through which to counsel parishioners. Move counseling conversations to an appropriate venue.

Social Media such as Facebook, Foursquare, Yelp, LinkedIn, Gowalla, Loopt, etc. that allow one to “check in” at one’s current location should be used with discretion. Checking in refers to making one’s location known via a social media outlet. Never check-in (i.e. disclose the location of) anyone who has not expressed their permission to be checked in. Additionally, when posting on Facebook, Twitter, etc., be discreet in tagging persons who are in the same location as you are; rather, use hashtags (*see below for more information*) as a means of facilitating conversation.

Social location platforms can be a wonderful tool to raise awareness about your faith community’s location and offerings, including worship and other events, but we need to use care so we do no harm. They can also be a tangible way to show that the work of a faith community, and its clergy, extends far beyond the walls of the church building.

## Remember that you are a public figure

We sometimes like to wear our “church member or clergy” hats Sundays and then our “average-person-on-the-street” hats. When posting on Facebook, tweeting, or updating a blog, it is important to realize that most people do not see that differentiation. Whether you attend a church, work with a particular ministry area, or preach at one on Sunday, you bear an equal responsibility to be Christ to the world.

Make sure that everything you post or share, whether they are words, images or videos, are worthy of this calling and higher standard. You are never going to be perfect but social media is one of many avenues to practice our faith and the Wesleyan walk toward perfection.

While some informality in substance and style may be appropriate to the particular Social Media platform that you are communicating through, please remember that your posts may leave a poor impression if your posts contain regular misspellings or grammatical errors.

## Remember that you are not the voice of The United Methodist Church

Be careful to clarify and distinguish your beliefs, particularly on charged social or political issues, from the official positions of The United Methodist Church when they differ. We have a responsibility to recognize the connectional voice as captured by *The Book of Discipline* even when we feel God is calling for a prophetic witness against it. Work to host and participate in online conversations that express Christian generosity and respect for diverse points of view. Learn to listen, think, and ground your responses in our Christian and Wesleyan roots.

## Create Social Media Accounts on Major Platforms for your Faith Community

Creating accounts on major social media platforms such as Facebook and Twitter is a great way to share information with people about upcoming events at your church. It can also be an avenue to invite people—both members and those curious. Be careful not to reveal personal information about members or visitors, especially prayer concerns or photos, without their permission. Leave it up to members to add photos of their own children if they want them included on the page or associated with the

event or seek permission from them in advance.

The use of hashtags (i.e. #dakumc, a reference to the Dakotas Conference), by adding them to the end of a tweet or Facebook post, is a great way to facilitate conversation and connection. Hashtags allow people to choose whether or not they would like to participate in a conversation or reveal their involvement in an event or subject matter. Hashtags, when used on Twitter (and to a lesser degree on Facebook), can be searched and allows users to see what others are saying about a topic, person, event, etc.

Social location applications create entries for every public place, including churches. Make every effort you can to “claim” and customize your entry on each platform to ensure it reflects your faith community. Examples of websites that do this include Google Maps, Google+ (increasingly integrated with their maps and search functions) Facebook.com, foursquare.com, gowalla.com, patch.com, loopt.com, yelp.com, etc.

## Respect Privacy

Please be respectful of your own privacy and the people you serve. Also, help the people you serve be sensitive to the privacy of others. Social Media is an excellent way to share the good moments and the sad moments in our lives, but as leaders, we are called to be especially mindful of how people respond to hearing news in such a non-personal manner. It is not appropriate to share someone else’s concerns or joys without their consent.

To post a prayer concern without their prior permission is a violation of clergy ethics and HIPPA guidelines. For more information on HIPPA guidelines, please visit: <http://www.hhs.gov/ocr/privacy/hipaa/understanding/summary/index.html>

## Be Safe

Be careful when posting or following links that are shared with you while on Facebook, Twitter or that come through email that lead you to external websites. These are often phishing ploys to get information about you or your friends. Protect yourself and your friends by being careful about what you click on or post on a wall.

A social media account, email address, or website (particularly one on a popular Content Management System [CMS] like Wordpress) that is protected by a weak password is also an attractive target to spammers and hackers. Websites running on outdated software also offer a tempting target for the same. Thankfully, most modern CMS platforms work to make the updating process relatively painless.

Please consider that the popularity of a particular platform does not mean that it is always an advisable choice for a ministry area. For example, SnapChat is a very popular ‘App’ which allows photos, videos and texts which ‘disappear’ after a short time so no one can see them. While its ubiquity would make it an attractive tool for youth workers seeking to “be where they are,” the difficulties users would find honoring safe sanctuary principles should cause us to question its use.

## Being “Friend”ly

*Advice for clergy and church staff:* Once you start “friending” church members, you have to be willing to friend them all. In this case, you do not get to pick your friends. It would be advisable to make an open invitation for your faith community to friend you on Facebook instead of hand selecting members of your faith community or organization, in the case of extension ministries, as “friends”. This applies across all social media platforms.

## Copyright, Fair Use, Public Domain, Etc.

The internet in general, and Social Media in particular, can feel like the Wild West when it comes to

copyright. The reality, however, is that copyright laws function in much the same way online as they do offline. As the internet matures, copyright holders are also seeing a corresponding explosion in the tools available to them for protecting their works.

The following page from the Stanford University Library site does a great job of summarizing the issue and making practical suggestions. The author suggests that we start with the assumption that *found* content is protected and offers advice on seeking appropriate permission.

<http://fairuse.stanford.edu/overview/website-permissions/websites/>

Two others pages to focus on define the rules surrounding works that may, or may not, be in the *public domain* and what qualifies as *fair use*. In summary, some content is available for such use but it isn't nearly as broad a category as you might expect.

<http://fairuse.stanford.edu/overview/public-domain/>

<http://fairuse.stanford.edu/overview/fair-use/>

**Useable content can be found online to support the communications work of your ministry.** When individuals or organizations post their work with a *Creative Commons* license you can typically use that content assuming you follow the rules of the particular license. Visit their site to learn more about the different licenses available.

<http://creativecommons.org>

For a general search, one can find content using an advanced Google search and narrowing the results with the appropriate "Usage Rights" selected. The following link provides a helpful list of places where one can find Creative Commons resources as well.

[http://www.google.com/advanced\\_search](http://www.google.com/advanced_search) | <http://commons.wikimedia.org> <http://www.sitepoint.com/30-creative-commons-sources/>

## Recommended Responses to Inappropriate Posts on any Format

Any time you recognize or experience a post, pic or comment from a colleague that could be considered outside the boundaries of our Best Practices and/ or Privacy policy - please be aware that a non- response can be misconstrued as an affirmation of the comment or post. It is your responsibility as a peer to be a courageous leader and give feedback. Feel free to copy these responses to ensure consistency and care in replies:

"I am responding to make you aware that the post you created may be considered inappropriate and is outside the boundaries of our mutual trust. Due to the nature of your comments I can no longer in good faith be connected to you."

"Please be aware that your post may be considered a violation of our conference Social Media Policy and Guidelines for Clergy and Faith Communities."

# SAFE SANCTUARIES GUIDELINES

## Social Media, Technology and the Internet

Under the auspices of the 1996, 2000, 2004, 2008 and 2012 Books of Discipline, all United Methodist faith communities are charged to create and employ church policies and procedures for the protection of children (birth -11 years), youth (twelve -18 years) and vulnerable adults (18+ years old with any mental, physical, situational or age-related condition that renders them vulnerable to the decisions and care of others). These Safe Sanctuaries policies and procedures are meant to reduce the risk of abuse to such persons within the community and the Church.

Given the increased use of technology and social media in the life of the church and its individual members, faith communities and conferences have a responsibility to define social media policies that uphold the covenant to create Safe Sanctuaries for children, youth and vulnerable adults. To this end, the faith communities and pastors of the Dakotas Conference affirm the following:

We will utilize technology, the Internet and all social media tools to promote Christian community and the building up of authentic relationships.

- Facebook is a wonderful tool to use in Preschool, Children's and Youth Ministry. It is highly recommended that ministry groups establish their own "page" in order to communicate with community members, participants when appropriate, as well as their parents/legal guardians.
- Blogs allow adults and youth alike a place to express ideas, thoughts and opinions, and to allow others the opportunity to engage them through response.
- YouTube and other video websites have proved useful for sharing video clips from any number of faith community-related events, sharing original video produced to promote an upcoming event or idea, or sharing video produced by another individual or group that might be used by your ministry for conversation, worship, or reflection.
- Texting and Tweeting have proven effective means of communication for getting a message out quickly to one individual or to an entire group.

We will protect the privacy and identity of all persons under 18 years of age and all vulnerable adults in online writings, postings and discussions.

- Adult employees and staff must not post photos or video that identify children, youth or vulnerable adults on any online site or printed publication without written consent from a parent or legal guardian.
- All Facebook groups associated with Preschools, Children's or Youth Ministry areas should be designated as "closed" groups, requiring all those who wish to gain access to be approved by the group's administrator(s).
- All faith community-related Facebook groups and pages must have at least two administrators. If an administrator is no longer associated with the ministry, that individual's administrative status must be revoked.
- Photos of minors may only be published or posted after a photo release has been signed by their parent/guardian. Photos used in other mediums, such as church newsletters, websites, blogs, twitpics, etc., must not include any identifying information of minors.
- Photos may only be posted to the Facebook page by page administrators. Adults (staff, volunteers, parents, etc.) should not identify minors in photographs posted online or in print. Individuals (including minors) are welcome to identify (i.e. "tag") themselves.

- When checking in on Foursquare, Facebook, or any location tagging social media, only “check in” yourself. Never check in minors. Be sensitive to tagging or revealing other participants’ location without their expressed permission. Rather, create a hashtag to facilitate conversation. (See the Best Practices section of this document for more information on the use of hashtags.)
- In the case of clergy/professional staff and parishioner online connections, Friend Requests, Follow Requests, Circle Requests, etc. should be initiated by the parishioner, especially if the parishioner is a minor or vulnerable adult. This same principle should apply in connectional ministry settings like camps and retreats.

We will maintain appropriate relational boundaries with minors.

- No adult shall initiate Facebook contact with or “friend” a minor or vulnerable adult. When accepting the “friend” requests of minors, care should be taken to respect the ministry and discipleship work of the local faith community to which they belong. Any conversations on Social Media with minors or vulnerable adults shall occur in open channels, or with multiple parties present in the conversation thread.
- When emailing, texting, tweeting, or Facebook messaging a minor, adults should copy another adult (ideally a parent or guardian) on the message, or post it in a public venue (i.e. a Facebook wall as opposed to a private message). This will allow adults to maintain the “two adults present” Safe Sanctuaries standard when using social media. Platforms promising discrete conversations and secrecy (SnapChat, Facebook Poke) should be avoided.
- Social media, even though it offers convenient and private channels, is not an appropriate medium for counseling - especially with minors. Begin or transition a pastoral conversation into an appropriate Safe Sanctuary model (i.e. office with windows, two adult rule abiding settings, etc.).

We shall not engage in the creation, viewing or distribution of child pornography.

- Engaging in this behavior is a violation of civil laws, common Christian practice, and clergy ethics and can lead to incarceration, the revocation of clergy credentials and the termination of volunteer and paid positions in our ministries.

We shall not engage in, encourage or condone cyber-bullying.

- Every children’s ministry and youth ministry group, and adult volunteer training sessions should include in its teaching and ministry Code of Conduct a session on the types and consequences of cyber-bullying, including how to identify it and how to report it.

To learn more about cyberbullying, visit: <http://www.stopcyberbullying.org> or various other websites.

We shall educate young people and their families in the effective use of social media and technology to live out their Christian witness in what they write, post, share, and view.

- We all must understand, and teach to minors and vulnerable adults, that once something is posted on web, sent via email or sent via text, it is impossible to fully recover or erase it. There should be no expectation of privacy or reasonable expectation that the information stops with the person for whom it was intended. The promises of *privacy* offered by apps like SnapChat are illusionary.
- *A good rule of thumb:* If you don’t want it posted on the church sign, website, or bulletin, do not text it or post it via social media.

# SOCIAL MEDIA OUTLETS DEFINED

## Blog

A Blog (short for web log) is a type of website or part of a website, usually maintained by an individual with regular entries of commentary, descriptions of events, or other material such as graphics or video. Entries are commonly displayed in reverse-chronological order. Most blogs are interactive, allowing visitors to leave comments and it is this interactivity that distinguishes them from other static websites. Examples include: [www.wordpress.com](http://www.wordpress.com), [www.blogger.com](http://www.blogger.com), etc.

As blogging software continues to mature, many now offer a reasonable, practical, and cost effective platform for faith communities who are looking for manageable solutions for their websites. Generally speaking, simplicity of use accompanies some rigidity in what a particular platform offers while more complexity typically also brings a corresponding flexibility.

## Facebook

Facebook is a social networking service, website, and mobile application. Users may create a personal profile, add other users as friends, and exchange messages, including automatic notifications when they update their profile. Facebook users must register before using the site. Users may join common-interest groups organized by workplace, school, or other characteristics. Facebook allows any users who declare themselves to be at least 13 years old to become registered users of the website. [www.facebook.com](http://www.facebook.com)

Facebook also includes two other useful tools for faith communities. The Groups feature provides an avenue for correspondence and collaboration around a specific goal or project without requiring users to be 'friends.'

