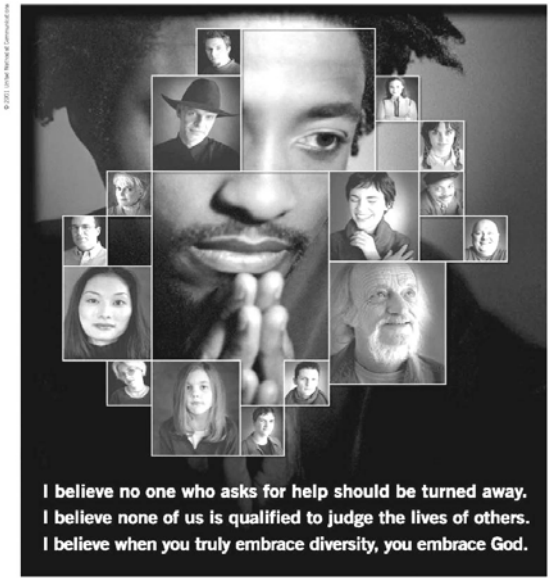
Wisconsin Annual Conference The United Methodist Church



Who Is My Neighbor?

Seeking to Live in Love with One Another

2004 Yearbook and Journal Volume I

Containing the reports and business of the
Annual Conference session, Statistical Tables, and other related materials

WISCONSIN
ANNUAL CONFERENCE
The United Methodist Church

2004 Yearbook and Journal
for
The Thirty-Fifth Session
held at the
Madison Marriott West
Hotel and Conference Center
Middleton, Wisconsin
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Volume I

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Kevin Rice Myers, Conference Secretary, Editor

Bishop of the Wisconsin Conference
1992 – 2004

Bishop Sharon Zimmerman Rader

Sharon Zimmerman Rader was elected a bishop of The United Methodist Church by the North Central Jurisdictional Conference meeting at Adrian, Michigan in July, 1992, and assigned to be the presiding bishop of the Wisconsin Annual Conference. She was reassigned to the Wisconsin Annual Conference for a third four-year term at the 2000 Jurisdictional Conference.

Bishop Rader is a graduate of Garrett-Evangelical Theological Seminary and North Central College, and received an honorary doctorate from Adrian College. She was ordained a Deacon in the Detroit Conference and an Elder in the Northern Illinois Conference, and has served parishes in Northern Illinois and West Michigan. She has been a part of the West Michigan Conference Staff and was Superintendent of the Grand Rapids District at the time of her election. She currently serves as Secretary to the Council of Bishops.

Bishop Rader is married to Dr. Blaine Rader, a pastoral counselor and clergy member of the West Michigan Conference. They are parents of two grown children, Matthew and Mary, and three grandchildren.

Bishop of the Wisconsin Conference
2004—2008

Bishop Linda Lee

Linda Lee was born in Cleveland, Ohio on July 9, 1949. She was ordained Deacon by Bishop Dwight E. Loder and was ordained Elder by Bishop Edsel A. Ammons. She was elected to the Episcopacy at the North Central Jurisdictional Conference on July 14, 2000 in Middleton, Wisconsin, and assigned to the Michigan Area. She was assigned as Bishop of the Wisconsin Area at the 2004 North Central Jurisdictional Conference.

A graduate of United Theological Seminary (M.Div-1984 and D.Min-1994), Bishop Lee began her ministerial career as a chaplain intern at Adrian College prior to her graduation from seminary. She was appointed to serve Residence Park UMC, Dayton, Ohio (1982-87), and then served as assistant to the dean for educational administration at Methodist Theological School. She also served as an associate pastor at Central UMC, Detroit, and pastor of Conant Avenue UMC, Detroit, prior to being named to the Detroit Conference cabinet. Bishop Lee served as chair of Black Clergywomen of the UMC (1996-98) and has been a member of many conference committees. She has also served as a speaker for numerous schools, retreats, and conferences, and was elected twice as a delegate to General Conference.

Bishop Lee is married to Lamarr V. Gibson, and the couple has three children.

Elected to the Episcopacy
2004

Bishop Hee-Soo Jung

Hee-Soo Jung, a clergy member of the Wisconsin Conference, was elected to the Episcopacy on June 15, 2004 by the North Central Jurisdictional Conference meeting in Davenport, Iowa. He was assigned to serve the Chicago area for the 2004-2008 Quadrennium.

Bishop Jung was born April 19, 1955. He was ordained a Deacon in 1989 and an Elder in 1992 in the Wisconsin Annual Conference. He earned the B.Th. Degree from Methodist Theological Seminary, Seoul, in 1979, the M.A. Degree from Dongguk University Graduate School in 1982, and the Ph.D. from the University of Wisconsin-Madison in 1994. Prior to coming to Wisconsin, he served Methodist Churches and Ministries in Seoul, Korea, and United Methodist Churches in Texas and California. In Wisconsin, he started the University Korean UMC in Madison, and later served at Madison: Calvary and East Troy: St. James. He was United Methodist Chaplain at the Madison Area Hospitals from 1993-1994, and then received an appointment as Assistant Professor and Chairperson of the Department of Religion and Philosophy at Kangnam University, Seoul, Korea, from 1994-97. He returned to Wisconsin to serve as Superintendent of the Nicolet District from 1997-2004.

Bishop Jung is married to Rev. Im-Hyon Jung, a clergy member of the Wisconsin Conference. They have two children, Jae-Hugh and Jae-Joon.

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DAILY PROCEEDINGS
OF THE
35TH SESSION
OF THE
WISCONSIN ANNUAL CONFERENCE
HELD AT THE
MADISON MARRIOTT WEST HOTEL AND CONFERENCE CENTER

Sunday Evening, June 13, 2004

Members of the conference and guests gathered at 6:30 p.m. in the sanctuary of Asbury United Methodist Church in Madison for the Service of Ordination and Commissioning. The clergy members of the conference, Bishops, and Ordinands processed into the worship area as the congregation sang "At the Font We Start Our Journey." Bishop Sharon Zimmerman Rader called the Annual Conference to order and offered the opening prayer. Sheri Graeber, Conference Lay Leader, and Rev. Paul Johnsen, Chairperson of the Board of Ordained Ministry, presented the candidates for commissioning and ordination. They were found worthy by those present. The names of the candidates are included in *The Business of the Annual Conference* report, which follows these daily proceedings in the *Journal*. The Clergywomen's Choir sang "Sweet, Sweet Spirit." The scripture lesson for the service from Ephesians 2:4-10 was read by Rev. Mary Hedgcock. Bishop Rader delivered the sermon entitled "We Are What We Are." Four persons were commissioned as Probationary Members. Seven persons were ordained as Elders in Full Connection. Bishop Rader was assisted in the Ordination Service by Bishop Kwon, Oh-Suh of the Dongbu Conference of the Korean Methodist Church. A free-will offering was taken for the "Clergy in Transition" fund. Following the singing of "Take Now My Voice," by the Clergywomen's Choir, the Sacrament of Holy Communion was celebrated, with the newly commissioned and ordained ministers, assisted by others, serving the congregation. While communion was served, the congregation sang many familiar hymns, led by organist Mark Miller. The Clergywomen's Choir sang the anthem "I Want a Savior." The congregation went forth from the service singing "We Are Marching in the Light of God." Following the service, the newly commissioned and ordained ministers were greeted at a reception held in the church's narthex.

Monday Morning, June 14, 2004

Members of the Conference gathered in the Superior and Michigan rooms of the Madison Marriott West Hotel and Conference Center at 8:15 a.m. for a time of singing and praise, led by conference organist and musician, Mark Miller.

Bishop Sharon Zimmerman Rader called the 35th regular session of the Annual Conference to Order at 8:30 a.m. She shared some thoughts from John Wesley about the purpose of our conferencing.

Kevin Rice Myers, Conference Secretary, led the conference through the necessary organizational items. He noted that the roll call for this session of the Annual Conference is being taken at the time of registration, and shared greetings from several other Annual Conferences and from a number of clergy persons who have asked to be excused from attendance at this session of the Annual Conference.

He moved "that the bar of this conference now be established to include the platform at the front of the Superior and Michigan rooms of the Madison Marriott West Conference Center, all of the round tables on the floor of the Superior and Michigan rooms which are covered with white tablecloths, and the Conference Secretary's tables to the right of the platform." The motion was **approved**.

He moved that the following persons be given the privilege of sitting in the bar of the Conference WITH VOICE:

- Conference Speakers:
- Bishop Joel N. Martinez, San Antonio Area
- Deborah E. Bass, Deputy General Secretary for Administration of the General Board of Global Ministries
- Rev. Dan R. Dick, Research Coordinator for the General Board of Discipleship
- Bishop Kwon, Oh-Suh, of the Dongbu Conference of the Korean Methodist Church
- Mark Miller, Conference Organist and Musician
- Scott Anderson, Executive Director of the Wisconsin Council of Churches
- Doug Anderson, Director of Ruben Job Center for Leadership Development
- Melody Patterson, representative of Wiley College
- Hal Wilde, President of North Central College
- Kenia da Silva Guimaraes, who is the Lina McCord Summer Intern for the Black College Fund
- Martha Blumer, Cokesbury Representative
- Judy Franken, Manager of the United Christian Resource Center
- Various guests who will be making presentations throughout the conference.
- All pastors from other annual conferences or denominations who are serving United Methodist Churches in the Wisconsin Conference.
- Vice-Chairs of Conference Boards and Agencies who are not members of the Annual Conference.

The motion was **approved**.

The secretary noted that several members of the Conference Staff are voting members of the Annual Conference.

He moved that the following persons to be given the privilege of sitting in the bar of the Conference WITHOUT VOICE OR VOTE:

- Our guests from the Dongbu Conference of the Korean Methodist Church who are listed on the inside cover of the agenda booklet
- Episcopal Administrative Assistant: Cindy Churan
- Conference Computer Support Specialist: Linda Firestone
- Service Department Manager: Katie Hoeppner
- Conference Archivist: Mary Schroeder
- Program and Arrangements Committee Members who are not Conference Members
- Video Technicians from Janesville: Cargill UMC

- Seminary students related to the Wisconsin Conference who are certified candidates for ministry
- Supply pastors who are serving churches in the Wisconsin Conference
- Alice Reimer McKee, a retired member of the Rocky Mountain Annual Conference living in Wisconsin who is attending our conference session.

The motion was **approved**.

He moved that the following persons be elected as Tellers and Assistant Secretaries for this session of the Annual Conference:

Tellers:

Paul Yoder
Don Gribble
Mary Ann Conklin
Dong Su Lee
Pat Nolet
Rom Pegram
David Carlson
Mike Weaver
Ron Kral
Nancy Anderson
Skip Robertson
Kyochul Shin
Ruth Egerer
Deb Gorman
Kennedy Annor
Joan Frost
Lisa Lombardo
Phil Airhart

Assistant Secretaries

Joyce Alford
Phil Airhart
Carolyn Saunders
Jean Ehnert Nicholas
Ron Kral
Linda Firestone

The motion was **approved**.

The secretary then shared information about the *Conference Workbook* and about procedures for speaking on the floor of the conference and making motions.

Mark Geisthardt, Agenda Chairperson, placed the **agenda** for this session before the Conference.

Cec Holder, a member of the Nominations Committee, presented the preliminary report of the **Nominations Committee**. She noted that all boards and agencies will be electing their own chairpersons.

Doug Stallsmith, Chairperson of the **Council on Finance and Administration**, Lisa King, Director of Finance and Administration, and Jack Werner, a member of the council, presented the report of the Council on Finance and Administration, and the preliminary report on the **proposed 2005 Budget**. They noted changes in the General Church Apportionment figures. The net expense total of the proposed budget is $7,354,901.

Bishop Rader spoke about the **Sister Relationship** that we are establishing with the Dongbu (East) Conference of the Korean Methodist Church. She introduced Bishop Kwon, Oh-Suh, Bishop of the Dongbu Conference, and Rev. Jung, Hee-Soo, Superintendent of the Nicolet District of the Wisconsin Conference. The Conference greeted Bishop Kwon with a standing ovation. Rev. Jung introduced the delegates from the Dongbu Conference. Bishop Kwon brought greetings to the Wisconsin Conference on behalf of the churches and members of the Dongbu Conference. Rev. Jung translated.

Bishop Rader invited Rev. Park, Shin-Jun, Executive Secretary of the Sister Relationship Committee of the Dongbu Conference, and Rev. Jane Follmer Zekoff, Director of Ministry and Outreach of the Wisconsin Conference, to the platform to act as witnesses while Bishop Kwon and Bishop Rader signed documents of agreement establishing the Sister Relationship between the Dongbu Conference and the Wisconsin Annual Conference.

Bishop Rader presented Bishop Kwon and the members of the delegation from the Dongbu Conference with "Dream Catchers" made by the members of the Oneida United Methodist Church, and with copies of a book entitled "The Leading Women," compiled by Bishop Judith Craig. It is the story of the first women who were elected as Bishops in The United Methodist Church.

Bishop Kwon presented Bishop Rader with a bolo tie bearing a medallion with the logos of both conferences on it, and announced that each member of the Wisconsin Annual Conference will receive one of these as a gift.

Linda Pliska asked if Bishop Kwon's address could be translated and distributed to the Conference. Hee-Soo Jung indicated that that would be done.

Tina Lang, Steve Polster, and Diane Schobert, representatives of the **Transformation Team**, presented information about the **Circuit Ministry Plan** which is being implemented in the Annual Conference this year. They shared video clips of a presentation by Doug Anderson, Director of Ruben Job Center for Leadership Development, about the Circuit Ministry Program

Bishop Rader invited the members of the conference to move to the Worship Area for the Opening Worship Service.

Members of the conference gathered in the Worship Area at 10:45 a.m. for the Opening Worship Service. Mark Miller, conference musician, led the conference in the singing of several songs from "The Faith We Sing." The scripture lesson was 2 Corinthians 6:1-11. Bishop Rader preached a powerful sermon entitled "A Wide-open Spacious Life." Readers during the service were Yul Kwon, Edwin Vargas, Sue Capelle, and Parker Haffele. The District Superintendents served as greeters and ushers. The offering taken during the service will be used to support United Methodist Children's Ministries in Wisconsin.

Monday Afternoon, June 14, 2004

Bishop Rader called the Annual Conference to order at 1:05 p.m. She introduced Bill White, the Conference Chancellor, and thanked him for his work and assistance.

Bishop Rader then introduced Deborah Bass, Deputy General Secretary for Administration of the General Board of Global Ministries, who spoke to the conference about "Community Ministries: Faith and Love in Action." The text of her message is printed in Volume 1 of the *2004 Wisconsin Conference Journal*.

Bishop Rader announced that one copy of the book *"The Present Future"* will be given to each congregation in the Wisconsin Conference. This gift has been made possible through grants from the Wisconsin United Methodist Foundation and from the Episcopal Office. Bishop Rader encouraged each congregation to study and discuss this book.

Frank Gaylord spoke to the conference about new possibilities and resources for dealing with conflict resolution.

Bishop Rader introduced Anita Genrich, who spoke about the Health and Welfare Ministries of the Annual Conference. She introduced Jeff Virchow, Chair of the Board of Global Ministries,

Virchow presented **Action Item 18: Resolution Establishing Covenant Relationship with Harbor House Crisis Shelter.**

Craig Myrbo moved to amend the resolution by adding to HHCS Expectation 1 the words "specifically including those relating to labor relations" after the words "social principles." The **motion to amend** was **defeated**.

Action Item 18 was **approved as presented.**

Virchow moved **Action Item 19: Resolution Affirming Covenant Relationship with Sheboygan Senior Community**. It was **approved**.

Bruce Bartel presented **Action Item 2: Local Church Camping Coordinator.**

Nancy Carmichael moved to amend Action Item 2 to include the words "and retreats" so that the text reads "for promotion of the Conference Camps and Retreats in that local church." The **motion to amend** was **accepted** as a friendly amendment. **Action Item 2** was **approved as amended.**

Bartel presented **Action Item 3: Camp and Retreat Emphasis Sunday.** It was **approved**.

Kaitlyn Aliota presented **Action Item 4: United Methodist Youth Sunday**. It was **approved**.

Diane Quade presented **Action Item 6: United Methodist Women's Sunday**. It was **approved**.

She presented Bishop Rader with a new diamond United Methodist Women's pin.

The District Superintendents joined Bishop Rader on the platform for the **Message of the Cabinet**. They presented Bishop Rader with a dozen roses to express their appreciation for her ministry among us, and the conference affirmed this with a round of applause. Since Bishop Rader is moving to Chicago after her retirement, they also presented her with a pair of tickets to the Chicago Bears – Green Bay Packers game in Chicago this fall.

Hee-Soo Jung presented the message of the cabinet. The text of his message is printed in Volume 1 of the *2004 Wisconsin Conference Journal.*

Paul Johnsen, Chairperson of the **Board of Ordained Ministry**, introduced those persons who have been certified as Local Pastors since the last Annual Conference session, those pastors who are serving their first appointment in the Wisconsin Conference, and those who were commissioned and ordained on Sunday evening.

Bishop Rader thanked them for their ministry, and led the conference in a time of prayer.

The Bishop then noted that in her twelve years in Wisconsin she has been privileged to ordain 112 persons as Elders and Deacons. She has had a certificate prepared outlining their Line of Ordination back to John Wesley. A copy of this certificate will be given to each person that she has ordained during her ministry.

Wes Falk, representing Garrett-Evangelical Theological Seminary, presented a video about the 150th Anniversary of the Seminary, which is being celebrated in 2003-2004.

Following announcements, the Conference took a 12 ½ minute recess.

Bishop Rader introduced Kenia da Silva Guimaraes, the **2004 Lina McCord Scholar**. Guimares, a graduate student at Clark College, spoke about the ministry that is provided by the historically Black Colleges and Universities related to The United Methodist Church, and urged support of the **Black College Fund.**

Kaitlyn Aliota, President of the Conference Council on Youth Ministries, thanked Bishop Rader for her support of youth ministries in the Wisconsin Conference. She spoke about the many ministry opportunities that are available for Wisconsin United Methodist Youth. *[Editor's Note: The text of her remarks is printed in Volume 1 of the* 2004 Wisconsin Conference Journal.*]*

Amy Valdez-Barker, Conference Youth Coordinator, recognized Aliota for her many years of service among the Wisconsin Conference Youth. She then introduced the first class to graduate from the **Youth Ministry Institute** and presented them with Certificates of Completion. They are:

Carol Beckmann, Whitefish Bay UMC
Janice Beutin, Wauwatosa Avenue UMC
Susan Bresser, Sun Prairie UMC
Debi Burtard, Elkhorn: First UMC
Yvonne Chojnacki, Stevens Point: St. Paul's UMC
Jon Edgren, Mequon UMC
Mary Ann Floerke, Rewey UMC
Brian Hazlett, Fort Atkinson UMC
David Jacobs, Beaver Dam UMC
JD McCarty, Janesville: Cargill UMC
Marie McDougal, Suamico UMC
Kristine E. Pepper, Prairie du Sac: Concordia UMC
Karen K. Rankin, Sheboygan
Ellen Rasmussen, Fond du Lac: Covenant UMC
Janice Robbins, Waupaca: First UMC
Leanne Rose, Oshkosh: First UMC
Melissa Schlei, Oconomowoc: Good Shepherd UMC
Phyllis Thompson, Oshkosh: Algoma Boulevard UMC
Julie Wilson, Lodi UMC

She also presented Certificates of Appreciation to:

Becky Foster, Marshfield: Zion UMC
Russell Roelke, West Bend UMC
Drew Swanson, Madison: First UMC

Bishop Rader then presented Valdez-Barker with a certificate of appreciation for her work in leading the Youth Ministry Institute.

Bishop Rader offered a prayer of thanks for the Youth Ministry Institute graduates' ministry among the youth of the Annual Conference.

Melody Patterson, a representative of **Wiley College**, brought greetings to the Annual Conference. She shared information about the ministry of the college, and introduced Joan Carrington, a 1987 Alum of Wiley College from Wisconsin, who spoke about her experiences at the school.

Sheri Graeber, **Conference Lay Leader**, presented the **Message of the Conference Lay Leader**. The text of her message is printed in Volume 1 of the *2004 Wisconsin Conference Journal.* She presented Bishop Rader with a gift on behalf of the laity of the conference in recognition of the Bishop's strong support of lay ministries. The gift, a "Boyd's Bear," supports ministries with children.

Bishop Rader thanked Graeber for her ministry as Conference Lay Leader. She presented Graeber with a plaque in recognition of her ministry. The conference affirmed her ministry with a standing ovation.

Graeber introduced Sue Setterlund, Chairperson of the **Conference Nominations Committee**, who thanked the many people who have served on the conference boards and agencies during the last quadrennium. She introduced those who have been board, agency and committee chairpersons.

Diane Schobert, Phyllis Rodriguez, and Susan Mendenhall, shared a PowerPoint presentation about **Faith Alive**, and recognized those who have graduated from Faith Alive between 2001 and 2004. They are:

Donna Arndt
Dan Curtis
Mark Dallner
Jeanie Gregerson
Sharon Holtz
Claire Josten
Lisa Mink
Dorothy Radley
Phyllis Rodriguez
Diane Schobert
Allison Schultz
Yer Vang
Nancy Wooley

Graeber acknowledged a number of those who are receiving awards this year. All of the award recipients are printed in the "Awards and Recognitions" booklet, and will be listed in Volume 1 of the *2004 Wisconsin Conference Journal*. The Conference affirmed all of the award recipients with a standing ovation.

Judy Pier Lybeck spoke about the **"Rising Sun Camp"** for children of persons who are incarcerated. Bishop Rader read a letter sent to the Trinity United Methodist Church in Chippewa Falls by Royce Minnich, a prisoner at the Dodge County Correctional Institution. In the letter, Mr. Minnich explained that he had committed a crime against that church many years ago, stealing money from the church office, and asked for the church's forgiveness. As a part of a "Victim Impact Program," he had been given an opportunity to make a project to give back to the community. He had used skills he had learned while in prison to crochet a blanket, which he sent to the church hoping that the church would sell it at their annual auction to restore the funds he had stolen. Rich Estrem-Fuller, pastor of Trinity UMC in Chippewa Falls, read a letter he had written to Mr. Minnich in reply, offering forgiveness and reconciliation. The blanket that was crocheted by Mr. Minnich will be auctioned off in a "silent auction" at this session of the Annual Conference, and the proceeds of the auction will be used to support the Rising Sun Camp.

Don Mendenhall, Chairperson of the **General/Jurisdictional Conference Delegation**, introduced Hee-Soo Jung as the delegation's nominee for endorsement by the Wisconsin Annual Conference as a candidate for election to the Episcopacy at the 2004 North Central Jurisdictional Conference. The conference affirmed Rev. Jung's ministry and the nomination with a standing ovation.

Mendenhall **moved** "that the 2004 Wisconsin Annual Conference endorse Hee-Soo Jung for the Episcopal election processes at the North Central Jurisdictional Conference, July 14-17, 2004." The motion was **approved unanimously.**

Rev. Jung spoke to the conference and thanked the members for their support.

Bill Helwig, President of the **Wisconsin United Methodist Foundation,** spoke about the work of the Foundation. He presented **Action Item 7: Designation of Earnings from the "New Ministries Fund"**. It was **approved**.

Bishop Rader announced that the offering taken at the Sunday evening Ordination Service for the Clergy in Transition Fund totaled $2,678.17 plus 10,000 Korean won. The offering taken at the Monday morning worship service totaled $3,469.08 plus 1,000 Korean won. She reminded the conference about the Mark Miller Concert that will take place this evening.

The secretary read announcements.

Bishop Rader offered a closing prayer.

The conference recessed for the evening at 5:00 p.m.

Monday Evening, June 14, 2004

Monday evening was scheduled as a "free evening" for rest, relaxation, and re-connection. Conference musician Mark Miller presented a concert in the worship area, featuring piano music by Bach, Debussy, and Beethoven, as well as contemporary selections, his own compositions, hymn singing, and a delightful play entitled "Jack's Journey: A Brief History of John Wesley's Journey to Aldersgate Street." Parts in the play were portrayed by several members of the conference. Those present responded to Mark Miller's music several times with standing ovations.

Tuesday Morning, June 15, 2004

Bishop Rader called the conference together at 8:30 a.m. with the singing of "This is The Day." She offered an opening prayer.

She announced the United Methodist Committee On Relief has provided a $10,000 emergency grant to support flood relief efforts in the Fond du Lac area. She noted that the "ingathering" this year has so far been supported by 215 churches, who have donated 251 flood buckets, 1160 sewing kits, and 2823 hygiene/health kits. Seventy of the flood buckets have already been sent directly to the Fond du Lac area for immediate use. The items gathered have filled 2 trucks so far, which have been sent to the UMCOR Distribution Center. The volunteers are working to fill a third. Those who have brought items for the "ingathering" who have not yet turned them in were encouraged to do so by the end of today.

Doug Stallsmith, Chairperson of the Council on Finance and Administration, and Joan Fordham, Chairperson of the Joint Board of Pensions, Insurance, and Equitable Compensation, presented a report on the results of the **Feasibility Study for a Capital Campaign to Support Retirees' Health Insurance Premiums**. Stallsmith noted that, while there was significant recognition of the need, the support was not sufficient to conduct a capital campaign at this time. A task force has been appointed to study the issue of financing retiree health insurance premiums. Recommendations, which may include a capital campaign, will be made to the Council on Finance and Administration later this summer, and a report will be made to the 2005 session of the Annual Conference.

Joan Fordham shared perspectives from the Joint Board of Pensions, Insurance and Equitable Compensation about the retiree health insurance premiums.

Don Mendenhall, Becky Foster, and Jorge Mayorga Solis, and Jessie Hakes, presented the report of the **General Conference Delegation.**

Jerry Eckert **moved** "that the Wisconsin Annual Conference request from the Judicial Council a declaratory decision under Paragraph 2610 on the constitutionality of Paragraph 346.1 in light of Paragraphs 18 and 31 of the constitution and in light of Paragraphs 341.5 and 344.2."

Fran Deaner **moved** the following **substitute**: "That the matter of the Eckert request for a declaratory decision be referred to the General Board of Higher Education as a part of their study related to Local Pastors."

Jerry Lipka moved to amend the Deaner substitute by adding the following sentence: "In addition the matter will be sent to the Judicial Council for a declaratory decision."

The Lipka motion was accepted. The Deaner substitute motion was approved as amended, and became the main motion.

The Eckert motion was **approved as amended.**

Joan Fordham, Chairperson of the Joint Board of Pensions, Insurance and Equitable Compensation, moved the adoption of **Action Item 10: Resolution on Housing Allowance for Retired and Disabled Clergy**. It was **approved**.

Fordham moved the adoption of **Action Item 11: Resolution on Past Service Annuity Rate**. It was **approved**.

Fordham moved the adoption of **Action Item 12: Resolution on Minimum Compensation**.

Skipper Ford **moved to amend** Action Item 12 by deleting the words "plus 1 %", which will lower the minimum compensation in the resolution.

Steve Zekoff **moved to table** this motion until we have an answer to how the motion affects the recommended minimum salary figures. The **motion to table** was **approved**.

Fordham moved the adoption of **Action Item 13: Resolution on 2004 Formal Funding Plan for Pre-1982 Pension Liability**. It was **approved.**

Fordham moved the adoption of **Action Item 14: Health Insurance Premiums for Surviving Spouses of Active Clergy**.

Sue Burwell **moved to amend** the motion by adding the following paragraph:

> However, the Superintendent of the District where the deceased clergy last served may request from the Joint Board subsidy equal to the amount a surviving spouse would have received if the clergy had died during retirement after reaching age 65. This request may be resubmitted annually.

Jerry Lipka **moved to substitute** the following for the Burwell amendment:

> In the event of the death of a fulltime, active (not retired), clergy member under appointment serving a local charge in the Wisconsin Conference and enrolled in the Conference Health Insurance Plan at the time of death, at the request of the District Superintendent the Joint Board will pay from the Emergency Hardship Account the total health insurance premiums in full for three months and will pay 50% of the premiums for nine additional months for surviving spouse and dependent children. Following this twelve-month period, the surviving spouse is eligible to participate in the Conference Health Insurance Plan and shall receive a subsidy equal to the amount that a surviving spouse would receive if the clergy had died during retirement after age 65. Such payment shall come from the Emergency Hardship account.

Fran Deaner **moved the previous question on all that is before us**. The **motion to close debate** was **approved**

The **Lipka substitute motion** was **adopted** and became the amendment to the main motion.

The **amendment to the main motion** was **adopted**.

Action Item 14 was **approved as amended**.

The secretary read announcements.

Bishop Rader shared a number of joys and concerns

The conference recessed at 10:23 a.m. for the **Service of Remembrance and Thanksgiving**, which was held in the Worship Area beginning at 10:30 a.m., and conducted in the manner of the Community of Taizé. The service opened with the singing of "Holy Spirit, Come to Us," "Come and Fill our Hearts," "Alleluia," and "In the Lord I'll be Ever Thankful." The scripture lesson was read from Philippians 2:5-11. Following the singing of "O Lord, Hear My Prayer," and an extended period of silence, Kevin Rice Myers, Conference Secretary, led the intercessions and prayers of the people with the singing of "Lord, Let Your Kingdom Come." The secretary read the names of the lay and clergy members of the conference and clergy spouses who have died since the annual conference last gathered. The names are listed in the Memoirs section of the *2004 Wisconsin Conference Journal*. Following the reading of the names of those who have died during the past year, the congregation sang "The Lord's Prayer," "With You, O Lord," and "Bless the Lord." The Scripture lesson from John 14:23, 25-27 was read, followed by the singing of "Nothing Can Trouble" and "Live in Charity." Bishop Rader offered a closing prayer, and the congregation departed while singing "Come, Rejoice in God." Other participants in the service were: Mark Miller, pianist; Howard Hintzman and Deb Kuehl, cantors.

Tuesday Afternoon, June 15, 2004

Bishop Rader called the annual conference to order at 1:30 p.m. Mark Miller led the conference in the singing of "Oh, How I Love Jesus."

Bishop Rader introduced **Bishop Joel Martinez** of the San Antonio Area, who spoke to the conference about our common ministries and the connection between our conferences. He noted the changes that are taking place in the cultural makeup of our country, and the need for the church to continue to respond to these cultural changes. He reminded us that culture matters, language matters, and that one pattern does not fit all.

Velma Smith asked if the text of the messages of Deborah Bass, Bishop Martinez, and Rev. Dan Dick, could be distributed. Bishop Rader indicated that we would look into this.

[Editor's Note: Bishop Martinez' remarks were not available for publication at the time the 2004 Wisconsin Conference Journal went to press. If they become available at a later date, they will be published on the Wisconsin Conference website. The text of the remarks by Deborah Bass and Dan Dick are included in the reports section of Volume 1 of the 2004 Wisconsin Conference Journal.*]*

The conference resumed consideration of **Action Item 12: Resolution on Minimum Compensation**, which had been tabled during the morning plenary session.

Skipper Ford **withdrew his motion** from this morning. He **moved** "that the Minimum Compensation for Full Members be $29,435, Full-Time Local Pastors $25,908, and Student Pastors $22,076." The **motion to amend** was **defeated**

Action Item 12 was **approved as originally presented.**

David Ogden presented **Action Item 15: Retiree Health Insurance Premiums, Recommendation 1**

Steve Zekoff **moved to amend** Action Item 15, Recommendation 1, by adding the phrase "or other Methodist" before the word "denomination" in the last line. The **motion to amend** was **approved**

Action Item 15, Recommendation 1 as amended was **defeated** on a count vote of 243 yes, 303 no.