The Pages platform should be of particular interest to faith communities looking to establish a social presence on the internet. A Facebook Page offers faith communities a nimble, and relatively easy to maintain, vehicle to create a social presence to reflect the character and values of your faith community. The presence of Pages in the results of the major search engines emphasizes the importance of this avenue.

## Flickr/Instagram/Vine

Flickr and Instagram allow you to upload your photos onto the web. Vine allows you to do the same with short, six-second clips of video. These can be easily shared with others directly by sending them a link via a social network or email, or by searching for content on particular themes or topics. Flickr is a popular platform with mobile and desktop users while Instagram is largely a mobile platform. Vine is owned by Twitter although it works on a variety of other platforms as well. A variety of competitors exist. [www.flickr.com](http://www.flickr.com) | [www.instagram.com](http://www.instagram.com) | [vine.co](http://vine.co)

## Google+

Google+ is a social network operated by Google, Inc. with integrations across a number of Google products, including Maps, Places, and Search. Its focus is on targeted sharing within subsets of your social group, which are called "Circles." Circles are small groups of people that you can share with, each with names like friends, family, classmates and co-workers.

Google+ is treated by many as a second-rate Facebook by many but there may be some danger in overlooking the advantage of establishing and nurturing some foothold there given Google's dominance in the area of search. The integration of this network with their Google Places alone makes some attention to Google's network a must. [plus.google.com](http://plus.google.com)



## SnapChat

SnapChat is a popular application on smart phones which allows users to send photos, text via captions, and videos to friends. Unsurprisingly, the app is used widely by youth and young adults. SnapChat has also facilitated the growing sexting trend as users *snap*s are promised to delete after a few seconds. Several reports of security holes, including the ability to capture *snap*s with a screenshot, have called into question the promise of these claims.

SnapChat could have some utility based on one's ministry setting but its use in youth ministry is suspect given the conflicting values of privacy and accountability. [www.snapchat.com](http://www.snapchat.com)

## Pinterest

Pinterest is a fast growing social network which functions like an online pin board for ideas and images. The ability to use an existing Facebook or Twitter account to sign in to the service has helped new users to join in. Users on the site can upload original content, *repin*, like or comment on the content of others.

On the network, one can find boards for a large variety of items. Some organizations are using the platform to share ideas and visuals of their work. Ministry professionals might use it to gather concepts or inspiration for worship design. [www.pinterest.com](http://www.pinterest.com)

## Tumblr

Tumblr is a website and microblogging platform that allows users to post text, images, videos, links, quotes and audio to their tumblelog, a short-form blog. Users can follow other users, or choose to make their tumblelog private. Its use of tagging and avoidance of clear, personal relationships places the platform somewhere in between Twitter and Facebook in regards to utility and features. Tumblr was recently purchased by search giant Yahoo. [www.tumblr.com](http://www.tumblr.com)

## Twitter

Twitter is an online social networking and microblogging service (web service that allows the subscriber to broadcast short messages to other subscribers of the service) that enables its users to send and read text-based posts of up to 140 characters, informally known as "tweets." [www.twitter.com](http://www.twitter.com)

## YouTube/Vimeo

YouTube is a video sharing website that allows you to upload and access videos from your computer or mobile device. Vimeo, like YouTube, is a video sharing website that allows you to upload and access videos from your computer or mobile device. Where YouTube offers more integration with other Google services, Vimeo offers a cleaner, easily customizable, interface. [www.vimeo.com](http://www.vimeo.com) | [www.youtube.com](http://www.youtube.com)

# Sample Social Media Policy for Staff working with Children and Youth

\_\_\_\_\_ is committed to a child-centered approach in our work with children and youth (students). For this reason we aim to be positive role models in the lives of children and youth we connect with both in person and through social media. In regards to social media and connecting with students in relation to your work at \_\_\_\_\_ it is important to be aware of what you are posting and being intentional about keeping what you share with students clean - no alcohol, no drugs, no profanity etc.

1. First, you are by no means obliged to accept students as friends or followers on your social media accounts and are discouraged to do so where it is not in your best interests or in the best interests of the student.
2. If you wish to, staff members may accept students as friends on a Social Media platform if they send the request. Staff members should not request to be friends with students on social media. If the ministry develops a group, or other social platform for communicating with the youth, please seek parental consent before sending invitations to students.
3. Should staff wish to communicate with students, they should post their message in a public place if possible.
4. If staff are sent a private message by a student, if they use the 'chat' function to communicate with you or if you need to communicate through private messaging, staff should include a third person to adhere to Safe Sanctuary policies. Staff can explain to students the reason for including this third person. \_\_\_\_\_ can act as your third person.
5. Staff should not post pictures with students to their personal Social Media Account. \_\_\_\_\_ has permission from parents to use photos of their students, therefore if you wish to tag yourself in \_\_\_\_\_ Pictures, you may do so.
6. Staff should be aware that, if you choose to accept students as friends, you are representing \_\_\_\_\_ on your personal Social Media account for as long as those students are friends with you.
7. If you have an existing relationship with a student where \_\_\_\_\_ is not the primary connection, you are exempt from procedures outlined in number 2 and 3.

I understand \_\_\_\_\_'s Social Media policies and agree to follow these procedures.

Name: \_\_\_\_\_

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

# Clergy Covenant for Social Media

1. When using social media, observe Wesley's General Rules and the great Commandments:
  - a. Do no harm
  - b. Do good
  - c. Attend to the ordinances of God
  - d. Love the Lord your God with all your heart, mind, strength, soul
  - e. Love your neighbor as yourself
2. Claim, maintain and monitor your faith community's social media profiles and websites. Take care to keep them current.
3. If you are not sure about appropriate use of social media, ask for help. If you're not sure about a post, do not post it.
4. Be respectful, collegial, and intentional of other's privacy including the announcing of prayer concerns and where location services are concerned.
5. Be professional and maintain the integrity of pastoral leadership through social media.
6. Remember that you are not the voice of the United Methodist Church and clarify this when your viewpoints differ from the official positions of the church.
7. Take care to not undermine the ministry of another clergy through social media.
8. Protect the safety of congregants, minors, vulnerable adults, and yourself.
9. Be friendly and fair - allow others to friend you instead of vice versa.
10. When posting photos, allow others to identify themselves.
11. Take care to adhere to Safe Sanctuary guidelines, adapting them to social media practices.=
12. Remember your Christian witness and allow your use of social media to proclaim the Gospel of Jesus Christ.

- I Pledge to uphold these practices in all my Social Media, be a role model, and encourage others to be integral and respectful to one another.
- I will teach faithful practice of these guidelines in my church.
- I understand that if I violate these practices and policies in any way it is appropriate for me to be held accountable by my District Superintendent and/or my peers.

#### 4.5.2 Camp and Retreat Ministries

Filled with great learning, opportunity, some key strategic shifts, and positive reflection, 2015 was a year of solid progress in your conference camp and retreat ministry. We thank and praise God as we celebrate:

- the opportunity to welcome thousands of our next generation of children, youth, and leaders to our campsites
- the beautiful settings of Wesley Acres, Lake Poinsett, and Storm Mountain
- camping leaders who tirelessly, selflessly, and faithfully steward this important ministry while inspiring others to see God in new and creative ways
- the Dakotas Annual Conference who deeply loves their camp and retreat ministry

2015 Camp and Retreat Ministry highlights:

- Keith Shew named as area-wide director of Camp and Retreat Ministries
  - Keith Shew, Director of Camp and Retreat Ministries for the Minnesota Conference, was named Interim Director of Camping for the Dakotas Conference. In January, Keith was named area Director of Camp and Retreat Ministries and serves corroboratively as the leader of camping in both the Dakotas and Minnesota Conferences.
  - Keith initially stepped in to serve after a vacancy was created this summer. Becky Holten, former Director of Camping and Youth Ministries for the Dakotas Conference, left the camping position to serve as a pastor at Wimbledon/Kensal and Edgeley/Ashley.
  - The collaborative venture, endorsed by leadership and governance teams of the Dakotas and Minnesota Conference, supports the efforts of the camping ministries' strategic changes and building a system to serve the next generation.
- Wesley Acres Camp Director transition
  - We accepted the resignation of Dan Kellander and are grateful for Dan's service to the camping ministry.
  - A national search for WAC's next director produced twenty-two applicants of which three were invited for personal interviews at WAC.
  - Rev. Paul and Brenda Lint were named the new directors of Wesley Acres Camp and bring great experience, passion, enthusiasm, and a lifelong dedication to the camping ministry and Wesley Acres Camp. The Lints begin their ministry in May, 2016.
- Campwise
  - Beginning in 2016, Dakotas Camping will use Campwise, a popular camp and retreat software provider, for camper and guest registration, data management, and reporting.
- **Dakotas Camping Office staffing shift**
  - Glenda Gerlach was hired in February to serve as the Dakotas new Camping Coordinator. She replaces Diane Weller who has taken the position of Donor Relations and Development Coordinator for the Dakotas United Methodist Foundation.
- Camp Ambassadors
  - For the first time, beginning in 2016 each church is being asked to select a camp ambassador. Camp ambassadors share camp and retreat opportunities with children, youth, and families in their local churches and communities and provide information about how to become involved in this life-changing ministry. More specifically, camp ambassadors act as the Dakotas United Methodist Camps spokesperson within their churches.
- Area wide governance
  - The Dakotas and Minnesota conferences' camp and retreat ministries have combining their strengths and leadership and have come together to form a joint governance team. This new arrangement will expand the camping-related offerings for United Methodists in each conference and allow the conferences to share best practices to

create the strongest possible area camp and retreat ministry. The new Camp and Retreat Council is made up of equal representation from each conference and meets quarterly. For specific information, please refer to Feb. 10. 2016 article (available at this link).

□ Site advisory teams

- A critical piece to a successful campsite operation is that each site has an active and engaged site advisory team. These site advisory teams are new for some of the sites within the area and give more people from both conferences an opportunity to participate in the camping ministry in the areas they love most. People interested to serving on a site team should contact the director of the site.

□ Area wide shared Mission, Core Values, Outcomes

- **Mission:** Inviting campers to experience Christ, creation, and community through camp and retreat ministries.
- **Core values:** Providing sacred places apart, nurturing Christian faith and discipleship, teaching creation care and appreciation, partner with United Methodist churches and agencies, extending Christian hospitality and community, developing principled spiritual leaders, and inspiring and equipping lives for love and justice.
- **Desired outcome (continued from earlier established outcomes):** Disciples and leaders who hear and respond to God's call to share their faith, love and accept everyone, serve others, and trust God.

□ Living into a Sustainable Operating Model – key steps

- Apportionment neutral in camp operations - Dakotas Camps are committed to becoming apportionment neutral, in the funding of the camping operations only, by 2021. Additionally, the board is committed to developing financial models for the future reduction of capital apportionment from \$115,000 to zero. Camps will continue to receive apportionment support in the areas of central office staff support, property taxes, and insurance.
- Annual Fund Development - The camp and retreat ministry has collaborated with the Dakotas Foundation to develop an annual fund campaign to provide financial support and long-range sustainability with a goal of increasing giving as apportionment funds are reduced.
- Fee/Rate Review – A comprehensive review of all fees and rates for camps and retreats will be completed in 2016.
- Financial policies/controls
  - Beginning in 2016, each site developed monthly operational spending plan based on prior year's actual. Monthly conversation and review of any variations to established spending plans helps to ensure real-time management and course correction as needed with a goal of no new deficits.

□ Other areas your camping ministry continues to uphold highest priorities in consistency, quality, and effectiveness of:

- American Camp Association (ACA) Accreditation - Your Dakotas Camp and Retreat Centers will seek full accreditation in 2017 by the American Camp Association, the national accrediting body for camping programs and a leader in childhood development, education, and welfare. To earn accreditation, camps comply with nearly 300 health, safety, and program quality standards. Across the country, only one in five camps seeks and earns this distinction. Accreditation ensures each camp regularly reviews every facet of its program and operations. Beginning in 2016, your Dakotas camps will ensure minimum standards are met in key areas including risk management, staff and volunteer training, water safety, operational management, and youth programming. Camper and guest safety and security is camping's top priority.
- Marketing and Outreach - Production of high quality, easy to understand print pieces, and better/consistent use of social media.
- Curriculum – All DK/MN campsites are using "Inside-Out" summer camp curriculum. A popular, ecumenical series, used in many camp and retreat settings throughout the country. The goal is for all staff (paid and volunteer) to use this curriculum.
- Continuing education and professional development. Staff attend trainings, webinars, and workshops, both individual and as a group, in areas of management and spiritual growth.

Thank you for your continued support of your Dakotas Camp and Retreat Ministries. Thank you for making sure that the children, youth, families and adults in your church and community know about camping opportunities. Your support and encouragement helps ensure that Wesley Acres, Lake Poinsett, and Storm Mountain Center can continue to be places where God meets with people. An experience at one of your Dakotas United Methodist Camps has changed the lives of generations of our Annual Conference leadership. Thank you, please know that you are appreciated.

"Camp Gives Kids a World of Good!"

Submitted by Kerry Hilton, Area Camp Council Co-Chair and Keith Shew, Area Director of Camp and Retreat Ministries

### 4.5.3 Conference Council on Youth Ministry Report

*Change is the only thing that is constant.*

The Dakotas Conference Council on Youth Ministry (CCYM) has been re-evaluating and making changes to the youth ministry program.

- God is moving in our Conference. In the summer, we had 240 participants attend *Youth '15* in Orlando, Florida. Our "orange army" represented the Dakotas at a ratio of 1 to 20.
- Our *DakYouth* event last November, hosted by Aberdeen First UMC, had 300 participants and we plan to make it an annual event. Our hope is that this year's event might yield the same results in regard to participant numbers, if not more, but also in the way of engagement. That the lives of the youth who come might leave empowered and energized to engage the world around them-whether in their youth groups, schools, or homes.
- Training, supporting and equipping the paid and volunteer youth workers across our conference is a recognized and valuable part of our ministry.
  - *Youthworker Academy* – A training event was held April 29-May 1, 2016 at Storm Mountain Center. Our guest presenter was Mark DeVries, founder of Youth Ministry Architects. He shared ideas concerning Sustainable Youth Ministry and provided strategic designs for instilling foundational patterns into the fabric of any ministry, regardless of its model.
- Our *CCYM election* process continues to be tweaked as our CCYM schedule changes. Applications were made available online back in March and CCYM selected participants based on their gifts and potential to serve within the Conference.
- Our *Sanctuary Senior High Retreat* is no longer being held as an annual event but we are re-evaluating the possibility of a similar event.
- *Leadership Training Camp* continues to be a place and opportunity in which the youth leaders elected to the CCYM practice leadership. Staffed by CCYM adults and other conference leaders the youth in attendance select classes to attend daily, learn about, plan, and lead worship, enjoy fun and fellowship, and build lasting friendships and study biblical themes each day in large and small groups.
- We continue to promote our events through the Mondays at Dakotas Email list, paper mailings and continual revisions and additions to our website: [www.dakyouth.com](http://www.dakyouth.com)
- The CCYM continues to be an important area in which young leaders discern a call to the ordained ministry. As leaders, we take this responsibility seriously, as well as the responsibility to educate and nurture leaders for the future of the church. As we continue to work more closely with the Board of Ordained Ministry, we hope to strengthen their process of encouraging and connecting with those discerning a call into ministry, both as laypersons and as clergy.

My hope is that the CCYM will continue to be a blessing to the Dakotas Conference as we seek to empower, equip, and encourage our young people for the transformation of the world!

Submitted by Jeff Lathrop, Conference Youth Coordinator

#### 4.5.4 Lay Leader Report

Greetings to the laity of the Dakotas Conference in what will be my final report to you.

If you will grant me this privilege, I would like to take a look back at the entire quadrennial period. The laity of this Conference has accomplished a wide number of wonderful things. We have seen growth in programs that allow us to extend the hands and feet of Jesus Christ by helping those in need. We continue to develop Leadership Development training opportunities, lifting up those who would go out into the world and fulfill our mission of making disciples of Jesus Christ for the transformation of the world. From the local level to the global level, the laity of the Dakotas Conference has been there and done that and will continue to be there and do that.

The laity has had its successes and its challenges. But in spite of all we face, we press forward. I will repeat what I said at the end of my Laity Address last year: In spite of all the nonsense you might hear from your neighbor, co-worker or what you might see in the media, the Kingdom is not dwindling. In fact, even though we can smile at what the laity has accomplished, our best days are still ahead of us!

It has been my privilege and honor to serve as your Conference Lay Leader these past 4 years. I wish blessings upon my successors as they continue to lead the laity into the future.

Submitted by Blaine Wilson, Dakotas Conference Lay Leader

#### 4.5.5 Young Adult and Campus Ministries

Young Adult and Campus Ministries continues to work to support the local ministries in churches and on campus that help to create younger Missional Leaders. We continue to find ways to inspire new ministry and connection. The Link reviewed and accepted ten grant applications for ministries involved with Young Adults and Campuses, those grants include these great ministries:

- Beresford Zion UMC is continuing to create space for young adults and especially young parents to fill leadership roles in the new AWANA program. This has continued with an increase of young people attending and leading. The success of this program is leading Beresford's young adult program toward financial independence.
- United Campus Ministries at South Dakota School of Mines and Technology is doing ministry through Bible studies and weekly meals. The UCM team has developed projects to spread God's love through a "Spread the Love" campaign and through service projects in Rapid City.
- Brookings First UMC is working to reignite the campus ministries with the South Dakota State University Campus. Through a combination of worship, leadership development and spiritual formation, the campus ministry continues to connect.
- Methodists on Campus, a student-led organization seeking to reach out to those from Wesleyan traditions on the campus of the University of North Dakota in Grand Forks.
- Groton UMC is connecting to Young Adults in Groton and students at Northern State University through intergenerational programming and leadership.
- Highmore UMC is connecting to Young Adults through a targeted worship service called WOW, Worship on Wednesday.
- Bismarck Legacy UMC is working to connect to young people through the use of technology and media and a new worship service.
- Madison UMC connects to the students at Dakota State University through a chaplain to the football team and other on-campus ministry.
- South Maple UMC continues to connect to the athletes of the South Dakota School of Mines and Technology football team and meal program, providing a home away from home for these students.
- Spearfish UMC continues its ministry with Black Hills State University through small group and event ministries on campus.
- Dakota Wesleyan University continues the ministry of student leadership, worship, service and learning throughout the year.

The Missional Leaders link and the Young Adult and Campus Ministry team are working to ensure that the grants continue to be used in fruitful and powerful ways. The Young Adult and Campus Ministry Team works with the Board of Ordained Ministry to help connect the young adult lay members to Annual Conference and also those who are candidates for ministry.

Submitted by Sara McManus, Young Adult and Campus Ministries

#### 4.6 Equipping Missional Congregations Link

##### New Churches

Ben Ingebretson began as our Dakotas-Minnesota Area Director of New Church Development on January 1, 2016. He has been

visiting church planters and holding stakeholder meetings. He is also seeking to identify about 6 people from the area to be contracted team leaders focusing on the different areas of new church development. Ben is  $\frac{3}{4}$  time and plans to use the other  $\frac{1}{4}$  of budgeted salary to provide stipends for these team leaders. Updates on our new church starts include:

- Encouraged by the smooth pastoral transition in July 2015, *Mitchell Fusion* continues to reach new people and plans to charter this October. In lieu of a land grant (which is common for many new church starts, the Missional Congregations Link voted to “grant” Fusion their parsonage so they will be debt free when they charter.
- After a diligent and hopeful start, *Grace Church-Sioux Falls* made the decision, at Pastor Arlene Jackson’s prompting and confirmed by all parties involved, to discontinue this church plant. Though not a success in the way we had hoped, we have no doubt God will work through this experience to multiply God’s Kingdom.
- Embrace Church blazed new trails, launching a campus in St. Croix Valley, MN (suburb of Minneapolis). As their *Tea, Summit Ave.* and the Main Campuses continue to grow, they are looking at options for adding additional sites in the Sioux Falls area and other Midwest communities.
- *Watertown Encounter*—a second site of Watertown Cornerstone—moved into a new site in downtown Watertown. Ben Ingebreston is working with Pastor Paul Kimball to identify some possible levers for growth.
- Cody Schuler moved to a bi-vocational model of ministry last spring, continuing to lead *The Gathering* while working full-time for the Fargo Area Homeless Coalition. They continue to average 40-50 in worship. Cody and the congregation remain committed to this ministry and reaching the unchurched/dechurched of the Fargo area.
- A group of persons from various African nations who are now living in Fargo had been worshipping at West Fargo Flame of Faith. As that arrangement ended, a vision was laid out for a church-within-a-church—*Fargo First African* worshipping at Fargo First UMC. Beyond just a facility, Fargo First is also providing some financial and administrative support, as well as support and guidance for Abednego Thomas, the church planter.
- Alyssa Quade was appointed to *Watford City* last summer. She was brought in as the planter to partner with Jim and Kathie Konsor and the groundwork they had laid in the community. It has been a bumpy start as the economic slump led to the majority of initial launch team members moving. So Alyssa is starting over in many ways. Because of the slowdown, she has chosen to go bi-vocational to preserve her fuel—making grant dollars last longer as she builds her network.
- *Kenmare Renew* has moved from being a vital merger to being more of a re-start. They have found a better location—right on the town square—and have been doing the work to remodel it. Ben is working with Pastor Joddy Meidinger to get some key benchmarks in place to continue to make forward progress.

### **Missional Church Consultation Initiative (MCCI) and Journey Renewal**

The monthly trainings and consultation weekends have been completed for the second cohort of MCCI churches. Four of the five (Rapid City First, Watertown First, Madison, and Grand Forks Wesley) all voted to accept their prescriptions and are moving forward with implementation. During the consultation weekend for Valley City Epworth, it was determined that they were not at a place of readiness to receive prescriptions so were instead given recommendation for further preparation. When they reach a place of readiness, a team will be sent in for a one-day intensive consultation.

The first cohort of MCCI continues to work on their prescriptions. These churches are: Fargo First, Huron First, Pierre First, Sioux Falls First, and Spearfish.

The third cohort of MCCI churches, which began in March 2016, includes:

- Bismarck McCabe
- Jamestown First
- Fargo Faith
- Brookings
- Sioux Falls Asbury
- Sturgis

We have also launched our pilot cohort of Journey Renewal Churches. Discription like the MCCI churches, they began the process with the Breakthrough Prayer Initiative Training. Those churches are:

- Mandan
- Arthur
- Whapeton
- N. Sioux City The ARK
- Presho-Kennebec-Reliance
- Burke-Herrick

Submitted by Rebecca Trefz, Director of Ministries, on behalf of Scott McKirdy



## 4.7 Extending Missional Impact Link

The Missional Impact Link boldly stepped out in offering grants to churches in order to encourage all of us to try something new to purposefully enhance the missional impact, outreach and connection within our communities. Combining monies that were available gave us the opportunity to offer grants up to \$2100 for this purpose. Our hope was that money would again become available in future years and we could continue to encourage and support some brave new missional outreach projects in the Dakotas. We made some difficult decisions, and were diligent to look at both context and future potential of the project. We learned a great deal about how a program like this may look in the future These are the projects and churches who received grants from June – December for a total of \$16,225

Huron United Methodist Churches	Back-to-school community day - new	2000
Turtle Lake UMC (Gathering)	Worship event for de-churched - new	500
Kenmare Renew	After school program - new	1000
Beresford Zion UMC	Shoes for kids (back-to-school)	500
Williston-Out in Faith Ministry	Gas cards and outreach	500
Aberdeen North Highland UMC	Snow pants outreach to schools - new	1500
Salem United Church	VBS Outreach in Community - new	250
Washburn UMC	Small group ministries and meal program	500
Beresford Zion UMC	New endeavor – day care	2000
Sioux Falls Wesley UMC	New project in existing after school program	1000
Wimbeldon UMC	Increase impact of meal program	250
Burke Larger Parish	Worship and music community outreach	350
Fargo Faith Faith UMC	Food pantry enhancement	500
Minot Vincent UMC	Quilt making outreach	500
Mohall UMC	Community Youth Outreach	250
Valley City Epworth UMC	Community Meal – new endeavor	500
Claremont UMC	Combined project – weekend backpack meals	500
Piedmont Grace UMC	Tiller for Community Garden Project	750
Groton UMC	After the Bell youth outreach - new	750
Watertown First UMC	Free clothing store - new	500
Rapid City Canyon Lake UMC	Connect Ministry – new	500
Vermillion UMC	Refurbish bicycles for redistribution - new	500

Submitted by Lou Whitmer, Chair, Missional Impact Link

### 4.7.1 Bakken Oil Rush Ministry

This past year has seen a number of changes and challenges for our ministry in Watford City, ND. We are amazed at what has been accomplished since we began this ministry in August of 2013. We have been able to help over 1,100 different families with over 25,000 items which include coats, hoodies, caps, gloves, boots, blankets, small kitchen items and the list goes on.

The ongoing need is still here as people are laid off or have had their hours cut from 70 to 80 hours per week to 40 or sometimes even less. Housing costs are still too high so many folks are really struggling.

Just this past fall alone, we gave out 692 coats, 263 hoodies, 317 caps, 165 pairs of gloves, 135 pairs of snow/work boots and hundreds of blankets.

We started a new venture this past year called the “Gathering Place,” which is a home cooked meal, a time for visiting, giving people connections for jobs, and a devotional to encourage folks living here in the Bakken. The attendance has become a steady 30 to 40 people. It has developed into a group of folks that enjoy being together and we always have a few “first-timers” as well.

We also started a new event in January called, “Worship Café” which is an hour of worship in a relaxed atmosphere. We have 3 different kinds of coffee, tea, homemade treats and a play area for kids. People can sing along with the words on the screen or just sit

and enjoy. Again, we have breaks for visiting with these people, hearing their stories and making them feel welcome.

We continue to have the Mobile Thrift Center open when the food pantry is open and also do special giveaways in the spring and the fall. Because of the nature of our ministry we get calls any day of the week and at any time of day for assistance. These calls come from pastors, social workers, emergency management and others requesting items that are needed. We do our very best to meet these needs when the calls come in.

Our fall coat giveaway is a separate event held at the Cashwise parking lot that helps hundreds of folks get ready for winter. There are many families who simply cannot afford to buy coats for their families which may have anyway from 4 to 8 individuals.

We do three to four community meals that help people connect with new friends. These events usually run between 175 and 220 people.

Our Christmas Celebration event is one of the favorite events we do to the people we serve. This past Christmas we had between 160 and 170 people. We read the Christmas story, living room style, had a puppet tell a story that really engaged the kids. We then served supper and gave gifts from our "Toy Mall" to 80 plus children. You should have seen the happy smiles from both the children and their parents.

We have applied for our own 501-C-3 non-profit status with the IRS so that we can receive funding from grants and also from corporations.