Hal Wilde, President of **North Central College**, brought greetings to the Conference from the college, and spoke about the ministry of the college.

Bishop Rader and the District Superintendents gathered on the platform for the **Reading of the Appointments**. The Bishop gave gifts to the superintendents who will be leaving the cabinet this year: Lynn Scott, Fran Deaner and Velma Smith. She thanked them for their ministry. The Bishop then introduced Jorge Luis Mayorga Solis, who will be the District Superintendent of the Winnebago and Nicolet Districts. She invited Bishop Martinez to join her in the liturgy for installing Rev. Mayorga as a District Superintendent.

Bishop Rader and the District Superintendents read the appointments for the coming conference year.

Following a time of singing, the secretary read announcements, and Bishop Rader recessed the plenary session for the afternoon. A brief Clergy Session was held following the Tuesday Afternoon Plenary Session. The record of that Clergy Session is included following the minutes of the Sunday afternoon Clergy Session.

Members and friends of the conference gathered in the Worship Area at 4:15 p.m. for the **Service of Thanksgiving and Recognition**, which celebrated the ministry of those who are retiring this year. The service began with the singing of "Be Thou My Vision." During a time of Celebration of the Call, Blessings, and Faithful Service, each retiree's favorite hymn was played, their favorite scripture and pictures from their ministry were displayed on the screens. Howard Hintzman invited each of the retirees to share one story about their ministry. Bishop Rader expressed the conference's appreciation to the retirees for their ministry. Marilynn Rushton, representing this year's class of retirees, "passed the mantle" to Jill Quilling, representing this year's class of ordinands. The Service of Thanksgiving and Recognition concluded with the singing of "Lord, You Have Come to the Lakeshore." The conference then recessed until the evening banquet.

Tuesday Evening, June 15, 2004

Members and friends of the Conference gathered at 6:30 p.m. in the Michigan and Superior rooms of the Madison Marriott West Hotel and Conference Center for a banquet and program in celebration of the ministry of Bishop Sharon Zimmerman Rader. Bishop Rader, who has served the Wisconsin Conference from 1992 to 2004, will be retiring on September 1, 2004. Dan Schwerin, District Superintendent of the Metro South District, acted as host for the evening. He welcomed those present, and introduced Susan MacGregor, a Lay Member of the West Michigan Annual Conference and longtime personal friend of Bishop Rader, who offered the blessing for the meal. Following the banquet, the United Methodist Clergywomen's Choir offered three songs, "A Little Ditty," "Gather the Cloud of Witnesses" and "Steppin Out", all written by Susan Beehler. Representatives of conference boards and agencies offered a Litany of Appreciation for Bishop Rader's ministry. Following each group of presenters, those gathered sang "Walk With Me, I Will Walk With You." Chris Bethke and Norm Stephenson presented the Conference Gift honoring Bishop Rader. The new retreat center at Pine Lake Camp will be named the Bishop Sharon Zimmerman Rader Retreat Center in her honor. Bishop Rader expressed her appreciation for the many people who have helped to make her ministry possible here in Wisconsin over the past 12 years. Entertainment was provided by The Montana Logging and Ballet Company. ("They don't dance and

they're not authorized to operate equipment with sharp edges. The Montana Logging and Ballet Company is a singing group of satirical mischief makers.") Following the entertainment, Scott Anderson, Executive Director of the Wisconsin Council of Churches, offered a closing benediction.

Wednesday, June 16, 2004

Members of the conference gathered in the plenary area at 8:15 a.m. for a time of music and singing led by conference musician Mark Miller. Bishop Rader shared a reading of Psalm 98 from Eugene Peterson's translation of the scriptures, "The Message." She recognized and thanked Miller for his musical leadership at this session of the conference, and the conference expressed its appreciation with a standing ovation.

Bishop Rader reported the results of the ingathering as of Tuesday evening:

281 Churches have brought:

274 flood buckets
2539 school bags
6406 health kits
$5,960.78 for shipping
18 volunteers assisted in packing the materials, which filled 3 trucks

Hee-Soo Jung, Chairperson of the Cabinet, introduced the **Regional and Episcopal Administrative Assistants:** Sherry Malone, Barb Franken, Marge Miller, Bonita Smith, Barb Ridgely, and Cindy Churan. The conference expressed its appreciation for their work with a round of applause.

Sue D'Alessio spoke briefly about **Circuit Ministry** and invited people to sit this morning with others from their circuit as an opportunity to become better acquainted

Bishop Rader introduced Rev. Dan Dick, Research Coordinator of the General Board of Discipleship, who spoke about "The Greatest Challenge: Living in Community in a Culture of Individualism." He invited the conference to discuss around their tables the following questions related to what it means to be a faith community:

How do we define community in our own church? In the Wisconsin AC? Who is "us?" Who is "them?" What are we doing/can we do to expand our definition of "us?"
In what ways do our congregations offer a message of interdependence to counter the cultural commitment to individuality?
In what ways might our circuit structure encourage, empower, and model greater interdependence?

The text of his message is printed in Volume 1 of the *2004 Wisconsin Conference Journal.*

Following the table discussion Bishop Rader shared several joys and concerns. She noted that the delegation from the Dongbu Conference of the Korean Methodist Church have given a donation of $10,000 to the Scholarship Fund that the Wisconsin Conference is establishing to support a student from the Dongbu Conference attending Garrett-Evangelical Theological Seminary.

Scott Anderson, Executive Director of the **Wisconsin Council of Churches**, spoke to the conference about the new mandatory reporting requirements for clergy related to suspected cases of abuse that were recently passed by the Wisconsin Legislature. He also spoke about the need for safe housing, and shared a video entitled "Opening Doors."

Bishop Rader introduced Martha Blumer, **Cokesbury Representative**, who spoke about the ministry of and resources available from The United Methodist Publishing House. Blumer presented the Wisconsin Conference with a check for $11,611.53, which represents the conference's portion

of the net proceeds from the Publishing House this year. According to *The Book of Discipline*, these funds are to be used to support the clergy pension program of the Conference.

Joan Fordham **moved** "that the monies from the United Methodist Publishing House (Cokesbury) be sent to the General Board of Pension and Health Benefits to be used to help fund the pension liabilities of the Central Conferences where there is a more desperate need for funding alternatives." The **motion was approved**.

The secretary read announcements.

The conference recessed at 10:15 a.m. to go to the Healing Service.

The **Healing Service** was held in the Worship Area beginning at 10:30 a.m. The service opened with the singing of "Guide My Feet," "Precious Lord, Take My Hand," and "You Are Mine." The scripture lesson was read from Psalm 27. During the service there was a time of confession, Blessing and Anointing with Oil, and the singing of hymns, The service concluded with the singing of "My Life Flows On." Participants in the service were Bishop Sharon Zimmerman Rader, Mark Miller, pianist, Robert Eagle, Chaplain, Susan Payne, Parish Nurse, and Velma Smith, Tom Lambrecht, George Gay, Wesley White, Carly Kuntz, Liz Fabiola Villagarcia, and Hyo-Won Park. Members of the Board of Lay Ministry served as greeters.

Wednesday Afternoon, June 16, 2004

Bishop Rader called the conference to order at 1:00 p.m.

Gary Cole, pastor of the United Methodist Church of the Pines in Minocqua, requested a moment of personal privilege. He noted that in doing research recently, he discovered that the Minocqua church's apportionments for the year 1894 were two dollars, and that the church had failed to pay them. He presented Bishop Rader with $2, as payment in full of these past apportionments.

Bishop Rader announced that the blanket knitted by Royce Minnich had been purchased in the silent auction by Lisa King, Conference Director of Finance and Administration, for $425. King shared with the conference that the blanket will be placed in the Conference Center in Sun Prairie as a reminder that we hope there can someday be reconciliation with the longtime conference employee who was recently sentenced to several years in prison for embezzling funds from the conference. The funds raised in the silent auction will be used to support the Rising Sun Camps for children of persons who are incarcerated.

Joan Fordham resumed presentation of the recommendations from the **Joint Board of Pensions, Insurance, and Equitable Compensation.** She moved the adoption of **Action Item 15: Retiree Health Insurance Premiums, Recommendation 2.**

Craig Conklin made the following **motion**:

> "I move that the Annual Conference freeze the amount paid for current retirees at 72% for Medicare supplement premium.
>
> I further move that a task force be set up to look at the amount the Annual Conference pays future retirees for medical supplement insurance with a promise that the amount a retiree receives at the time of their retirement will remain constant and not change."

Bishop Rader noted that this motion would require adding $95,000 to the 2005 proposed budget, and that our conference rules would normally require that the motion be sent to the Implications Committee. She also noted that the implications of the motion are already known, due to the advance information provided by the Joint Board.

Sandra Hermann **moved to suspend the rule** requiring referral of the Conklin motion to the Implications Committee. The **motion to suspend the rules** was **approved**, and the Conklin motion was not sent to Implications Committee.

The **Conklin motion** was **defeated**.

Action Item 15, Recommendation 2, was **approved as presented.**

Fordham moved the adoption of **Action Item 15: Retiree Health Insurance Premiums, Recommendation 3**. The motion was **approved**

Fordham moved the adoption of **Action Item 15: Retiree Health Insurance Premiums, Recommendation 4**. The motion was **approved**.

Myron Talcott **moved to refer Action Item 15: Retiree Health Insurance Premiums, Recommendation 1** (which was defeated on Tuesday afternoon) to the Joint Board of Pensions, Health Insurance and Equitable Compensation for further study, with a report back to 2005 Annual Conference. The **motion to refer** was **approved**.

Fordham **moved the adoption** of the **entire report of the Joint Board of Pensions, Health Insurance and Equitable Compensation**. The motion was **approved**.

Steve Zekoff presented the report of the **Rules Committee**, which is found in **Action Item 16: Proposed Rules Changes.**

He moved **Proposed Rules Change 16-1**. It was **approved**

Zekoff noted that **Proposed Rules Change 16-2** was submitted by the Conference Council on Youth Ministries. Zekoff called upon Kaitlyn Aliota, President of the Conference Council on Youth Ministries, who **withdrew Proposed Rules Change 16-2 from consideration** at this time.

Zekoff moved **Proposed Rules Change 16-3**. The motion was **approved**.

Zekoff moved **Proposed Rules Change 16-4**. The motion was **approved**.

Zekoff moved **Proposed Rules Change 16-5**.

Jaime Nolla **moved to refer Proposed Rules Change 16-5** to the Council on Finance and Administration for report back to 2005 Annual Conference. The m**otion to refer** was **approved**.

Zekoff moved **Proposed Rules Change 16-6**. The motion was **approved**.

Zekoff moved **Proposed Rules Change 16-7**. The motion was **approved**.

Zekoff moved **Proposed Rules Change 16-8.** The motion was **approved**.

Zekoff moved **Proposed Rules Change 16-9**. The motion was **approved**.

Zekoff moved **Proposed Rules Change 16-10**. The motion was **approved**.

Zekoff moved **Proposed Rules Change 16-11**, amending the language to reflect the action of the Annual Conference yesterday in amending Action Item 14. **Proposed rules change 16-11** was **approved as amended**.

Zekoff moved **Proposed Rules Change 16-12**, amending the language to reflect the action of the Annual Conference yesterday in rejecting Action Item 15, Recommendation 1. **Proposed rules change 16-12** was **approved as amended**.

Zekoff **moved the adoption of the entire report of the Rules Committee**. The motion was **approved**

Wesley White presented the list of nominations to the **General Agency Nominations Pool**. He explained how representatives are selected by the Jurisdictional Conference for service on Gen-

eral Boards and Agencies. One name was added to the printed list. The list of General Agency nominations was **approved as amended**.

Roger Clapp presented the report of the **Episcopacy Committee**.

Bishop Rader recognized the **General and Jurisdictional Conference Delegates**, and invited people to attend the North Central Jurisdictional Conference in Davenport, Iowa July 14-17.

Jeff Virchow, Chairperson of the **Conference Board of Global Ministries**, spoke about our conference's **partnership with the Methodist Church of Cuba**. Donna Veatch reported on several mission trips to Cuba that have been made by people from the Wisconsin Conference.

Virchow presented **Action Item 21: Partner Relationship with Methodist Church in Cuba**. It was **approved**.

Bishop Rader invited Jorge and Rosy Mayorga to lead the conference in singing "Cantemos Al Senor."

Virchow concluded the report of the Board of Global Ministries by "passing the mantle of the 'Lance Herrick Memorial Shirt'" to Bishop Rader. *[Editor's Note: See Daily Proceedings of the 2002 Wisconsin Annual Conference*, 2002 Wisconsin Conference Journal, *Volume 1, p. 19.]*

Bob Spinti, Chairperson of the **Conference Board of Discipleship**, presented **Action Item 1: Resolution on United Christian Resource Center**. It was **approved**.

Kaitlyn Aliota, President of the **Conference Council on Youth Ministries,** presented **Action Item 5: District "Open Forums."** It was **approved**.

Aliota **moved the adoption of the entire report of the Conference Council on Youth Ministries**. It was **approved**.

Forrest Wells, Superintendent of the Coulee District, presented **Action Item 8: Resolution on the Discontinuance of the Readstown United Methodist Church**. The motion was **approved**.

Nancy Moffatt, Superintendent of the Chippewa District, presented **Action Item 9: Resolution on the Discontinuance of the Christie United Methodist Church**. Craig Conklin, the last pastor of the Christie UMC, spoke about the decommissioning of the Christie UMC building. The **motion to discontinue Christie UMC** was **approved**.

Moffat and Wells led the conference in a litany celebrating the past ministries of these congregations. Conklin led the conference in prayer.

The conference sang the first verse of "The Church's One Foundation."

Bishop Rader presented a framed certificate from the General Council on Finance and Administration celebrating the Wisconsin Conference's **100% payment of General Church Apportionments.** The certificate was received on behalf of the conference by representatives of the Superior: Faith, Belmont and Whig United Methodist Churches. These congregations have all made significant strides in payment of their conference apportionments in the past year.

The Bishop celebrated that the Wisconsin Conference has paid its apportionments in full for 15 years in a row.

Dan Zei, Chairperson of the **Board of Congregation and Parish Development**, presented **Action Item 20: Resolution on the Administration of the Revolving Loan Fund Account**. It was **approved**.

Doug Stallsmith, Chairperson of the Council on Finance and Administration, **moved the adoption of the 2005 Proposed Budget as it was presented on Monday morning**. The **budget was approved as presented.**

Sue Setterlund, Chairperson of the **Conference Nominations Committee**, presented the Nominations Report, including the material in the conference packet and the addendum. She **moved** "that the nominations committee be authorized to fill any vacancies that may occur during the year." The motion was **approved**. The **report of the Nominations Committee** was **approved, and those persons nominated were elected**.

Bishop noted that the report of the **Vision and Quality Improvement Team** will be printed in the *2004 Wisconsin Conference Journal.*

Carolyn Saunders, Chairperson of the **Program and Arrangements Committee**, thanked all those that have helped to make this Annual Conference session possible. She announced that next year's conference session will be held from June 12 – 15, 2005 at the Madison Marriott West Hotel and Conference Center.

Bishop Rader expressed her thanks to Bill White, Conference Chancellor, and Kevin Rice Myers, Conference Secretary, for their support and assistance during her time as Bishop of the Wisconsin Conference. She presented each of them with a plaque of appreciation. The Bishop then expressed her thanks to the members of the conference for their fine work and support.

The Secretary read announcements.

Bishop Rader announced that conference would adjourn at the conclusion of the communion service, which will be held in the worship area immediately following the conclusion of this plenary session.

The conference recessed for the closing worship and communion service at 3:15 p.m.

Members and friends of the Conference gathered in the Worship Area for the **Service of Thanksgiving for Shared Ministry.** The service opened with the singing of "We are Singing for the Lord is our Light," "Living for Jesus," and "He Who Began a Good Work in You." Bishop Rader shared reflections and a Blessing of the Future Ministry of the Wisconsin Annual Conference. There was a time of Blessing of Bishop Rader. The offering taken during the service will be used to support the scholarship for the Dongbu Conference of South Korea at Garrett-Evangelical Theological Seminary. Bishop Rader celebrated the Sacrament of Holy Communion, which was shared among all present. The service closed with the singing of "The Summons." Participants in the service, in addition to Bishop Rader, were youth musicians from First United Methodist Church of Appleton, Elizabeth and Anna Leicht, members of the Korean Caucus, Kennedy Annor, Kaitlyn Aliota, and Sheri Graeber. Justin Lowe was the pianist. *The Service of Thanksgiving for Shared Ministry* concluded at 4:30 p.m.

The 35th Session of the Wisconsin Annual Conference adjourned *sine die* following the conclusion of the closing communion service.

The foregoing is a true and accurate record of the proceedings of the 35th Session of the Wisconsin Annual Conference.

Kevin Rice Myers, Conference Secretary

Editor's Note: During the 2004 Annual Conference Session, several offerings were taken. Final totals for the Annual Conference Offerings are:

Clergy in Transition Fund:	*$2,872*	*Harbor House Crisis Shelter:*	*$1,208*
Bishop Sharon Zimmerman Rader Retreat Center:	*$2,468*	*In-Gathering Shipping:*	*$6,636*
		BGM Nickel Toss:	*$216*
Dongbu Scholarship:	*$12,379*	*Youth Service Fund:*	*$718*
United Methodist Children's Services:	*$1,198*		
Northcott Neighborhood House:	*$1,198*	***Grand Total:***	***$28,893***

CLERGY SESSION
OF THE
WISCONSIN ANNUAL CONFERENCE

Sunday, June 13, 2004

Bishop Rader called the 2004 Clergy Session of the Wisconsin Annual Conference to order at 2:30 p.m. in the sanctuary of Asbury United Methodist Church in Madison, Wisconsin. She spoke to the clergy session about the role of the Board of Ordained Ministry, and expressed her gratitude to the Board for its work.

Paul Johnsen, Chairperson of the Board of Ordained Ministry, welcomed the clergy members of the conference, and offered an opening prayer.

Johnsen asked Bishop Rader to remind us of who is to be present at this clergy session. The Bishop noted that all clergy members of the conference – including deacons, elders, local pastors and student pastors under appointment of a bishop (full and part time) – and lay members of the Board of Ordained Ministry may be present and have voice in the clergy session, but that according to Paragraph 605.6 of *The Book of Discipline*, only Elders and Deacons in Full Connection and lay members of the Board of Ordained Ministry may vote.

Karen Ebert, Chairperson of the Division of Elders of the Board of Ordained Ministry, presented **Questions 33, 35b, and 37a** of *The Business of the Annual Conference*, and introduced the following persons who are to be **elected as Full Clergy Members** of the Annual Conference and **Ordained as Elders**:

Carol Sue Bryce
Nancy Lee Barnard Carmichael
Mary Anne Conklin
Jason Richard David Mahnke
Timothy Stephen O'Brien
Jill Quilling
Amanda Marie Dawdy Stein

Following individual speeches of affirmation for each candidate, they were elected as Full Members of the Annual Conference. The clergy session **approved Questions 33, 35b, and 37a** of *The Business of the Annual Conference*.

Ebert presented **Question 28b**, and introduced those to be **elected as Probationary Members** of the Annual Conference and **Commissioned** to Pastoral Ministry:

Margaret Lybeck-Smoak
Cherie Meyer
Jean Schmidt

They were elected as Probationary Members of the Annual Conference, and the clergy session **approved Question 28b**.

Ebert presented **Question 29c**, and introduced Kathleen Jury, an Associate Member of the Annual Conference, who is to be elected as a Probationary member under the provisions of ¶416.2 and ¶421 of the *1992 Book of Discipline*. **Question 29c was approved** by the necessary three-fourths majority, and Kathleen Jury was elected as a Probationary Member of the Annual Conference.

Ebert introduced Hyunchul (Henry) Cho, who is to be commissioned as a Probationary Member Licensed for Pastoral Ministry at this evening's Ordination and Commissioning Service as a courtesy to the West Ohio Annual Conference.

Hee-Soo Jung, Chairperson of the Cabinet, presented the response of the District Superintendents to **Question 17**. The text of his response is printed in *The Business of The Annual Conference.*

Johnsen introduced Kevin Rice Myers, Executive Secretary of the Board of Ordained Ministry, who continued the presentation of the Board's report to the Clergy Session.

Rice Myers presented **Question 18a**, those to be elected to the Committee on Investigation, and **Question 18b**, those to be elected to the Administrative Review Committee, for the coming quadrennium. They were **elected**.

He presented **Questions 21a, 21b, and 21c**, those serving as full-time, part-time, and student local pastors. They were **approved**.

He presented **Question 21e**, and noted that Michael Gray-Ehnert will be serving as a full-time local pastor while seeking readmission to conference membership from Honorable Location. Question 21e was **approved**.

Rice Myers invited those who have completed the Five Year Course of Study during this past year to stand and be recognized.

He presented **Question 24** for information, and invited those pastors from other Annual Conferences or Methodist Denominations who are serving among us to stand and be recognized.

He presented **Question 25**, those pastors of other Christian denominations who are approved to serve appointments in the Annual Conference. They were **approved**. He invited them to stand and be recognized.

Rice Myers presented **Question 26b.** Rev. Dr. David Joyce, a clergy member of the Western North Carolina Conference who is serving as President of Ripon College in Ripon, Wisconsin, has requested Affiliate Membership in the Wisconsin Conference. Question 26b was **approved**.

He presented **Questions 30, 31, and 32a** for information.

He presented **Questions 41 and 42**, those transferring into the Annual Conference from other Annual Conferences or Methodist Denominations, for information. He invited those present to come forward and be introduced to the clergy session.

He presented **Question 45**, those transferring out of the Annual Conference, for information.

Rice Myers presented **Question 46**, those discontinued as Probationary Members. Hosea Kangford Yang has requested discontinuance effective January 1, 2004. Question 46 was **approved**.

He presented **Question 47** for information.

He presented **Question 48a.** Bruce Berg has requested the status of "Honorable Location – Retired." Question 48a was **approved**

He presented **Question 48b** for information.

He presented **Question 50b.** Michael Ida has withdrawn from the Ministerial Office effective July 1, 2003, and Lynn Church has withdrawn from the Ministerial Office effective September 8, 2003. Question 50b was **approved**.

Rice Myers presented **Questions 52c and 52d**, and invited the Clergy Session to remember the following colleagues who have died since the last session of the Annual Conference:

S. Stephen Foster
Richard Davis
Eldon Riggs
Lowell L. Reykdal
Bernard Bartel
Edith-Mary Ash

Following a time of silence, Rice Myers offered prayer in their memory.

He presented **Question 53** for information.

He presented **Question 54a**, those on *Leave of Absence for less than 5 years*. It was **approved**. He presented **Question 54a**, those on *Leave of Absence for more than 5 years.* It was **approved** by the necessary two-thirds majority.

He presented **Question 54c**, those placed on Leave of Absence since the last session of the Annual Conference. It was **approved**.

He presented **Question 54d** for information.

He presented **Question 55a**, those on *Family Leave for less than 5 years*. It was **approved**. He presented **Question 55a**, those on *Family Leave for more than 5 years*. It was **approved** by the necessary two-thirds majority.

He presented **Question 55c** for information.

He presented **Question 56**. Paul Nulton has requested Sabbatical Leave. It was **approved.**

Bishop Rader invited Nulton to share with the clergy session his plans for the coming year. He indicated that he will be researching and writing a book.

He presented **Question 57a**, those granted Incapacity Leave since the last session of the Annual Conference. It was **approved**.

He presented **Question 57c**, those granted Incapacity Leave at this session of the Annual Conference. He added the name of Jodi Arpke to the printed list. **Question 57c** was **approved as amended**.

He presented **Questions 58a, 60a, and 61a**, those retiring this year. They are:

Mary Hedgcock (FD)
Arthur M. Arveson
Roger Becker
Bernadette Bruner
Thomas Callahan
Paul L. Francis
Lois Grebe
Henry H. Hall
Edward Johnson
Earl Kammerud
John Machek
June Nettles
T. Thomas Nustad
Linda N. Pliska
Marilynn Mundy Rushton
P. Kay Welsch
Thomas E. White
Lois Reed Takata (PE)
Jenny Schroeder (Local Pastor, Effective 1/1/2004)
Alice Richards (Local Pastor)

Questions 58a, 60a, and 61a were **approved**.

Rice Myers noted that Blaine Rader, husband of Bishop Rader and a clergy member of the West Michigan Conference, and Donald Heeringa, a clergy member of the Presbyterian Church, who have been serving among us, are also retiring this year.

Rice Myers invited all those who are retiring to come forward and be recognized. The clergy session affirmed their ministry with a standing ovation.

Rice Myers noted that **Questions 62, 63 and 64** are statistical charts and tables that are completed after the annual conference session.

He noted **Questions 65 through 69** pertain to persons who are certified in specialized areas of ministry.

He presented **Question 66.** Thad Rutter has completed the requirements for Professional Certification in Spiritual Formation this year. The certificate will be presented during one of the plenary sessions of the Annual Conference.

Rice Myers noted that **Questions 70 through 81** pertain to Diaconal Ministers, and that there are no changes related to Diaconal Ministers to report this year

He presented **Question 82**, those who have been appointed to serve less than full time *for less than 8 years*. He added the name of M. Lynn Scott to the printed list at ½ time, and removed the name of Jodi Arpke from the printed list. The list was **approved as amended**. He presented **Question 82**, those who have been appointed to serve less than full time *for more than 8 years*. The list was **approved** by the necessary two-thirds vote.

Rice Myers presented **Question 83**, adding the name of M. Lynn Scott, to Plover (1/2 time) for the period 7/1/2004 to 6/30/2005, to the printed list. It was **approved as amended**.

He presented **Question 87c**, those appointed to extension ministries under ¶335.1d, noting changes to the list since the last session of the Annual Conference. It was **approved**.

He presented **Question 88 and 89** for information.

He presented **Question 90**, Personal Notations, for information.

He presented **Question 91.** Next year's Annual Conference Session will be held at the Madison Marriott West Hotel and Conference Center from June 12 -15, 2005.

Paul Johnsen expressed his appreciation to all those who assist the Board of Ordained Ministry with its task of credentialing faithful, competent, and responsible clergy leaders for the Annual Conference. He invited the following persons to stand and be recognized:

Pastors who have had a person from their church be approved as a candidate this past year.
Inquiring Candidate Retreat Leaders
Candidacy mentors
Clergy/probationary mentors
District Committee members (including District Superintendents)
Continuing Education contact person
The Executive Secretary of the Board
Members of the Board of Ordained Ministry

Bishop Rader thanked Johnsen, who is completing his term as Chairperson of the Board of Ordained Ministry, for his leadership during the past two years.

Johnsen placed the **entire report** of the Board of Ordained Ministry before the clergy session. It was **approved**.

Myron Talcott requested a moment of Personal Privilege to recognize Fred Brancel for his ministry in Iraq.

Bishop Rader announced that Sue Burwell will be the convenor of the Committee on Investigation, and Bruce Bartel will be the convenor of the Administrative Review Committee.

Following announcements, the clergy session adjourned at 3:50 p.m.

RE-CONVENED CLERGY SESSION

Tuesday Afternoon, June 15, 2004

Bishop Rader called the 2004 Wisconsin Conference Clergy Session back to order in the Superior and Michigan rooms of the Madison Marriott West Hotel and Conference Center at 3:35 p.m.

Paul Johnsen, Chairperson of the Board of Ordained Ministry, read a letter from Bishop Walter Klaiber of the South Germany Annual Conference related to Markus Wegenast. Bishop Rader has requested the transfer of Wegenast to the Wisconsin Annual Conference, effective later this summer. The Board of Ordained Ministry of the South Germany Annual Conference has recommended Wegenast for Probationary Membership. However, due to complications that arise from German civil law, the South Germany Annual Conference is unable to commission Wegenast as a Probationary Member and then transfer him to the Wisconsin Conference.

Based upon the recommendation of the South Germany Conference Board of Ordained Ministry, the Wisconsin Conference Board of Ordained Ministry **recommends** "that Markus Wegenast be elected to Probationary Membership in the Wisconsin Conference and Commissioned to Pastoral Ministry (in the Elder Track)." The motion was **approved**.

Johnsen then explained that Wegenast will be coming to Wisconsin as soon as his visa can be arranged, and that the Cabinet anticipates that his appointment will begin either September 1 or October 1. Since he needs to be appointed somewhere until that time, the Board of Ordained Ministry **recommends** "that Marcus Wegenast be placed on Leave of Absence effective July 1, 2004." The motion was **approved**.

Bishop Rader recessed the Extended Clergy Session at 3:45 p.m .

THE UNITED METHODIST CHURCH
THE BUSINESS OF THE ANNUAL CONFERENCE

The Minutes of the Wisconsin Annual Conference held in Middleton, Wisconsin from June 13, 2004, through June 16, 2004, Bishop Sharon Zimmerman Rader, Presiding.
Date When Organized: 1969 Number of This Session: 35

PART I ORGANIZATION AND GENERAL BUSINESS

1. Who are elected for the quadrennium (¶¶603.7, 617):

Secretary?	Rev. Kevin Rice Myers
Mailing Address:	PO Box 620 Sun Prairie, WI 53590
Telephone:	608-837-7328
Statistician?	Rev. Steven Zekoff
Mailing Address:	1200 Davis St. Evanston, IL 60201
Telephone:	847-425-6506
Treasurer?	Lisa King
Mailing Address:	PO Box 620 Sun Prairie WI 53590
Telephone:	608-837-7320

2. Is the Annual Conference incorporated (¶603.1)? Yes

3. Bonding and auditing:

a) What officers handling funds of the conference have been bonded, and in what amounts (¶¶616, 2511)?
The General Council on Finance and Administration carries $1,000,000 Employee Dishonesty Coverage for: Annual Conference Treasurers and staffs, Annual Conference Board of Trustees Presidents and staffs, Conference Councils on Finance and Administration Presidents.

b) Have the books of said officers or persons been audited (¶¶615, 2511)?
Yes, see report in the 2004 Yearbook and Journal.

4. What agencies have been appointed or elected?

a) Answer Yes or No for each of the councils, boards, commissions, or committees listed:
(1) Board of Ordained Ministry (¶632)? *Yes*
(2) Board of Pensions (¶636)? *Yes*
(3) Board of Trustees of the Annual Conference (¶2512)? *Yes*
(4) Committee on Episcopacy (¶634)? *Yes*
(5) Committees on Investigation (¶2703.2, .3)? *Yes*
(6) Administrative Review Committee (¶633)? *Yes*

b) Indicate the name of the agency (or agencies) in your annual conference which is (are) responsible for the functions related to each of the following general church agencies (¶608.1):
Same for each except as noted
(1) General Council on Finance and Administration?
(2) General Council on Ministries? *Council of Districts*
(3) General Board of Church and Society?
(4) General Board of Discipleship?
(5) General Board of Global Ministries?