We are in the process of working with local churches and community leaders to make this ministry become a community sponsored ministry. This should help a great deal with our funding.

We are constantly looking for churches and individuals to help support this ministry with both monthly donations and special one-time gifts. We would be most appreciative if you would consider helping support this ministry.

Submitted by Jim and Kathie Konsor, Bakken Oil Rush Ministry

#### **4.7.2 Out In Faith Bakken Oil Rush Ministry**

Out In Faith is a joint ministry of the Williston Faith UMC, the Dakotas Annual Conference and the General Board of Global Ministries. Katie Peterson, Deaconess and Church and Community Worker serves as a missionary with this ministry.

Throughout this past year, in NW North Dakota and all around the world we have experienced the downturn in the economy with the oil prices dropping. In just the first quarter of 2016 – 7800 jobs have been lost in our immediate area. This does not include the thousands of high paying jobs that were lost throughout all of 2015. Even with these job cuts, there are still skilled positions to be filled, but at lower incomes than during the boom. Housing prices are still high, but have dropped some in costs, but so have wages – so you cannot see the effect of the lower rents.

With these changes, Out In Faith has seen an increase in needs for assistance in prepaid phone cards, gas cards (to mainly return to their homes where they came from), and also in documentation assistance (immigration, resumes, unemployment, etc.). We give an average of \$500 a month in gas and phone cards mainly to first time requests. We do on occasion help long term with gas assistance for medical needs.

We do continue to give out material needs to people who need them – blankets, winter coats, hoodies and other smaller items as requested. Each month – approximately 200 items are given out – varies according to the season and the needs. Through Faith UMC God in Faith Tonight meal and worship every Saturday evening, Out In Faith continues to assist 40-60 guests each week with hospitality, guidance, and material needs. Each week we see many who return on a regular basis, as well as 1-10 new guests.

Thank you for your continued prayers and support for Out In Faith and myself as your Church and Community Worker, missionary. If you would like me to come visit your church or group – please contact me, I do travel around the whole conference. Email me at [ktpete@gmail.com](mailto:ktpete@gmail.com) and check us out on Facebook Out In Faith Bakken Oil Rush Ministry.

Submitted by Katie Peterson, Out In Faith Bakken Oil Rush Ministry

#### **4.7.3 Disaster Response Report**

Bob Lower, who had worked so hard and so well in leading the United Methodist efforts in helping people recover from the flooding in the Minot area following the 2011 flood has retired from his position as Disaster Response Coordinator for the Dakotas

Annual Conference and United Methodist disaster response work has been wrapped up in the Minot area.

In August, 2016, Pastor Rick Craig who serves the United Methodist churches in Cando, Rolla, and Rocklake, ND became the Disaster Response Coordinator for the Dakotas Annual Conference.

Work has been completed on the Disaster Response Warehouse located at the Spirit Lake Ministry Center and all DAC disaster response tools, equipment and supplies are now in storage there.

During the coming months we will be working on updating and upgrading our training program to help increase our pool of trained volunteers for disaster response in the Dakotas and surrounding areas.

Submitted by Rick Craig, Conference Disaster Response Coordinator

#### **4.7.4 Solar Oven Partners Report**

2015 was a year of new opportunities for Solar Oven Partners UMC (SOP), including an appropriate renaming from *Haiti Solar Oven Partners* to *Solar Oven Partners UMC*, as a reflection of our new directions. With a dependable, 15-year history of serving alongside the poor in Haiti—resulting in nearly 10,000 solar ovens distributed—the ministry had positively impacted the lives of thousands of Haitian families by reducing charcoal usage and resulting air and water pollution. Yet, diminishing accountability and institutional support in Haiti resulted in dialogue and proposals to pursue long-held visions and dreams to broaden our mission horizons.

New doors wondrously opened in the Dominican Republic (DR), a country that shares the island of Hispaniola with Haiti. Overwhelming numbers of Dominicans living in poverty are the target population for sharing the amazing economic, environmental, and health benefits of solar cooking, baking, and water pasteurization. Three United Methodist Volunteer in Mission (UMVIM) teams (August 2015, December 2015, and March 2016) have already served in the DR working together with the welcoming, energetic, and committed church body of the Iglesia Evangélica Dominicana (IED). At the invitation of IED Bishop Miguel Angel Cancú, this denomination consists of congregations from Methodist, Presbyterian, Wesleyan, and Moravian roots across the DR. United Methodist Global Ministries Missionaries Gordon and Ardell Graner, hailing from the Dakotas, have joined Rev. Maria Bock, President of IED's Social Action Committee, as hosts and project mentors in the mission field. Three sea freight shipments in 2015-16 have quickly established material resources, beginning with a pilot project and followed by two intensive assembly/training/distribution efforts that were executed by the new IED-SOP partnership. Thus, a vital, new solar cooking mission has been established in the DR, supported by the renewed commitment of our volunteer and donor bases from across the United Methodist Connection.

Essential program elements and objectives remain the same, both in the DR and in the Dakotas. Solar oven distribution sites will revolve around trained, local leaders to direct oven assembly and teach solar cooking, baking, and water pasteurization to new solar cooks who will make an appropriate payment for their solar oven. Solar Oven Partners UMVIM teams will assist in the training and program development. And, SOP's three solar oven workshops in the Dakotas Conference—operated by energetic and dedicated volunteers—will continue to manufacture and ship solar oven components.

Along with targeting distribution sites that reach people who will benefit the most from a solar oven, the Dominican program is assessing and has already executed a solar cooking seminar in one of the sugar cane camps, or bateys, located throughout the sugar producing regions of the DR. These camps or communities house migrant/field workers of Haitian descent, many of whom have lived in the DR for generations, but with no citizenship. In this way, SOP's connection and heart for Haiti continue, trusting God's guidance for any and all future endeavors, while building and strengthening our Dominican relationships.

Finally, it has been a Spirit-led privilege to serve The UMC, Dakotas Conference, and SOP for what will be 17 years upon my retirement in February 2017. I will count it a blessing to continue serving SOP as volunteer, guiding operations at the Volga Solar Oven Shop, or in whatever ways I might help to advance this amazing outreach!

Submitted by Rick Jost, Missionary/Director, Solar Oven Partners

#### **4.7.5 Spirit Lake Ministry/Children of the Harvest**

The Children of the Harvest (COH) funds the food pantry at the Spirit Lake Ministry Center. The Spirit Lake Ministry Center food pantry operates all year and has regular set hours and acts as an emergency source of food. The food pantry distributes in excess of \$11,000 in food per year and met the needs of more than 600 people per month last year on and around the Spirit Lake Reser-

vation. The food pantry depends on the funds from the Spirit Lake Ministry Center, donations from churches and individuals, and food drive items. Recipients of the food pantry receive more than just physical sustenance. They are given the opportunity for prayer requests and fellowship with the missionaries. This helps grow the faith community of The United Methodist Church on the reservation. Our goal for 2016 is to reach an additional 20 families each month. Tribal Social Services, the Red Cross, the Salvation Army, Dakota Prairie Community Action Organization and local churches refer persons in need.

The Children of the Harvest provided Shoebox Christmas Gifts for 6,813 children in poverty and need in 2015. The Shoebox Gifts were distributed to six reservations in the Dakotas Conference and the Red Lake Reservation in MN. The gifts provide the children with the story of Jesus' birth, warm hats, scarves, mittens/gloves and fun toys. Last year the program costs exceeded \$3,400.00.

The Community Children's Fund provided emergency clothing and temporary housing for 63 children affected by a life-changing events. The Community Children's Fund was used to purchase winter coats, hats, gloves, blankets, clothing, toys and other items lost in fires or any other major event that occurs in the child's life. We take items from the food pantry/clothing closet when available, but on occasion must purchase these types of items. The program depends on funds from the Spirit Lake Ministry Center, churches and individuals to help defray the cost of these items. Last year we spent in excess of \$3,200.

Sidewalk Sunday School provided \$500.00 grants to 15 Dakotas Conference churches. The churches used the funds to purchase material and snacks for their community children's outreach Vacation Bible School program. The Sidewalk Sunday School program also provides the children of the Spirit Lake Reservation the opportunity to participate in a fast-paced Vacation Bible School program. In 2015, we hosted the first ever faith base summer long Day Camp. The Day Camp began with a hot meal for the children, 45 minutes of Vacation Bible School Experience with stories, songs, crafts and skits and an hour to 90 minutes of supervised play. We prayed for 20 children each day, and averaged 50 each day.

The Spirit Lake Ministry Center hosted more than 480 Volunteers in Mission in 2015. The volunteers from across the country built 12 wheel-chair ramps, 4 decks, roofed 10 houses, painted 1 house, rehabbed 3 houses, rehabbed the POW WOW grounds and provided spiritual fellowship to untold numbers of local residents. The focus of our teams is to build. We build relationships that are meant to last a lifetime. We are building a faith community that allows the local residents to regain trust in the church and to bridge the gap of cultural differences. We focus not of the difference, but on the similarities of our cultures. Those being our faith and trust in God. The Spirit Lake Ministry Center provides a place for children and adults alike to come and feel comfortable. We sponsored the annual Culture Camp, the Equine Diversion Program, Family Services Retreat, two health fairs and the Wellness Ride. These programs brought more than 500 children and adults to the Ministry Center. We hosted a back-to-school bash for the children on the reservation. This free carnival had more than 25 youth and adult sponsors and 300 local children and their parents attend. It was a major success.

The Spirit Lake Ministry Center continued the monthly hot meal program with an average of 60 adults and children in attendance. We continued our Children's and Youth Night out with an average of 15 children and youth attending events including Movie Nights, Pizza Parties, Game Nights, and Spiritual conversations. The Conversations of Faith program has been very successful and has become a worship service in 2016. We began a Kitchen/Dining area relocation that will be complete in the first part of 2016. This new area will be used as a multipurpose room and will host the new Worship Services, Dining, Children's and Youth events.

Submitted by Mike and Libby Flowers, Spirit Lake Ministry

#### **4.7.6 Tree of Life Ministry**

There is not one nation or global region that has not heard about the plight of the American Indian. All have some level of knowledge about the 500 years of cultural, spiritual, socioeconomic, and geographic imprisonment and injustice by government and religion. The body of Christ is interested and desires reconciliation. *All this is from God, who through Christ reconciled us to himself and gave us the ministry of reconciliation. (2 Corinthians 5:18)*

Tree of Life Ministry is part of the working hands and feet of God to the Lakota Nation residing on the Rosebud Reservation serving body, mind, and soul. We feed, clothe, shelter, and love. We demonstrate His love, power, and grace to a broken, hurting society.

The *Soup Kitchen* has provided and served 35,520 hot meals, given out 3,180 elder boxes, and over 35,520 boxes of food to help supplement the evening meal, 400 Thanksgiving dinners, and 600 Christmas meals. We call this ministry the Warm Welcome feeding the hungry. We serve breakfast, lunch for free and for a dollar donation persons are able to pick out a personal hygiene item and receive food to help supplement the evening meal. We serve about 150 -185 meals a day and about 25-45 of those meals go to the homeless. We serve; children 15%, elderly 20%, homeless 25%, those that just have enough to get bills paid but no more (the disabled and working poor) 40%.

*Thrift Store* had 12,480 patrons this year. We get donations from men and women of God from all over the east and west, north and south who have an ear to hear, a heart to give and a desire to serve. Good 360, Native American Heritage Association and Partnership with Native Americans nonprofit organizations have helped provide; household goods, furniture, and appliances, gently used and new clothing for babies, children, teens, men and women's clothing.

With that in mind we purchased a building that doubled our floor plan to provide twice the inventory needed to get supports out. We now have a beautiful efficient Thrift Store that the staff loves to work in and the patrons love to frequent. This move has decreased our overhead and increased our revenue. We additionally provide services to community members that are not able to get to our home base in Mission. We have created a mobile thrift store that goes out twice a month to one of the 20 communities.

*Construction Projects*- We completed 40 projects, working on homes that needed repair, related to health and wellness issues. Habitat for Humanity has a great model of sweat equity, which we have adopted into our program. We have a mobile construction trailer fully equipped for our teams to provide professional service to the most remote communities.

*Visitor In Mission*-1,126 servants of the Lord, worked alongside us this year. Together we are making a difference, toward the Kingdom of God, project by project. In turn we impart a greater understanding of the communities pedagogy. We provide a cross-cultural experience second to none. We have updated our VIM dorms for beauty, comfort and safety. We have added new and exciting activities to our cultural mix.

With a warm heart, and a hardy handshake we at Tree of Life thank you.

Submitted by Linda Garriott, Executive Director, Tree of Life

## **4.8 Generating Missional Resources Link**

Our purpose is to ensure that adequate resources are available for the mission of equipping local churches to make disciples of Jesus Christ for the transformation of the world. In 2014, the Generating Missional Resources Link was changed so that it now only meets at the call of the Bishop. We will be called to meet when a situation of such complexity and magnitude needs special attention (e.g. changing the apportionment formula). Since this change, the link has not been called to meet.

Submitted by Bruce Nearhood, Chairperson, Missional Resources Link

### **4.8.1 Conference Council on Finance and Administration**

The role of the Conference Council on Finance and Administration (CCFA) is the oversight of the finances of the Dakotas Annual Conference. This includes recommending an annual budget to the Annual Conference and setting policies and procedures on the use of the funds raised through apportionments and other assets.

The great news for 2015 was the Dakotas Annual Conference paid their General Apportionments in full for the first time in many years. We thank each church for their faithful giving through your apportionment giving.

Presently we are in the middle of our third year of our new apportionment formula. We plan to do a deeper evaluation of our new apportionment system at the end of this year. Our formula that each church is to remit 16% of their offerings received each month. *We must stress as a CCFA that this formula works if each congregation remits their amount each month.* At this point it looks as if more churches are participating in apportionment giving as well and we are close to meeting expected revenues.

This year a team of Jeff Pospisil, Sheri Meister and Bob Ruedebusch have been piloting a training regarding church finance committee policies and procedures, legacy giving and how to grow generous givers in each district. The response to these workshops was positive. The goal is to present them each year in each district.

We are recommending a 2017 budget of \$4,365,000. This is the same recommendation as last year with no percentage increase.

Our Audit report statement will be in the 2016 Conference Journal.

We nominate Jeff Pospisil for the Director of Finance and Administration for the next quadrennium.

Last but not least we want to thank our Finance Staff Team of Jeff Pospisil, treasurer, JoAnn Schlimgen, assistant treasurer and Susan Punt, finance assistant for all their leadership and hard work. We are grateful.

Submitted by Bob Ruedebusch, Chair, Dakotas Annual Conference CCFA

#### 4.8.2 Dakotas United Methodist Foundation

Opportunities are abundant at The Dakotas United Methodist Foundation. This past summer we contracted with Advanced Certified Fundraising, LLC Consulting services to strategically identify the vision for the Foundation and identify the best practices in serving United Methodists across the Dakotas. A complete analysis and recommendations for future strategies will be provided to the Board of Directors at the end of the summer.

We value our partnerships with clergy, laity, and the entire conference staff to help our churches throughout the Conference become more vital. This collaboration across the Conference helps us carry out our vision in the following ways:

- *Developing Missional Leaders* through Seminary Scholarships and nurturing our young people through camping and leadership groups
- *Equipping Missional Congregations* through Ministry Development Grants which have assisted in equipping lay leaders to provide leadership and ministry in their local congregations, connecting the unchurched with outreach programs and providing electronic outreach to those unable to connect on a weekly basis
- *Extending Missional Impact* by supporting missions across the Dakotas Conference such as Tree of Life, Spirit Lake Ministry, Hope Center, Open Door, Haiti Solar Over and Bakken Oil Rush Ministry.
- *Generating Missional Resources* through congregational stewardship training, estate planning seminars, workshops in partnership with CCFA, annual campaign workshops, endowment consultation, and investment support

##### Bremer Missions Grant Recipients

- Beresford UMC – Dakotas Mission Trip
- Clark UMC for Christmas gifts for residents of the Buffalo Calf Women's Society Shelter in Mission, SD. \$500
- Sunnycrest UMC for Urban Plunge Denver Youth Mission Trip. \$500

##### Ministry Development Grant Recipients

- Kenmare Renew UMC – New Administrative Assistant Position
- Sioux Falls Wesley UMC – New Staff Position
- Washburn UMC – Wednesday Night Ministry
- White River UMC – Wednesday Night Christian Education Program
- Beresford Zion UMC: Early Learning Center
- Linton UMC – 12 Step Bible Study
- Turtle Lake UMC – The Gathering Young Adult Ministry
- Brookings First UMC – Witness Wear
- Sioux Falls Sunnycrest UMC – Hayward Elementary Ministry
- Groton UMC – Middle and Senior High School Youth Group
- Wagner UMC – Contemporary Worship Service
- Bismarck Legacy UMC – Online Campus

Submitted by Sheri Meister, Executive Director, Dakotas United Methodist Foundation and Howard Grinager, President, Board of Directors

#### 4.8.3 Human Resources Report

It has been a year of transition within our conference staff. The Human Resources (HR) committee has worked with our conference leadership to clarify new positions within our conference and to assist in bringing together the cooperative positions created with the Minnesota Conference. The HR committee also worked with conference leadership to approve a matrix for employee compensation that brings our conference into compliance with the US Department of Labor guidelines. We would like to express our appreciation to Rebecca Trefz and Jeff Pospisil for their diligence in updating staff job descriptions and putting in place a formula for effective evaluations. The HR committee continues to oversee our journey as the conference evolves into a more effective team to bring Christ's love to the Dakotas Conference.

Submitted by Barry Whipkey, Chair, Human Resources

#### 4.8.4 Board of Pensions

### **Board of Pensions of the Dakotas Annual Conference of The United Methodist Church, Inc. and South Dakota Annual Conference United Methodist Board of Pensions, Inc.**

The Dakotas Conference Board of Pensions (Board or BOP) administers the pension, health care and other benefit programs available to clergy and lay employees of United Methodist institutions (local churches, annual conference, and other UM related entities). The purpose of the Board of Pensions of the Dakotas Annual Conference of the United Methodist Church is to wisely provide pension and health care benefits for its clergy, lay employees and their families so that they can more freely equip the local church to make disciples of Jesus Christ for the transformation of the world. (See Para. 639.1 in the 2012 Book of Discipline).

To summarize our work over the last year we have established 1.) New Church Fund 2.) Parental Leave Grants 3.) Change in Health plans for 2017, in which we will have workshops to explain the changes in plans in detail in the coming months.

#### **Benefit Programs administered by the Dakotas Conference Board of Pensions include:**

- **Health Insurance:** The Board currently provides health insurance for eligible active clergy, retired clergy under the age of 65, lay employees, their families and surviving spouses through the “HealthFlex” plan offered by the General Board of Pension and Health Benefits. The Board recommended effective 1/1/2013, providing retirees with access to coverage through One Exchange which will be facilitated by the General Board of Pension and Health Benefits. This was voted on and approved at Annual Conference June 2012.
- **Comprehensive Protection Plan (CPP):** CPP provides several benefits for eligible active clergy, retired clergy, their families and survivors. These include:
  - Disability benefits for clergy who are not able to perform full-time work as clergy for medical or behavioral health reasons.
  - Death benefits of lump-sum payments upon the death of a clergy, spouse, surviving spouse, or dependent child, a basic annuity rate for surviving spouses, an annual surviving child benefit for children under the age of 18, and an educational benefit for surviving children enrolled in school and under age 25. According to the General Board, “Clergy who retire under the 20 year rule are not eligible for CPP death benefits.”
- Eligibility details can be found in the 2015 Journal pp. 309-311.
- **The Ministerial Reserve Pension Fund (Pre-1982 – MRPF):** This “Defined Benefit” plan offers a benefit for each year of service before 1982. The annuity (Past Service) rate is adjusted according to the CAC (Conference Average Compensation). The annuity rate has a Disciplinary minimum of no less than 0.8% of the CAC.
- **Ministerial Pension Plan (MPP):** A defined contribution plan for service between January 1, 1982 and December 31, 2006. Effective January 1, 2007, no further contributions are paid into this plan. However, the Annual Conference is still responsible to guarantee the annuity amounts paid from the Ministerial Pension Plan.
- **Clergy Retirement Security Program (CRSP):** Approved by the 2012 General Conference, CRSP provides two levels of benefits for clergy effective 1/1/2014: a) a “Defined Benefit” (DB) component equal to 1.00% of the Denominational Average Compensation (DAC) at retirement for each year of credited service (1.25% of credited service from 2007-2013) and b) a “Defined Contribution” (DC) equal to 2% of a clergy’s plan compensation deposited into an investment account controlled by the clergyperson. In addition, the Church/salary paying unit will match participant contributions to the United Methodist Personal Investment Plan (UMPIP) up to 1% of compensation – and deposit those matching funds into participant CRSP DC accounts. Therefore, if a participant contributes at least 1% of compensation plus housing to UMPIP, his or her CRSP DC contributions will be 3% as was under the 2007-2013 CRSP plan. This plan change is effective January 1, 2014.
- **Pension and Benefit Plans for Lay Employees:** The Board of Pensions administers these plans; however, funding and enrollment for these plans are the responsibility of the employer (Annual Conference, UM related institution, or local church).
- **United Methodist Personal Investment Plan (UMPIP):** This voluntary plan is a 403(b) retirement savings and investment plan. If local churches, the annual conference, or UM related institutions are willing to become a plan sponsor, clergy and lay employees can make personal contributions to UMPIP without any “employer” contributions. The requirements to do this are very simple: complete the necessary application forms to be a PLAN SPONSOR, withhold an amount from the employee’s wages, and submit it to the General Board of Pension and Health Benefits monthly on the employee’s behalf.

**However, if clergy want to make sure they continue to receive the full 3% into their CRSP DC account they will need to participate and make personal contribution of a minimum 1% of their compensation into their UMPIP account.**

- **Care and Concern Fund:** Care and Concern funds are available to the cabinet on a case by case basis. The case shall be presented by the Cabinet for approval by the Executive Committee of the Board of Pensions as to the need for these funds. A report shall be given to the full Board of Pensions on any cases. These funds shall be of a last resort after all other options have been explored including the use of cabinet emergency funds. The purpose of this fund is to assist: A) pastors exiting from ministry and B) caring for extreme health and well-being issues. At the end of the calendar year any leftover cabinet emergency funds shall be transferred to replenish the Care and Concern fund. To date, the Care and Concern Fund has assisted in one exit transition and one health and well-being issue.

## **FUNDING POLICIES**

### **Lynch Trust Funds Policy**

The Board of Pensions of the Dakotas Annual Conference of The United Methodist Church, Inc. is the entity within the Dakotas Conference structure that has “charge of the interests and work of providing for and contributing to the support, relief, assistance, and pensioning of clergy and their families, other church workers, and lay employees of the institutions, organizations, and agencies within” the Dakotas Annual Conference, (2012 Book of Discipline, ¶639).

The Board of Pensions of the Dakotas Annual Conference of The United Methodist Church, Inc. is the successor of the Conference Claimants Fund and therefore is the entity responsible for administering funds today that are dedicated to the same purpose as the “Conference Claimants Fund” of the Methodist Episcopal Church [and the Methodist Church] as outlined in the will of Frank Lynch. As stated in the [will and codicil of Frank and Georgia Lynch], their intention in making their gift to the Conference Claimants Fund was to provide for the benefit and welfare of “worn out preachers.”

Therefore, it is the policy of the Dakotas Annual Conference, that when the principals of the Frank Lynch Trust and the Georgia Lynch Trust are distributed, the Dakotas Conference Board of Pension & Health Benefits shall be the Conference entity to receive and exercise stewardship over both the principal and the existing and subsequent earnings of those Trusts.

On receipt of the disbursed Trusts’ assets, the Board of Pensions of the Dakotas Annual Conference of The United Methodist Church, Inc. shall deposit those assets in its accounts held on its behalf by the General Board of Pension & Health Benefits of The United Methodist Church. At the time of receipt, the Treasurer of the Board of Pensions of the Dakotas Annual Conference of The United Methodist Church, Inc. in consultation with the Board’s Executive Committee shall determine where in the General Board accounts to deposit the assets. Subsequent movement and investment of the assets shall be made in accordance with then-current policies and practices of the Board of Pensions of the Dakotas Annual Conference of The United Methodist Church, Inc.

On receipt of the assets, the Board of Pensions of the Dakotas Annual Conference of The United Methodist Church, Inc. as an endowment shall hold the initial principal amount. Release from endowment status of any funds shall be made only after consideration by and decision of the Board of Pensions of the Dakotas Annual Conference of The United Methodist Church, Inc. and consistently with the [will and codicil of Frank and Georgia Lynch].

All earnings generated by the Lynch Trusts Assets Endowment shall be allocated to the support, relief, assistance, and pensioning of clergy of the Dakotas Annual Conference as determined by decision of the Board of Pensions of the Dakotas Annual Conference of The United Methodist Church, Inc.

Earnings generated by the Lynch Trusts Assets Endowment that are included in the annual budget recommendation of the Board of Pensions of the Dakotas Annual Conference of The United Methodist Church, Inc. shall be expended consistently with the [will and codicil of Frank and Georgia Lynch] as recommended by the Board of Pensions of the Dakotas Annual Conference of The United Methodist Church, Inc., and adopted by the Dakotas Annual Conference.

### **UPDATES ON THE HEALTHFLEX PROGRAM:**

HealthFlex is offered to Annual Conferences through the General Board of Pension and Health Benefits (GBOPHB). This plan is specifically designed for active and younger than age 65 retired United Methodist clergy and lay employees. Blue Cross and Blue Shield of Illinois is the health insurance carrier which has been contracted to administer the plan and process claims.

The HealthFlex insurance plan has strict guidelines regarding payment of premiums. In order for the Conference to have some perspective on the actual health insurance bill for our participants, the following numbers are the actual cost for each category of participant enrolled in HealthFlex for 2017:

ACTIVES:

Single  
- Silver Plan                      \$ 7,968



	- Gold Plan	\$ 9,012
Participant plus one		
	- Silver Plan	\$15,168
	- Gold Plan	\$18,192
Family		
	- Silver Plan	\$19,733
	- Gold Plan	\$23,273

**UPDATES ON ONE EXCHANGE FOR RETIREES:**

The average HRA to a participant for 2015 was \$2837. 74.4% of all our retiree HRA accounts had funds roll over from 2015. Of those accounts 60% rolled over a minimum of \$1000.