(6) Higher Education and Campus Ministry? *Board of Higher Education and Student Ministry*
(7) General Commission on Archives and History?
(8) General Commission on Christian Unity and Inter-religious Concerns?
(9) General Commission on Religion and Race?
(10) General Commission on the Status and Role of Women?
(11) United Methodist Communications? *Communications Committee*

c) Indicate the conference agencies which have responsibilities for the following functions:
(1) Criminal Justice and Mercy Ministries (¶652)? *Board of Church and Society*
(2) Disability Concerns (¶649)? *Board of Global Ministries*
(3) Equitable Compensation (¶623)? *Joint Board of Pensions, Insurance and Equitable Compensation*
(4) Laity (¶629)? *Board of Lay Ministry*
(5) Native American Ministry (¶650)? *Ethnic Local Church-Concerns Committee*; *Commission on Religion and Race*
(6) Small Membership Church (¶642)? *Board of Congregation and Parish Development*

d) Answer Yes or No for each of the following conference or district organizations:
(1) Conference United Methodist Women (¶644)? *Yes*
(2) Conference United Methodist Men (¶645)? *Yes*
(3) Conference Council on Youth Ministry (¶646)? *Yes*
(4) Conference Council on Young Adult Ministry (¶647)? *No*
(5) District Boards of Church Location & Building (¶2518)? *Yes*
(6) Committees on District Superintendency (¶663)? *Yes*
(7) District Committees on Ordained Ministry (¶660)? *Yes*

e) What other councils, boards, commissions, or committees have been appointed or elected in the annual conference?
See the list of Boards and Agencies in Volume 2 of the 2004 Wisconsin Conference Journal.

5. Have the secretaries, treasurers, and statisticians kept their respective records according to the prescribed forms (¶606.8)? *Yes*

6. What is the report of the statistician? See report in the *2004 Journal*

7. What is the report of the treasurer? See report in the *2004 Journal*

8. What are the reports of the district superintendents as to the status of the work within their districts?
See report included in the Daily Proceedings in the *2004 Journal*

9. What is the schedule of minimum base compensation for pastors for the ensuing year (¶¶333, 623.3)?

Conference Members Serving Full Time:	**$29,724**
Local Pastors Serving Full Time:	$**26,162**
Student Pastors at least 27 hrs/wk	**$22,292**

10. What amount has been apportioned to the pastoral charges within the conference to be raised for the support of the district superintendents for the ensuing year (¶612.1a)?

District Superintendents Budget	$ 820,500

11. What amount has been apportioned to the pastoral charges within the conference to be raised for the support of the pension and benefit programs of the conference for the ensuing year (¶¶612.1d, 1507)?

Joint Board of Pensions, Insurance & Equitable Compensation Budget: $1,074,625

12. What are the apportionments to this conference for the ensuing year:

a)	For the World Service Fund?	$957,730
b)	For the Ministerial Education Fund?	$356,373
c)	For the Black College Fund?	$142,675
d)	For the Africa University Fund?	$32,769
e)	For the Episcopal Fund?	$248,002
f)	For the General Administration Fund?	$84,036
g)	For the Interdenominational Cooperation Fund?	$28,052

13. If the annual conference apportions to the local church a fund that combines two or more general apportioned funds with one another, or that combines one or more general apportioned funds with funds other than a general apportioned fund, list below for each combined fund: a) the name and amount of each general fund included in the apportionment; b) the percentage of the combined fund total that corresponds to each general fund apportionment (¶612.3d, 613.4)?

General Church Apportionments are apportioned to the local churches seperately from Annual Conference Funds.

14. Conference and district lay leaders (¶¶603.9, 655):

a) Conference Lay Leader: Dorthy Radley
Mailing Address: 627 Highview Drive
Slinger, WI 53086

b) Associate conference lay leaders:

c) District and associate district lay leaders:

Capital:	Cecelia Wilson Holder
Chippewa:	Don Peterson
Coulee:	
Heartland:	Darrell Zeitlow
Metro-North:	
Metro-South:	John Chadderdon
Nicolet:	
Winnebago:	John Burns

15. What local churches have been:

a) Organized (¶259)?

Green Bay: America Latina United Methodist Fellowship (Formerly Green Bay: Peace Hispanic Ministry) was chartered on March 1, 2004. The congregation is located at 919 Schwartz Street, Green Bay, WI 54302

b) Merged (¶¶2545, 2546)?

1) United Methodist with United Methodist

Fond du Lac: Salem and Lamartine merged on January 1, 2003 to form one congregation known as Fond du Lac: Salem. This information was not included in the 2003 Business of the Annual Conference.

2) Other Mergers

c) Discontinued or abandoned (¶¶228, 332.2, 2548)? (State which for each church listed.)

Christie United Methodist Church, Christie, Wisconsin (discontinued)
Readstown United Methodist Church, Readstown, Wisconsin (discontinued)

d) Relocated and to what address?

Shawano UMC (Nicolet District) has relocated to 1000 Engel Drive, Shawano, WI 54165.
Madison: Korean UMC (Capital District) has relocated to 6101 University Avenue, Madison 53705
Milwaukee: New Hope Hmong (Metro North District) has relocated to 8700 West Good Hope Rd., Milwaukee, WI 53224
Ladysmith UMC (Heartland District) has relocated to W8125 Shady Lane, Ladysmith, WI 65858

e) Changed name of church?

Wausau: Hmong American Mission is now known as Wausau: Hmong American Community

f) Transferred this year into this conference from other United Methodist conference(s) and with what membership (¶¶39, 260)? None

g) What other changes have taken place in the list of churches?

16. What changes have been made in district and charge lines?

Chippewa District:

Odanah has been separated from Ashland and Sanborn. Odanah is now a one-point charge. Ashland and Sanborn form a two-point charge.

Coulee District:

The Soldiers Grove, North Clayton, Readstown charge has been dissolved.
North Clayton is now a 1-Point Charge.
Soldiers Grove has been aligned with the Gays Mills, Seneca Charge to form a three point charge.

Heartland District:

Due to the discontinuance of the Christie UMC, the Crossroads United Ministries charge now includes: Greenwood: Grace, Neillsville and Granton.

Metro North District:

Sheboygan: Wesley is no longer aligned with New Covenant Parish (UCC).

Metro South District:

Genoa City: First and Pleasant Prairie have been separated.
Pleasant Prairie is a single-point charges.
Wilmot and Genoa City: First have been aligned as a two-point charge.

Nicolet District:

The Gillett: Tabor, Marion: First charge has been dissolved.
Gillett: Tabor has been aligned with Suring, Hickory to form a three-point charge. (Suring, Gillett: Tabor, Hickory)
Marion: First is now a one-point charge.
Kiel: Bethel has been moved into the Metro North District.

Winnebago District:

The Princeton: Emmanuel, Neshkoro: Zion charge has been dissolved.
Princeton: Emmanuel is now aligned with Montello: Trinity to form a two-point charge.
Neshkoro: Zion is now aligned with Berlin to form a two-point charge.

PART II - PERTAINING TO ORDAINED MINISTERS AND LOCAL PASTORS

CODE KEY: (v) = Majority Vote **(v2/3) =** 2/3 Majority Vote **(v3/4) =** 3/4 Majority Vote

17. Are all the clergy members of the conference blameless in their life and official administration (¶604.4,605.6)?

We acknowledge that none of us is blameless in our living and ministry. All of us have fallen short. In our best moments God's grace has enabled us to be faithful in our Christian living and ministry. At other times we have been found wanting, having wandered beyond the bonds of our covenant. Sometimes we have not honored one another's ministry. Some of us find it hard to let go of former congregations and parishioners and insist on returning to those places and people to perform pastoral functions. In so doing we undermine the ministry of our brother or sister who has been appointed there as pastor. Sometimes we have not sought the support of other clergy during days of personal darkness and thus needlessly walked alone. In that personal darkness and ministerial despair, sometimes, instead of seeking help, we have broken our covenant to God and each other through inappropriate behavior and destructive addiction. Sometimes we have not been encouraging, supporting or helpful to clergy brothers and sisters whom we know are going through difficult times. We have been, at times, self-serving in the midst of people who need servant leadership. All this and more has torn at our clergy connection and covenant.

We also acknowledge that we have been called by God whose steadfast love holds us and whose grace is sufficient in all things. It is this love that will yet bind us together to make us one in service to God's world and one in ministry as clergy of the Wisconsin Annual Conference. Blameless? No. Yet, trusting in God's grace we humbly offer ourselves to God's ministry in this world. We trust that as clergy of the Wisconsin Annual Conference of The United Methodist Church we might continue to examine ourselves, recognize our needs for repentance and then live in the hope that we might continue to be transformed by the grace of God. And so we do not lose heart.

18. Who constitute:

a) The Committee on Investigation (¶2703.2)? (v)

Members	Lay Members	Alternates
Sue Burwell	Debra Rash	Roger Clapp
Sue D'Alessio	Carolyn Brandeen	Ray Kotwicki
Rosalind Dryver-Scott		Jeff Virchow
Kent Ingram		Joyce Alford
Keith Schroerlucke		Leonard Larson (Lay)
Brian Kundinger		Linda Vance
Barry Yarbro		

b) The Administrative Review Committee (¶633)? (v)

Members	Alternates
Bruce Bartel	
Fran Deaner	Jon Bartlett
Lucretia Fehrmann	Jerry Cho

19. Who have received the certificate of candidacy for ordained ministry? (¶306, 307. - Report Only)

Jan Beutin 2001
Amelita Grace Cajiuat 2002
Rafael Cubilette 2004
Claudia Deede (2003)
Scott Hall (2002)
George Kafer 2004
Arveda Kirk 2003
Eric Nelson 2004
Becky Schmidt 2002
Ann Peterson 2001
Timothy Riemer 2003
Patrick Schultz 2004
Ron Smith 2003
Judith Kay Tench 2001
Mi-Sook Yoo 2004

20. Who have completed the studies for the license as a local pastor, are approved, but are not now appointed? (¶340)

Susan Brown 1999 (6)
Walter DeVoe 2001*
Jay Gitchel 1994 *
Andrea Smithback 1996 (7)
Henry Verfuerth 1998
Michael Weaver 1995* (20 ☺)

21. Who are approved and appointed as: (v)

a) Full-time local pastors (¶343.1), Year license was granted, (#) = progress in Course of Study as recorded at the Division of Ordained Ministry - 20 courses needed, asterisk = completion of five year course of study or the M.Div. ¶344.4. ☺ = Completed COS in 2003

Philip Airhart 1996 *
Nancy Allen (2001)*
Kristina Androsky* 2003
Michael Ascher 2001 (8)
Thomas Ball * 1989
Nelson Bonilla (transf in 2004)
Irving Case 1999 (16)
Marino Chacon 2003
William Dow 2001 (4)
Donald Drollinger 1991 *
Dale Eggert 2002
Margaret Erickson 2000 (4)
Paul Fisher 2002 (4)
Paul Foulke 1992 *
Cindy Glocke*
Dennis Govier 2000*
Cathy Hamblin 1997 *
Carrie Hamm 2003
Gregory Harrell 1998 (8)
Michael Herdt 2001 (4)
John Husband 1994 (13)
Manuel Jimenez (transf in 2004)
Eileen Kuehnl 1993 (19)
Steven Latham 2002
David Leistra 2002
Dixie Marklund 2002 *
Gabriel Marrero 2002
Rosa Maria Mayorga 1998*
James McKay 1999 *
Janice Meyer 1998 *
Steve Miller 2000 (10)
Gail Mitchell 1996 (20* ☺)
Tania Montero 2002 (7)
Lesley Munnik 2000 (7)
Patricia Nolet 2001 (8)
Kathleen Nuzzo 2001*
John Oliver 2001 (4)
Donald Olm 2000 (12)
Larry Olson 1997 (12)
Andrew J. Oren 2002
Julie Reinke 1999*
Eric Schlieter 1999 *
Linda Shearer 1990 *
Patricia Soddy 2002 (2)
Sharon Stowe 2002 *
Gary Swanson 1995 *

Mara Theno 2000 (7)
Laverne Ulrichsen 1994*
David Vang 2001(6)
Edwin Vargas 2001
Steve Ward 1991*
Paul Webster 2003
Brenda Whitford *
Naolue Yang 1993*

b) Part-time local pastors (¶343.2) Year license was granted, (#) = progress in Course of Study - 20 courses needed, asterisk = completion of five year course of study. or the M.Div. ¶344.4

Nancy Anderson (2002)
Gail Brown 2001
Maribel Celiz (2000)
Ana Luisa Mayorga de Chacon
Mike M. Christensen 2000 (4)
Mary Ann Floerke 1999 (6)
Anita Genrich 2000 (6)
Paul Gregersen 2001
John Hazen 1997 *
John Huenink 2001 (3)
Wayne Hull 2000 (4)
Ebenezer Insor 2000
Pam Knolinski (2004)
Lewis Lebakken, Jr. 1999 (4)
Kenneth Lyerly 1999 (14)
Gregg S. Meser 2000 (15)
Barbara S. Miller (HL, 1999)
Evelyn Mingle 2002
Gloria Miranda 2002 *
Cheryl Miskimen 1999 (6)
Robert Odum 2003
Mark Peacock 1992 *
Howard Robertson 1998 (10)
Harriett Rowland 2000
Sharon Smith 1996 (12)
Jane Sommers 2003
Marvin Spence 1995 (14)
Lawrence Turner 1998 (10)
Liz Fabiola Villagarcia 2003
Loretta Waegli 2001 (4)
Neil Wilson 1989*
Cherhoua P. Yang 1999 (18)

c) Student local pastors (¶343.3), and in what schools are they enrolled?

William Beaton	1999	Garrett-Evangelical Theological Seminary
William Busch	1999	University of Dubuque Theological Seminary
Diane Clark	2000	University of Dubuque Theological Seminary
Mark Gilbert	2002	University of Dubuque Theological Seminary
Craig Nehring	2002	Luther Theological Seminary, Minneapolis
Deborah Pimm	2003	University of Dubuque Theological Seminary
Kyochul Shin	2004	Garrett-Evangelical Theological Seminary
Wendy Stewart Slaback	2002	University of Dubuque Theological Seminary
Loretta Waughtal	2003	
Matthew Yates	2001	University of Dubuque Theological Seminary

d) Students of other denominations serving as local pastors and enrolled in a school of theology listed by the University Senate (¶343.4)? NONE

e) Persons serving as local pastors while seeking readmission to conference membership. (¶361.4, 362, 364.3)
Michael D. Gray-Ehnert

22. Who have been discontinued as local pastors (¶346.1) NONE

23. Who have been reinstated as local pastors (¶346.4) NONE

24. What ordained ministers from other Annual Conferences or Methodist denominations are approved for appointment in the Annual Conference while retaining their conference or denominational membership (¶322.8, 337.1)?
Report Only.

James A. Altman	Florida	1
Paola Benecchi	Waldensian Methodist Church	7
Mary Beth Byrne (OD)	North Indiana Conf (UMC)	4
Hyunchul (Henry) Cho (PE)	West Ohio	1
Young Jongshik Choe	Northern Illinois	1
Donald Greer	Nebraska	1
John Hobbins	Waldensian Methodist Church	8
R. Grace Imathiu	Methodist Church of Kenya	2
Domnik Israel	Methodist Church of India	2
Ki Sung Kim	Nordic and Baltic Conf. (UMC)	2
Young-Ho Kim	Korean Methodist Church	3
Thomas M. Miller	Methodist Episcopal Church in the South	3
Jane E. Voigts	California-Pacific Conf (UMC)	2
Jakes Voker	Liberia Conf (UMC)	3

25. What clergy in good standing in other Christian denominations have been approved to serve appointments or ecumenical ministries within the bounds of the Annual Conference while retaining their denominational affiliation (¶322.8, 337.2)? (v)

Kennedy Annor	Presbyterian
Bonnie M. Bell	American Baptist
James Bittner	Conservative Congregational Church
Martha Coons	Presbyterian USA
Tom Elliott	Church of Christ
Nhia Wan Her	Southern Baptist
JungJa Haynes Lee	United Church of Christ
Ruth Lyons	Congregational Church
Jerald D. McCarty	Wesleyan
Betsy Miller-Rubin	United Church of Christ
Donald Norman	Southern Baptist
Karen Gygax Rodriguez	American Baptist
George Shick	Southern Baptist

26. Who are the affiliate members:
a) With vote (¶559.4) (v) **?** NONE
b) Without vote (¶325.4, 335.4) (v2/3)
David Joyce (Western North Carolina)

27. Who are elected as Associate members (¶420 [1992])? (v) NONE

28. Who are elected and commissioned as Probationary members (under ¶¶315, 316)? (v)

a) Licensed for the ministry of the Deacon in preparation for ordination? (PD) (Indicate the area of specialized ministry.) NONE

b) Licensed for pastoral ministry in preparation for ordination? (PE)
Margaret Lybeck-Smoak
Cherie Meyer
Jean Schmidt
Markus Wegenast

29. Who are elected as Probationary Members under the 1992 Discipline?

a) Under the provisions of ¶415 (1992)? (v) NONE

b) Under the provisions of ¶416.1 (1992)? (v3/4) NONE

c) Under the provisions of ¶¶416.2, 421 (1992)? (v3/4)

Kathleen Jury

30. Who are continued as commissioned Probationary Members and in what year were they admitted to Probationary Membership (¶317) Report Only.

a) In preparation for ordination as a Deacon? (¶317.1)

Barbara Ristow 2001

b) In preparation for ordination as an Elder? (¶317.2)

Sonia Alvarado 2002
Keith Aurand 2003
Rachel Meredith Fisher 2002
Rebecca Henry 2003
Debra S. Ivanoff-Hastings 2003
Kathryn Croskery Jones 2002
Karen Klatt 2002
Hyu-Jae Lee 2003
Kyung-Sook Lee 2003
Robert McClintock 2002
Stan Pegram 2002
Susan L. Safford-Gaul 2002
Greg Schrimpf 2002
Dianne Vielhuber 2002
Wendell Williams 2002

31. Who are continued as Probationary Members under the 1992 Discipline, what progress have they made in their ministerial studies, and in what year were they admitted to Probationary Membership? (¶365.1; ¶¶417,424 [1992])

a) As students in approved schools of theology (¶417(1) [1992])? NONE

b) In the advanced ministerial Course of Study (¶417(2) [1992])? NONE

c) Following completion of their educational requirements (¶424.1[1992])?
Indicate for each person the year admitted to Probationary Membership. Report Only

Lucinda Alwa	1998
Wendy Bair Christianson	1998

32. Who have been received from other Christian denominations (¶338.3):

a) As Probationary Members (¶338.3a,b)? (v)
Gary W. Cole and Bradley K. Van Fossen were received from the Evangelical Covenant Church as Probationary Members and Elders in 2003, and are continued as Probationary Members under 338.3(b). (No vote is required this year.)

b) As Local Pastors (¶338.3a)? (v) NONE

33. Who are elected as members in full connection? (v)

a) Deacons

b) Elders

C. Sue Bryce
Nancy Carmichael
Mary Anne Conklin
Jason Mahnke
Tim O'Brien
Jill Quilling
Amanda M.D. Stein

34. Who are elected for Ordination as Deacons in Full Connection?

a) Under the transitional provisions for diaconal ministers (¶366.3)? (V2/3) NONE

b) After Probationary Membership (¶321)? (V2/3) NONE

c) Transfer from elder in full connection (Under the provisions of the 1996 or 2000 Discipline.) NONE

35. Who are elected for ordination as Elders?

a) Under the transitional provisions for Associate members (366.2)? (v2/3)

b) After Probationary Membership under the 1996 Discipline (326)? (v2/3)

C. Sue Bryce
Nancy Carmichael
Mary Anne Conklin
Jason Mahnke
Tim O'Brien
Jill Quilling

c) Transfer from deacon in full connection? NONE

36. Who have been elected and ordained deacons under the 1992 Discipline (¶366.1; ¶434 [1992]): (v)

a) As Associate Members (¶434.1[1992])? NONE

b) As Probationary Members (¶434.2 [1992])? NONE

37. Who have been elected and ordained elders under the 1992 Discipline (¶366.1 ¶435 [1992]) (v)

a) As Theological Graduates (¶435.1[1992])?
Amanda M.D. Stein

b) As Probationary Members previously Associate Members (¶435.2)? NONE

38. What Probationary Members, previously discontinued, are readmitted (¶360)? (v) NONE

39. Who are readmitted (¶¶361-363 [v], **¶364** [v2/3]**)**

a) As Associate Members? NONE

b) As Members in Full Connection? NONE

40. Who are returned to the effective relationship after voluntary retirement (¶356.7): (v)

a) As Associate Members? NONE

b) As Probationary Members? NONE

c) **As Members in Full Connection?** NONE

41. Who have been received by transfer from other Annual Conferences of The United Methodist Church (¶¶338.1, 416.5, 632.2m)? Report Only.

Name	Conference	Date
Julio Alvarado	Desert Southwest	3/1/2004
Sonia Alvarado (PE)	Desert Southwest	3/1/2004
Manuel Jimenez (FL)	Desert Southwest	7/1/2004
Nelson Bonilla (FL)	New York	7/1/2004

42. Who are transferred in from other Methodist denominations (¶338.2)?

Hyun-Suk Kim	Korean Methodist Church (East)	7/1/2004

43. What Clergy, coming from other Christian denominations, have had their orders recognized (¶339): (v) NONE

a) As deacons?

b) As elders?

44. Who have been ordained as a courtesy to other conferences, after election by the other conference?

a) Deacons under 1996 Discipline? NONE

b) Deacons under 1992 Discipline? NONE

c) Elders under 1996 Discipline? NONE

d) Elders under 1992 Discipline? NONE

45. Who have been transferred out to other Annual Conferences of The United Methodist Church (¶416.5)?

Name	Conference	Date
Linda Gesling	Minnesota	7/1/2004
Cynthia Kristopeit	Desert Southwest	7/1/2004
Ann Rathert	Missouri	7/1/2004

46. Who are discontinued as Probationary Members (¶318.6)? (v)

Hosea Kangford Yang (1/1/2004)

47. Who are on location?

a) Who have been granted honorable location (¶357.1)? (If Associate Member, so indicate. Give date when this action became effective. Record Charge Conference where membership is held):

1) This year? (V) NONE

2) Previously? Report Only.

Name	Year	Charge Conference
Bruce O. Babcock	1992	Sun Prairie
Edward (Ted) Farrar	1987	Mill Creek Parish UMC - Derwood MD
Stephen Getsinger	1976	Baraboo: First
*Sam Gratz	1981	Madison: First
Michael D. Gray-Ehnert	1991	Arlington, North Windsor
Terry Hettenbach	2001	Racine: First
Kevin Johnson	1993	Chicago: Broadway UMC
Dale A. Kelm	1990	Ripon: Immanuel
Scott Lone	2002	Milwaukee: Central
Barbara S. Miller	1994	LaFarge
*Keith A. Muhleman	2001	Vails Gate UMC, Vails Gate, NY
Warren Russell	1987	Epworth UMC, Oklahoma City
Harvey Stower	1989	Madison: Bethany
*Larry M. Winebrenner	1968	First UMC, Miami, FL
Raymond J. Wreford	2001	Milwaukee: Bay View

*This person has not complied with reporting requirements listed in ¶357.2.

b) Who has been placed on administrative location (¶359.3c)? (If Associate Member, so indicate. Give date when this action became effective. Record Charge Conference where membership is held):

1) This year? (V) NONE

2) Previously? NONE

48. Who have been granted the status of honorable location - retired (¶356.3)

a) This year? (v)

Name	Retirement Year	Charge Conference
Bruce Berg	2004	Whitefish Bay

b) Previously? Report Only.

Name	Retirement Year	Charge Conference
Bartlett Beavin	1998	Naperville, IL: Wesley UMC
Robert Edwards	1994	Community Church Peace, AZ
J. Colby Martin	1996	Naperville, IL: Wesley UMC
LeRoy W. Mielke	1994	First UMC, Dallas, TX

Robert Quinlan	1995	West Heights UMC, Wichita, KS
James Scott	1998	Waupaca UMC
Dale E. Shotts	2000	St. Lukes UMC, Kansas City, MO
James Talmadge	1999	Sturgeon Bay
Royce Wade	1997	UMC - Poynette, WI
Bruce Willett	1995	Eau Claire, WI

49. Who have had their status as honorably located and their orders terminated (¶357.2)? NONE

50. Who have had their conference membership terminated?

a) By withdrawal to unite with another denomination (¶358.1, .4)? NONE

b) **By withdrawal from the ordained ministerial office (¶358.2,.4)?** (v)
Michael Ida (7/1/2003)
Lynn Church (9/8/2003)

c) By withdrawal under complaints or charges (¶¶358.3,.4; 2719.2)? (v) NONE

d) By termination of orders under recommendation of the Board of Ordained Ministry (¶352.5)?(v) NONE

e) By trial (¶2713)? NONE

51. Who have been suspended under the provisions of ¶359.1c or ¶2711.3b?NONE

52. Deceased:

a) What Associate Members have died during the year?
Effective: NONE
Retired:

Name	Date of Birth	Date of Death

b) What Probationary Members have died during the year?
Effective: NONE
Retired: NONE

c) What Members in Full Connection have died during the year?

Effective:

Name	Date of Birth	Date of Death
S. Stephen Foster	11/13/1941	1/7/2004

Retired:

Name	Date of Birth	Date of Death
Richard Davis	2/6/1922	6/18/2003
Eldon Riggs	11/24/1922	7/24/2003
Lowell L. Reykdal	6/5/1912	8/11/2003
Bernard Bartel	4/23/1914	11/7/2003

d) What local pastors have died during the year?
Active: NONE
Retired:

Edith-Mary Ash	4/20/1919	4/25/2004

53. What probationary or ordained members have received appointments in other Annual Conferences of The United Methodist Church while retaining their membership in this Annual Conference (¶¶322.8, 337.1)?

Name	Conference	Membership
Rachel Meredith Fisher	New England	PE
Do Bum Huh	South Carolina	FE
Judie Marie Jacobson	Yellowstone	FE
Emilio Müller	Pacific Northwest	FE
John Ruiz	East Ohio	FE
Tusker Yang	Minnesota	FE

54. Who are the probationary or ordained members on leave of absence and for what number of years consecutively has each held this relation (¶352)?

a) Voluntary (v)

Name	Number of Years	Charge Conference
Lucinda Alwa (PM)	3	Lake Geneva
I-Mei Chen	3	Monona
Joan Deming (6/16/2004)	1	Madison: First
Clifford George	2	
Carol McDonald	4	Monona
Byron Sharer Robertson	5	Mount Horeb
Markus Wegenast (PE)	1	Johnson Creek

Voluntary (v2/3 after 5 years)

Kevin Field	11	Eau Claire: Hope
Jeff Jorgenson	10	Ashland
Suzanne Landis	7	Kenosha 1st

b) Involuntary? (2/3) NONE

c) Who have been placed on leave of absence since the last session of the Annual Conference? (ad interim)?:

[1] **Voluntary (v)**

Name	Effective Date	Charge Conference
Mary Hedgcock (FD)	1/1/2004	Waukesha: First
Clifford George	1/1/2004	

[2] **Involuntary**? NONE

d) Who on leave of absence have had their leaves terminated since the last session of the Annual Conference (ad interim) ?

Name	Effective Date
Emilio Müller	8/15/2003
Mary Hedgcock	2/22/2004

55. Who have been granted family leave, and for what number of years consecutively has each held this relation (¶353)? (v, after 5 years v2/3)

a) At this session of the Annual Conference

Name	Number of years	Effective Date
Suni Caylor	5	11-01-1999
Gena Garton	2	07-01-2003
Marilyn Hair	12	07-01-1993
Gregory S. Jewison	1	07-01-2004
Rebecca Aist McFee	3	07-01-2002
Marc Nagel	6	07-01-1999
David Seaton	4	07-01-2001

b) Since the last session of the Annual Conference (ad interim)? NONE

c) Who have had their family leave terminated since the last session of the Annual Conference (ad interim)?

Hosea Kangford Yang (1/1/2004)
Barbara Certa-Werner (4/1/2004)

56. Who are granted sabbatical leave (¶350)? (v)

Paul Nulton (FE)

57. What actions have been taken concerning disabled probationary or ordained ministers and full-time local pastors (¶355)

a) **Who were granted incapacity leave since the last Annual Conference session (¶355.2)?** (v)

Christal Bindrich (9/1/2003)

b) Who have had their incapacity leave terminated since the last conference session (¶355.3)? NONE

c) Who are granted incapacity leave at this session (¶355.1)? (v)

Jodi Arpke
Christal Bindrich
Charles Cederholm
Kai McClinton
Thomas Morgan
Donald Nickolson
Lynette Peterson
Hazel Winterburn
Her Yang

58. What Members in Full Connection have been retired (¶356)
(Under ¶356.1, no vote required; under ¶356.2, v; under ¶356.3 v 2/3)
Deacons:

a) This year?
Mary Hedgcock (2/22/2004)

b) Previously? NONE

Elders:

a) This year? (v)

Name
Arthur M. Arveson
Roger Becker
Bernadette Bruner
Thomas Callahan
Paul L. Francis
Lois Grebe
Henry H. Hall
Edward Johnson
Earl Kammerud
John Machek
June Nettles
T. Thomas Nustad
Linda N. Pliska
Marilynn Mundy Rushton
P. Kay Welsch
Thomas E. White

b) Previously?
(See list attached at the end of this report)

59. What Associate Members have been retired (¶356):
(Under ¶356.1, no vote; under ¶356.2, v; under ¶356.3 v 2/3)

a) This year? NONE

b) Previously?

Joseph M. Burke (18)
Evan G. Butterbrodt (3)
Calvin W. Carey (10)
Thomas Chinn (18)
Vincent Sammartino (11)
Glenn E. Skatrud (8)

60. What Probationary Members have been retired (¶356):
(Under ¶356.1, no vote; under ¶356.2, v; under ¶356.3 v 2/3)

a) This year?

Lois Reed Takata (356.1)

b) Previously? NONE

61. Who have been recognized as retired local pastors (¶346.5)

a) This year?

Jenny Schroeder (1/1/2004)
Alice Richards

b) Previously?

Harriet Alicea
Charlotte Bertram
Goldie Bundy
Jean Dee
Keith Eytcheson, Sr.
Lois Kitto
Marlene D. Lake
Robert Maeglin
John S. Miskimen
Nou Yi Yang

62. Changes in clergy membership: What is the number of ordained ministers:

a) Elected as Associate Members? None
b) Elected as Probationary Members? 5
c) Elected as Deacons in Full Connection? None
d) Elected as Elders in Full Connection? 7
e) Readmitted? None
f) Retired made effective? None
g) Transferred in? 5
h) Transferred out? 3
i) Discontinued as Probationary Members? 1
j) Honorably located this year?
k) Withdrawn? 2
l) Administratively located? None
m) Termination of Orders
n) Terminated by Trial? None
o) Deceased? 6 (5 Elders, 1 Local Pastor)

63. What is the number of:

a) Pastoral charges? 366
b) Local churches? 497

64. What is the number of Clergy members of the Annual Conference

a) By appointment category and conference relationship?

Categories	Deacons in Full Connection	Elders in Full Connection	Probationary Members	Associate Members & Affiliate Members	Full time Local Pastors	Part time Local Pastors
Pastors and Deacons whose primary appointment is to a Local Church (¶¶322.1c,330)	5	225	20	1	54	32
Deacons (in full connection and probationary) serving Beyond the Local Church (¶322.1a, b) (86)		xxxxx xxxxx xxxxx xxxxx		xxxxx xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx xxxxx
Appointments to Extension Ministries (¶335.1a, c) (87a)	xxxxx xxxxx xxxxx	19			xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx
Appointments to Extension Ministries (¶335.1b, c) (87b)	xxxxx xxxxx xxxxx	14	1		xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx
Appointments to Extension Ministries (¶335.1d) (87c)	xxxxx xxxxx xxxxx	18			xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx
Appointments to Attend School (88)		4			xxxxx xxxxx	xxxxx xxxxx
Appointed to Other Annual Conferences (53)		5	1		xxxxx xxxxx	xxxxx xxxxx
On Leave of Absence or Suspended (51, 54a, 54b)		8	2		xxxxx xxxxx	xxxxx xxxxx
On Family Leave (55a)		7			xxxxx xxxxx	xxxxx xxxxx
On Sabbatical Leave (56)		1			xxxxx xxxxx	xxxxx xxxxx
On Incapacity Leave (57c)		8			xxxxx xxxxx	xxxxx xxxxx
Retired (58, 59, 60)	1	252	1	6	xxxxx xxxxx	xxxxx xxxxx
Total Number, Clergy Members	6	561	25	7	54	32
Grand Total, All Conference Clergy Members	685					

b) By gender and racial/ethnic identification?