**UPDATE ON THE RETIREE HEALTH LIABILITY FUNDING PLAN AND NEW INFORMATION ON A RETIREE HEALTH FUNDING PLAN / (HEALTH REIMBURSEMENT ACCOUNTS)**

To fund the Health Reimbursement Account contributions, the Board will use funds from three sources. It is the Board of Pensions hope that we will be able to increase the funding amount each year for our retirees:

1. Funds that had been accumulated for the Retiree Health Liability. As of December 31, 2015, the amount of these funds was \$1,239,325.
2. Earnings from the Frank Lynch Trust and Georgia Lynch Trust. In 2015, the trusts distributed a combined total of \$480,804. As of December 31, 2015, the balance of these trusts was \$12,646,756
3. On January 1, 2016, 3% will be added to the Active Participant Share in the "Salary Ratio" way that the Active Participant Share is currently calculated. The amount generated by the additional 3% will be directed to funding retiree health.

**Pension Payments and Rental/Housing Allowance**

This document has been updated for 2017 and can be found as section 2.3 of the Conference Workbook p. \_\_\_

*Dakotas Annual Conference 2016 Comprehensive Benefit Funding Plan Opinion and Summary is available to view at the Registration Desk.*

## 4.8.5 Board of Trustees

This report is being brought to the Conference, keeping in mind the three-fold ministry of the Conference Trustees to:

- Care for the property of the Conference, making it available for the agencies of the Conference.
- Maintain the parsonages owned by the Conference, keeping in mind the needs of the families that live in the homes, and
- Investing funds so that the proceeds can be used to fund several committee ministries.

The following is a report of the properties of the Dakotas Conference:

Property	Date Acquired	Cost	Insured Value	Responsible For Upkeep	2015 Maintenance	Notes
Storm Mountain Center			4,136,300	Camping Council	115,000	1
Lake Poinsett Camp	1946		4,741,800			
Wesley Acres Camp			2,172,850			
Prairie Hills Parsonage	5/15/1998	199,852	247,500	Board of Trustees	5,543	2
Sakakawea Parsonage	2/27/2009	289,032	218,700		382	3
Eastern Sunrise Parsonage	3/2/2009	254,484	206,100		418	4
Director of Ministries Parsonage	10/6/2008	357,714	277,900		613	5
Director of Leadership Parsonage	12/31/2001	176,589	204,300		265	6
Conference Center	2/23/1970	127,639	799,200		14,340	7
Spirit Lake Nation	4/14/2006	311,409	878,030		SL Ministry	0
Southern Hills Parsonage	7/29/2010	202,917	273,600	Missional Congregations	806	8

*\*Includes only the amount provided by Trustee Funds or Apportionments for maintenance.*

1. \$28,750 is transferred to each camp. The Board of Camping holds \$28,750 in reserve for large and unexpected maintenance that require immediate attention.
2. The parsonage was sold in November 2015 with the net proceeds of \$305,283 being deposited in the Trustees Fund. The investment earnings will be used to offset the cost of providing a housing allowance. \$5,543 was spent to prepare the parsonage for sale which includes the cost of radon mitigation.
3. The parsonage will be sold in 2016. A housing allowance will be provided in lieu of a parsonage. The investment earnings from the net proceeds will be used to offset the cost of providing a housing allowance.
4. The parsonage was sold in June 2015 with the net proceeds of \$282,000. \$200,000 was allocated to property needs in the Bakken connected with the Thrive campaign, and \$82,000 being deposited in the Trustees Fund.
5. The parsonage was sold in May 2015 with the net proceeds of \$366,220 being deposited in the Trustees Fund. The investment earnings will be used to offset the cost of providing a housing allowance.
6. The sale of this parsonage to Mitchell Fusion UMC was delayed one year because the charter date was postponed due to the new appointment. The plan is to sell this parsonage in 2016 with the net proceeds being deposited in the Trustees Fund to offset the cost of Housing Allowances.
7. The flooring was replaced in almost all of the basement (\$7,918). A section of the sewer main was collapsing and needed replacing (\$2,620). \$1,786 was spent on servicing the elevator, which was double the usual amount because a part needed to be replaced. The remaining expenses were regular maintenance items.
8. This parsonage will be sold to Sioux Falls Southern Hills UMC or on the open market in 2016. The proceeds will go to the New Church Fund.

In addition to our work in caring for Conference Property, we also worked on:

- The sale of Florence UMC and Scotland UMC (discontinued churches);
- Researching and setting a Housing Allowance policy for District Superintendents and Executive Directors (25% of the Base Salary); and
- Advising on a potential land swap at the Lake Poinsett Camp.

Submitted by Ron McLean, Chair, Board of Trustees

## 4.8.6 Thrive

What an exciting and incredible year it has been living out the vision of Thrive. It has been a joy to hear breakthrough stories of inspiration and celebration as people see and experience a rush of energy around the future of our churches and our leadership.

Thrive—our Conference-wide capital campaign for congregational and leadership development—is a strategic plan with three components: 1) Starting new churches 2) Strengthening and reenergizing existing churches and 3) Developing current leaders and preparing new leaders through a Culture of Call to reach a new generation. All funds will be collected and managed within the Foundation and will be utilized throughout the Dakotas Conference.

Phase 1 began in April 2015 with 8 Clergy/Spouse gatherings throughout the conference to cast the vision and to open the campaign up by inviting clergy to lead the way with a personal gift. As of March 2015, 55% of our pastors have given a personal gift and 100% of our Conference Staff and Cabinet have made a pledge to Thrive.

Phase 2 was kicked off at the 2015 Annual Conference. This included announcing the campaign chairs and the District Steering Committee members—a combination of pastors and laity that received training over the summer and began scheduling church presentations in early September. As of March 2016, 80% of our churches have heard the story. Churches were challenged with a common goal—to be a Tithing Goal Partner by pledging 10% of their 2016 budget to be paid out 2% each year for 5 years.

Phase 3 of the campaign focuses on Individual/Major Donors in conjunction with the Foundation. Through one-on-one visits and Bishop receptions, we have shared the vision and offered the opportunity to participate in the future of The United Methodist Church in the Dakotas Conference.

Due to the overwhelming support and belief in developing future leaders, an additional arm of the campaign was created called Beyond Thrive to extend the support of our leaders and drive the Culture of Call. Already over \$1,000,000 has been committed to our future leaders.

The Thrive plan is a five-year comprehensive plan with benchmarks set including: strategic new church plants; implementation of MCCI and Journey Renewal in over 100 congregations; and driving Culture of Call within Youth Ministry, Lay Servant Ministry and Board of Ordained Ministry as we equip pastors and leaders to recognize, identify and raise up leaders who are trained to intentionally disciple others.

At Annual Conference 2016 there will be a celebration of the progress to date. However, the campaign will remain active as we desire all congregations and clergy across our connectional system to have the opportunity to share the joy of participating in a monumental, once in a lifetime plan to change the trajectory of The United Methodist Church in the Dakotas.

Submitted by Deb Kjerstad, Director of Leadership Development

## Section 5: University and Seminary Reports

### 5.1 BOSTON UNIVERSITY SCHOOL OF THEOLOGY

Dear Colleagues in the Dakotas Annual Conference:

Greetings in the Spirit of Jesus Christ! The Boston University School of Theology (STH) walks with you on the journey of discipleship, seeking to love God and to love our neighbors with all our hearts, souls, minds, and strength. Thank you for your prayers that inspire and support the STH mission to love God, build knowledge, and equip leaders for the church and society.

#### NEWS

- **New faculty:** This year, Boston University welcomed new faculty in ethics, psychology, theologies of spirituality, comparative theology, church renewal, Black church leadership, and mission studies. We welcomed: Nimi Wariboko (Walter G. Muelder Professor of Social Ethics); David Decosimo (Theology); Theodore Hickman-Maynard (Evangelism and Church Renewal); Andrea Hollingsworth (Theology); Barbod Salimi (Psychology and Peace Studies); and Daryl Ireland (Associate Director of the Center for Global Christianity and Mission).
- **Spiritual life:** STH continued to expand and deepen its spiritual life program, led by Charlene Zuill, Spiritual Life Coordinator and United Methodist elder. Bishop Susan Hassinger, Claire Wolfteich, and many others also offer a rich selection of courses in spirituality and leadership.
- **Chaplaincy track:** STH added a chaplaincy track to the MDiv degree, preparing students for hospitals, prisons, and military settings.

**ENGAGING IN DIALOGUE:** STH spent much energy this year in hard conversations on violence, racism, and injustice, seeking to be honest and vigorously open to change, while honoring the dignity of all persons.

- **Power, Privilege and Prophetic Witness** is the STH theme for 2015-2017. We engaged the theme in classes, lectures, retreats, and workshops, seeking to stretch our capacities to do justice, love mercy, and walk humbly with our God.
- **Examining the intersection of theology and race.** The opportunities this year included: a brilliant new documentary on North Korea; a dialogical viewing of *Selma*; dialogues on racism with Thandeka and Andrew Sung Park; a retreat on building race relations; circle worship; a student-led event *Missing Voices, Daunting Choices: The Erasure of Black Women in Black American Movements*; and events on interfaith understanding.

**CARING FOR THE CHURCH** through leadership and service.

- **Serving the United Methodist Church.** Students served local churches and church bodies as interns, staff, and volunteers. Faculty served with such bodies as: United Methodist Women, World Methodist Council, Ministry Study Commission, Women of Color Scholars and Mentors program, Pan Methodist Commission on Children in Poverty, and boards and agencies of the general church and annual conferences.
- **Empowering young Latino/a leaders.** Young leaders gathered with seasoned mentors to enhance their gifts and service as Christian leaders: Hispanic Youth Leadership Initiative (HYLA) and Raíces Latinas Leadership Institute
- **Facilitating dialogues on church renewal.** We launched a new initiative on Evangelism and Church Renewal.
- **Reflecting on worship.** We contributed to a special issue of *Worship Arts Magazine*, edited and written by STH faculty, alumni/ae, and students, and published by the Fellowship of United Methodists in Music and Worship Arts.

**CARING FOR THE WORLD**

- **Offering opportunities for engaged learning.** Opportunities included the Doctor of Ministry program in Transformational Leadership; an urban ministry course; travel seminars to India, the Arizona-Mexico border, Israel-Palestine, Mexico, and Turkey (Ephesus); work with leaders in Ferguson, MO; and a travel seminar for UMC clergywomen to Cuba, co-sponsored by GBHEM and STH.
- **Collaborating with the global church.** Collaborations included sponsorship of the *Dictionary of African Christian Biography*; events and art exhibits on local and global ecology; and dialogues with global church leaders.

As we at STH seek to be faithful and to partner with you in ministry, we give thanks for *your* witness. Thank you too for your con-

tinuing inspiration and contributions to our shared journey.

Mary Elizabeth Moore, Dean, Boston University School of Theology

## 5.2 Dakota Wesleyan University

The greatest impact Dakota Wesleyan University can have each year is to graduate students who have grown intellectually and spiritually during their college years. This year, we are proud of our newest alumni who will work in healthcare, education, ministry, business, nonprofit administration, criminal justice and communications. Many will go on to graduate school, law school, medical school and seminary. All will have the tools to be leaders in their communities and churches.

In addition to Dakotas Annual Conference funding of \$76,500, Dakota Wesleyan's financial commitment to United Methodist higher education is significant.

- \$230,500 in annual scholarships were exclusively dedicated to supporting United Methodist student leaders.
- \$88,000 supports a full-time United Methodist faculty member in religion. This individual introduces all students to John Wesley through the general education program.
- \$48,000 supports campus ministry programming, including bringing national speakers to campus, supporting internship opportunities for students in ministry, and providing supplies for our justice ministries, bible studies, small groups, and mission trips.
- \$20,000 of in-kind support for the Fusion Church

Campus Ministry at DWU continues to counsel and disciple young adults on a personal level. This year's Student Ministry Council (SMC) leadership team expanded to 23 leaders who meet weekly, not just to plan events, but to learn the basics of spiritual leadership. The effects of this team reach across campus. Student ministry is the largest single student organization at DWU, with about 200 students involved in worship, small groups and missions. More than half of the residence life staff is deeply involved with campus ministry, including all of the resident assistants in the freshman dorm. SMC also sponsors blood drives, service projects and an annual mission and learning trip to Trujillo, Peru. The campus pastor regularly counsels students on vocation; three 2015 graduates entered seminary, and eight current students are exploring pastoral ministry as a career choice.

In addition to weekly worship, students are involved in service and social justice. Additionally, Campus Ministry leaders participate in DWU's chapter of Universities Fighting World Hunger; Esperance Institute, a DWU-based nonprofit working in Uganda and Rwanda; the Weekend Snack Pack Program; and many other service-oriented groups on campus and in the community. Our goal is to set the expectation among students that their college experience is more than a path to gainful employment, but it is also a time to begin impacting their community and world for good.

Because DWU Campus Ministry serves as the de facto local congregation for many students, the close community brings students, staff and faculty together in tangible ways. That atmosphere of intentional faith and genuine service has drawn dozens of un-churched and de-churched students into ministry activities.

Fusion UMC has also been an integral part of helping DWU align with the Annual Conference vision. Through close connection with that congregation, we have been able to share resources and ideas for engaging our neighbors, both in Mitchell and beyond.