Categories	Deacons in Full Connection	Elders in Full Connection	Probationary Members	Associate Members & Affiliate Members with Vote	Full–time Local Pastors	Part–time Local Pastors
Female	5	132	15		21	16
Male	1	429	10	7	33	16
Total Number, Clergy Members*	6	561	25	7	54	32
Grand Total, All Conference Clergy Members*	685					
Asian		21	2		2	1
African American/ Black		11				2
Hispanic		6	1		7	4
Native American						
Pacific Islander						
White	6	523	22	7	45	25
Total Number, Clergy Members*	6	561	25	7	54	32
Grand Total, All Conference Clergy Members*	685					

PART III CERTIFICATION IN SPECIALIZED MINISTRY

(¶632.2T, *The Book of Discipline, 2000*)

65. Who are the candidates in process for certification in specialized ministry?

Amihan R. Valdez Barker (Youth Ministry)
Clare Gernert (Christian Education)
Glenn T. Lepien (Youth Ministry)
Rosa Maria Mayorga (Evangelism)
Judith Kay Montgomery (Music)
E. Kristine Pepper (Youth Ministry/Christian Education)
Ann E. Peterson (Spiritual Formation)
Jean B. Schmidt (Spiritual Formation)
Pamela J. Smith (Music)
P. Kay Welsch (Spiritual Formation)
Julie Wilson (Christian Education/Youth Ministry)
Connie R. Ziegler (Christian Education)

66. Who is certified in specialized ministry? (List the areas of specialized ministry. Indicate by an asterisk those certified this year)

Thomas D. Brown (Music)
Bernadette Bruner (Christian Education)
Shirley F. Clement (Christian Education)
Nancy M. Deaner (Christian Education)
Lucretia Fehrmann (Christian Education)
Tina Lang (Music)
Susan E. Mendenhall (Christian Education)
Deborah A. Pimm (Christian Education)
Ronald D. Retherford (Christian Education)
Barbara Ristow (Evangelism)
*Thad Rutter (Spiritual Formation)
Martha Stoneburner (Christian Education)
Richard Whitaker (Christian Education)
Amber Wolover (Christian Education)

67. Who are transferred in as a certified person in specialized ministry? NONE

68. Who are transferred out as a certified person in specialized ministry? NONE

69. Who have been removed as a certified person in specialized ministry?NONE

PART IV - PERTAINING TO DIACONAL MINISTERS

[Paragraph numbers in questions 70-81 refer to The 1992 Book of Discipline]

70. Who constitutes the Committee on Investigation (¶2626.4)? (v)
If it becomes necessary for this Committee to act, ¶2626.4b will be followed.

71. Who are the candidates for diaconal ministry (¶304-305)? NONE

72. Who are consecrated this year as diaconal ministers (¶307)? (v) NONE

73. Who are reinstated as diaconal ministers (¶313.3c)? (v) NONE

74. Who are transferred in as diaconal ministers (¶312)? (v) NONE

75. Who are transferred out as diaconal ministers (¶312)? Report Only

76. Who have had their conference relationship as diaconal ministers terminated by Annual Conference Action (¶313.3)? (Under ¶313.2a, no vote; under ¶313.2b, v2/3) NONE

77. What diaconal ministers have died during the year?
a) Effective? NONE
b) Retired? NONE

78. What diaconal ministers have been granted leaves of absence under ¶313.1a,c,d? (v)
- **a) Since the last session of the Annual Conference?** NONE
- **b) At this session of the Annual Conference?** NONE

79. What diaconal ministers have been granted an extended leave (¶313.1e):
- **a) Since the last session of the Annual Conference?** NONE
- **b) At this session of the Annual Conference?** NONE

80. Who have returned to active status:
- **a) From disability, study/sabbatical, or personal leave of absence (¶313.1a,c,d)?** NONE
- **b) From extended leave (¶313.1e)** (v) NONE

81. Who have taken the retired relationship to the Annual Conference as diaconal ministers (¶313.2):(Under 313.2b V2/3**)**
- **a) This year?** NONE
- **b) Previously:** Report Only
  Theonia Amenda
  Shirley Clement
  Iris Harvey
  Donna Webb

PART V - CONCLUDING BUSINESS

82. What Associate Members, Elders, and Probationary Members (1992) are approved for appointment to less than full-time service, what is the total number of years for which such approval has been granted to each, and for what fraction of full-time service [in one-quarter increments] is approval granted (for purposes of equitable compensation claim and pension credit.) (¶¶322.7, 329.2, 333.2, 1506.4b) (v2/3)

Name	Years	Time
Jodi Arpke	1	1/2
James Cotter	5	1/2
Carl Doersch	1	3/4
Deborah Gorman	1	1/2
Jane Anderson Haass	8	1/2
Alan Hagstrom	6	3/4
Karin Kaye	5	1/2
Thomas E. Long	4	1/2
Gerald L. Mann	2	1/2
Kevin Rice Myers	7	1/2
Marjorie Rice Myers	13	3/4
Diane Rew-Gottfried	2	3/4
John Ruiz	2	3/4
Lynn Lemke Schreck	18	3/4
John Strassburger	5	3/4
Cynthia M. Thompson	9	1/2
Melvin Vance	2	1/2
Michael J. N. Weigand	4	1/2
Tsuker Yang	2	3/4

83. Who have been appointed as Interim Pastors under the provisions of ¶329.3 since the last session of the Annual Conference, and for what period of time?

Wesley White to Milton (7/1/2004 to 6/30/2007)
Dianne Rew-Gottfried to Horicon (3/4 time) (7/1/2003 to 6/30/2005)

84. What changes have been made in appointments since the last Annual Conference session? See List Attached at end of The Business of the Annual Conference in Volume 1 of the 2004 Wisconsin Conference Journal.

85. Who are appointed to ministry to the local church and where are they appointed for the ensuing year? (Attach a list. Include: Elders, Deacons, Associates, Local Pastors and Probationary Members.)

See the Appointment List in Volume II of the 2004 Wisconsin Conference Journal.

86. What Deacons in Full Connection are appointed beyond the local church for the ensuing year (¶322.1a, b)? NONE

87. Who are appointed to extension ministries for the ensuring year?

a) Within the connectional structures of United Methodism (¶335.1a,c)
No vote required
See the Appointment list in Volume II of the 2004 Wisconsin Conference Journal.

b) To ministries endorsed by the Board of Higher Education and Ministry (¶335.1b,c) No vote required
See the Appointment list in Volume II of the 2004 Wisconsin Conference Journal.

c) To other valid ministries under the provisions of ¶335.1d? (v2/3)

Blean-Kachigan, Janis - Co-Director, Beyond the Walls Ministry, Kenosha, WI (2004)

Christopher, Judith - Co-Director**,** Beyond the Walls Ministry, Kenosha, WI (2001) (Kenosha: Immanuel UMC)

Council-Austin, Mary -- Special Assistant to the President for Diversity, Marian College, Fond du Lac, WI. (2000) (N. Fond du Lac: Community UMC)

Francis, Don R. -- Associate Professor of Sociology, Lakeland College; Sheboygan WI (1993) (Whitefish Bay UMC)

Jun, Hyun-Shik -- Professor, Yonsei University, University College; Seoul, Korea (2002) (Beaver Dam: Trinity)

Klatt, Karen -- Pastoral Care Staff, Dousman House; Hebron, WI (2004) (Hebron UMC)

Kwong, Colleen R. -- Chaplain, Vitas Innovative Hospice, Wauwatosa, WI (2004) (Whitewater: First UMC)

Mann, Gerald L. -- Chaplain, Lakeside Nursing and Rehabilitation, Chippewa Falls WI (1987) (Chippewa Falls: Zion UMC)

Oppeneer, Martha Jackson -- Pastoral Psychotherapist, Falls Counseling, Ltd., Menomonee Falls, WI (2000) (Racine: Christ UMC)

Packard, George R. -- Coordinator for Faith and Justice Based Programs, Ecumenical Institute/Institute of Cultural Affairs; Chicago IL (1975) (Poynette: Inch UMC)

Prust, Richard C. -- Professor of Philosophy, St. Andrews Presbyterian College; Laurinburg NC (1972) (Wauwatosa: Bethany-Calvary UMC)

Rinehart, Joyce M. -- Pastoral Psychotherapist, Psychological & Counseling Services, Inc. Mount Pleasant, WI (1994) (Kenosha: Immanuel)

Robbins, Penny -- Consultant/Adjunct Professor, Adler School of Professional Psychology, Chicago, IL (2002)

Scherf, Theresa -- Executive Director, The ARK Retreat Center; Berea KY (1997) (Milwaukee: El Buen Pastor UMC)

Schultz, Donald F. -- Senior Program Director, The James Company; Madison WI (1998) (Madison: First UMC)

Steele, Richard -- Professor of Moral and Historical Theology, Seattle Pacific University; Seattle, WA (2000) (Brookfield: Trinity-Pilgrim UMC)

Sundby, Mark -- Executive Director, North Central Ministry Development Center; New Brighton, Minnesota (2001) (Eau Claire: Lake Street UMC, Affiliate Member: Hennepen Avenue UMC, Minneapolis)

Yackovich, Amy Jameson, -- Chaplain, Mendota Mental Health Institute, Madison, WI (2004) (Arlington UMC)

Zimmick, Harold H., Jr. -- Director of Nehemiah Leadership Institute and Lay Ministry Training, Tentmakers, New Hope, Minnesota; (2000) (Racine: Evangelical UMC)

88. Who are appointed to attend school (416.6)? Report Only
Associate Members? NONE
Probationary Members? NONE
Members in Full Connection:

Rychie Breidenstein (2)
Alan Mei-Chong Fung, (2)
Judith J. Jacobson (8)
Rob Kornowski (3)

89. Where are the diaconal ministers appointed for the ensuing year (¶310 [1992 Discipline])?

Brown, Thomas: West Allis: First
Whitaker, Richard: Milwaukee: Whitefish Bay UMC

90. What other personal notations should be made?

Hyunchul (Henry) Cho was commissioned as a Probationary Elder this year at the Wisconsin Annual Conference as a courtesy to the West Ohio Annual Conference.

Rafael Cubilette was incorrectly listed as a certified candidate for ministry in the 2003 Business of the Annual Conference. He became a certified candidate for ministry on 4/21/2004.

Juanita Ferguson, a clergy member of the Detroit Conference, was incorrectly listed in Question 24 of the 2003 Business of the Annual Conference. She was appointed by Bishop Lee of the Detroit Conference to attend school during the 2003-2004 Conference Year, and was/is supplying a Wisconsin United Methodist Congregation.

Jeffry Bross, a certified candidate for ministry, has transferred his candidacy to the Northern Illinois Conference.

Daniel J. Fahs, a certified candidate for ministry, has transferred his candidacy to the Aurora District of the Northern Illinois Conference.

Norma Diaz has been discontinued as a Certified Candidates for Ministry.

Jessica Taft, a Certified Candidate for Ministry, has transferred her membership to the United Church of Christ.

Blaine Rader, husband of Bishop Rader and a Clergy Member of the West Michigan Conference who has been serving at Madison: Bethany UMC under ¶337.1, retired this year.

Donald Heeringa, a pastor of the Presbyterian Church (PCUSA) who has been serving at Egg Harbor: Calvary and Gibralter: Zion under ¶337.2, retired this year.

Her Yang transferred to the Wisconsin Annual Conference from the Minnesota Annual Conference on July 1, 1997. This transfer was inadvertently omitted from the 1997 Business of the Annual Conference, and has not been recorded since then.

Markus Wegenast was elected as a Probationary Member based upon the recommendation of the South Germany Annual Conference Board of Ordained Ministry. He will be coming to this country from Germany when his visa is approved. Until that time, he has been placed upon Leave of Absence.

Name Changes:

Debra S. Hastings to Debra S. A. Ivanoff-Hastings
Amy B. Jameson to Amy Jameson Yackovich
Janis Carole Best to Janis Carole Callahan
Hyuk Soon Kwon to Samuel Hyuksoon Kwon
Judith K. Montgomery (Certified Candidate) to Judith K. Tench
Marlene D. Lake-Genry (Retired Local Pastor) to Marlene D. Lake
Velma Smith to Velma Gallaher Smith

91. Where and when shall the next Conference Session be held (¶603.3)?
June 12-15, 2005, at the Madison Marriott West Hotel and Conference Center, located in Middleton, Wisconsin.

58. What Members in Full Connection have been retired (¶356)
b. Previously?

Robert H. Adams	15	Milton H. Ford	6
Joyce L. Alford	8	Lloyd P. Foster	20
David R. Anderson	2	Paul D. Foster	17
George S. Anderson	13	Douglas G. Fraley	8
Bryce G. Armstrong	15	Donald L. Frank	3
Arland C. Averill	7	Ruwal H. Freese	7
Phyllis H. Averill	7	Thomas O. Garnhart	3
James R. Barnes	4	Harold Garrett	17
Lowell C. Bartel	3	Frank R. Gaylord	4
Nathan Bartel	25	Sandra Foley Gaylord	4
Charles F. Bauer-King	5	Kenneth E. Gelhaus	5
Nancy L. Bauer-King	2	Paul J. Gibson	15
Arthur H. Blaisdell	19	Samuel C. Godfrey	14
Franklin J. Block	3	Robert L. Gossett	2
Carl Bloedow	32	Patrick N. Green	12
Wilmer T. Bloy	14	Hubert E. Groves	24
Kenneth E. Boettcher	2	R. James Hagen	15
Richard L. Bonney	9	Glenn R. Hansen	20
Robert D. Bowers	6	Verlyn C. Harr	11
David H. Brice	4	James L. Harrington	5
Alvin L. Briggs	14	David V. Harsh	4
Billy F. Bross	3	Lincoln J. Hartford	8
John E. Brouwer	8	Richard A. Hartlerode	2
Lawrence A. Brown	19	Elmer Harvey	29
Mallothi Brown	4	Stanley C.F. Hayes	19
George Wesley Buchanan	17	David W. Heckenlively	2
C. Phillip Burt	6	Ray D. Heilborn	12
Dwight Busacca	15	A. Ronald Helgerson	3
William E. Carlson	8	Lance A. Herrick	3
James T. Carrico	24	Frank R. Hinebaugh	21
Gloria J. Cavil	5	Richard Hinkelman	18
Clarence H. Cheever	4	David Sights Hinshaw	17
C. James Christensen	16	Ned L. Hintzman	3
Myron E. Christensen	9	Merlin J. Hoeft	17
Charles Logsdon Christopher	15	Virgil L. Holmes	13
Dale R. Christopher	14	Keith W. Irwin	22
J. Wesley Corbin	8	Thomas R. Jarrell	15
Solomon G. Cramer	27	Fay W. Johnson	24
Clyde S. Cross	7	Richard H. Jones	2
Eldon C. Daniel	18	I. Dean Jordan	17
Frank A. Dauner	20	cornelius A. kanhai	5
J. Roy Deming	16	David M. Kellin	9
Donald K. Dinsmore	4	Edward M. Ketcham	17
Paul H. Doering	22	Mary L. Kirkpatrick	3
Lewis M. Douglass	23	Louis Klotzbach	19
Henry R. Dreistadt	11	Lucille A. Kness	6
Frank F. Drollinger	16	Ralph L. Koelemay	28
William L. Dushek	2	Glenn O. Kohlhepp	9
Jerry O. Eckert	10	Lynn K. Kollath	6
John W. Eldred	8	Cletus D. Kramer	11
Kenneth Engelman	17	Gerald A. Krause	13
Wesley C. Falk	3	David H. Kruse	5
Anthony J. Farina	9	John A. Kruse	11
James A. Feay	12	Franklin R. Kuhlman	5
Milton C. Feldt	31	Robert W. Kuhn	11
Donald D. Fenner	13	Charles Lance	11
Rolland L. Ferch	23	Richard D. Leach	6
Robert J. Firary	11	Robert B. LeCount	9

H. Loren Lewis	19
Earl F. Lindsay	10
Jerome M. Lipka	7
Hilbert E. Lohr	6
Thomas E. Lowery	8
Joseph L. Lukonic	6
Richard G. Maser	8
Stanley P. Matz	24
Lloyd E. Mauer	16
John R. McBeth	2
William R. McBride	2
Brian R. McCarthy	11
Allen P. McCaul	27
James R. McChesney	10
James D. McHolland	18
Orville McKay	25
Quentin R. Meracle	7
James E. Miller	17
Owen E. Miller	16
Gerald F. Moede	10
Arvid E. Morey	17
William E. Morton	5
Cora L. Noble	10
William A. Noble	13
Arthur M. North	26
Anna Novak	6
Virgil W. Nulton	19
Ross V. Oestreich	4
C. Arlene O'Flanagan	15
Howard M. Ott	9
Lester A. Ott	14
Owen D. Owens	5
Arthur E. Paltridge	13
Donald E. Pardun	13
David A. Passet	11
Robert D. Paulson	18
R. A. Pegram	10
James D. Pfannenstiel	3
Richard K. Pilgrim	20
Chomingwen D. Pond	7
Thomas J. Raber	11
Stephen W. Rankin	20
Kenneth R. Redfearn	20
Paul J. Reinhold	9
James T. Reuteler	4
Kent D. Richmond	4
Harold B. Riebe	25
James A. Rivers	4
Raymond E. Robinson	9
George B. Robson	13
Marvin L. Rowe	13
Geneva Rushing	15
Richard N. Rushton	6
Thad Rutter, Jr.	3
Hobart K. Sailor	11
Robert R. Sanks	19
James Saunders	26
Marvin A. Schilling	26
Wesley A. Schirmer	9
William J. Schmidt	13
Veryl E. Schubert	19
Theodore W. Schwartz	26
Richard L. Schwenk	5
Bernard M. Setterlund	5
David E. Sharpe	5
Barry O. Shaw	11
William Rodney Shaw	17
J. William Shepherd	10
Amos Shimko	17
Ray E. Short	15
Charles E. Shultz	14
Milton O. Siewert	15
Glen J. Siferd	17
Norman K. Silvester	9
Carol J. Smith	6
Donald M. Smith	7
Jay E. Smoke	4
Gordon N.C. Sorensen	10
Wallace Spielman	18
Donald G. Stannard	7
Donald M. Stassel	12
Edwin S. Stefan	10
W. Richard Steffen	18
David C. Steffenson	5
Norman D. Stephenson	8
William V. Stevens	23
David J. Stratton	6
M. Stanford Strosahl	19
Anne V. Sutherland	7
Richard G. Sweitzer	24
H. Myron Talcott	5
Erwin G. Teichmiller	13
James E. Theselius	6
Fred Thomas	12
Frank E. Thompson	2
Herbert H. Thompson	19
John P. Thompson	19
Carson R. Timblin	8
Robert J. Trobaugh	19
Richard O. Truitt	16
James L. Vahey	10
Ardys D. VanStavern	16
Arthur W. Vieth	17
Melvin Vilhauer	6
Walter Wagener	7
John Albert Wagner	30
Verlin M. Wandrey	10
David S. Warren	5
Arnold Weaver	30
John F. Webster	12
Elaine M.S. Weidemann	6
C. James Weis	13
Paul Weisel	16
T. Edmond White	11
Clarence B. Wildes	13
Jim Wilson	8
David R. Worm	15
John F. Wreford	17
Patricia A. Zealley	2

84. What changes have been made in appointments since the last Annual Conference session?

Date Effective	Name	REL	From	To
07/15/2003	Celiz, Maribel	PL	Not Appointed	Avoca, Gotham, Wyoming Valley
08/01/2003	Latham, Steven	FL	Not Appointed	Elm Grove: Community (FL)
08/01/2003	Mingle, Evelyn	PL	Neenah: First (Sy)	Neenah: First (PL)
08/15/2003	Muller, Emilio	FE	LOA	Pacific Northwest Conference (337.1)
08/15/2003	Eggert, Dale	PL	Sheboygan: St. Luke-Kiel Bethel (Sy)	Sheboygan: St. Luke - Kiel: Bethel (PL)
08/15/2003	Hamm, Carrie	FL	Hammond, Martell, New Centerville (Sy)	Hammond, Martell, New Centerville (FL)
08/15/2003	Insor, Ebenezer	PL	Beloit: Henderson Avenue (Sy)	Beloit: Henderson Avenue (PL)
08/15/2003	Oren, Andrew	FL	Milwaukee: Faith (Sy)	Milwaukee: Faith (FL)
08/15/2003	Odum, Robert	PL	Milwaukee: Native American Ministry (Sy)	Milwaukee: Native American Ministry (PL)
08/15/2003	Pimm, Deborah	PL	Blue River (Sy)	Blue River (PL)
08/15/2003	Webster, Paul	FL	Ladysmith, Tony (Sy)	Ladysmith, Tony (FL)
08/15/2003	Vargas, Edwin	FL	Waukesha: El Buen Samaritano/ Milwaukee: El Buen Pastor (Sy)	Waukesha: El Buen Samaritano/Milwaukee: El Buen Pastor (FL)
08/25/2003	Mann, Gerald L.	FE	Extension Ministry (Full Time)	Extension Ministry (Half Time)
09/01/2003	Bindrich, Christal	FE	School	Incapacity Leave
09/02/2003	Kelley, Laura J.	FE	Fairview University Med Center, Minneapolis	Luther Hospital, Eau Claire
09/08/2003	Church, Lynn	FE	Clintonville	Voluntary Surrender of Credentials
10/15/2003	Daniels, Jane D.	FE	Suamico	Conference Benefits Officer, WACUMC
12/01/2003	Schmidt, Jean	PL	Not Appointed	Paris Corners
12/01/2003	Anderson, Nancy L.	PL	Little Prairie (MES)	Troy Center (MES)
12/01/2003	Jones, Kathryn Croskery	PE	Paris Corners (MES)	Extension Ministry: WoMen and Children's Horizons
12/15/2003	Eggert, Dale	FL	Sheboygan: St. Luke-Kiel Bethel (PL)	Sheboygan: St. Luke - Kiel: Bethel (FL)
01/01/2004	Thomson, Roberta	FE	Two Rivers: Emanuel, Mishicot: Zion	Clintonville
01/01/2004	Hedgcock, Mary	FD	Sabbatical	Leave of Absence
01/01/2004	Schroeder, Jenny	FL	West Grant Charge	Retired
01/01/2004	Yang, Hosea Kangford	PM	Family Leave	Discontinued
01/01/2004	Yang, Tsuker	FE	Minnesota Conference (Full Time)	Minnesota Conference (3/4 Time)
01/01/2004	Whitford, Brenda	FL	Shullsburg: Centenary (StLP)	Shullsburg: Centenary (PL)
01/01/2004	Kwong, Colleen	FE	Planned Parenthood of Wisconsin	VITAS Innovative Hospice Care
01/01/2004	Christensen, Mike M.	PL	Soldiers Grove, North Clayton, Readstown	Soldiers Grove
01/01/2004	George, Clifford	FE	West Allis: First	Leave of Absence
01/15/2004	Blean-Kachigan, Janice	FE	St. Luke's South Shore Hospital	Beyond the Walls Ministry
01/15/2004	Merritt, Deanna	FE	Whitefish Bay	Suamico
01/15/2004	Davis, M. Charles	FE	Fond du Lac: Covenant (1/2 time)	Fond du Lac: Covenant (3/4 time)
02/01/2004	Sommers, Jane	PL	Not Appointed	Sheboygan: Wesley (PL)
02/22/2004	Hedgcock, Mary	FD	Leave of Absence	Retired
03/01/2004	Alvarado, Sonia	PE	Desert SW Conference	Two Rivers, Mishicot
03/01/2004	Alvarado, Julio	FE	Desert SW Conference	Green Bay: Peace Hispanic Ministry
04/01/2004	Certa-Werner, Barbara	FE	Family Leave	Harbor House Crisis Shelter (1/2 Time)
04/01/2004	Klatt, Karen	PE	Hebron (1/2 Time)	Hebron (1/2 Time), Dousman Home (1/2 Time)
05/01/2004	Huenink, John	PL	Caldwell (1/2 time)	Caldwell (3/4 Time)
05/15/2004	Smithback, Andrea	FL	Webster, Danbury (FL)	Not Appointed

THE UNITED METHODIST CHURCH
THE BUSINESS OF THE ANNUAL CONFERENCE

The Minutes of the Wisconsin Annual Conference held in Middleton, Wisconsin from June 13, 2004, through June 16, 2004, Bishop Sharon Zimmerman Rader, Presiding.
Date When Organized: 1969 Number of This Session: 35

PART I ORGANIZATION AND GENERAL BUSINESS

1. Who are elected for the quadrennium (¶¶603.7, 617):

Secretary?	Rev. Kevin Rice Myers
Mailing Address:	PO Box 620 Sun Prairie, WI 53590
Telephone:	608-837-7328
Statistician?	Rev. Steven Zekoff
Mailing Address:	1200 Davis St. Evanston, IL 60201
Telephone:	847-425-6506
Treasurer?	Lisa King
Mailing Address:	PO Box 620 Sun Prairie WI 53590
Telephone:	608-837-7320

2. Is the Annual Conference incorporated (¶603.1)? Yes

3. Bonding and auditing:

a) What officers handling funds of the conference have been bonded, and in what amounts (¶¶616, 2511)?
The General Council on Finance and Administration carries $1,000,000 Employee Dishonesty Coverage for: Annual Conference Treasurers and staffs, Annual Conference Board of Trustees Presidents and staffs, Conference Councils on Finance and Administration Presidents.

b) Have the books of said officers or persons been audited (¶¶615, 2511)?
Yes, see report in the 2004 Yearbook and Journal.

4. What agencies have been appointed or elected?

a) Answer Yes or No for each of the councils, boards, commissions, or committees listed:
(1) Board of Ordained Ministry (¶632)? *Yes*
(2) Board of Pensions (¶636)? *Yes*
(3) Board of Trustees of the Annual Conference (¶2512)? *Yes*
(4) Committee on Episcopacy (¶634)? *Yes*
(5) Committees on Investigation (¶2703.2, .3)? *Yes*
(6) Administrative Review Committee (¶633)? *Yes*

b) Indicate the name of the agency (or agencies) in your annual conference which is (are) responsible for the functions related to each of the following general church agencies (¶608.1):
Same for each except as noted
(1) General Council on Finance and Administration?
(2) General Council on Ministries? *Council of Districts*
(3) General Board of Church and Society?
(4) General Board of Discipleship?
(5) General Board of Global Ministries?

(6) Higher Education and Campus Ministry? *Board of Higher Education and Student Ministry*
(7) General Commission on Archives and History?
(8) General Commission on Christian Unity and Inter-religious Concerns?
(9) General Commission on Religion and Race?
(10) General Commission on the Status and Role of Women?
(11) United Methodist Communications? *Communications Committee*

c) Indicate the conference agencies which have responsibilities for the following functions:
(1) Criminal Justice and Mercy Ministries (¶652)? *Board of Church and Society*
(2) Disability Concerns (¶649)? *Board of Global Ministries*
(3) Equitable Compensation (¶623)? *Joint Board of Pensions, Insurance and Equitable Compensation*
(4) Laity (¶629)? *Board of Lay Ministry*
(5) Native American Ministry (¶650)? *Ethnic Local Church-Concerns Committee*; *Commission on Religion and Race*
(6) Small Membership Church (¶642)? *Board of Congregation and Parish Development*

d) Answer Yes or No for each of the following conference or district organizations:
(1) Conference United Methodist Women (¶644)? *Yes*
(2) Conference United Methodist Men (¶645)? *Yes*
(3) Conference Council on Youth Ministry (¶646)? *Yes*
(4) Conference Council on Young Adult Ministry (¶647)? *No*
(5) District Boards of Church Location & Building (¶2518)? *Yes*
(6) Committees on District Superintendency (¶663)? *Yes*
(7) District Committees on Ordained Ministry (¶660)? *Yes*

e) What other councils, boards, commissions, or committees have been appointed or elected in the annual conference?
See the list of Boards and Agencies in Volume 2 of the 2004 Wisconsin Conference Journal.

5. Have the secretaries, treasurers, and statisticians kept their respective records according to the prescribed forms (¶606.8)? *Yes*

6. What is the report of the statistician? See report in the *2004 Journal*

7. What is the report of the treasurer? See report in the *2004 Journal*

8. What are the reports of the district superintendents as to the status of the work within their districts?
See report included in the Daily Proceedings in the *2004 Journal*

9. What is the schedule of minimum base compensation for pastors for the ensuing year (¶¶333, 623.3)?

Conference Members Serving Full Time:	**$29,724**
Local Pastors Serving Full Time:	$**26,162**
Student Pastors at least 27 hrs/wk	**$22,292**

10. What amount has been apportioned to the pastoral charges within the conference to be raised for the support of the district superintendents for the ensuing year (¶612.1a)?

District Superintendents Budget	$ 820,500

11. What amount has been apportioned to the pastoral charges within the conference to be raised for the support of the pension and benefit programs of the conference for the ensuing year (¶¶612.1d, 1507)?

Joint Board of Pensions, Insurance & Equitable Compensation Budget: $1,074,625

12. What are the apportionments to this conference for the ensuing year:

a)	For the World Service Fund?	$957,730
b)	For the Ministerial Education Fund?	$356,373
c)	For the Black College Fund?	$142,675
d)	For the Africa University Fund?	$32,769
e)	For the Episcopal Fund?	$248,002
f)	For the General Administration Fund?	$84,036
g)	For the Interdenominational Cooperation Fund?	$28,052

13. If the annual conference apportions to the local church a fund that combines two or more general apportioned funds with one another, or that combines one or more general apportioned funds with funds other than a general apportioned fund, list below for each combined fund: a) the name and amount of each general fund included in the apportionment; b) the percentage of the combined fund total that corresponds to each general fund apportionment (¶612.3d, 613.4)?

General Church Apportionments are apportioned to the local churches seperately from Annual Conference Funds.

14. Conference and district lay leaders (¶¶603.9, 655):

a) Conference Lay Leader: Dorthy Radley
Mailing Address: 627 Highview Drive
Slinger, WI 53086

b) Associate conference lay leaders:

c) District and associate district lay leaders:

Capital:	Cecelia Wilson Holder
Chippewa:	Don Peterson
Coulee:	
Heartland:	Darrell Zeitlow
Metro-North:	
Metro-South:	John Chadderdon
Nicolet:	
Winnebago:	John Burns

15. What local churches have been:

a) Organized (¶259)?

Green Bay: America Latina United Methodist Fellowship (Formerly Green Bay: Peace Hispanic Ministry) was chartered on March 1, 2004. The congregation is located at 919 Schwartz Street, Green Bay, WI 54302

b) Merged (¶¶2545, 2546)?

1) United Methodist with United Methodist

Fond du Lac: Salem and Lamartine merged on January 1, 2003 to form one congregation known as Fond du Lac: Salem. This information was not included in the 2003 Business of the Annual Conference.