The DWU impact on student lives is best articulated by our students and graduates. Autumn Krueger, 2014 DWU graduate, now a seminary student at the Candler School of Theology in Atlanta, reflected on her time at DWU: *"Dakota Wesleyan has instilled a drive in me to do more, to be better, to achieve excellence while tending to learning, leadership, faith and service; this is the foundation and core of Wesleyan."*

Regardless of the area of study chosen by our students, DWU graduates are given every opportunity to participate in activities and events that will lead them on a path of self-discovery, helping them to determine their place in the world and their responsibility to society. Dakota Wesleyan

## 5.3 Drew University Theological School

### A Cohering Vision: Curriculum, Community, Co-Curricular Initiatives

After much collaborative discussion, discernment, and evaluation of the current state of theological education, those of us who lead, teach, and support Drew Theological School have launched on an ambitious course. Nearly 150 years after our founding, we envision a future as bright as the best eras in our past. I am pleased to share with you here the concrete steps we have taken—and are taking—to bring this future to light.

First, our efforts have been attentive to the history of Drew, in particular its Methodist roots, its long commitment to the Church and its ministries, and draw from this wellspring for inspiration and direction. Also, we have honored our progress to achieve denominational, ethnic, gender, and racial diversity in our faculty and student body. This rich diversity has become both a hallmark of Drew and an expansion of our wellspring. Forces beyond our campus—notably, that the reasons for pursuing a theological education and expected outcomes are shifting dramatically—further press the need for us to align our vision and its supporting systems with our communal reality.

Given this imperative, we are focused on the three “C’s” of our cohering vision: redesigning our *curriculum*, strengthening our *community* of learning, and deepening training through revived *co-curricular* initiatives. These three aspects of a Drew Theological School education will work together to enable us to empower creative thought and courageous action to advance justice, peace, and love of God, neighbor, and the earth—as well as uniquely position us to lead evolving expressions of Christianity.

### **Designing distinct pathways from curriculum to vocation**

To remain meaningful and offer the greatest value to our students, each of the six degree paths that we offer must be as distinct as the ministry to which it leads. For example, our Master of Arts in Ministry program, which forms students for the broadest spectrum of theologically-informed advocacy and ministry, or our DMin program, which has become the “new” terminal vocational degree, must be custom rebuilt for current and emerging student needs and outcomes. This also holds true for our Master of Arts, Master of Sacred Theology, PhD, and, most critically, our Master of Divinity programs.

We have achieved our roadmap for curricular change through a period of intentional discernment, which included discussion with consultants, and with colleagues at peer institutions, who led a curricular formation retreats with our faculty; through the discernment and guidance of our faculty, and with the generous financial support of the Jesse Ball duPont Fund. Our next steps include a comprehensive analysis of pedagogical and technological trends in theological education, enrollment, and outcomes. Our redesigned curricular paths will be announced in the fall of 2017, concurrent with the 150<sup>th</sup> anniversary of the founding of Drew Theological School and the 500<sup>th</sup> anniversary of the Protestant Reformation.

### **Student experiences rooted in community**

Despite the increase in students pursuing their education through evening classes and online enrollment, we remain committed to the on-campus experience of community. This begins with a student-centered educational experience that better attends to the scheduling needs of our students, offers broader course content and availability, and more intentionally integrates vocational or career aspirations with coursework.

The success of these efforts are inextricably linked to scholarship support. Only by removing the financial barriers for students pursuing vocations can we hope to attract and retain the most promising students and free them to learn and grow in community. Related to tuition support is the need for more affordable and modernized housing for those students who choose to live on campus. Together, scholarship support and housing relief will also unburden our students from unsustainable debt.

### **Fostering innovation in ministry and the work of spirit-filled justice**

To round out changes in our curriculum and on-campus learning experiences, we are also reviving co-curricular initiatives. The existing Center for Lifelong Learning will be recast as the new Center for Innovation and Leadership in Ministry and serve students, alumni, and others seeking to find creative and courageous approaches to revitalizing ministry. Here, programming will train pastoral leaders, in particular, for service in rapidly changing church environments, as well as position them to lead fearlessly and prophetically.

Our second co-curricular center will be an expansion of the current Communities of Shalom. This initiative will focus on action, advocacy, and social justice work in both pastoral and lay environments. Projects will range from student interns supporting the work of A Future with Hope in our home state of New Jersey, advancing social justice in non-profit settings across the country and around the world, initiatives which seek to transform and end systemic poverty, expansion of our Partnership for Religion and Education in Prisons (PREP) program, and teaching residencies at Drew for prophetic leaders.

### **Success so far through our *One and All* Campaign**

As the 14<sup>th</sup> dean of Drew Theological School, I am deeply committed to continuing our long and distinguished legacy. To this end, our vision is innovative, forward-looking, and grounded in the practical needs of our students—we hope, too, that it is an inspiration to the various constituencies we serve. I fully subscribe to the inimitable words of Antonio Machado, that “we make the road by walking.” The road to this bright future we envision will be made by the dedication, determination, and generosity of those who love Drew and believe in its future.

Our vision is coming to light, in part, because of the generosity of our many alumni-donors and friends. Our *One and All* fundraising campaign has raised more than \$12 million to date for the Theological School and has seed-funded many of our burgeoning efforts.

Also, I encourage our alumni to embrace your power of influence to help grow philanthropic support for Drew Theological School. Many of our largest gifts have come from the influence of alumni, particularly pastors who serve in our church communities. Yes, the needs ahead are many, yet our hope is high for a bright future for Drew Theological School. The road is made by walking. Let's walk it together.

Dr. Javier A. Viera, Drew Theological School

## 5.4 Garrett-Evangelical Theological Seminary

The 2015-2016 academic year has been dedicated to these priorities:

- Strengthening the school's commitment to public theology through the engagement of a feasibility study and continued focus on environmental sustainability, racial equity and non-violence work, and child advocacy as we sponsor a 2016 summer Freedom School.
- Creating a Black Sacred Music and Worship program.
- Developing a new strategic plan.
- Assessing the level of racial equity and diversity inclusion in the institution.
- Engaging new patterns of worship in chapel.
- Implementing a generational stewardship plan for theological education
- Revising the MDiv curriculum

### Public Theology Lecture Series

The 2015-2016 series are held in honor of the 45th Anniversary of the Center for the Church and the Black Experience with a focus on racial equity and diversity inclusion:

- September 22, 2015: "Ferguson at the Intersection of Faith and Justice." Dr. Leah Gunning Francis (G-ETS 2009), Assistant Professor of Christian Education, Eden Theological Seminary. her book, *Ferguson & Faith: Sparking Leadership and Awakening Community*.
- November 3, 2015: "Freedom in Blackness: Exploring Theology and Self-Identity in the Midst of Activism." Rev. Dr. Pamela Lightsey (G-ETS 2005), Associate Dean for Community Life and Lifelong Learning and Clinical Assistant Professor of Contextual Theology and Practice, Boston University School of Theology.
- February 23, 2016: "Race Matters through the Lenses of a Local Pastor." Rev. Dr. Michael Nabors, Senior Pastor, Second Baptist Church of Evanston, Illinois.
- March 22, 2016: "Fearless Dialogue: Overtures of a Movement." Dr. Gregory Ellison, Associate Professor of Pastoral Care and Counseling, Candler School of Theology.
- April 5, 2016: "What to Make of White People: Theological Reflections on Black Lives Matter." Rev. Dr. Stephen Ray, Neal F. and Ila A. Fisher Professor of Systematic Theology, Garrett-Evangelical Theological Seminary

### Black Sacred Music and Worship

Following careful consultation with national leaders and musicians, we have announced the launch of a program that will not only honor and help to preserve the historical contributions of the black church to sacred music and worship, but that will also train contemporary church musicians to incorporate the gifts of the black church into a variety of liturgical styles. Rev. Dr. Cynthia Wilson is the Director of this new program, and Rev. Dr. Bobby McClean will chair the Board of Advisors.

### Strategic Plan

Our 2016-2021 Strategic Plan was approved by the Board of Trustees on October 22, 2015. It is based upon extensive dialogue with students, alums, faculty, administrators, staff persons, trustees, bishops, pastors, and community leaders. The Plan is sensitive to the changing landscape of theological education and recognizes both the exciting and challenging nature of these days. The times require innovation that is responsive to shifting needs. We believe the plan embodies our call to be a servant seminary for the church, the world, and the academy and to attract students with a relevant and robust 21<sup>st</sup> century theological education.

## Racial Equity and Diversity Inclusion

We have engaged external consultants, working with a representative task force, to do an assessment of the school through interviews, focus group discussions, and surveys. A report of findings will be given in the spring. As a result, training processes that address identified needs for growth and improvement will be engage the *whole* community.

## New Patterns of Worship for Chapel

We welcomed a new dean of the chapel this year, Rev. Dr. Tércio Junker. Recognizing the variety of worship dynamics and traditions present at the school, we are establishing new chapel times and experiences that will allow more options for our community. We affirm and welcome expressions of this diversity in our worship life together.

Thank you for your continued interest in our work. We are grateful to serve The United Methodist Church and the church at large. For more information about Garrett-Evangelical, I encourage you to visit our website, [www.garrett.edu](http://www.garrett.edu), and to visit us on campus.

## About Us

Garrett-Evangelical is the result of the interweaving of three institutions:

- Garrett Biblical Institute, the first Methodist seminary in the Midwest, was established in 1853 by largely the same church people who founded Northwestern University.
- Chicago Training School, established in 1885, was an important force for women in ministry and for developing service agencies throughout Chicago. Chicago Training School merged with Garrett Biblical Institute in 1934.
- Evangelical Theological Seminary, located in Naperville and founded as a seminary of the Evangelical Church (later the Evangelical United Brethren) in 1873, joined with Garrett Theological Seminary in 1974 to form Garrett-Evangelical Theological Seminary.

Garrett-Evangelical is committed to making seminary education affordable as reflected in the awarding of more than \$2.5 million in scholarship aid to students each year. Garrett-Evangelical also leads all United Methodist seminaries in the Dollars for Scholars program with 45 recipients.

Lallene J. Rector, President, Garrett-Evangelical Theological Seminary

## 5.5 Luther Seminary Report

*"We have this treasure in clay jars so that it may be made clear that this extraordinary power belongs to God and does not come from us." —2 Corinthians 4:7*

This verse is an important reminder as Luther Seminary wrestles with and contemplates the changing face of ministry. We're in a time where the path is not necessarily clear. As God's world changes around us, so do the needs of the church. As a seminary responsible for educating leaders for this church, we know we need to be more than just responsive. We need to light the way, carve a path, and make disciples. We need to become a catalyst for transforming theological education. We aren't there yet, but we're working to see the way forward. This passage in 2 Corinthians reminds us that we can't do this hard and worthy work by our own power. This is God's church, God's mission and God's seminary.

• **God's world is changing. And so are we.** Our mission is to educate leaders for Christian communities. This mission is more relevant than ever, and the future is calling us to new things. And people need to hear the gospel. Yet we can't just do everything the way we've always done it.

• **We are excited about the future.** Nearly 600 students are taking classes this spring. This includes both on-campus and online learners, who are being educated to serve in churches, nonprofits, schools and other important ministries. We will also welcome more than 4,500 church leaders this year to our lifelong learning classes and conferences. Both pastors and lay leaders rely on Luther Seminary's continuing education offerings to stay refreshed and enthused in their ministry.

• **Learning in context continues to play an essential role in preparing students to serve in God's world.** Given the ever-changing dynamics of ministry, our contextual learning group continues to find unique opportunities for students to apply their learning—both in the Twin Cities and around the world. They're practicing ministry while receiving guidance from important mentors, which is critical to the formation of these students. As we strive to become a catalyst for transforming theological education, we hope you'll continue to pray with and for us. Thank you for your continued support of our mission to educate your future church leaders.

Robin Steinke, President, Luther Seminary

## 5.6 Saint Paul School of Theology

Saint Paul School of Theology is a seminary of the United Methodist Church that educates leaders to make disciples for Jesus Christ, renew the Church, and transform the world. We are one institution with two campuses, in Oklahoma and Kansas.



This past academic year, Saint Paul enrolled 199 students from 14 annual conferences and 6 countries on both campuses. The Course of Study School at Saint Paul served 222 students in four Midwest locations.

The Saint Paul Board of Trustees named Dr. Nancy Howell, Saint Paul Professor of Theology and Philosophy, as the Acting President this spring. Her term began March 2 as Rev. H. Sharon Howell retired. Dr. Nancy Howell brings multiple years of experience serving in administration.

Saint Paul and Kansas Wesleyan University signed a Memorandum of Understanding for a 3+3 theological studies undergraduate-graduate program. **The agreement is thought to be the first of its kind to be established between a United Methodist-based university and a United Methodist seminary.** Under this arrangement, Kansas Wesleyan students condense the four-year course of study for the Christian Ministry major into three years, followed by the completion of the three-year Master of Divinity degree at Saint Paul. The 3 +3 program with Kansas Wesleyan will begin Fall 2016. 3+3 collaborations with other undergraduate institutions are currently in discussion.

Dr. Young-Ho Chun is serving as the Director of Asian Studies for Saint Paul. He is currently recruiting the 4th Korean Doctor of Ministry track of students. The model of theological education designed for this highly successful and unique program is currently being considered by other global communities.

Saint Paul will offer **two fully online courses** starting fall 2016 and two in the spring semester of 2017. We will continue to offer popular hybrid courses as well as video link every course between our two locations.

Two new components in the MDiv program are practicums taught by ministry practitioners and off-campus spiritual formation retreats. Practicum offerings include such real-life skill areas as budgets and finance, funerals and ministry with children. Spiritual formation retreats deepen students' spirituality for a lifetime of ministry.

The Fellows program equips candidates called to full-time ministry with academic formation and real-life pastoral experience. The award covers tuition, books and fees for three years. Each Fellow will receive a pastoral mentor and a student appointment with a stipend to cover living expenses.