2) Other Mergers

c) Discontinued or abandoned (¶¶228, 332.2, 2548)? (State which for each church listed.)

Christie United Methodist Church, Christie, Wisconsin (discontinued)
Readstown United Methodist Church, Readstown, Wisconsin (discontinued)

d) Relocated and to what address?

Shawano UMC (Nicolet District) has relocated to 1000 Engel Drive, Shawano, WI 54165.
Madison: Korean UMC (Capital District) has relocated to 6101 University Avenue, Madison 53705
Milwaukee: New Hope Hmong (Metro North District) has relocated to 8700 West Good Hope Rd., Milwaukee, WI 53224
Ladysmith UMC (Heartland District) has relocated to W8125 Shady Lane, Ladysmith, WI 65858

e) Changed name of church?

Wausau: Hmong American Mission is now known as Wausau: Hmong American Community

f) Transferred this year into this conference from other United Methodist conference(s) and with what membership (¶¶39, 260)? None

g) What other changes have taken place in the list of churches?

16. What changes have been made in district and charge lines?

Chippewa District:

Odanah has been separated from Ashland and Sanborn. Odanah is now a one-point charge. Ashland and Sanborn form a two-point charge.

Coulee District:

The Soldiers Grove, North Clayton, Readstown charge has been dissolved.
North Clayton is now a 1-Point Charge.
Soldiers Grove has been aligned with the Gays Mills, Seneca Charge to form a three point charge.

Heartland District:

Due to the discontinuance of the Christie UMC, the Crossroads United Ministries charge now includes: Greenwood: Grace, Neillsville and Granton.

Metro North District:

Sheboygan: Wesley is no longer aligned with New Covenant Parish (UCC).

Metro South District:

Genoa City: First and Pleasant Prairie have been separated.
Pleasant Prairie is a single-point charges.
Wilmot and Genoa City: First have been aligned as a two-point charge.

Nicolet District:

The Gillett: Tabor, Marion: First charge has been dissolved.
Gillett: Tabor has been aligned with Suring, Hickory to form a three-point charge. (Suring, Gillett: Tabor, Hickory)
Marion: First is now a one-point charge.
Kiel: Bethel has been moved into the Metro North District.

Winnebago District:

The Princeton: Emmanuel, Neshkoro: Zion charge has been dissolved.
Princeton: Emmanuel is now aligned with Montello: Trinity to form a two-point charge.
Neshkoro: Zion is now aligned with Berlin to form a two-point charge.

PART II - PERTAINING TO ORDAINED MINISTERS AND LOCAL PASTORS

CODE KEY: (v) = Majority Vote **(v2/3) =** 2/3 Majority Vote **(v3/4) =** 3/4 Majority Vote

17. Are all the clergy members of the conference blameless in their life and official administration (¶604.4,605.6)?

We acknowledge that none of us is blameless in our living and ministry. All of us have fallen short. In our best moments God's grace has enabled us to be faithful in our Christian living and ministry. At other times we have been found wanting, having wandered beyond the bonds of our covenant. Sometimes we have not honored one another's ministry. Some of us find it hard to let go of former congregations and parishioners and insist on returning to those places and people to perform pastoral functions. In so doing we undermine the ministry of our brother or sister who has been appointed there as pastor. Sometimes we have not sought the support of other clergy during days of personal darkness and thus needlessly walked alone. In that personal darkness and ministerial despair, sometimes, instead of seeking help, we have broken our covenant to God and each other through inappropriate behavior and destructive addiction. Sometimes we have not been encouraging, supporting or helpful to clergy brothers and sisters whom we know are going through difficult times. We have been, at times, self-serving in the midst of people who need servant leadership. All this and more has torn at our clergy connection and covenant.

We also acknowledge that we have been called by God whose steadfast love holds us and whose grace is sufficient in all things. It is this love that will yet bind us together to make us one in service to God's world and one in ministry as clergy of the Wisconsin Annual Conference. Blameless? No. Yet, trusting in God's grace we humbly offer ourselves to God's ministry in this world. We trust that as clergy of the Wisconsin Annual Conference of The United Methodist Church we might continue to examine ourselves, recognize our needs for repentance and then live in the hope that we might continue to be transformed by the grace of God. And so we do not lose heart.

18. Who constitute:

a) The Committee on Investigation (¶2703.2)? (v)

Members	Lay Members	Alternates
Sue Burwell	Debra Rash	Roger Clapp
Sue D'Alessio	Carolyn Brandeen	Ray Kotwicki
Rosalind Dryver-Scott		Jeff Virchow
Kent Ingram		Joyce Alford
Keith Schroerlucke		Leonard Larson (Lay)
Brian Kundinger		Linda Vance
Barry Yarbro		

b) The Administrative Review Committee (¶633)? (v)

Members	Alternates
Bruce Bartel	
Fran Deaner	Jon Bartlett
Lucretia Fehrmann	Jerry Cho

19. Who have received the certificate of candidacy for ordained ministry? (¶306, 307. - Report Only)

Jan Beutin 2001
Amelita Grace Cajiuat 2002
Rafael Cubilette 2004
Claudia Deede (2003)
Scott Hall (2002)
George Kafer 2004
Arveda Kirk 2003
Eric Nelson 2004
Becky Schmidt 2002
Ann Peterson 2001
Timothy Riemer 2003
Patrick Schultz 2004
Ron Smith 2003
Judith Kay Tench 2001
Mi-Sook Yoo 2004

20. Who have completed the studies for the license as a local pastor, are approved, but are not now appointed? (¶340)

Susan Brown 1999 (6)
Walter DeVoe 2001*
Jay Gitchel 1994 *
Andrea Smithback 1996 (7)
Henry Verfuerth 1998
Michael Weaver 1995* (20 ☺)

21. Who are approved and appointed as: (v)

a) Full-time local pastors (¶343.1), Year license was granted, (#) = progress in Course of Study as recorded at the Division of Ordained Ministry - 20 courses needed, asterisk = completion of five year course of study or the M.Div. ¶344.4. ☺ = Completed COS in 2003

Philip Airhart 1996 *
Nancy Allen (2001)*
Kristina Androsky* 2003
Michael Ascher 2001 (8)
Thomas Ball * 1989
Nelson Bonilla (transf in 2004)
Irving Case 1999 (16)
Marino Chacon 2003
William Dow 2001 (4)
Donald Drollinger 1991 *
Dale Eggert 2002
Margaret Erickson 2000 (4)
Paul Fisher 2002 (4)
Paul Foulke 1992 *
Cindy Glocke*
Dennis Govier 2000*
Cathy Hamblin 1997 *
Carrie Hamm 2003
Gregory Harrell 1998 (8)
Michael Herdt 2001 (4)
John Husband 1994 (13)
Manuel Jimenez (transf in 2004)
Eileen Kuehnl 1993 (19)
Steven Latham 2002
David Leistra 2002
Dixie Marklund 2002 *
Gabriel Marrero 2002
Rosa Maria Mayorga 1998*
James McKay 1999 *
Janice Meyer 1998 *
Steve Miller 2000 (10)
Gail Mitchell 1996 (20* ☺)
Tania Montero 2002 (7)
Lesley Munnik 2000 (7)
Patricia Nolet 2001 (8)
Kathleen Nuzzo 2001*
John Oliver 2001 (4)
Donald Olm 2000 (12)
Larry Olson 1997 (12)
Andrew J. Oren 2002
Julie Reinke 1999*
Eric Schlieter 1999 *
Linda Shearer 1990 *
Patricia Soddy 2002 (2)
Sharon Stowe 2002 *
Gary Swanson 1995 *

Mara Theno 2000 (7)
Laverne Ulrichsen 1994*
David Vang 2001(6)
Edwin Vargas 2001
Steve Ward 1991*
Paul Webster 2003
Brenda Whitford *
Naolue Yang 1993*

b) Part-time local pastors (¶343.2) Year license was granted, (#) = progress in Course of Study - 20 courses needed, asterisk = completion of five year course of study. or the M.Div. ¶344.4

Nancy Anderson (2002)
Gail Brown 2001
Maribel Celiz (2000)
Ana Luisa Mayorga de Chacon
Mike M. Christensen 2000 (4)
Mary Ann Floerke 1999 (6)
Anita Genrich 2000 (6)
Paul Gregersen 2001
John Hazen 1997 *
John Huenink 2001 (3)
Wayne Hull 2000 (4)
Ebenezer Insor 2000
Pam Knolinski (2004)
Lewis Lebakken, Jr. 1999 (4)
Kenneth Lyerly 1999 (14)
Gregg S. Meser 2000 (15)
Barbara S. Miller (HL, 1999)
Evelyn Mingle 2002
Gloria Miranda 2002 *
Cheryl Miskimen 1999 (6)
Robert Odum 2003
Mark Peacock 1992 *
Howard Robertson 1998 (10)
Harriett Rowland 2000
Sharon Smith 1996 (12)
Jane Sommers 2003
Marvin Spence 1995 (14)
Lawrence Turner 1998 (10)
Liz Fabiola Villagarcia 2003
Loretta Waegli 2001 (4)
Neil Wilson 1989*
Cherhoua P. Yang 1999 (18)

c) Student local pastors (¶343.3), and in what schools are they enrolled?

William Beaton	1999	Garrett-Evangelical Theological Seminary
William Busch	1999	University of Dubuque Theological Seminary
Diane Clark	2000	University of Dubuque Theological Seminary
Mark Gilbert	2002	University of Dubuque Theological Seminary
Craig Nehring	2002	Luther Theological Seminary, Minneapolis
Deborah Pimm	2003	University of Dubuque Theological Seminary
Kyochul Shin	2004	Garrett-Evangelical Theological Seminary
Wendy Stewart Slaback	2002	University of Dubuque Theological Seminary
Loretta Waughtal	2003	
Matthew Yates	2001	University of Dubuque Theological Seminary

d) Students of other denominations serving as local pastors and enrolled in a school of theology listed by the University Senate (¶343.4)? NONE

e) Persons serving as local pastors while seeking readmission to conference membership. (¶361.4, 362, 364.3)
Michael D. Gray-Ehnert

22. Who have been discontinued as local pastors (¶346.1) NONE

23. Who have been reinstated as local pastors (¶346.4) NONE

24. What ordained ministers from other Annual Conferences or Methodist denominations are approved for appointment in the Annual Conference while retaining their conference or denominational membership (¶322.8, 337.1)?
Report Only.

James A. Altman	Florida	1
Paola Benecchi	Waldensian Methodist Church	7
Mary Beth Byrne (OD)	North Indiana Conf (UMC)	4
Hyunchul (Henry) Cho (PE)	West Ohio	1
Young Jongshik Choe	Northern Illinois	1
Donald Greer	Nebraska	1
John Hobbins	Waldensian Methodist Church	8
R. Grace Imathiu	Methodist Church of Kenya	2
Domnik Israel	Methodist Church of India	2
Ki Sung Kim	Nordic and Baltic Conf. (UMC)	2
Young-Ho Kim	Korean Methodist Church	3
Thomas M. Miller	Methodist Episcopal Church in the South	3
Jane E. Voigts	California-Pacific Conf (UMC)	2
Jakes Voker	Liberia Conf (UMC)	3

25. What clergy in good standing in other Christian denominations have been approved to serve appointments or ecumenical ministries within the bounds of the Annual Conference while retaining their denominational affiliation (¶322.8, 337.2)? (v)

Kennedy Annor	Presbyterian
Bonnie M. Bell	American Baptist
James Bittner	Conservative Congregational Church
Martha Coons	Presbyterian USA
Tom Elliott	Church of Christ
Nhia Wan Her	Southern Baptist
JungJa Haynes Lee	United Church of Christ
Ruth Lyons	Congregational Church
Jerald D. McCarty	Wesleyan
Betsy Miller-Rubin	United Church of Christ
Donald Norman	Southern Baptist
Karen Gygax Rodriguez	American Baptist
George Shick	Southern Baptist

26. Who are the affiliate members:
a) With vote (¶559.4) (v) **?** NONE
b) Without vote (¶325.4, 335.4) (v2/3)
David Joyce (Western North Carolina)

27. Who are elected as Associate members (¶420 [1992])? (v) NONE

28. Who are elected and commissioned as Probationary members (under ¶¶315, 316)? (v)

a) Licensed for the ministry of the Deacon in preparation for ordination? (PD) (Indicate the area of specialized ministry.) NONE

b) Licensed for pastoral ministry in preparation for ordination? (PE)
Margaret Lybeck-Smoak
Cherie Meyer
Jean Schmidt
Markus Wegenast

29. Who are elected as Probationary Members under the 1992 Discipline?

a) Under the provisions of ¶415 (1992)? (v) NONE

b) Under the provisions of ¶416.1 (1992)? (v3/4) NONE

c) Under the provisions of ¶¶416.2, 421 (1992)? (v3/4)

Kathleen Jury

30. Who are continued as commissioned Probationary Members and in what year were they admitted to Probationary Membership (¶317) Report Only.

a) In preparation for ordination as a Deacon? (¶317.1)

Barbara Ristow 2001

b) In preparation for ordination as an Elder? (¶317.2)

Sonia Alvarado 2002
Keith Aurand 2003
Rachel Meredith Fisher 2002
Rebecca Henry 2003
Debra S. Ivanoff-Hastings 2003
Kathryn Croskery Jones 2002
Karen Klatt 2002
Hyu-Jae Lee 2003
Kyung-Sook Lee 2003
Robert McClintock 2002
Stan Pegram 2002
Susan L. Safford-Gaul 2002
Greg Schrimpf 2002
Dianne Vielhuber 2002
Wendell Williams 2002

31. Who are continued as Probationary Members under the 1992 Discipline, what progress have they made in their ministerial studies, and in what year were they admitted to Probationary Membership? (¶365.1; ¶¶417,424 [1992])

a) As students in approved schools of theology (¶417(1) [1992])? NONE

b) In the advanced ministerial Course of Study (¶417(2) [1992])? NONE

c) Following completion of their educational requirements (¶424.1[1992])?
Indicate for each person the year admitted to Probationary Membership. Report Only

Lucinda Alwa	1998
Wendy Bair Christianson	1998

32. Who have been received from other Christian denominations (¶338.3):

a) As Probationary Members (¶338.3a,b)? (v)
Gary W. Cole and Bradley K. Van Fossen were received from the Evangelical Covenant Church as Probationary Members and Elders in 2003, and are continued as Probationary Members under 338.3(b). (No vote is required this year.)

b) As Local Pastors (¶338.3a)? (v) NONE

33. Who are elected as members in full connection? (v)

a) Deacons

b) Elders

C. Sue Bryce
Nancy Carmichael
Mary Anne Conklin
Jason Mahnke
Tim O'Brien
Jill Quilling
Amanda M.D. Stein

34. Who are elected for Ordination as Deacons in Full Connection?

a) Under the transitional provisions for diaconal ministers (¶366.3)? (V2/3) NONE

b) After Probationary Membership (¶321)? (V2/3) NONE

c) Transfer from elder in full connection (Under the provisions of the 1996 or 2000 Discipline.) NONE

35. Who are elected for ordination as Elders?

a) Under the transitional provisions for Associate members (366.2)? (v2/3)

b) After Probationary Membership under the 1996 Discipline (326)? (v2/3)

C. Sue Bryce
Nancy Carmichael
Mary Anne Conklin
Jason Mahnke
Tim O'Brien
Jill Quilling

c) Transfer from deacon in full connection? NONE

36. Who have been elected and ordained deacons under the 1992 Discipline (¶366.1; ¶434 [1992]): (v)

a) As Associate Members (¶434.1[1992])? NONE

b) As Probationary Members (¶434.2 [1992])? NONE

37. Who have been elected and ordained elders under the 1992 Discipline (¶366.1 ¶435 [1992]) (v)

a) As Theological Graduates (¶435.1[1992])?
Amanda M.D. Stein

b) As Probationary Members previously Associate Members (¶435.2)? NONE

38. What Probationary Members, previously discontinued, are readmitted (¶360)? (v) NONE

39. Who are readmitted (¶¶361-363 [v], **¶364** [v2/3]**)**

a) As Associate Members? NONE

b) As Members in Full Connection? NONE

40. Who are returned to the effective relationship after voluntary retirement (¶356.7): (v)

a) As Associate Members? NONE

b) As Probationary Members? NONE

c) **As Members in Full Connection?** NONE

41. Who have been received by transfer from other Annual Conferences of The United Methodist Church (¶¶338.1, 416.5, 632.2m)? Report Only.

Name	Conference	Date
Julio Alvarado	Desert Southwest	3/1/2004
Sonia Alvarado (PE)	Desert Southwest	3/1/2004
Manuel Jimenez (FL)	Desert Southwest	7/1/2004
Nelson Bonilla (FL)	New York	7/1/2004

42. Who are transferred in from other Methodist denominations (¶338.2)?

Hyun-Suk Kim	Korean Methodist Church (East)	7/1/2004

43. What Clergy, coming from other Christian denominations, have had their orders recognized (¶339): (v) NONE

a) As deacons?

b) As elders?

44. Who have been ordained as a courtesy to other conferences, after election by the other conference?

a) Deacons under 1996 Discipline? NONE

b) Deacons under 1992 Discipline? NONE

c) Elders under 1996 Discipline? NONE

d) Elders under 1992 Discipline? NONE

45. Who have been transferred out to other Annual Conferences of The United Methodist Church (¶416.5)?

Name	Conference	Date
Linda Gesling	Minnesota	7/1/2004
Cynthia Kristopeit	Desert Southwest	7/1/2004
Ann Rathert	Missouri	7/1/2004

46. Who are discontinued as Probationary Members (¶318.6)? (v)

Hosea Kangford Yang (1/1/2004)

47. Who are on location?

a) Who have been granted honorable location (¶357.1)? (If Associate Member, so indicate. Give date when this action became effective. Record Charge Conference where membership is held):

1) This year? (V) NONE

2) Previously? Report Only.

Name	Year	Charge Conference
Bruce O. Babcock	1992	Sun Prairie
Edward (Ted) Farrar	1987	Mill Creek Parish UMC - Derwood MD
Stephen Getsinger	1976	Baraboo: First
*Sam Gratz	1981	Madison: First
Michael D. Gray-Ehnert	1991	Arlington, North Windsor
Terry Hettenbach	2001	Racine: First
Kevin Johnson	1993	Chicago: Broadway UMC
Dale A. Kelm	1990	Ripon: Immanuel
Scott Lone	2002	Milwaukee: Central
Barbara S. Miller	1994	LaFarge
*Keith A. Muhleman	2001	Vails Gate UMC, Vails Gate, NY
Warren Russell	1987	Epworth UMC, Oklahoma City
Harvey Stower	1989	Madison: Bethany
*Larry M. Winebrenner	1968	First UMC, Miami, FL
Raymond J. Wreford	2001	Milwaukee: Bay View

*This person has not complied with reporting requirements listed in ¶357.2.

b) Who has been placed on administrative location (¶359.3c)? (If Associate Member, so indicate. Give date when this action became effective. Record Charge Conference where membership is held):

1) This year? (V) NONE

2) Previously? NONE

48. Who have been granted the status of honorable location - retired (¶356.3)

a) This year? (v)

Name	Retirement Year	Charge Conference
Bruce Berg	2004	Whitefish Bay

b) Previously? Report Only.

Name	Retirement Year	Charge Conference
Bartlett Beavin	1998	Naperville, IL: Wesley UMC
Robert Edwards	1994	Community Church Peace, AZ
J. Colby Martin	1996	Naperville, IL: Wesley UMC
LeRoy W. Mielke	1994	First UMC, Dallas, TX

Robert Quinlan	1995	West Heights UMC, Wichita, KS
James Scott	1998	Waupaca UMC
Dale E. Shotts	2000	St. Lukes UMC, Kansas City, MO
James Talmadge	1999	Sturgeon Bay
Royce Wade	1997	UMC - Poynette, WI
Bruce Willett	1995	Eau Claire, WI

49. Who have had their status as honorably located and their orders terminated (¶357.2)? NONE

50. Who have had their conference membership terminated?

a) By withdrawal to unite with another denomination (¶358.1, .4)? NONE

b) **By withdrawal from the ordained ministerial office (¶358.2,.4)?** (v)
Michael Ida (7/1/2003)
Lynn Church (9/8/2003)

c) By withdrawal under complaints or charges (¶¶358.3,.4; 2719.2)? (v) NONE

d) By termination of orders under recommendation of the Board of Ordained Ministry (¶352.5)?(v) NONE

e) By trial (¶2713)? NONE

51. Who have been suspended under the provisions of ¶359.1c or ¶2711.3b?NONE

52. Deceased:

a) What Associate Members have died during the year?
Effective: NONE
Retired:

Name	Date of Birth	Date of Death

b) What Probationary Members have died during the year?
Effective: NONE
Retired: NONE

c) What Members in Full Connection have died during the year?

Effective:

Name	Date of Birth	Date of Death
S. Stephen Foster	11/13/1941	1/7/2004

Retired:

Name	Date of Birth	Date of Death
Richard Davis	2/6/1922	6/18/2003
Eldon Riggs	11/24/1922	7/24/2003
Lowell L. Reykdal	6/5/1912	8/11/2003
Bernard Bartel	4/23/1914	11/7/2003

d) What local pastors have died during the year?
Active: NONE
Retired:

Edith-Mary Ash	4/20/1919	4/25/2004

53. What probationary or ordained members have received appointments in other Annual Conferences of The United Methodist Church while retaining their membership in this Annual Conference (¶¶322.8, 337.1)?

Name	Conference	Membership
Rachel Meredith Fisher	New England	PE
Do Bum Huh	South Carolina	FE
Judie Marie Jacobson	Yellowstone	FE
Emilio Müller	Pacific Northwest	FE
John Ruiz	East Ohio	FE
Tusker Yang	Minnesota	FE

54. Who are the probationary or ordained members on leave of absence and for what number of years consecutively has each held this relation (¶352)?

a) Voluntary (v)

Name	Number of Years	Charge Conference
Lucinda Alwa (PM)	3	Lake Geneva
I-Mei Chen	3	Monona
Joan Deming (6/16/2004)	1	Madison: First
Clifford George	2	
Carol McDonald	4	Monona
Byron Sharer Robertson	5	Mount Horeb
Markus Wegenast (PE)	1	Johnson Creek

Voluntary (v2/3 after 5 years)

Kevin Field	11	Eau Claire: Hope
Jeff Jorgenson	10	Ashland
Suzanne Landis	7	Kenosha 1st

b) Involuntary? (2/3) NONE

c) Who have been placed on leave of absence since the last session of the Annual Conference? (ad interim)?:

[1] **Voluntary (v)**

Name	Effective Date	Charge Conference
Mary Hedgcock (FD)	1/1/2004	Waukesha: First
Clifford George	1/1/2004	

[2] **Involuntary**? NONE

d) Who on leave of absence have had their leaves terminated since the last session of the Annual Conference (ad interim) ?

Name	Effective Date
Emilio Müller	8/15/2003
Mary Hedgcock	2/22/2004

55. Who have been granted family leave, and for what number of years consecutively has each held this relation (¶353)? (v, after 5 years v2/3)

a) At this session of the Annual Conference

Name	Number of years	Effective Date
Suni Caylor	5	11-01-1999
Gena Garton	2	07-01-2003
Marilyn Hair	12	07-01-1993
Gregory S. Jewison	1	07-01-2004
Rebecca Aist McFee	3	07-01-2002
Marc Nagel	6	07-01-1999
David Seaton	4	07-01-2001

b) Since the last session of the Annual Conference (ad interim)? NONE

c) Who have had their family leave terminated since the last session of the Annual Conference (ad interim)?

Hosea Kangford Yang (1/1/2004)
Barbara Certa-Werner (4/1/2004)

56. Who are granted sabbatical leave (¶350)? (v)

Paul Nulton (FE)

57. What actions have been taken concerning disabled probationary or ordained ministers and full-time local pastors (¶355)

a) **Who were granted incapacity leave since the last Annual Conference session (¶355.2)?** (v)

Christal Bindrich (9/1/2003)

b) Who have had their incapacity leave terminated since the last conference session (¶355.3)? NONE

c) Who are granted incapacity leave at this session (¶355.1)? (v)

Jodi Arpke
Christal Bindrich
Charles Cederholm
Kai McClinton
Thomas Morgan
Donald Nickolson
Lynette Peterson
Hazel Winterburn
Her Yang

58. What Members in Full Connection have been retired (¶356)
(Under ¶356.1, no vote required; under ¶356.2, v; under ¶356.3 v 2/3)
Deacons:

a) This year?
Mary Hedgcock (2/22/2004)

b) Previously? NONE

Elders:

a) This year? (v)

Name
Arthur M. Arveson
Roger Becker
Bernadette Bruner
Thomas Callahan
Paul L. Francis
Lois Grebe
Henry H. Hall
Edward Johnson
Earl Kammerud
John Machek
June Nettles
T. Thomas Nustad
Linda N. Pliska
Marilynn Mundy Rushton
P. Kay Welsch
Thomas E. White

b) Previously?
(See list attached at the end of this report)

59. What Associate Members have been retired (¶356):
(Under ¶356.1, no vote; under ¶356.2, v; under ¶356.3 v 2/3)

a) This year? NONE

b) Previously?

Joseph M. Burke (18)
Evan G. Butterbrodt (3)
Calvin W. Carey (10)
Thomas Chinn (18)
Vincent Sammartino (11)
Glenn E. Skatrud (8)

60. What Probationary Members have been retired (¶356):
(Under ¶356.1, no vote; under ¶356.2, v; under ¶356.3 v 2/3)

a) This year?

Lois Reed Takata (356.1)

b) Previously? NONE

61. Who have been recognized as retired local pastors (¶346.5)

a) This year?

Jenny Schroeder (1/1/2004)
Alice Richards

b) Previously?

Harriet Alicea
Charlotte Bertram
Goldie Bundy
Jean Dee
Keith Eytcheson, Sr.
Lois Kitto
Marlene D. Lake
Robert Maeglin
John S. Miskimen
Nou Yi Yang

62. Changes in clergy membership: What is the number of ordained ministers:

a) Elected as Associate Members? None
b) Elected as Probationary Members? 5
c) Elected as Deacons in Full Connection? None
d) Elected as Elders in Full Connection? 7
e) Readmitted? None
f) Retired made effective? None
g) Transferred in? 5
h) Transferred out? 3
i) Discontinued as Probationary Members? 1
j) Honorably located this year?
k) Withdrawn? 2
l) Administratively located? None
m) Termination of Orders
n) Terminated by Trial? None
o) Deceased? 6 (5 Elders, 1 Local Pastor)

63. What is the number of:

a) Pastoral charges? 366
b) Local churches? 497

64. What is the number of Clergy members of the Annual Conference

a) By appointment category and conference relationship?

Categories	Deacons in Full Connection	Elders in Full Connection	Probationary Members	Associate Members & Affiliate Members	Full time Local Pastors	Part time Local Pastors
Pastors and Deacons whose primary appointment is to a Local Church (¶¶322.1c,330)	5	225	20	1	54	32
Deacons (in full connection and probationary) serving Beyond the Local Church (¶322.1a, b) (86)		xxxxx xxxxx xxxxx xxxxx		xxxxx xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx xxxxx
Appointments to Extension Ministries (¶335.1a, c) (87a)	xxxxx xxxxx xxxxx	19			xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx
Appointments to Extension Ministries (¶335.1b, c) (87b)	xxxxx xxxxx xxxxx	14	1		xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx
Appointments to Extension Ministries (¶335.1d) (87c)	xxxxx xxxxx xxxxx	18			xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx
Appointments to Attend School (88)		4			xxxxx xxxxx	xxxxx xxxxx
Appointed to Other Annual Conferences (53)		5	1		xxxxx xxxxx	xxxxx xxxxx
On Leave of Absence or Suspended (51, 54a, 54b)		8	2		xxxxx xxxxx	xxxxx xxxxx
On Family Leave (55a)		7			xxxxx xxxxx	xxxxx xxxxx
On Sabbatical Leave (56)		1			xxxxx xxxxx	xxxxx xxxxx
On Incapacity Leave (57c)		8			xxxxx xxxxx	xxxxx xxxxx
Retired (58, 59, 60)	1	252	1	6	xxxxx xxxxx	xxxxx xxxxx
Total Number, Clergy Members	6	561	25	7	54	32
Grand Total, All Conference Clergy Members	685					

b) By gender and racial/ethnic identification?

Categories	Deacons in Full Connection	Elders in Full Connection	Probationary Members	Associate Members & Affiliate Members with Vote	Full–time Local Pastors	Part–time Local Pastors
Female	5	132	15		21	16
Male	1	429	10	7	33	16
Total Number, Clergy Members*	6	561	25	7	54	32
Grand Total, All Conference Clergy Members*	685					
Asian		21	2		2	1
African American/ Black		11				2
Hispanic		6	1		7	4
Native American						
Pacific Islander						
White	6	523	22	7	45	25
Total Number, Clergy Members*	6	561	25	7	54	32
Grand Total, All Conference Clergy Members*	685					

PART III CERTIFICATION IN SPECIALIZED MINISTRY

(¶632.2T, *The Book of Discipline, 2000*)

65. Who are the candidates in process for certification in specialized ministry?

Amihan R. Valdez Barker (Youth Ministry)
Clare Gernert (Christian Education)
Glenn T. Lepien (Youth Ministry)
Rosa Maria Mayorga (Evangelism)
Judith Kay Montgomery (Music)
E. Kristine Pepper (Youth Ministry/Christian Education)
Ann E. Peterson (Spiritual Formation)
Jean B. Schmidt (Spiritual Formation)
Pamela J. Smith (Music)
P. Kay Welsch (Spiritual Formation)
Julie Wilson (Christian Education/Youth Ministry)
Connie R. Ziegler (Christian Education)

66. Who is certified in specialized ministry? (List the areas of specialized ministry. Indicate by an asterisk those certified this year)

Thomas D. Brown (Music)
Bernadette Bruner (Christian Education)
Shirley F. Clement (Christian Education)
Nancy M. Deaner (Christian Education)
Lucretia Fehrmann (Christian Education)
Tina Lang (Music)
Susan E. Mendenhall (Christian Education)
Deborah A. Pimm (Christian Education)
Ronald D. Retherford (Christian Education)
Barbara Ristow (Evangelism)
*Thad Rutter (Spiritual Formation)
Martha Stoneburner (Christian Education)
Richard Whitaker (Christian Education)
Amber Wolover (Christian Education)

67. Who are transferred in as a certified person in specialized ministry? NONE

68. Who are transferred out as a certified person in specialized ministry? NONE

69. Who have been removed as a certified person in specialized ministry?NONE

PART IV - PERTAINING TO DIACONAL MINISTERS

[Paragraph numbers in questions 70-81 refer to The 1992 Book of Discipline]

70. Who constitutes the Committee on Investigation (¶2626.4)? (v)
If it becomes necessary for this Committee to act, ¶2626.4b will be followed.