The Oklahoma Campus had its second recognition dinner celebrating eight years of seminary excellence in Oklahoma. The Celebrate Saint Paul dinner has become an annual event including the Bishop Robert E. Hayes, Jr. Leadership Award

The trustees, faculty, staff, and students of Saint Paul thank you for your interest, prayers and support.

Submitted by Saint Paul School of Theology

## 5.7. Sioux Falls Seminary

### Theological Education in a New Time

In his book *Earthen Vessels*, Dan Aleshire, Executive Director of the Association of Theological Schools, refers to 2 Corinthians 4:7 as a pivotal verse in his understanding of the role of theological education. In the introduction to the book, he writes about how he used that verse in the beginning of a course he taught called "Formation for Christian Ministry." A concluding statement he provides for one paragraph reads, "A jar has value only to the extent that it fulfills its function. Ministry is like that – and this is Paul's point. Ministry is never about the minister; it is always about the gospel the minister proclaims."

He goes on to say that theological education is also like an earthen vessel or a clay jar. It is durable and fragile, perfect for a given use, but also imperfect. Perhaps his most intriguing statement is, "Earthen vessels, unlike wineskins, can hold both new wine and old wine. At a time when change is a dominant characteristic of religious life in North America, it is reassuring that a resource, like a vessel, that served in one way in an earlier time can serve in another way in another time."

The challenge and opportunity set before us today is to "serve in another way in another time." Theological education in North America is undergoing significant levels of change. Some of these adjustments address areas within our system that are in dire need of change (like the price of tuition). Other adjustments are attempts to retain the important essence of theological education or to preserve important pieces of history. There is value in each approach.

As Sioux Falls Seminary continues on its remarkable journey of transformation, we do so with a robust understanding of 1) the changing landscape of the Church in North America, 2) the characteristics of the schools who are committed to theological education, and 3) the modifications to our system that are coming as a result of the perceived disconnection between the Church and theological education.

The treasure we have in clay jars, the gospel of our Lord, deserves to be handled with care and intentionality. In doing so, follow-

ers of Christ are able to create a fresh expression of ministry, an expression of what it looks like to be on mission with God. As a seminary, we are called to provide a system of theological education that facilitates such a reality.

### **Walking Boldly into Mission**

Exciting News and Academic Developments at Sioux Falls Seminary

#### **Steve Trefz Appointed as Director of Wesley House of Study**

Dr. Steve Trefz has been appointed as the Director of the Wesley House of Study at Sioux Falls Seminary. In his role, Trefz is providing guidance to students from the United Methodist and Wesleyan traditions. In doing so, he is helping students foster a professional ethos compatible with their denominational connections and local congregations or ministry settings. Trefz also serves as an affiliate faculty member.

"We are excited to have Steve join our team. He has a passion for the local church and for equipping individuals to participate in God's work in this world," said President Greg Henson.

Trefz is an ordained elder in the United Methodist church, a member of Fusion United Methodist Church in Mitchell, SD, and an adjunct faculty member at Garrett-Evangelical Theological Seminary, Dakota Wesleyan University, and the United Methodist Church Course of Study. He has a passion for the church, for helping people discern their calls, and for leadership development. His scholarly interests/expertise include congregational leadership, a Wesleyan view of theology and ecclesiology, spiritual gifts and the ministry of all persons, and social research methodologies. Join us in welcoming Dr. Trefz!

#### **The Kairos Project**

The Kairos Project, an alternative path within the Master of Divinity and M.A. in Christian Leadership programs, gives students the opportunity to focus on the achievement of outcomes while serving in ministry and walking alongside a team of mentors and faculty. The Kairos Project is academically challenging, and it fully integrates the life and ministry of a student. Currently, there are around 45 students enrolled in the Kairos Project.

#### **Doctor of Ministry Degree**

Do you feel called to grow in your ministry competence? Explore the Doctor of Ministry program at Sioux Falls Seminary. It's a great opportunity to experience challenging learning opportunities, engagement with your peers, and participation in self-directed study.

#### Programs

##### **Graduate Programs**

- Doctor of Ministry
- Master of Divinity
- Master of Arts in Christian Leadership
- Master of Arts in Counseling
- Master of Arts (Bible & Theology)
- Graduate Certificate in Theological Studies

##### **Certificates**

- Training in Spiritual Direction
- Certificate in Christian Ministry

#### Statistics

Spring 2016 Semester

**Total Headcount = 300**

**Average Age = 41**

**Students in Programs = 201**

#### Ways to Join Us

- Encourage the individuals that God has gifted for service in his kingdom to consider theological education.
- Attend an event, consider taking a class, or enroll in a program. We offer a Doctor of Ministry; Master's programs in divinity, Christian leadership, counseling, and Bible and theology; and certificates in spiritual direction and Christian ministry.
- Pray for the exciting work God is doing in and through SFS.

- Join us as we follow God into mission. You're an integral part. It will be great to have you on the journey with us.

Submitted by Greg Henson, President, Sioux Falls Seminary

## 5.7 Wesley Theological Seminary in Washington, D.C.

### **Called. Answered. Sent.**

Wesley Theological Seminary has been equipping and sending forth prophetic preachers, teachers, and leaders into diverse ministries throughout the church and around the world. Near and far, our alumni point to God's love even as they join the Spirit in making disciples and shaping healthy communities.

- With more than 410 master's-level students preparing for leadership in the church and the world, Wesley remains one of the largest and most diverse theological schools in North America.
- The Lewis Center for Church Leadership informs more than 17,000 pastors and lay leaders on trends and ideas through its e-newsletter. The center has influenced more than 5,600 church leaders through leadership assessments, sexual ethics trainings, and fundraising trainings.
- The new Institute for Community Engagement is forwarding Wesley's mission of raising prophetic leaders in the public square through classes, partnerships, conferences, and resources.

### **Wesley Students Are Answering God's Call**

Wesley provides **more than \$2 million dollars annually in scholarships** to our students thanks to the consistent support of alumni, congregations and friends of the seminary. The Ministerial Education Fund and conference partners help us equip a broad range of students to serve the church as pastors and leaders. These include:

- Two Master of Divinity students who are exploring ordination in the UMC that have created outreach opportunities for people who ordinarily would not consider going into a church. **Zach Spoerl** and **Matt Wilke**, working with three United Methodist Churches and Wesley, have started Pub Theology in downtown D.C., drawing spiritual-but-not-religious young adults into Christian community.

- Master of Theological Studies student **Jane Adams** is working with denominations and congregations on issues of poverty and hunger in the U.S. As an intern at the Center for Faith-Based and Neighborhood Partnerships at the U.S. Department of Health & Human Services, she provides tools for building on charitable activities such as food pantries and backpack ministries. As a member of a local United Methodist congregation, she's putting her knowledge to work in her local church and neighborhood, too.

***Christian leadership must innovate for greater faithfulness and be able to engage the full diversity of people within our society even while holding true to the foundations of our faith and tradition.*** The people named above – as well as so many more of our students – exemplify these aims.

### **Mourning the Loss of a Christian Leader**

The Rev. Clementa Pinckney was a Doctor of Ministry student at Wesley in the Leadership Excellence track. He was working on a research project on the combined role of pastor and statesman, when his life was taken along with eight others at Mother Emanuel AME Church in Charleston, S.C. **Rev. Pinckney exemplified the spiritually powerful and prophetic leadership that is at the core of our mission.**

To ensure Pinckney's legacy continues, Wesley has established scholarships in his name for Doctor of Ministry candidates seeking to empower their congregations, engage their communities, and influence public discourse. Additionally, **Wesley has developed a Doctor of Ministry track exploring the intersection between public life and church leadership.** This degree focus amplifies Wesley's mission and location and, we hope, will raise up leaders to continue Pinckney's legacy.

Submitted by Wesley Theological Seminary

## Section 6: Agency Reports

### 6.1 General Board of Higher Education and Ministry

Greetings from the General Board of Higher Education and Ministry. In 2014 and 2015, GBHEM staff has been busy with a number of initiatives assigned to the Board by the 2012 General Conference, including the **Young Clergy Initiative** and the **Central Conference Theological Education Fund**. Here are some of the ways GBHEM has been working to resource our church:

- GBHEM continues to train Group Candidacy Mentors, and Conference Board of Ordained Ministry (BOM) members, BOM staff, District Committee on Ministry members, and District Superintendents on ministry legislation and best practices for navigating the ordination process with new candidates.
- Work continues on the **Young Clergy Initiative (YCI)**. Forty-six YCI grants were awarded during the second round of applications in August 2014, bringing the total amount awarded to \$5.5 million. The grants support programs geared toward increasing the number of young clergy in the UMC and supporting young clergy already serving the denomination.
- The **Commission on Central Conference Theological Education** continues to distribute the \$5 million fund for theological education in Africa, Europe, and the Philippines. So far, the commission has awarded 130 grants to fund training for local pastors, faculty development, provision of e-readers, curriculum development, and libraries at theological schools across 22 countries.
- **Africa University** continues to graduate scholars who are changing the face of Africa. The \$50 million Endowment Campaign, a fundraising plan to ensure Africa University's financial independence, is well underway. Contribute online to Africa University at the new giving website, [support-africauniversity.org](http://support-africauniversity.org).
- More than 680 college students, campus ministers, and chaplains attended **Imagine What's NEXT** last fall, an event which focused on helping students plan how they can be active in God's dreams for their communities and the world.
- For the 2014-2015 academic year, GBHEM's Office of **Loans and Scholarships** awarded 2,293 recipients a total of over \$5 million. Explore all scholarship opportunities within the UMC using the scholarship portal at [scholarship.umc.org](http://scholarship.umc.org).
- Technology enables us to make our training resources more readily available to the church. The **UMC Cyber Campus** provides free video training sessions and lectures, as well as an online listing of continuing education courses, at [umccybercampus.com](http://umccybercampus.com).
- GBHEM and Discipleship Ministries continue to expand the **E-Reader Project**, a simple, sustainable, and cost-effective way for theology schools in remote areas of Africa and Asia to access current textbooks. Through financial support from annual conferences, local churches, universities, and individual donors like you, we're making theological education available to more people in more places than even before. Learn more or donate at [umcreader.org](http://umcreader.org).

Submitted by General Board of Higher Education and Ministry

## 6.2 Africa University

Africa University is blessed and privileged to celebrate the 100% investment in the Africa University Fund (AUF) apportionment by the Dakotas Conference in 2015.

The Dakotas Conference was one of 31 annual conferences—the highest number to date—to invest 100% of their asking in the AUF. Africa University thanks the leaders and local churches of the Dakotas Conference for their dedication in pursuing this goal. Thank you for your prayers and for affirming the impact of its ministry by being consistent, faithful, and generous with your investment.

The Dakotas Conference has started a good work in Africa University, and nurtured it for more than two decades with second mile gifts for scholarships and other needs. Thank you for embracing and journeying with Africa University in transforming communities and bringing new people into relationship with Jesus Christ.

**As you gather for the 2016 Dakotas Annual Conference, the university urges you to remain steadfast in your efforts to invest 100% of the asking to the Africa University Fund, and to other shared ministries, for years to come.**

### 2014 Highlights:

- **Strategic Priorities:** Professor Munashe Furusa took the helm in July 2014 as the fourth vice chancellor in the university's 23-year history. He was formally installed in March 2015 and has put fiscal accountability, student quality of life, and support for academics, at the top of his agenda. Under his leadership, the university has launched a vigorous review of its academic programs and service delivery, aimed at enhancing our students' potential for life-long success.
- **Student Enrollment:** Full-time student enrollment at Africa University held steady in 2014 with 1,478 young men and women from 25 African countries. Angola, the Democratic Republic of Congo, Mozambique, Nigeria, and Zimbabwe accounted for the largest proportion of the students. Female students were a record 53.4% of the total enrollment in a context where women generally lag behind men in access to higher education.
- **Graduation:** In June 2014, 480 young people were awarded degrees from Africa University at the 20<sup>th</sup> graduation ceremony, bringing the total number of alumni to just under 5,300. Without your support, a college education would have been unattainable for the majority of these students.
- **Training and Research:** New academic initiatives include bachelor's degree programs in media studies and hospitality and tourism. A collaboration with the Raoul Wallenberg Institute in Sweden supports a new master's degree program in Human Rights, Peace, and Development. Africa University is also preparing to launch its first PhD program, which links issues of Peace, Leadership, Governance, and Development, and targets policymakers.
- **Leadership and Service:** Africa University graduates are helping communities to experience God's love and care through service as Global Mission Fellows and missionaries in Africa, Europe, and Latin America. Whether in government, private enterprise, community-based organizations or in the work of the church in the Africa Central Conferences, graduates of Africa University are key decision-makers who are making a difference.

Together, we give thanks to God for this Ebenezer moment (*1 Samuel 7:12*) in the life of Africa University. But the work is not yet finished. For every individual who has been touched by the ministry that is Africa University, there are many others who are awaiting the miracle of an answered prayer.

Please continue to pray for Africa University.

Encourage your local church to become an annual scholarship donor.

Bring fellow leaders in your church or district together to explore the possibility of investing in an endowed scholarship which can support one student a year in perpetuity.

Remember to include Africa University in your will as you make your personal estate plans.

And thank you, Dakotas Conference, for your amazing outpouring of love and support. May God bless and keep you always in abundance.

Submitted by James H. Salley, Africa University Development Office