71. Who are the candidates for diaconal ministry (¶304-305)? NONE

72. Who are consecrated this year as diaconal ministers (¶307)? (v) NONE

73. Who are reinstated as diaconal ministers (¶313.3c)? (v) NONE

74. Who are transferred in as diaconal ministers (¶312)? (v) NONE

75. Who are transferred out as diaconal ministers (¶312)? Report Only

76. Who have had their conference relationship as diaconal ministers terminated by Annual Conference Action (¶313.3)? (Under ¶313.2a, no vote; under ¶313.2b, v2/3) NONE

77. What diaconal ministers have died during the year?
a) Effective? NONE
b) Retired? NONE

78. What diaconal ministers have been granted leaves of absence under ¶313.1a,c,d? (v)
- **a) Since the last session of the Annual Conference?** NONE
- **b) At this session of the Annual Conference?** NONE

79. What diaconal ministers have been granted an extended leave (¶313.1e):
- **a) Since the last session of the Annual Conference?** NONE
- **b) At this session of the Annual Conference?** NONE

80. Who have returned to active status:
- **a) From disability, study/sabbatical, or personal leave of absence (¶313.1a,c,d)?** NONE
- **b) From extended leave (¶313.1e)** (v) NONE

81. Who have taken the retired relationship to the Annual Conference as diaconal ministers (¶313.2):(Under 313.2b V2/3**)**
- **a) This year?** NONE
- **b) Previously:** Report Only
  Theonia Amenda
  Shirley Clement
  Iris Harvey
  Donna Webb

PART V - CONCLUDING BUSINESS

82. What Associate Members, Elders, and Probationary Members (1992) are approved for appointment to less than full-time service, what is the total number of years for which such approval has been granted to each, and for what fraction of full-time service [in one-quarter increments] is approval granted (for purposes of equitable compensation claim and pension credit.) (¶¶322.7, 329.2, 333.2, 1506.4b) (v2/3)

Name	Years	Time
Jodi Arpke	1	1/2
James Cotter	5	1/2
Carl Doersch	1	3/4
Deborah Gorman	1	1/2
Jane Anderson Haass	8	1/2
Alan Hagstrom	6	3/4
Karin Kaye	5	1/2
Thomas E. Long	4	1/2
Gerald L. Mann	2	1/2
Kevin Rice Myers	7	1/2
Marjorie Rice Myers	13	3/4
Diane Rew-Gottfried	2	3/4
John Ruiz	2	3/4
Lynn Lemke Schreck	18	3/4
John Strassburger	5	3/4
Cynthia M. Thompson	9	1/2
Melvin Vance	2	1/2
Michael J. N. Weigand	4	1/2
Tsuker Yang	2	3/4

83. Who have been appointed as Interim Pastors under the provisions of ¶329.3 since the last session of the Annual Conference, and for what period of time?

Wesley White to Milton (7/1/2004 to 6/30/2007)
Dianne Rew-Gottfried to Horicon (3/4 time) (7/1/2003 to 6/30/2005)

84. What changes have been made in appointments since the last Annual Conference session? See List Attached at end of The Business of the Annual Conference in Volume 1 of the 2004 Wisconsin Conference Journal.

85. Who are appointed to ministry to the local church and where are they appointed for the ensuing year? (Attach a list. Include: Elders, Deacons, Associates, Local Pastors and Probationary Members.)

See the Appointment List in Volume II of the 2004 Wisconsin Conference Journal.

86. What Deacons in Full Connection are appointed beyond the local church for the ensuing year (¶322.1a, b)? NONE

87. Who are appointed to extension ministries for the ensuring year?

a) Within the connectional structures of United Methodism (¶335.1a,c)
No vote required
See the Appointment list in Volume II of the 2004 Wisconsin Conference Journal.

b) To ministries endorsed by the Board of Higher Education and Ministry (¶335.1b,c) No vote required
See the Appointment list in Volume II of the 2004 Wisconsin Conference Journal.

c) To other valid ministries under the provisions of ¶335.1d? (v2/3)

Blean-Kachigan, Janis - Co-Director, Beyond the Walls Ministry, Kenosha, WI (2004)

Christopher, Judith - Co-Director**,** Beyond the Walls Ministry, Kenosha, WI (2001) (Kenosha: Immanuel UMC)

Council-Austin, Mary -- Special Assistant to the President for Diversity, Marian College, Fond du Lac, WI. (2000) (N. Fond du Lac: Community UMC)

Francis, Don R. -- Associate Professor of Sociology, Lakeland College; Sheboygan WI (1993) (Whitefish Bay UMC)

Jun, Hyun-Shik -- Professor, Yonsei University, University College; Seoul, Korea (2002) (Beaver Dam: Trinity)

Klatt, Karen -- Pastoral Care Staff, Dousman House; Hebron, WI (2004) (Hebron UMC)

Kwong, Colleen R. -- Chaplain, Vitas Innovative Hospice, Wauwatosa, WI (2004) (Whitewater: First UMC)

Mann, Gerald L. -- Chaplain, Lakeside Nursing and Rehabilitation, Chippewa Falls WI (1987) (Chippewa Falls: Zion UMC)

Oppeneer, Martha Jackson -- Pastoral Psychotherapist, Falls Counseling, Ltd., Menomonee Falls, WI (2000) (Racine: Christ UMC)

Packard, George R. -- Coordinator for Faith and Justice Based Programs, Ecumenical Institute/Institute of Cultural Affairs; Chicago IL (1975) (Poynette: Inch UMC)

Prust, Richard C. -- Professor of Philosophy, St. Andrews Presbyterian College; Laurinburg NC (1972) (Wauwatosa: Bethany-Calvary UMC)

Rinehart, Joyce M. -- Pastoral Psychotherapist, Psychological & Counseling Services, Inc. Mount Pleasant, WI (1994) (Kenosha: Immanuel)

Robbins, Penny -- Consultant/Adjunct Professor, Adler School of Professional Psychology, Chicago, IL (2002)

Scherf, Theresa -- Executive Director, The ARK Retreat Center; Berea KY (1997) (Milwaukee: El Buen Pastor UMC)

Schultz, Donald F. -- Senior Program Director, The James Company; Madison WI (1998) (Madison: First UMC)

Steele, Richard -- Professor of Moral and Historical Theology, Seattle Pacific University; Seattle, WA (2000) (Brookfield: Trinity-Pilgrim UMC)

Sundby, Mark -- Executive Director, North Central Ministry Development Center; New Brighton, Minnesota (2001) (Eau Claire: Lake Street UMC, Affiliate Member: Hennepen Avenue UMC, Minneapolis)

Yackovich, Amy Jameson, -- Chaplain, Mendota Mental Health Institute, Madison, WI (2004) (Arlington UMC)

Zimmick, Harold H., Jr. -- Director of Nehemiah Leadership Institute and Lay Ministry Training, Tentmakers, New Hope, Minnesota; (2000) (Racine: Evangelical UMC)

88. Who are appointed to attend school (416.6)? Report Only
Associate Members? NONE
Probationary Members? NONE
Members in Full Connection:

Rychie Breidenstein (2)
Alan Mei-Chong Fung, (2)
Judith J. Jacobson (8)
Rob Kornowski (3)

89. Where are the diaconal ministers appointed for the ensuing year (¶310 [1992 Discipline])?

Brown, Thomas: West Allis: First
Whitaker, Richard: Milwaukee: Whitefish Bay UMC

90. What other personal notations should be made?

Hyunchul (Henry) Cho was commissioned as a Probationary Elder this year at the Wisconsin Annual Conference as a courtesy to the West Ohio Annual Conference.

Rafael Cubilette was incorrectly listed as a certified candidate for ministry in the 2003 Business of the Annual Conference. He became a certified candidate for ministry on 4/21/2004.

Juanita Ferguson, a clergy member of the Detroit Conference, was incorrectly listed in Question 24 of the 2003 Business of the Annual Conference. She was appointed by Bishop Lee of the Detroit Conference to attend school during the 2003-2004 Conference Year, and was/is supplying a Wisconsin United Methodist Congregation.

Jeffry Bross, a certified candidate for ministry, has transferred his candidacy to the Northern Illinois Conference.

Daniel J. Fahs, a certified candidate for ministry, has transferred his candidacy to the Aurora District of the Northern Illinois Conference.

Norma Diaz has been discontinued as a Certified Candidates for Ministry.

Jessica Taft, a Certified Candidate for Ministry, has transferred her membership to the United Church of Christ.

Blaine Rader, husband of Bishop Rader and a Clergy Member of the West Michigan Conference who has been serving at Madison: Bethany UMC under ¶337.1, retired this year.

Donald Heeringa, a pastor of the Presbyterian Church (PCUSA) who has been serving at Egg Harbor: Calvary and Gibralter: Zion under ¶337.2, retired this year.

Her Yang transferred to the Wisconsin Annual Conference from the Minnesota Annual Conference on July 1, 1997. This transfer was inadvertently omitted from the 1997 Business of the Annual Conference, and has not been recorded since then.

Markus Wegenast was elected as a Probationary Member based upon the recommendation of the South Germany Annual Conference Board of Ordained Ministry. He will be coming to this country from Germany when his visa is approved. Until that time, he has been placed upon Leave of Absence.

Name Changes:

Debra S. Hastings to Debra S. A. Ivanoff-Hastings
Amy B. Jameson to Amy Jameson Yackovich
Janis Carole Best to Janis Carole Callahan
Hyuk Soon Kwon to Samuel Hyuksoon Kwon
Judith K. Montgomery (Certified Candidate) to Judith K. Tench
Marlene D. Lake-Genry (Retired Local Pastor) to Marlene D. Lake
Velma Smith to Velma Gallaher Smith

91. Where and when shall the next Conference Session be held (¶603.3)?
June 12-15, 2005, at the Madison Marriott West Hotel and Conference Center, located in Middleton, Wisconsin.

58. What Members in Full Connection have been retired (¶356)
b. Previously?

Robert H. Adams	15	Milton H. Ford	6
Joyce L. Alford	8	Lloyd P. Foster	20
David R. Anderson	2	Paul D. Foster	17
George S. Anderson	13	Douglas G. Fraley	8
Bryce G. Armstrong	15	Donald L. Frank	3
Arland C. Averill	7	Ruwal H. Freese	7
Phyllis H. Averill	7	Thomas O. Garnhart	3
James R. Barnes	4	Harold Garrett	17
Lowell C. Bartel	3	Frank R. Gaylord	4
Nathan Bartel	25	Sandra Foley Gaylord	4
Charles F. Bauer-King	5	Kenneth E. Gelhaus	5
Nancy L. Bauer-King	2	Paul J. Gibson	15
Arthur H. Blaisdell	19	Samuel C. Godfrey	14
Franklin J. Block	3	Robert L. Gossett	2
Carl Bloedow	32	Patrick N. Green	12
Wilmer T. Bloy	14	Hubert E. Groves	24
Kenneth E. Boettcher	2	R. James Hagen	15
Richard L. Bonney	9	Glenn R. Hansen	20
Robert D. Bowers	6	Verlyn C. Harr	11
David H. Brice	4	James L. Harrington	5
Alvin L. Briggs	14	David V. Harsh	4
Billy F. Bross	3	Lincoln J. Hartford	8
John E. Brouwer	8	Richard A. Hartlerode	2
Lawrence A. Brown	19	Elmer Harvey	29
Mallothi Brown	4	Stanley C.F. Hayes	19
George Wesley Buchanan	17	David W. Heckenlively	2
C. Phillip Burt	6	Ray D. Heilborn	12
Dwight Busacca	15	A. Ronald Helgerson	3
William E. Carlson	8	Lance A. Herrick	3
James T. Carrico	24	Frank R. Hinebaugh	21
Gloria J. Cavil	5	Richard Hinkelman	18
Clarence H. Cheever	4	David Sights Hinshaw	17
C. James Christensen	16	Ned L. Hintzman	3
Myron E. Christensen	9	Merlin J. Hoeft	17
Charles Logsdon Christopher	15	Virgil L. Holmes	13
Dale R. Christopher	14	Keith W. Irwin	22
J. Wesley Corbin	8	Thomas R. Jarrell	15
Solomon G. Cramer	27	Fay W. Johnson	24
Clyde S. Cross	7	Richard H. Jones	2
Eldon C. Daniel	18	I. Dean Jordan	17
Frank A. Dauner	20	cornelius A. kanhai	5
J. Roy Deming	16	David M. Kellin	9
Donald K. Dinsmore	4	Edward M. Ketcham	17
Paul H. Doering	22	Mary L. Kirkpatrick	3
Lewis M. Douglass	23	Louis Klotzbach	19
Henry R. Dreistadt	11	Lucille A. Kness	6
Frank F. Drollinger	16	Ralph L. Koelemay	28
William L. Dushek	2	Glenn O. Kohlhepp	9
Jerry O. Eckert	10	Lynn K. Kollath	6
John W. Eldred	8	Cletus D. Kramer	11
Kenneth Engelman	17	Gerald A. Krause	13
Wesley C. Falk	3	David H. Kruse	5
Anthony J. Farina	9	John A. Kruse	11
James A. Feay	12	Franklin R. Kuhlman	5
Milton C. Feldt	31	Robert W. Kuhn	11
Donald D. Fenner	13	Charles Lance	11
Rolland L. Ferch	23	Richard D. Leach	6
Robert J. Firary	11	Robert B. LeCount	9

H. Loren Lewis	19
Earl F. Lindsay	10
Jerome M. Lipka	7
Hilbert E. Lohr	6
Thomas E. Lowery	8
Joseph L. Lukonic	6
Richard G. Maser	8
Stanley P. Matz	24
Lloyd E. Mauer	16
John R. McBeth	2
William R. McBride	2
Brian R. McCarthy	11
Allen P. McCaul	27
James R. McChesney	10
James D. McHolland	18
Orville McKay	25
Quentin R. Meracle	7
James E. Miller	17
Owen E. Miller	16
Gerald F. Moede	10
Arvid E. Morey	17
William E. Morton	5
Cora L. Noble	10
William A. Noble	13
Arthur M. North	26
Anna Novak	6
Virgil W. Nulton	19
Ross V. Oestreich	4
C. Arlene O'Flanagan	15
Howard M. Ott	9
Lester A. Ott	14
Owen D. Owens	5
Arthur E. Paltridge	13
Donald E. Pardun	13
David A. Passet	11
Robert D. Paulson	18
R. A. Pegram	10
James D. Pfannenstiel	3
Richard K. Pilgrim	20
Chomingwen D. Pond	7
Thomas J. Raber	11
Stephen W. Rankin	20
Kenneth R. Redfearn	20
Paul J. Reinhold	9
James T. Reuteler	4
Kent D. Richmond	4
Harold B. Riebe	25
James A. Rivers	4
Raymond E. Robinson	9
George B. Robson	13
Marvin L. Rowe	13
Geneva Rushing	15
Richard N. Rushton	6
Thad Rutter, Jr.	3
Hobart K. Sailor	11
Robert R. Sanks	19
James Saunders	26
Marvin A. Schilling	26
Wesley A. Schirmer	9
William J. Schmidt	13
Veryl E. Schubert	19
Theodore W. Schwartz	26
Richard L. Schwenk	5
Bernard M. Setterlund	5
David E. Sharpe	5
Barry O. Shaw	11
William Rodney Shaw	17
J. William Shepherd	10
Amos Shimko	17
Ray E. Short	15
Charles E. Shultz	14
Milton O. Siewert	15
Glen J. Siferd	17
Norman K. Silvester	9
Carol J. Smith	6
Donald M. Smith	7
Jay E. Smoke	4
Gordon N.C. Sorensen	10
Wallace Spielman	18
Donald G. Stannard	7
Donald M. Stassel	12
Edwin S. Stefan	10
W. Richard Steffen	18
David C. Steffenson	5
Norman D. Stephenson	8
William V. Stevens	23
David J. Stratton	6
M. Stanford Strosahl	19
Anne V. Sutherland	7
Richard G. Sweitzer	24
H. Myron Talcott	5
Erwin G. Teichmiller	13
James E. Theselius	6
Fred Thomas	12
Frank E. Thompson	2
Herbert H. Thompson	19
John P. Thompson	19
Carson R. Timblin	8
Robert J. Trobaugh	19
Richard O. Truitt	16
James L. Vahey	10
Ardys D. VanStavern	16
Arthur W. Vieth	17
Melvin Vilhauer	6
Walter Wagener	7
John Albert Wagner	30
Verlin M. Wandrey	10
David S. Warren	5
Arnold Weaver	30
John F. Webster	12
Elaine M.S. Weidemann	6
C. James Weis	13
Paul Weisel	16
T. Edmond White	11
Clarence B. Wildes	13
Jim Wilson	8
David R. Worm	15
John F. Wreford	17
Patricia A. Zealley	2

84. What changes have been made in appointments since the last Annual Conference session?

Date Effective	Name	REL	From	To
07/15/2003	Celiz, Maribel	PL	Not Appointed	Avoca, Gotham, Wyoming Valley
08/01/2003	Latham, Steven	FL	Not Appointed	Elm Grove: Community (FL)
08/01/2003	Mingle, Evelyn	PL	Neenah: First (Sy)	Neenah: First (PL)
08/15/2003	Muller, Emilio	FE	LOA	Pacific Northwest Conference (337.1)
08/15/2003	Eggert, Dale	PL	Sheboygan: St. Luke-Kiel Bethel (Sy)	Sheboygan: St. Luke - Kiel: Bethel (PL)
08/15/2003	Hamm, Carrie	FL	Hammond, Martell, New Centerville (Sy)	Hammond, Martell, New Centerville (FL)
08/15/2003	Insor, Ebenezer	PL	Beloit: Henderson Avenue (Sy)	Beloit: Henderson Avenue (PL)
08/15/2003	Oren, Andrew	FL	Milwaukee: Faith (Sy)	Milwaukee: Faith (FL)
08/15/2003	Odum, Robert	PL	Milwaukee: Native American Ministry (Sy)	Milwaukee: Native American Ministry (PL)
08/15/2003	Pimm, Deborah	PL	Blue River (Sy)	Blue River (PL)
08/15/2003	Webster, Paul	FL	Ladysmith, Tony (Sy)	Ladysmith, Tony (FL)
08/15/2003	Vargas, Edwin	FL	Waukesha: El Buen Samaritano/ Milwaukee: El Buen Pastor (Sy)	Waukesha: El Buen Samaritano/Milwaukee: El Buen Pastor (FL)
08/25/2003	Mann, Gerald L.	FE	Extension Ministry (Full Time)	Extension Ministry (Half Time)
09/01/2003	Bindrich, Christal	FE	School	Incapacity Leave
09/02/2003	Kelley, Laura J.	FE	Fairview University Med Center, Minneapolis	Luther Hospital, Eau Claire
09/08/2003	Church, Lynn	FE	Clintonville	Voluntary Surrender of Credentials
10/15/2003	Daniels, Jane D.	FE	Suamico	Conference Benefits Officer, WACUMC
12/01/2003	Schmidt, Jean	PL	Not Appointed	Paris Corners
12/01/2003	Anderson, Nancy L.	PL	Little Prairie (MES)	Troy Center (MES)
12/01/2003	Jones, Kathryn Croskery	PE	Paris Corners (MES)	Extension Ministry: WoMen and Children's Horizons
12/15/2003	Eggert, Dale	FL	Sheboygan: St. Luke-Kiel Bethel (PL)	Sheboygan: St. Luke - Kiel: Bethel (FL)
01/01/2004	Thomson, Roberta	FE	Two Rivers: Emanuel, Mishicot: Zion	Clintonville
01/01/2004	Hedgcock, Mary	FD	Sabbatical	Leave of Absence
01/01/2004	Schroeder, Jenny	FL	West Grant Charge	Retired
01/01/2004	Yang, Hosea Kangford	PM	Family Leave	Discontinued
01/01/2004	Yang, Tsuker	FE	Minnesota Conference (Full Time)	Minnesota Conference (3/4 Time)
01/01/2004	Whitford, Brenda	FL	Shullsburg: Centenary (StLP)	Shullsburg: Centenary (PL)
01/01/2004	Kwong, Colleen	FE	Planned Parenthood of Wisconsin	VITAS Innovative Hospice Care
01/01/2004	Christensen, Mike M.	PL	Soldiers Grove, North Clayton, Readstown	Soldiers Grove
01/01/2004	George, Clifford	FE	West Allis: First	Leave of Absence
01/15/2004	Blean-Kachigan, Janice	FE	St. Luke's South Shore Hospital	Beyond the Walls Ministry
01/15/2004	Merritt, Deanna	FE	Whitefish Bay	Suamico
01/15/2004	Davis, M. Charles	FE	Fond du Lac: Covenant (1/2 time)	Fond du Lac: Covenant (3/4 time)
02/01/2004	Sommers, Jane	PL	Not Appointed	Sheboygan: Wesley (PL)
02/22/2004	Hedgcock, Mary	FD	Leave of Absence	Retired
03/01/2004	Alvarado, Sonia	PE	Desert SW Conference	Two Rivers, Mishicot
03/01/2004	Alvarado, Julio	FE	Desert SW Conference	Green Bay: Peace Hispanic Ministry
04/01/2004	Certa-Werner, Barbara	FE	Family Leave	Harbor House Crisis Shelter (1/2 Time)
04/01/2004	Klatt, Karen	PE	Hebron (1/2 Time)	Hebron (1/2 Time), Dousman Home (1/2 Time)
05/01/2004	Huenink, John	PL	Caldwell (1/2 time)	Caldwell (3/4 Time)
05/15/2004	Smithback, Andrea	FL	Webster, Danbury (FL)	Not Appointed

CERTIFICATE OF ORDINATION

This is to certify:

That on Sunday, June 13, 2004, in the sanctuary of Asbury United Methodist Church in Madison, Wisconsin, pursuant to the action of the Wisconsin Annual Conference, I, assisted by Bishop Kwon, Oh Suh of the Dongbu Annual Conference of the Korean Methodist Church, Rev. Joseph Baring, President of the Ministerial Alliance for Milwaukee African Methodist Episcopal Pastors, Rev. Paul Johnsen, Chairperson of the Board of Ordained Ministry; Sheri Graeber, Conference Lay Leader; and the District Superintendents, commissioned Margaret J. Lybeck-Smoak, Cherie Forret Meyer, and Jean Schmidt as Probationary Members in The United Methodist Church Licensed for Pastoral Ministry.

That on Sunday, June 13, 2004, in the sanctuary of Asbury United Methodist Church in Madison, Wisconsin, as a courtesy to the West Ohio Annual Conference, I commissioned Hyunchul (Henry) Cho as a probationary Member in The United Methodist Church Licensed for Pastoral Ministry.

That on Sunday, June 13, 2004, in the sanctuary of Asbury United Methodist Church in Madison, Wisconsin, pursuant to the action of the Wisconsin Annual Conference, I, assisted by Bishop Kwon, Oh Suh of the Dongbu Annual Conference of the Korean Methodist Church, Rev. Joseph Baring, President of the Ministerial Alliance for Milwaukee African Methodist Episcopal Pastors, Rev. Paul Johnsen, Chairperson of the Board of Ordained Ministry; Sheri Graeber, Conference Lay Leader; and the District Superintendents, ordained Carol Sue Bryce, Nancy Lee Barnard Carmichael, Mary Anne Conklin, Jason Richard David Mahnke, Timothy Stephen O'Brien, Jill Quilling, and Amanda Marie Dawdy Stein as Elders in The United Methodist Church.

Sharon Zimmerman Rader

Sharon Zimmerman Rader, Resident Bishop
The Wisconsin Annual Conference of The United Methodist Church

Lay Members

A

Abbey, Virginia L
Abel, Cassie
Abendroth, William J
Abitz, Raymond
Affeldt, George R
Albrecht, Allan
Aliota, Kaitlyn
Allen, Darlene
Allgood, Diane
Amphlett, Donald
Amundson, Caroline E
Amundson, Phil
Arriaga, Francisco
Austin, Cheryl
Auxier, Lori

B

Bacher, Kari
Bahr, Dolores
Bailey, Eileen
Bailey II, Kenneth
Balts, Kenneth
Barker, Amy Valdez
Barnes, Janann
Barry, Joan
Belfield, Andrew
Bender, Barbara E
Bethurem, Marcia
Beutin, Janice
Bierer, Terry
Bixby, Darlene
Blahut, Robert E
Borre, Ann
Bourne, Harold
Boutelle, Janis R
Boyer, LaVonne
Boyer, William
Bradley, Marge
Braithwaite, Arlene
Brandt, Bob C
Breneman, Florence
Brick, Constance
Briggs, Karolyn
Brill, Elaine
Bromley, Mark
Brown, Thomas
Brown, Millie
Brubaker, Mike
Brumm, Kimberly
Bruun, Zelda
Bube, Alisha
Bubenzer, Sandra L
Buchen, Elizabeth A
Burgess, Gail
Burlingame, Jackie
Burne, Patricia
Burns, John
Burtard, Debi
Bushie, Donna
Bynum, Eugene

C

Campbell, Winona
Carlberg, Richard H
Carlson, Virginia M
Carter, Robert
Case, Beverly
Casebeer, Nona
Casper, Lee Ann
Castillo, Luis
Chandler, Marty M
Chay, Jenny
Chicas, Jeannie
Christensen, Kae
Christoph, Gerry B.
Churchill, James
Clark, Warren
Cleland, Robert
Cleland, Rebecca
Clement, Shirley F.
Coenen, Joseph
Cook, Darlene M
Coon, Morgan
Cotter, Sam
Craig, Emma
Crisp, Carol
Crivits, Marion M
Cunliffe, Paul R

D

Dalberg, Ashley
Daugherty, Sandra L
Davis, Edith
Deaner, Nancy
Denesen, Darrell
Denney, Caryl J
Derleth, Terry
Desotelle, M. Jeanne
DeWitt, Dede
Dirks, Steve
Dixon, Sue A
Dorchester, Mary
Dorchester, Philip
Dougherty, Dan A
Dowd, Betty
Drews, Shirley
Dryer, Pam
Dunkel, Pamela
Dunn, Bud
Dunshee, Helen

E

Early, Gene
Eddy, Barbara
Edmonds, Jenn
Ellefson, Evelyn
Ellington, John
Ellington, Judy
Ellis, Robert P
Ellison, Glenn
Engel, Clarence E
Erickson, Lisa
Evachenko, Pat B
Evans, Lew
Evenson, Beverly A
Ewers, Owen

F

Feuling, Emma
Filemyr, Edward
Fink, Debbie
Ford, Skipper
Fordham, Joan
Foster, Becky
Foulke, Helen M
Fox, Jayne
Fox, Tom
Frankow, Jim
Franks, Laurie Nelson
Frederick, Jessica
Fritz, Mary C
Fritz, Robert
Funk, Joyce B
Funk, Ruth

G

Gehri, Betty
Gehring, Jan
Getschel, Donald
Gienke, Martha
Gilbertson, Joel
Gilpin, Donald
Goodlaxson, Joann M
Gosse, Sharwin E
Gotham, Nancy
Grace, Alma
Graeber, Sheri
Grams, Brenda M
Gravesen, Dianne
Gray, Mike D
Greer, Ellen
Gulbrandson, Inez R

H

Haas, Pamela
Hagie, Jack
Haglund, Alma
Haglund, Donn K
Hakes, Jessie
Hakes, Megan
Hall, Chuck
Hamann, Kay L
Hamm, Burt
Hamm, Carrie
Hanaman, Nancy
Harl, Basil
Harn, Darrin
Harn, Michele
Harr, Marge
Hartlep, Evelyn L
Hatfield, Theron S
Hatfield, Dorothy J
Havens, Donna
Hayes, Henry
Hayes, Irene
Heideman, Irene
Heintz, JoAnne E
Heiser, Patricia
Helmrick, Dorothy
Henderson, Arnold
Henke, David
Herdt, Patricia
Herr, Donald
Heuer, Ed
Heuer, Mary
Hills, Fred
Hinz, Gwenneth

Hockenberry, Velma M
Hoffman, Beverly
Holder, Cecilia
Hood, Robert
Hook, James
Hraban, Joyce P
Huber, Delores E
Huber, Stewart
Hunt, Eugene Q
Hutchinson, Julian
Hutchinson, Patricia

I

Ingersoll, Elizabeth E
Ingli, Kris
Insor, Margaret

J

Jackson, Don
Jackson, Gwen
Janzen, Norine
Jaquish, LaNell
Jarrett, Nelson
Jarrett, Jane E
Jasinski, Robin
Jensen, Kathleen
Johnson, Scott
Johnson, Bill
Johnson, Edward
Johnson, Joseph E
Johnson, Robert
Jones, Mary
Jones, Marie
Jones, Jeane
Jury, Kathleen

K

Kaiser, Mary
Kaufman, Jack
Keller, Bernard
Kendall, Joyce
Kennedy, Brian
Kindschi, Rick L
Kindschi, Roger A
King, Jeff
King, Lisa
Klein, Sandra
Kleppe, Terry
Knabe, Gene
Knolinski, Pam
Know, Elaine
Knudson, Doug
Kohlman, Bernice M
Kraintz, Marlene
Kring, Katie
Krueger, Erika
Krueger, Jerry
Kruger, Erin
Kruger, Paula
Kubath, Jim
Kuenzi, Joy
Kugel, Mel
Kulhavy, Martha
Kunz, Daniel

L

LaBumbard, Billie
LaBumbard, Lon P
Lambrecht, Marietta
Lambrecht, Verna M
Lang, Ann H
Langer, Lori
Larsen, Leonard A.
Larson, Eugene
Larson, Cynthia
Leanna, Kim
Leedham, Jean
Leverenz, Fred C
Lightner, Alice M
Lindahl, Tom
Lindow, Jeff
Lindow, Rochelle
Lindroth, William
Lindsay, Eleanor C.
Linn, Joan
Linneman, Daniel
Lotzow, Jill
Lowe, Justin
Lowers, Norene
Lurvey, William
Lyerly, Betty
Lyksett, Shelley

M

MacIntyre, Leslie
Marcks, Elsie
Marsch, James
Marshall, Hope
Marthaler, Patricia
Martin, Dawn
Martin, Carol
Maser, Beverly
Masson, Mary Ann
Matthaei, Tim
Matthys, JoAnn
Matzke, Paul
May, Cynthia
Mayne, Nancy F
McFadden, Eileen
McGhee, Madeline
Mealman, Carolyn
Melchior, Alice
Melvin, Hulda
Melzl, Helen M
Melzl, Heinz
Mendenhall, Don
Menke, Evelyn
Merington, Elizabeth
Messenger, Charlene
Messner, Lynn
Meyer, Connie
Michalek, Henrietta
Miller, Jeanne Rae
Miller, Velma
Mink, Lisa
Minter, Michael
Moc, Joan
Moen, Audrey
Moffatt, John
Moline, Mary Ann
Moore, Ruth
Morgan, Dwight
Morris, Phyllis
Moser, Will
Mueller, Michael J
Murdock, Stacey K.
Myrbo, Craig L

N

Nagle, Ralph
Nail, Rollie
Nailen, Richard
Nehring, Shannon
Nelson, Donna Rae
Nettles, Willard
Nicla, Carol A
Nigbor, Christopher
Ninham, Mark
Nordahl, Susan
Nordstrom, Laura
Nowicki, Robbie
Nugent, Corey

O

Odeen, Diane
Odum, Robert
Olivero, Douglas
Olson, Doreen
Olson, Hjordis
Olson, Missy
Olson, SueAnn
Oppenlander, Fritz
Ottum, Lisa
Overlien, Donna
Owen, Dawn

P

Packard, Alan
Palmer, Mary Lu
Pease, Dorene
Pederson, Annette
Pegram, Joshua
Peters, Mel
Petersen, Iris
Peterson, Donna
Peterson, Don
Pier, Ann
Pimm, Debbie
Pitas, Delores M
Popp, Tom
Prewitt, Steven E
Prien, Diana
Prince, Jane
Purcell, Donna

Q

Quade, Diane

R

Radley, Dorthy K
Ramstad, John
Ramstad, Matt
Reifsteck, Ruth
Retzlaff, Susan
Rich, Wayne K
Richards, Orlen E
Ritter, Chuck
Robinson, Dan
Rodriguez, Phyllis R
Roloff, Chuck
Rose, Alice M.
Rose, Leanne

Rowan, Margaret
Rowland, James T
Rued, Stephen
Ruge, Gary

S

Saffran, Lorna R
Samuel, Shanti
Schick, Marianne
Schimpf, Kenneth
Schimpf, Judy
Schlager, Anna
Schlei, Missy
Schlieter, Christel
Schmidt, Rhonda
Schneider, Kenneth
Schobert, Diane
Schubring, Julie K
Schulz, Patricia A
Schwantes, Lauri
Setterlund, Sue
Severson, Ruth
Shafer, Annette
Shebesta, Lane
Shelso, Joyce
Shepherd, Lloyd
Shepherd, Mary
Shimko-Herman, Deanna L
Simonsen, M. James
Sindel, Gwen
Sipple, Don A
Sipple, Bethel B
Skarda, Sandy J
Smith, Steven B
Smith, Sharon E
Smith, Connie
Smith, Ronald D
Smithback, Loras
Solum, Dorie
Solum, Gary
Sommers, Sara
Soper, Brian D
Spinti, Robert J
Stallsmith, Doug
Stark, Rachel
Steinhoff, Janice K
Steinmetz, Loretto
Steinmetz, Richard
Stewart, Richard
Stimeling, G. Karen
Stowe, Sharon
Strait, Renée
Straw, Christine
Swain, Nan
Swan, Bonnie Kay
Swanson, Drew

T

Taft, Thomas B
Taylor, Dan
Taylor, Eric
Teachout, Dolores E
Teege, Chuck
Tellen, Rosemary
Theno, Joseph
Thompson, Dewey
Thompson, Betty
Thompson, Odell
Tishler, William
Tishler, Betsy
Towell, H. Ann
Traver, Peggy
Trewartha, Ellen G
Trout, Carole

U

Unbehaun, Allen
Unbehaun, Dottie

V

Vang, So
VanSchyndel, Tim
Vega, Virginia
Vieth, Lorraine
Vinz, Leta
Virchow, Skip
Vivoda, Linda

W

Wade, Charlene
Waegli, Loretta
Walker, Ray
Ward, Gail
Waugh, Dale
Webb, Donna M
Weber, Susan
Weed, Carolyn J
Weir-Martell, Kristine
Weiss, Julie Ann
Wendt, Thomas E
Wenzel, Marilyn M
Werner, Jack
Wetter, Peggy
Whitaker, Richard L
White, William F
White, Brenda Smith
Whitford, Daniel
Wille, Judith A.
Williams, Thomas
Wilson, Arlene M
Wipperfurth, Cindy
Woodmansee, Lloyd E

Y

Yang, Aily
Young, Bobbie
Young, Ann

Z

Zei, Dan
Zell, Josephine
Zellmer, Valerie A
Zenisek, Paul
Zick, Allegra P
Ziebarth, Milfred
Ziegler, William
Zietlow, Darrell J
Zimmermann, Sharon

Clergy Members

A

Adams, Robert H.
Agtarap, Bener Baysa
Airhart, Philip
Albrecht, Tim
Alford, Joyce L
Allen, Nancy
Allen, Stuart K
Alvarado, Sonia
Alvarado, Julio
Anderson, Nancy
Androsky, Kris
Armstrong, Brian M
Armstrong, Paul B
Arneson, Jenny M.
Arpke, Jodi L
Arveson, Arv M
Ascher, Michael

B

Barnes, James R
Bartel, Lowell C
Bartel, Bruce A
Bartlett, Jon
Bartlett, Jean A
Bastian, Dwight R
Becker, Roger T
Benecchi, Paola
Bertram, Charlotte R.
Bethke, Chris
Bierer, Jo L
Blackburn, Robert G
Blackmer, David W
Blanton, E. Doyle
Blean-Kachigan, Janis
Boettcher, Kenneth E
Bresser, Susan
Brewer, Rick J
Brouwer, John E
Brown, Gail
Bryce, Sue
Bude, Norman P
Burwell, Susanne A
Busch, Bill
Busker, David A
Byers-Dent, David

C

Callahan, Janis
Callahan, Tom
Carey, Abraham R
Carlson, William E
Carlson, David P
Carlson, Mike R
Carlson, Scott
Carmichael, Nancy
Carrera, Sid M
Case, Irving Ward
Cavil, Gloria
Caylor, Suni
Celiz, Maribel
Certa-Werner, Joel W
Certa-Werner, Barbar
Chacon, Marino
Cho, Jeong-Rae
Cho, Hyunchul
Christensen, Jim
Christensen, Mike
Christianson, Wendy
Christianson, John

Christopher, Judith
Clapp, Roger W.
Clark, Diane
Clark, Forrest S
Cobb, Rachel S
Cole, Gary
Conklin, Mary Anne
Conklin, Craig W
Cook, Barbara G
Cotter, Jim
Cotter, Marianne H.
Council Austin, Mary
Countryman, Tom
Curtis, Stanley C

D

D'Alessio, Sue C.
D'Alessio, Thomas
Daniels, Jane D
Davis, M. Charles
Deaner, Francis R
Deaner-Rogers, Joel L
Deaner-Rogers, Christine M
Delery, Harvey B
DeLong, Amy E
Diaz, Rey
Dickerson, Jason M
Doersch, Carl R
Dow, William
Dowling, Doug
Drollinger, Don
Dryver-Scott, Rosalind E
Dunham, Thomas J

E

Eagle, Robert W
Ebert, Karen T
Eckert, Jerry O.
Egerer, Ruth M
Eggert, Dale
Ellinger, Janet R
Erickson, Meg R
Estrem-Fuller, Rich

F

Farina, David L
Farmer-Lewis, Linda
Fehrmann, Lucretia A
Fenner, Bruce S
Fenner, Donald D
Fisher, Paul
Fite, Richard R
Fite, Diane R
Floerke, Mary Ann
Foster, Edwin R
Foulke, Paul E
Fowler, Kelly
Frank, Donald L
Frees, Jr., Russ R
Frost, Joan C
Fuller, Tony R

G

Garren, Michael A
Garton, Gena M
Gaul, Susan
Gaylord, Frank R
Gaylord, Sandra Foley
Geisthardt, Mark W
Genrich, Anita A
George, Alan
Gilbert, Mark
Glennon, Kaye N
Glocke, Cindy
Goebel, Joan E
Goebel, Laurence R
Gorman, Deborah F.
Govier, Dennis
Gray-Ehnert, Michael
Grebe, Lois J
Green, Patrick N
Green, Nancy C
Gregersen, Paul
Gribble, Donald
Groves, Steve
Groves, George H
Guse, David N

H

Haass, Jane A
Hackbardt, Carol L
Hadley, Matthew
Hagstrom, Alan J
Hakes, Larry A
Hamblin, Cathy L
Hamilton, Sandra E
Hanaman, Dale R
Hanson, Doris E
Harr, Verlyn C
Harrell, Gregory
Harrington, James
Harrison, Gerry
Harsh, David V.
Hays, Bob B
Hazen, John
Heckenlively, David W
Hedgcock, Mary M
Heeringa, Donald E
Helwig, William F
Henrichs, Mel W
Henry, Rebecca
Her, Wahn Nhia
Herdt, Michael
Herrmann, Sandra S.
Hintzman, Howard
Hobbins, John F.
Holley, Susan C
Holmes, Gary A
Huenink, D. John
Husband, Andy
Hutchison, Rich W

I

Iliff, Don F
Imathiu, Grace
Ingram, Kent P
Insor, Ebenezer
Israel, Domnik
Ivanoff-Hastings, Debra

J

Jacobson, Judi
Jameson Yackovich, Amy
Jannusch, William
Jewison, Greg
Johnsen, Sarah H
Johnsen, Paul
Johnson, Edward F
Joiner, Jodie E
Jones, Kate
Jones, Jeanne M
Jordan, I Dean
Jung, Im H
Jung, Hee-Soo

K

Kalas, David J
Kammerud, Earl F
Kaye, Creighton
Kenas, Robert
Kenas, Phillip C
Ketterer, Paul A
Kim, Young-Ho
Kim, Sung Keun
Kim, Hyun-Suk
Kindschi, Becky
Klaisner, Mark
Klatt, Karen
Knutson, Patricia
Koca, Terri
Kohlhepp, Glenn O
Kotwicki, Ray
Kral, Ron M
Kuehnl, Eileen K
Kuhlman, Frank R.
Kundinger, Brian D
Kuntz, Carly
Kwak, Han
Kwon, Samuel H
Kwon, Yul
Kwong, Colleen

L

LaChapelle, Thomas
Lambrecht, Thomas A
Lang, Tina S
Larson, Ethan L
Latham, Steven
Leach, Richard
Lebakken, Lewis
Lee, Dongsu
Lee, Hyu-Jae
Lee, JungJa Haynes
Lee, Kyung-Sook
Leih, Sue I
Leistra, David
Lind, Gordon D
Lipka, Jerry
Lockman, Susan B
Lombardo, Lisa L
Long, Tom E
Lyerly, Kenneth
Lyon, Patricia E

M

Machek, John R
Mahnke, Jason
Mann, Gerald L
Marklund, Dixie
Marrero, Gabriel

Marthaler, Dennis O
Mayorga, Juan
Mayorga, Rosa M
Mayorga, Jorge L
McCann, Larry
McClintock, Robb
McClinton, Kai
McKay, James
McRoberts, David L
Meissner, Lee A
Meracle, Quentin R
Merritt, Deanna B
Meyer, Cherie
Meyer, Janice
Miller, Steven A
Miller, Donna L
Miller, Carol J.
Mingle, Evelyn L
Miranda, Gloria
Miskimen, Cheryl
Mitchell, Gail
Mitchell, Joseph
Moe, Tom
Moffatt, Nancy Lee
Montero, Tania
Moody, Larry
Moore, Vernon
Morning, Michael
Morton, Bill
Munnik, Lesley
Myers, Kevin Rice
Myers, Marjorie Rice

N

Naden, Harry J
Nehring, Craig
Nettles, June
Nicholas, Jean Ehnert
Nicholas, Jeff
Niese, Rebecca
Nitz, Wendee M
Nolet, Patricia
Nolet, Marty A
Nolla, Jaime
Nuzzo, Kathleen

O

O'Brien, Timothy
Oliver, John G
Olm, Don
Olson, Larry A
Oren, Andrew
Orsini, Diego N
Ott-Holland, Susan K
Overlien, Blake A
Overman, Ruth E

P

Park, Hyo-Won
Park, Hong-Lim M
Peacock, Mark H
Pegram, Rom A
Pegram, Stan M
Peterson, Peter A
Piepenburg, Neil A
Polster, Stephen
Pond, Chomingwen

Q

Quilling, Jill
Quinn, Carol

R

Ramstad, Dawn Jeffers
Reinke, Julie
Retherford, Ron
Rew-Gottfried, Diane R
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Richter, Randell R
Rinehart, Joyce M
Ristow, Barbara F
Rivers, James A
Robertson, Jacqueline L. Sharer
Robertson, H. C. Skip
Robson, George B
Rowland, Harriett B
Rowlette, Jim
Royappa, Samuel
Rushton, Marilynn
Rutter, Jr., Thad J

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Sailor, Fid
Saunders, Carolyn M
Schlieter, Eric
Schmidt, Jean
Schreck, Lynn A
Schrimpf, Greg
Schroeder, Jenny
Schroerlucke, Keith
Schultz, Don F
Schulz, Frederik W
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Scott, M Lynn
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Smith, Sharon L
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Spindt, Ann E
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Stein, Amanda
Stelzleni, Ron R
Stevens, William V
Strait, Richard
Strassburger, John
Strong, Charles
Stubbs, Jack
Stunkard, Bruce W
Sumwalt, John
Surrett, Fred
Swan, William F
Swanson, Gary A
Swanson, Mark R

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Talcott, Myron
Tarver, Tom
Taylor Homann, Stephanie
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Thomas, Fred A
Thompson, Deborah
Thompson, Cindy M
Thomson, Roberta J
Thunstrom, James M
Trobaugh, Robert
Turner, Lawrence E
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Vanden Langenberg,
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Weaver, Michael
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Weigand, Michael J.N
Weis, Dennis C
Wells, John W
Wells, Forrest R
Wendt, Charles T
Werner, Dave R
West, Graham N
White, Mike R
White, Thomas
White, Wesley
White, T Edmond
Whitford, Brenda
Wilkinson, David
Williams, Wendell
Wilson, Kerry J
Wolover, Amber

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Yang, Cherhoua
Yarbro, Barry
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Zekoff, Steve
Zekoff, Jane Follmer
Zimmick, Harold

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Armson, Lada

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Baik, Eun-Hee
Bang, In-Soon
Bonnell, Stanton
Bradstreet, Laura
Brick, Donald
Buckbee, Charlotte

C

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Chi, Hak-Soo
Churan, Cindy
Churan, Jon
Crain, Judy

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Dykes, Mary Ann

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Firestone, Linda
Frank, Karen I
Franken, Judy
Franken, Barb

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Gilbertson, Nicole
Goodfellow, Karl
Govier, Melody
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Henke, Becky
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Henke, Joe
Henke, Katie
Higgins, Marilyn
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Horton, Chris
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Kim, Sung-Ja
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Kim, Nam-Chul
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Krueger, Joey
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McBeth, Brandon
McCarty, Sue
McCarty, Sarah
McCumber, Alyssa
McKee, Alice Reimer
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Messner, Lauren
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Miller, Donald
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Rasmussen, R. Ellen
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Robertson, Patsy
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Santas, Adam
Santas, Aaron
Schmid, Leah
Schmid, Leah
Schmidt, Dorothy
Schrimpf, Mike
Simonsen, Megan
Smith, Bunny
Sommers, Jane
Sperry, Sarah
Suh, Geum-Suk

T

Tiede, Dorothy M
Tomaszewski, Jessica
Towle, David A.

U

Um, Young-Sam

W

Wheelock, Erv
Wheelock, Gloria
Williams, Bruce
Woods, Adam

Other Clergy

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Annor, Kennedy

B

Bell, Bonnie
Byrne, Mary Beth

C

Coons, Marty

K

Kim, Ki Sung
Kirk, Freddie

M

Miller, Thomas

R

Rader, Blaine B
Rader, Sharon Z

S

Stower, Harvey

V

Voigts, Jane
Voker, Jakes Sei

COMMUNITY MINISTRY: FAITH AND LOVE IN ACTION

Wisconsin Annual Conference Presentation by Deborah Bass
June 14, 2004

Grace and peace to you in the name of our Savior Jesus Christ!

To Bishop Radar, the Cabinet and members of the Wisconsin Annual Conference, I bring you greetings from the directors, officers, and staff of the General Board of Global Ministries, our United Methodist agency serving God and the Church in more than 125 countries.

I am very happy to be with you here at the Wisconsin Annual Conference, especially since I was unable to attend my home conference meeting in southern California (Cal-Pac) this year.

I firmly believe it is good for the United Methodist soul to come to conference. Conference inspires and instructs us in the faith; conference can also deepen our endurance! Annual conference sessions help me to identify myself as a United Methodist, and at conference I always know I am among sisters and brothers.

Actually, though, when Bishop Rader invited me to speak, I tried to offer as substitute a number of preachers on the staff of the General Board of Global Ministries. She declined my generosity with my colleagues' time. "No," she said. "I want you to come." Bishop, let me say how grateful I am that you insisted because I was just being nice in offering you a preacher. I really wanted to do it myself. Nothing fills me with more joy than talking with my United Methodist brothers and sisters about Community Ministry.

Let me take this opportunity to thank the Wisconsin Conference for your consistent support of the global mission and ministry through the General Board of Global Ministries, including and especially missionary support. Your support for mission personnel through the Advance registered a large increase between 2001 and 2002 and held fairly steady for 2003. The board and the missionary community are profoundly grateful. I began my career in mission service here in the United States and I am proud when people call me a missionary.

Today my remarks are about a major arena of mission service, by which I mean the places where we live: Our Communities.

I have entitled my talk, "Community Ministry: Faith and Love in Action," and I want to explore this topic within the framework of your annual conference theme: "Who is My Neighbor: Seeking to Live in Love with One Another."

Community

The word "community" is not common in Scripture; in fact, a data base of terms in the English Bible maintained at the University of Virginia does not list it as appearing a single time in either the Old or New Testaments of the New Revised Standard Version. A synonym, such as "neighborhood," appears more often but still not frequently.

That finding perplexed me at first. Maybe I was looking for some proof-text for underscoring a field of mission dear to me. Then the Lord led me to see that the Bible does not usually deal with geographical abstractions. Both the Old and New Testaments name the places, and/or the communities, being described or considered. Think about it: From Genesis to Revelation, the Bible is filled with the names of cities, towns, oasis in the desert regions, vicinities, large and small countries, and, yes, communities. Just a few examples: In the Old Testament, the historical books of Joshua, Judges, Kings, and Chronicles tells us more than we sometimes think we want to know

about the geography and towns of Palestine and surrounding areas.

The prophetic literature not only tells us where the prophets were from, but also where they made their pronouncements.

The Gospels abound with the names of the places visited by Jesus and his disciples. The Book of Acts follows the early evangelists from named place to place.

St. Paul's letters were written for specific communities of believers in actual localities. Finally, the Book of Revelation is addressed to churches in seven cities whose sites we can identify today.

The Bible does not talk about "community" as an abstraction; it takes us to communities, to real places where real people live, and move, and have their being: Places where, like Jesus and Paul, we make our witness to the Good News of God's love and forgiveness.

"Neighbor" was a term I found in great abundance in my computer search of the English Bible. Everywhere you turn, the Scripture speaks of neighbor, most often in terms of ones ethnical and moral responsibility to those who live in an immediate vicinity. There are notable exceptions to geographical parameters in defining "neighbor;" primarily Jesus' Parable of the Good Samaritan, where a non-geographical depiction of "neighbor" defied common assumptions about ethnic relationships.

That parable paved the way for the international, interethnic, and interracial community of the Church.

I want here to recognize the universal and the global, implications of "neighbor" as reflected in the parable of the Good Samaritan, and within that context to put an emphasis on particular places—specifically the neighbor-hood, or community, around the church building where you and your congregation worship, teach, and join in Christian fellowship.

Our Places

Clear your mind if you can of other conference business and think about the community, the place, where your sanctuary is situated? Is it:

CIn a downtown thoroughfare, where your immediate neighbors are office workers and young people serving coffee at Starbucks?

CIn an older residential neighborhood of single and two-family houses, where the population may be shifting from white to black or from black to Hispanic

COn a spacious suburban campus with acres of parking and few houses nearby?

CAt a country crossroads, next to a cemetery and the spot where a local school once stood?

CA new church in a wooded grove or beside a lake, miles from the city, but surrounded by near-hidden subdivisions of urban-commuters?

And there are many other possible options. Picture your church building in its place? Is yours a "commuter church," one where few members live nearby but drive in each Sunday? Can most of your members walk to worship?

Do we know our church neighbors? Do they know us? A new pastor in a congregation in my conference, a church in Long Beach, was out visiting in her new neighborhood. She introduced herself to one of the local merchants as the pastor of the "XYZ United Methodist Church on the corner." "I never knew that building was a church, I never see it open," the merchant replied.

How are we, pastor or layperson, engaged in that community in the name of Christ? Do people know we are there? Really there?

The California pastor I mentioned—(and I hope you will allow me to use an illustration from my

home conference. While I now live in New York, my parents and other family members are still in California, and I stay in close touch with my home conference.) The pastor I mentioned was deeply disturbed by the comment of the merchant.

That particular congregation, which had a declining membership, had fallen into the habit of only using the back door, which faced on a small parking lot. The neighborhood had changed from Middle Class to poor; most of the church members lived at a distance and drove to worship.

The front door on the street side was rarely opened. I suppose it just did not seem necessary. That new pastor changed that. The door was opened EVERY DAY.

She started a weekly coffee hour for street people—and there were many in that area—that coincided with a Bible study held just off the narthex where the coffee pot stood.

Gradually, some of the coffee drinkers, especially on cool or rainy days, would stand or sit near the Bible study group. Some repeaters moved a little closer each week until finally a few were even inside the circle!

That pastor opened the church doors. She invited strangers in. She started computer literacy classes for welfare mothers. She and some of the laity did a community survey to find out who was there and what unmet spiritual and social needs the people might have. Based on what was learned, the church organized an interethnic summer enrichment program for children and youth.

The congregation began Friday night community dinners that provided after dinner tutoring for children, and parenting classes for young mothers and fathers. The dinners were not catch-as-catch can events, but carefully planned, served dinners, using china and metal cutlery. “These children of this neighborhood deserve the best we can provide,” the pastor explained. Recipients of weekly food rations (distributed at the church) began to volunteer to help with the dinners.

I have used a rather long story deliberately because in it we can find many of the ingredients of what I mean when I speak of community ministry, by which I mean the witness and work of Jesus Christ in a specific place—your place, my place: our churches.

Components of Community Ministry

Effective, sustainable community ministry that puts our faith and love into action consists of at least four components, or qualities:

℃First, Openness. The Long Beach pastor was shocked into doing a very simple thing: She opened the church doors! She and some members swept the dust and cobwebs out of the corners and from along the facing. They polished the literature rack inside the door and put some flowers on the table. The church door is an important symbol.

Through no lack of malice, although perhaps with some degree of fear of strangers, that congregation had barred its front door, and was using the back entrance into its Holy Space. I doubt that they realized what this said to the neighbors.

Once the door was opened from the inside, it was easier for the pastor and church members to go out into the community, to find out about their neighbors and their concerns. Good doors allow easy passage in two directions! Doors are real objects and they are also attitudes.

Is it any accident that the motto of Igniting Ministries, the media campaign of The United Methodist Church, is “Open Hearts, Open Minds, Open Doors.”

The seeds of community ministry are in Bible study, worship, fellowship, and education within the church, the body of Christ; but the impact goes beyond the church walls, through the doors of God’s grace into the world of neighbors known and unknown.

℃Second, community ministry is transformation—transformation of both church and community. In describing the Community and Institutional Ministries Program Area of the General Board of

Global Ministries, *The Discipline* defines the unit's objective, in part, as that of forging "strategies for church and community development." That program area of the Board is quite deliberately yoked in our structure with the Evangelization and Church Growth Program Area.

Community ministry and evangelism stand together as common tasks and common joys in Christian discipleship. Community ministry looks at a specific place and lays plans, with God's guidance, to transform both the church and the neighborhood.

The Long Beach church that is serving as my example needed a revived and transformed spirit. It was in a rut. It needed to hear that its neighbors did not even know a church was there!

Can you think of a worse indictment of a Christian congregation? Its neighbors did not know it was there! That congregation did experience a transformation. It did not double its membership overnight but it was transformed in its attitude toward its immediate place of ministry and in its understanding of itself.

Transformation of church and community can take many forms. We have a church in Peralta, New Mexico, that has engaged in recent months in a remarkable community ministry that is transforming church and community. Now, the Peralta UMC does not have unlimited growth potential but it has added members in recent years. The village has only 4,000 people. Last Fall, when a confirmation class was being planned, some adults, already church members, asked if they could take part, to review what it meant to be a Christian and a United Methodist. "Sure," the pastor said.

So then, some members of the local Roman Catholic Church asked if they could sit in—not necessarily to become United Methodists but because they, too, wanted to revisit the basics of faith. "Why not," the pastor agreed.

The confirmation class, which continued over many months, had 77 members!

It became a community Christian education experience, ecumenical in spirit and content; Anglo and Hispanic, with field trips to a synagogue in Albuquerque. On Pentecost, about half of the members of the class joined the Peralta United Methodist Church. The congregation is progressively transformed; the community is increasingly transformed, especially when the church backs up its community education with teen sports programs, Scout troops, 4-H programs, a food pantry, and an Alzheimer's Support Group and other ministries to persons in crises. Transformation!

One of my colleagues at the General Board gives me reports on a large metropolitan congregation that is undergoing transformation in part because it has embraced the homeless population in its community---and it has a large homeless population.

The homeless men and women have in turned embraced the church, which not only has a shelter but also has fought—in court—for the right of the homeless to use the church steps when the building is not open. The church won its case. It told the city, in effect, "our steps are part of our ministry, the steps go into the community; the steps bring the community to us." It is not surprising to see homeless people in worship at that Fifth Avenue church.

A few years back, the congregation sponsored a New Year's Day Lunch for the homeless.

"We need to start the New Year together because we are neighbors," the pastor said.

CThird, meeting human needs. Social, economic, and health programs are perhaps the most common images we have of community ministry, and, indeed, they are important while not exhaustive of the field. The United Methodist Church has a strong and illustrious record in this area and we continue to develop new forms as new opportunities and challenges arise. Our church-related hospital, child-care and senior citizen facilities, and community centers are all expressions of this heritage. In our connectional system, we have often joined together regionally to provide a vast range of services that respond to human needs.

United Methodists have taken very seriously the profound comment by the Prophet Jeremiah: "Everyone helps his neighbor" (Jeremiah 41:6).

The General Board of Global Ministries continues to relate to some 70 Community Centers across the country, including Northcott Neighborhood House in Milwaukee. These centers do wonderful work. Many, like Northcott, have strong programs for children and young people. Carlene Tripplet, who is the liaison between the Board and Northcott, speaks with such enthusiasm about the after school programs that are conducted at the school sites.

Many congregations today find themselves called upon to respond to very local, very immediate human needs, especially as federal and state government welfare and job training programs have created gaps between needs and public services. We are seeing some new and some renewed patterns of response, some of which are cooperative and ecumenical.

I am familiar with several ecumenical or interfaith organizations in Milwaukee that engage in community organizing and community economic development. And, I am sure that United Methodists are part of the groups I know or others similar to them.

Our congregations and community centers across the country, rural and urban, are increasingly called upon to engage in ministries that build and operate low-income housing, provide job training, offer education for young parents, extend services for the disabled, and provide social opportunities for the elderly.

The Long Beach congregation to which I keep referring found new and important roles to play in meeting the needs of its community. In addition to the food, job training, and youth ministries it launched, that congregation became very active with other organizations in providing counseling to abused women.

Down in the North Alabama Conference, numerous congregations and United Methodist individuals have banded together to provide group homes and other services to mentally challenged adults.

They currently serve 30 adults in their residences and also provide summer camping experiences for a larger group of similarly handicapped adults who are recommended by congregations. I became aware of this program because United Methodist Residential Alternatives has for two years now sent volunteer teams to help at UMCOR's Sager Brown material depot in Baldwin, Louisiana. The team has named itself "All God's Children in Mission" and is one of the most productive and popular of the teams that come to Sager Brown.

CFourth and my final major point, community ministry represents comprehensive care for a place and its people. This quality unites openness, transformation, and creative response to human needs. If I had a biblical text for this point alone I would choose St. Paul's comment in Romans 13:10: "Love does no wrong to a neighbor." I treasure that verse of Scripture. I am convinced, that is where John Wesley got his admonition that Christians should do all the good they can and refrain from doing harm.

An excellent example of comprehensive Christian care for a community was featured in "Many Faces of Mission," a late February GBGM insert in *The United Methodist Reporter*. Perhaps you saw it. I am referring to a story on the Tyro United Methodist Church, a large rural congregation in the Western North Carolina Conference.

A former pastor, now a district superintendent, is one of our primary consultants on town and country ministry at the General Board of Global Ministries.

The Tyro church was led by God a decade or so ago to see itself as responsible "before Jesus Christ" for the welfare of the entire community in its sector of Davidson County, North Carolina. And it meant the whole spectrum of community issues: spiritual welfare, yes, but also the economic, educational, and health needs of the people. Now that is quite a mandate to receive from

the Lord! The Tyro church took upon itself the concerns of United Methodists and non-United Methodists, of old-timers and new-comers, and people of all colors.

A few of the results at Tyro: An aggressive local television ministry….a community-based economic development corporation….a never-before available day care facility….a community library…a health clinic, that for a time operated in the Sunday school wing of the church….a new community center….a sewer system….and plans for a new rural supermarket when the completed sewer system will permit, and a butcher's shop. The church-organized "West Davidson Day" brings together people from the whole area to build a sense of community and introduce neighbors to one another.

The Tyro congregation holds firmly to the belief that to make disciples, persons must be disciples," and that means comprehensive care for the entire community.

Let me share one other example, and this is my final point, of comprehensive care for the community. It comes from then Minnesota Annual Conference, the Minneapolis-St. Paul area, and I like to think of it as comprehensive care in the making. The goal is very broad but the program so far focuses on a food collaborative. Five local churches have made a covenant to work together in local urban ministry. The five are Mounds Park and Hmong Asbury in St. Paul, and Christ, Epworth, and Woodbury in Minneapolis. Their food program is itself remarkable, reaching some 300 people.

Painted on the side of the delivery truck are these words, "Food Given in the Name of Jesus Christ." Area residents and recipients of the food are invited to get involve in the ministry, and that is happening.

What touches me to the heart is the covenant statement that will take the collaborative into many others forms of ministry. It is short: "We are United Methodist partners, commissioned by God to act in justice, peace, and love. Through the Spirit of Christ, we strengthen our faith by risking mission together to bring the hope of the Gospel for community transformation with open hearts and hands."

I pray that God through the Spirit will strengthen us all to risk together the mission of hope that transforms our churches, our communities, and ourselves.

Amen.

Thank you.

Deborah E. Bass

THE GREATEST CHALLENGE: LIVING IN COMMUNITY IN A CULTURE OF INDIVIDUALISM

By Dan R. Dick

Community is a word that holds a prominent place in the Christian faith. We speak of faith communities, of building community, of reaching out to the community, and from the "common" root word – *commùnis* (*commùnis* means "common") – comes the word communion. Intellectually, Christians hold community in high esteem, but the practicality of true community is eclipsed in our North American culture by a hearty and irresistible individuality. The rights and privileges of the individual rank among our highest lived values. "Standing up on our own two feet, looking out for number one, God helps those who help themselves," and other gems pepper not only our speech, but our thinking and faith as well. The language of individualism permeates all aspects of life in the United States, including the church. The historic confessions so carefully crafted to begin "We believe…" have fallen from favor in mainline churches – congregational worship includes a creedal confession only about 15% of the time – down from well over 90% prior to 1970. Instead, the language of confession is framed in "I" and "my" language – "I believe," "I know Jesus Christ as my personal Lord and Savior…" The language of our hymnody reflects the change – the vast majority of hymns from the 19th century were cast in communal terms – "we," "our," while the majority of 20th century hymns favored the singulars "I," "me," "mine," and the current trend in praise music is deeply individualistic. "Now Thank We All Our God," shifted to "Blessed Assurance, Jesus Is Mine;" and "A Mighty Fortress is Our God," lost ground to "I walk through the garden alone." While the individual relationship to God is important, maintaining a balance is important, but growing more difficult all the time.

Within Methodism, even the fundamentals of Wesley's instruction – the practice of the means of grace -- changed from the practices of corporate piety employed whenever people of faith gathered, to practices of personal piety and private devotion. The majority of people in our denomination, when asked if they pray or read the Bible, respond from an individualistic perspective. Barna research indicates that while over 95% of self-professing Christians say that they pray, only 27% of those say that they pray with others. 87% read the Bible regularly, but only 16% read the Bible and discuss it with at least one other person. Christian faith and spiritual development in the United States is primarily viewed as a private act.

What then, does this mean for Christian community and our understanding of Christian discipleship? While community is still central to our language, is it truly central to our practice of discipleship?

The 1990's saw a significant rise in Christian believers and seekers who claim to be, "spiritual, but not religious." A frequent corollary to this line of thinking is that religion somehow impedes authentic spiritual growth, therefore it is better to avoid institutions that want to define the spiritual life. Every spiritual person should have unlimited freedom to seek and discover what works for them. This commitment to a customized "pick and choose" spiritual journey honors the individual's needs, hopes, and experiences over any form of tradition, doctrine, or denominational identity.

Is this really a problem? Perhaps, perhaps not, but it deserves some serious exploration. Our religious heritage is the heritage first of a people – the Hebrew people – who identified themselves as a dynamic and integrated collective – the sin of any one person was the sin of all. From this sense of identity emerged community codes grounded in relationship to God and neighbor. Prophetic calls to repentance were extended to communities, tribes, villages, and towns, not just to individuals.

With the coming of the Christ, this sense of shared identity was reinforced. The majority of Jesus' teachings – including the famous "you" sayings (you are the light of the world, the salt of the

earth, a city on a hill) – are in the plural, not the singular. The gospel, at its heart, is a deeply relational Good News – meant to be shared in an ever-widening circle of community.

Paul builds his theology on this interrelated foundation. Perhaps one of the most compelling of all of Paul's metaphors from scripture is that of the corpus Christi – the body of Christ. In this image, both the individuality of the members and the integration into a larger whole are beautifully blended. As individual's, we can only go so far, but together synergy occurs – we become greater than the sum of our parts.

Let me change direction for a moment and ask you a question? Following a long list of instructions on Christian conduct in the sermon on the mount in Matthew 5, Jesus closes with this stunning admonition: "Be perfect, therefore, as God in heaven is perfect." How many of you gathered here are perfect? Show me your hands… How many of us, no matter how hard we try, how diligently we attempt to improve, can ever hope to achieve "perfection?" Is this some kind of joke? Would Jesus actually ask something of us that is impossible to accomplish? There's got to be something else at work here…

Often things get lost in translation, and in fact "perfect" may not be the most accurate translation of the Greek term, or the earlier Aramaic root. (Greek was the written language of our gospels, translating and interpreting the colloquial Aramaic spoken in Jesus' day.) In Aramaic, the concept of "perfection" was closer to our words "integrity" or "balance" – the ability to maintain complete consistency in thought, word, and deed. The concept further indicates an unwavering nature and the ability to stay focused. To be perfect, then, is to live a life of pure and total integrity. Not much help…

In the Greek, what we translate "perfect" is the word "*teleios*." A purer translation of the word *teleios* would be "true," rather than "perfect," however, the word "true" still requires some definition. *Teleios* – truth – means the highest, purest form – the ideal. To be perfect in this way means to embody and model our full potential – physically, mentally, emotionally, and spiritually. Once more, it implies a complete alignment toward our deepest values.

It seems that Jesus might actually mean what he says – there is an expectation that we will be perfect as God is perfect, and therein lies the clue – we will be perfect, together. Jesus uses the plural when he offers this instruction – what is truly impossible for any one of us alone becomes the defining vision for Christian community.

Each of us is individually gifted, but as Paul so eloquently teaches in I Corinthians each is given a manifestation of the Spirit for the "common good," and reinforces in Ephesians, that we are gifted, "to equip the saints for the work of ministry, for building up the body of Christ." Together we are reformed as "a holy temple in the Lord, built together spiritually into a dwelling place for God." In Paul's view, church is not a location to which individuals travel, but the church is the living body of Christ from which each of us extends into the world. We are not the church by ourselves – we are only the church in communion.

The implications of this are staggering. We live in a highly individualistic culture. To be the church – to make a commitment to be a fully integrated member of a faith community – is to take a counter-cultural stand. It means that we reevaluate our very sense of identity – asking not, "who am I," but "who am I in relationship with?"… and more importantly, "who are we?"

Developmental psychology offers a simple, yet significant, progression for the human lifespan. When we are born, we are immersed in a condition of complete and utter dependence – we cannot survive unless cared for by another. From birth, we begin a process of individuation – a breaking from dependency to independence, where we can care for ourselves, make our own decisions, and create the kind of life we choose. Parents know how difficult this evolutionary process can be from the "terrible twos" through later childhood pushing the limits to early adolescence and times of outright rebellion. While normal and healthy, this process is almost always painful and frustrating as well. Throughout childhood, independence is our "promised land" – the goal around

which we organize our lives. We gain validation and a new sense of self as we are able to care for ourselves, make our own decisions, and – at least appear to – control our won destiny.

Yet another normal progression is from independence to interdependence – an acknowledgment that – while we are able to fend for ourselves – there are great benefits to living in relationship with others. At a personal level, we join our life to the life of another to form the most basic unit of community – friendship. Friendship from the base of interdependence is very different from an independence base. In our independence, there are always walls clearly defining the "I" from the "thou." In interdependence, those barriers soften – "I and thou" become truly "Us," reflecting the profound truth espoused by Martin Buber, "I am in that thou art." In more recent times, Desmond Tutu teaches a philosophy of "ubuntu" – identity is not formed by individuals, but in community. Ubuntu teaches that I cannot be fully me until I am in healthy relationship with you. No one can come to wholeness in isolation from community. Buber and Tutu remind us of the earlier teachings of Jesus and Paul. We can only go so far on our own. Authentic Christian discipleship requires us to travel our journey of faith ***together***. When we combine our knowledge, skills, resources, and needs with others and we are all better off for the effort. When the good of the whole is kept in sight we can even achieve God's intended synergy – greater together than any can hope to be alone.

This takes me to a side road, but a significant detour, nonetheless. Interdependence is central to the vision of the United Methodist Church, and has been since its inception. The model of a "connectional church" is unique, and we should have an advantage in offering a countercultural witness. It is significant that so many people challenge the efficacy of the connectional model. What once was viewed as our greatest strength is frequently called into question as one of our most serious liabilities. A commitment to interdependence would call us to a deeper connectionalism.

The movement from independence to interdependence creates a constant tension – balancing the needs and desires of the individual with the good of the community. Where individual needs are considered more important than the needs of the community, competition ensues. If the needs of the community supercede the needs of the individual, accommodation occurs and individuals find themselves less motivated to be creative, productive, or to learn and grow. Compromise balances some of the needs of the individual with the larger needs of the community, but settles for less than either side ideally desires.

Our gospels call us to another alternative. We do not have to settle for compromise. In Christian community we have the opportunity to collaborate to achieve the highest possible potential of the community by empowering and equipping individuals to live as the body of Christ in the world.

What is required to move us to this higher standard, this commitment to collaboration and a radical interdependence? I believe that we will only reclaim community, only offer a truly countercultural witness through covenant. Covenant is much more than a contract, than an agreement for mutual benefit. Covenant is a spiritual act. Covenant is centered in God. Covenant is a radical reorientation whereby we are transformed. My definition of covenant is "relationship grounded in significant promise." Relationship grounded in significant promise means we connect, we unite, we care as much about each other as we care for ourselves. Our relationship is characterized by the highest expectations that we will achieve our greatest God-given potential. And we invest the very best we have to offer, willingly accepting the best that others offer as well.

The body of Christ encompasses unity and great diversity. As a society and as a church, we struggle with both. Few people claim to be fundamentally different from others. Studies show that commitment to safety, basic needs of food, shelter, and clothing, and placing a high value on relationships are universal to almost all people. Looking no further than these few values – we should be able to find much in common to support and defend. Yet, our tendency is to focus on our differences rather than our similarities, and our differences tear us apart. We profess a deep appreciation for diversity, then do everything in our power to disenfranchise those who are differ-

ent. We embrace diversity as an abstract ideal, not as a lived reality. What stands in our way of truly embracing diversity?

First of all, we do. Each of us lives in what Mortimer J. Adler labels, "the normative perspective." The normative perspective reflects our personal point of view. I am standing here, looking at all of you. This view is valid, accurate, informative, and true – but it is not the only view. While it is normative for me – it is normative for no one else in this room. The same goes for our beliefs. No person intentionally decides to believe in something that is not true – it makes sense to us, it explains the world, it has meaning – otherwise we wouldn't believe it. The problem comes when we believe that our normative perspective should be shared by all – if it makes sense to us, shouldn't it make sense to everyone? The problem is that we confuse opinion with truth – our personal point of view with knowledge. Diversity is an effrontery to the very worldview that provides stability and balance. Different worldviews call my own into question, and that can be a very uncomfortable place. It is one thing for me to be me and for you to be you, but quite another when in order for you to be you, I can no longer comfortably be me. Think of almost any conflict occurring within our church today, and see if this doesn't explain a lot. (Illustrate with examples from church/connection) To accept another worldview may mean I have to abandon my own.

This is evidence that we are mired in the cultural quagmire of independence. Independence is about drawing lines and setting limits. Individually, it is how I define myself apart from the rest of the world. For a congregation, it is the way we differentiate "us" from "them." At the denominational level, it causes us to resent the general church, and behave congregationally rather than connectionally.

The call to true Christian community through authentic discipleship invites us to leave independence for interdependence, and the path is simple. Simple, but not easy. Interdependence requires one thing – that we expand the circle that defines "us," and eliminates any barrier that defines "them." "There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus." (Gal 3:28) Christ has broken down the dividing wall, the hostilities between us. We are encouraged to have the same mind that is in Christ Jesus, to regard others as better than ourselves. Jesus prays that his disciples may enter into the oneness with each other that Jesus himself knows with God, and that indeed that oneness might unite them all. Our act of holy communion – that word again, communion – pleads that we might become one with Christ, one with each other, and one in service to all the world. We must be careful what we ask for – for we are claiming less of ourselves individually in order to become the body of Christ. We are accepting a radical non-duality as the body of Christ. No longer is there an us and a them, an inside and an outside, a who belongs and who doesn't. We are choosing another course – a course of acceptance rather than judgment. A course of tolerance rather than blaming. A course of service rather than entitlement. We become the model for a "more excellent way," – a way of love and kindness, mercy and grace. We say to the world, we are one – one in the spirit, one in Christ Jesus, one with the creation of God that God calls "good." Not one of us here can do this alone. If God will prevail, if the love of Christ will be known, if the power of the Spirit will transform and save lives, it will be through the community – the people called to be a people, the body of Christ. Amen.

1. How do we define community in our church? Who is "us?" Who is "them?" What are we doing/can we do to expand our definition of "us?"
2. In what ways do we offer a message of interdependence to counter the cultural commitment to individuality?
3. In what ways might our connectional structure encourage and empower greater interdependence? How does it do so now?

MESSAGE OF THE CONFERENCE LAY LEADER

Sheri Graeber

WE are the church. WE are in ministry together in the world. WE share one faith and one hope: Jesus Christ. WE are on a journey together in Wisconsin. Do these words sound familiar? These are words we have all heard from our Bishop!

Our Bishop not only spoke these words; she modeled them as well. She is genuinely and sincerely interested in empowering laity to do ministry. I'd like to share a few examples. When the Lay Ministry Academy was emerging as a vision, our Bishop was an integral part of the planning team. She helped us open doors, find leaders, and access resources. Most importantly, she offered her *presence* among us as a leader in our opening sessions. And such leadership she offered us: she shared words of inspiration and encouragement; she shared HER story with us; AND she sat among us and listened! As our vision grew, we began another path on our journey with *Faith Alive!* Our Bishop was once again among us, listening to our deepest yearnings and worked with us to help them take shape. She helped us find leaders who would guide us, challenge us, and inspire us. And once again, she shared her commitment to us by serving as one of our retreat leaders. When the Culture of the Call event was envisioned, our Bishop included laity in all facets of planning and participation. As our Annual Conference has grown and changed, our Bishop has insured lay and clergy partnership in conference leadership such as reorganization, transformation, personnel committee, leadership council, and circuit leader training just to name a few.

Laity experience vital leadership preparation in partnership with clergy to be in ministry not within the church building but in the community. Because of your leadership, we can join hands together around tables and say WE ARE THE CHURCH.

Bishop, we celebrate your ministry among us. We celebrate your servant leadership. We thank you for sharing this journey with us. You have walked with us as Jesus walked with disciples and seekers long ago. You have nurtured us and helped us grow. We are truly blessed by your presence among us. And we know that WE ARE THE CHURCH TOGETHER.

"HAVE THE MIND OF JESUS CHRIST"

Bishop Oh-Suh Kwon

Text: Philippians 2:1-11

Introduction

It is a great joy for me to visit Wisconsin Annual Conference for the second time following my first visit last year. I am especially happy to meet you and worship with you, brothers and sisters in Christ, on this blessed Lord's day.

As the resident Bishop of the Eastern Annual Conference of the Korean Methodist Church, representing 600 churches, 750 pastors, 110,000 members, I greet you in the name of our Lord, Jesus Christ. May the peace of our Lord be with you all!

During the Eastern Annual Conference held from April 12th to 14th, the sister relationship between the Wisconsin Annual Conference of the United Methodist Church and the Eastern Annual Conference of the Korean Methodist Church was made official.

The Eastern Annual Conference had the honor of having Bishop Rader, her Cabinet and the Director of Outreach Ministry, Rev. Jane Folmer Zikoff. I would like to express my deep appreciation of their making special effort to visit the Eastern Annual of Conference of South Korea. We had a meaningful time together.

I hope and pray that our sister relationship will benefit both Annual Conferences greatly in the future.

Main Body

I have three dreams for us to achieve in the future through our sister relationship between the Wisconsin Annual Conference and the Eastern Annual Conference.

My first dream is "Growth through mutual learning."

In Philippians 2:1-4, St. Paul tells us that there are certain principles in Christian fellowship. In verse 2, he says, "be of the same mind." In verse 3, he says, "count others better than yourselves." In verse 4, he says, "let each of you look not only to his own interests, but also to the interests of others."

There is a reason for his requesting all these. In verse 2, St. Paul says, "to make my joy complete." What does it mean? It means that St. Paul wants the Christians in Philippi to give him joy by being in such a good Christian fellowship. It was St. Paul's desire that Christians in Philippi would be in good Christian fellowship. I believe that it is also our Lord, Jesus Christ's desire for us to be in good Christian relationship.

Jesus wants Christians to give him joy by cultivating a beautiful relationship. As in the Korean hymn "I want to be Christ's joy," Jesus wants us to be his joy by our being in a good relationship between the two Annual Conferences.

What attitude would we need in order for us to become Christ's joy? As verse 4 says, we need the attitude of looking not only to "our own interests, but also to the interests of others."

Our being in sister relationship means that we can learn from each other. Sister relationship doesn't mean that either party gives or receives one-sidedly. We can learn and be influenced from each other. Therefore, we ought to aim to grow through mutual learning in our sister relationship.

When I visited Wisconsin Annual Conference last year, I learned a lot from observing how you run your Annual Conference. It was an eye opening experience for me to learn that Annual Conference can be a fun and celebratory event, not just a dry parliamentary procedure.

After I returned to Korea, I applied what I had learned in Wisconsin Annual Conference to the Eastern Annual Conference. The result was a great success! I have received many positive responses from the Conference delegates on the change they perceived in our Conference culture. They all said to me, "Bishop Kwon, we really enjoyed the new way of conferencing in our Annual Conference."

Now let me venture to say that just as the Korean Methodist Church learned a lot from the Wisconsin Conference, Wisconsin Conference can learn from the Korean Methodist Church. For one thing, I think that the Wisconsin Annual Conference will benefit from learning the passion and zeal for the ministry in the Korean Methodist Church.

In Korea, church growth is impossible without pastors' leading special prayer meetings like Early Morning Prayer Service that meets at 5 am every morning and All Night Long Prayer Meeting on Friday nights. Pastors encourage their church members to attend these prayer meetings by leading the exemplary prayer life themselves. Korean pastors and lay people believe in the power of prayer and as a result, we are experiencing the miracles of prayer. I am convinced that the Korean Church can share these spiritual dynamics with American Church.

As our sister relationship evolves, many specific programs will be created and implemented. Programs like "Sabbatical Exchange Program", "Youth Exchange Program" will enhance our mutual learning experience.

The second dream I have through our Sister Relationship is "peace".

Verses 5-8 talks about "Jesus who came in the form of a servant" Jesus is the Son of God who created this universe. Jesus is the Lord and he is the master of your life and mine. Everything we own belongs to him. Yet, he came in the form of a servant. Not only that, but he humbled himself and became obedient unto death. Why did he come as a servant? To bring peace into the world. On the day Jesus arrived in this world, the Bible describes the moment of his coming to the world by saying, "Glory to God in the highest, and on earth peace among men with whom he is pleased!" (Luke 2:14)

Friends! Jesus came to the world in the form of a servant to bring peace into the world. Therefore, we, as the followers of Jesus, should strive to be peace-makers in the world.

Korea is the only divided country in the world. Despite her 5000 years of history, Korea suffered the division in the 20th century and still remains divided in 21st century with all the wounds unhealed.

Knowing the brokenness of Korea, Korean Church is eager to pray for and support of mission in North Korea. We are spreading gospel among Korean-Chinese immigrants in China and are training them to be future evangelists for North Koreans in the preparation of the reunification of the two Koreas.

I am convinced that not the political reunification but the gospel of Christ is the only way to heal the broken hearts and to reunify the divided minds of Korean people.

When the Bishop Rader and her Cabinet and Rev. Jane Zikoff came to Korea, we had the chance to visit the DMZ (Demilitarized Zone) together. We saw that there was train rail that was stopped by numerous landmines, artilleries guns and soldiers. We saw that there was a road that we were not allowed to take. There we prayed for the peaceful reunification of two Koreas. I still remember vividly that Bishop Rader prayed in tears for the healing of brokenness of two Koreas.

Beloved members of Wisconsin Annual Conference of the United Methodist Church! I am asking you to pray for peace in the Korean Peninsula. We, Korean Methodists, will pray for the United States of America.

Even though the Unites States is still in the quagmire of war against Iraq, even though the United States is being criticized for the inhumane mistreatment of Iraqi POWs(Prisoners Of War), we,

Korean Christians, will pray for the United States so that the U.S will use its power for the justice and peace of the world.

When I return to Korea after my visit here, I am planning to visit Pyungyang, with other Bishops from ten Annual Conferences of the Korean Methodist Church. They say that there are churches in Pyungyang. But the churches in North Korea are just nominal churches.

During my visit to North Korea, I want to renew my vision to evangelize North Korea. I pray that the gospel of Jesus Christ will transform North Korea and help prevent her from becoming a threat to world peace. I would appreciate it if you pray for our peace-making effort in Korea. It is my hope and prayer that the Wisconsin Annual Conference and the Eastern Annual Conference continue to spread the seeds of world peace through the gospel of Jesus Christ! I want us to be faithful disciples of Jesus who worked for peace unto death.

My third dream is to build healthy church and healthy Annual Conference through our sister relationship. We say we are healthy when our body parts do their function well. Hands have the function of maneuvering. Feet have the function of walking around. Ears have the function of hearing. Mouth has the function of speaking. Likewise, our churches and our Annual Conferences should function well so that we may become healthy church and healthy Annual Conference.

What does it mean by "the function well of the church"? We can find the answer in verse 11 when it says, "to the glory of God, the Father." "The glory of God" may sound somewhat vague to us. But verses 9 and 10 clarify the meaning of it. It is written, "God raised him up to the heights of heaven and gave him a name which is above every other name, that at the name of Jesus every knee shall bow in heaven and on earth and under the earth."

In other words, the function of the church is to glorify God by witnessing Jesus Christ in the world. By witnessing the gospel of Jesus Christ, by making the power of the gospel of Jesus available in the non-believer world, we can glorify God. In a nutshell, we should glorify God by evangelism.

If the United States had not sent missionaries to Korea about one century ago, the church growth in Korea would not have been possible. Thanks to American Church, Korea has become one of the few countries that are sending missionaries in the world.

Unfortunately, the zeal for evangelism and mission seems to have dwindled in the U.S.A, especially in the U.M.C.. Although the U.M.C. still send many missionaries around the world, it seems that it has decreased, compared to the past.

It is my strong belief that we need to make special effort in evangelism and mission in order for us to be healthy church and healthy Annual Conference.

I pray that we will become healthy church and healthy Annual Conference by rekindling the enthusiasm and zeal for the gospel of Jesus Christ.

Conclusion

I hope and pray that three wonderful things will happen through our sister relationship between the Wisconsin Annual Conference and the Eastern Annual Conference. The three wonderful things are, "growth through mutual learning, peace in the every corner of the world, and healthy church and healthy Annual Conference through witnessing the gospel of Christ in the world."

May God bless our sister relationship so that we may glorify God through our cooperation and fellowship in Christ.

May God bless you all! Amen!

MESSAGE OF THE CABINET

Bishop Sharon Rader and members and friends of the Wisconsin Annual Conference, it is an honor and privilege to share with you the common vision and directions of the Wisconsin Conference Cabinet.

We offer our gratitude and thanksgiving to God for the many ways that all of you, the clergy and laity, give faithful service and witness to Christ's Church and its mission. Because of your commitment and leadership, we, Wisconsin Annual Conference, makes a difference both in our own communities and the global world.

We understand the Cabinet's primary task as providing spiritual leadership that supports and encourages clergy and congregations in their ministries of witness and service to the world. Whenever we gather together as the Cabinet leadership we affirm effective, healthy leadership, which would not happen without spiritual transformation or formation. So we intentionally focus on worshipping community and spiritual formation and see that authentic transformation happens-to call the church to spiritual renewal and change.

In this Annual Conference we celebrate Bishop Rader's twelve years of ministry in Wisconsin and they have been marvelous years under her Episcopal leadership. We give our thanks and gratitude to our God because of her self-giving and creative leadership.

As we gather together here, we can assure you that the state of our Church in Wisconsin is alive in Christ and growing with the help of the Holy Spirit. We are not perfect, but we are working at it. We are not in total agreement on some issues, but we are working on those.

We celebrate of the deep faith of all the people in our Church and move constantly toward friendly, open and welcoming Church in Wisconsin, yet schism talk may be a strong challenge to our Church today.

We celebrate how many people are eager to be involved in the leadership of the Church, clergy and laity, youth, women and men, young and old, poor and rich, and all diverse people in Wisconsin.

Bishop Sharon Rader has lived and worked among us with refreshing vision, courage and compassionate care;

Sacramental community and Kingdom table of inclusiveness: Bishop Rader has guided us and demanded that we build our Annual Conference as a sacramental community. She has called us to be a model community and for deepened communion with the living God.

Her invitation to the Cabinet table leadership was a strong intention to live and create a kingdom table of inclusiveness. Our Cabinet has been a blessed community and practiced profoundly prophetic vision.

As we initiate together for expanding cross-racial appointments, we believe that our commitment to the church be truly inclusive, with leaders who will provide what we need, without regard to the person's racial /cultural background. The highest ideals of inclusion are made manifest when we are doing cross-racial appointments. People see the ministry of the church being carried out without barriers of race or culture getting in the way.

Inclusiveness in our Conference is a gift, and collectively we long for God's kingdom table of inclusiveness as our future. Thanks to her intentional leadership we hope to continue our commitment to build a kingdom table for everybody who belongs and is woven into all of life and all of creation.

Connectional Church and the active mission outreach: Bishop Rader reaches out to clergy and laity and has been a faithful witness of United Methodism as a connectional Church. She called

Wisconsin United Methodist to serve not only locally, but also internationally, because we are a connectional Church. Our commitment to General Church connectional giving has been strong and 100% and we hope we will continue our Christian witness to the whole world. Common Thread is a district wide movement for increasing awareness of connectional giving. Congregations in the Chippewa District participated and they heard stories about how their apportionment giving has affected people's lives throughout the state, nation and the world. This movement will continue to the Coulee District in the fall and more to come.

We give thanks to our partnerships with many different Conferences, Bolivia Methodist Church, Rio Grande Conference, Cuba Methodist Church, and the Sister relationship with Dongbu Conference of Korean Methodist Church. Early April, our Cabinet joined traveled to Dongbu Annual Conference in Korea and we shared deeply in mutual support and dialogue. Their hospitality was delightful and renewed our Christian fellowship throughout the trip. We enjoyed God's activities in Korean Church that refreshed and renewed our spirits.

Culture of unity and mutual accountability: Bishop Rader has lived the unity in the Christian community. She accepts and embraces the differences of people and demonstrated her deep commitment to Christian unity. Wisconsin United Methodists are progressing continually living community of unity spirit and we hope to live without distractions in the living body of Christ. We invite all of our Wisconsin United Methodists to unit in diversity through accepting and embracing each other's differences.

We need to focus on Christ's mission and ministry in the context of ever-present grace of loving God. Even though schism talk may be s strong challenge to our church today, we will continue to be one Body in our vital relationship with Christ. As a Christian community, we need to outstretch our living space and include all God's children.

Since last Annual Conference, we are called to live and lead in the transformational process toward the Circuit Ministry. The vision of Circuit Ministry is clear and challenging, and we see this as the future of the ministry in Wisconsin. This fires up our life together and created a critical sense of urgency. Even though we are a very faithful people, yet far too many churches remain stuck in the past and the current challenge of the ministry calls us to an emerging way of God's kingdom and ministry in Wisconsin.

Bishop Rader named the transformational team and we moved together toward an effective organizational change through the Circuit Ministry formation. We believe the Circuit plan will facilitate creative partnership of our clergy colleagues and laity leadership, and cultivate necessary change for achievement of God's kingdom goals.

Wisconsin United Methodists are calling the urgently for change and we are witnessing the emergence of a new world. God is calling among us to cast the net toward the other side of the boat.

We believe the Circuit Ministry Plan values shared leadership and team ministry at the highest level.

At its core, the Circuit ministry is the effort of clergy and laity to conference together to fulfill the vision of Jesus Christ for the church by remembering who we are and where God is calling us to go. It is obeying commends of Jesus Christ, "casting the net to the other side," in today's mission field.

Brothers and sisters in Christ,

Celebrate our Wisconsin United Methodist Church where our active discipleship already grows.

Rich racial ethnic communities that grow in new faith communities in Green Bay: Hmongs, Hispanic, Korean, Philippinos, Native Americans, Indian in South Asia, African and Afro-American traditions that flow from around the globe and flow into all of Wisconsin land through cross-racial appointments. Disciple Bible Study has become a significant outreach opportunity in the Winne-

bago area. What started as the self funded efforts of a few lay persons is now providing for deepening faith and understanding of Scripture for several groups of prisoners and lay leaders involved in Disciple 1 and Disciple 2 with plans for offering Disciple

In Metro region, we have enjoyed a deepening partnership with Ministry with the City. There has been exciting progress made on obtaining a house of rehab, Sidewalk Sunday School, Spanish language classes, and collaborative new faith community development between existing churches and the new ethnic population. CETA and Bayview, Principede paz and Racine: First. In the Capital area, Madison Asbury UMC is planning and working toward an extension site in the Verona area. New faith community development is steadily growing in many different areas in Wisconsin.

Share deeply in mutual support and dialogue:

We need to support our common vision as Wisconsin United Methodists. Circuit Ministry is not a new concept in Wesleyan tradition, yet it is a new calling and radical discipleship in our culture. We need the support of the community to do it. And as we share with one another our various ways of spending time with God, our Christian journey will grow both full and clear.

Examine our corporate life and live prophetically:

If we live God's grace, love and justice, then we must dare claim God's abundant blessings for all people, including the poor, including our selves. Wisconsin is a beautiful land and some even claim it is a center of the world.

We need to tend our environment as a treasure for the ages. To do such in our materially driven culture is to walk the way of the prophets.

Our financial stewardship needs to be examined again and bring the gratitude giving as a high value because God is abundant and surely we are blessed.

In post 911 and Iraq war we know how hard it is to claim love and justice as a common value. For our own particular age we seek a clearer vision.

What kind of living do we need to claim of our congregations? Districts? Conference? What forms of true spirituality do we need to live out?

Come again and again to the table where we are truly fed:

The table of God's kingdom is far simpler and it is for all. Its nourishment is deep. It is the table of the One who says, "Take. Eat. This is my body. This is my blood. This is for you." In coming regularly to the table of our Lord, in searching out the times of this and in living the discipline of it, we shall together enter the ever-widening mystery of grace that breathes through the mission and ministry of Jesus Christ in Wisconsin Annual Conference.

The Cabinet is committed to work for this special time of transition and will listen attentively from you, Wisconsin United Methodist family.

We wish to express again our deep appreciation for Bishop Sharon Rader. We are deeply grateful for her servant leadership, her love to the church, and her prophetic voices.

By Hee-Soo Jung, Dean of the Cabinet, Wisconsin

2004 State of the Annual Conference Conference Council on Youth Ministries

Good Afternoon Annual Conference Delegates! Thank you for giving me this opportunity to share with you all the wonderful gifts that this Conference has been blessed with through the incredible youth of your local churches. I am the Graduating-President of the Conference Council on Youth Ministries Kaitlyn Aliota, and proud member of the First United Methodist Church in Downtown Madison. At this time I would like to thank the Bishop who has steadfastly and most-willingly served the Youth of Wisconsin wholeheartedly and with an ever-contagious spirit of God and faith. Your guidance and support have impacted so many and it is our hope that you keep in touch, and always allow God to bless your youthful heart.

I speak on behalf of the thousands of youth within our Conference who, unfortunately, could not be present with us this evening. May I provide a little insight attesting to the wonderful year that the Conference Council on Youth Ministries has had, and a little hope and prayer for the years to come.

"We want more than this world's got to offer." The youth of the Wisconsin Annual Conference pray by this simple statement that has carried us through the trials and tribulations of life in the crazy world which we live. "We want more than this world's got to offer." The youth of the Conference seek more than the familiarities of daily life and search for an existence of meaning and substance. "We want more than this world's got to offer." And that is how we thrive amongst a society that tells us we're wrong, unworthy, and of no value. Through WildFire! Ministry Missions to the primer graduating Youth Ministry Institute Class of 2004, the Conference Council on Youth Ministries has had a busy yet successful year—one in which we have proved our value, purpose, and belonging in the Kingdom of our God.

The Wisconsin Conference Council on Youth Ministries seeks to provide opportunities for youth to "Spread God's Love," through the WildFire! Youth in Missions experiences. These missions are designed to give youth an opportunity to serve God through serving others within the state, nationally, and internationally. WildFire! Youth in missions targets mission ministries that are specifically sponsored by the United Methodist Church connectional ministry. Each participant may experience serving God through providing construction labor for families, Vacation Bible School Ministries for children, and smiling faces for people who just need a friend to make their day. This past summer, hundreds of youth and adults traveled together across the nation to provide ministries for people in need. One trip went to Pennsylvania to paint, install carpet, construct wheelchair ramps, porches, handrails, and shelving, and assist with the local Vacation Bible School program. Days filled with long work were concluded by powerful late night worships. The bonds of friendship that were formed during the course of the week enhanced the entire experience. One student volunteer was quoted to say, "It was an awesome experience. God's presence was greatly felt in the people we helped and in the ways we all got along and worked as a team." This year youth and adults across the state have the opportunity to serve around the world. Mission trips will include destinations from the Madison Transitional Housing, Christian Disciple Farm, and Native American communities, to Atlanta, Georgia, Central Mexico, and the Philippines. It is our hope that God's Love may be spread through these missions' opportunities, and we are blessed to have the ability to serve our family in Christ.

Every four years, the United Methodist Youth Organization gathers youth from around the world to celebrate our United Methodism and God. This past summer, the youth of Wisconsin were fortunate enough to partake in the festivities of the highly acclaimed Youth 2003 event held in Knoxville, Tennessee. Taking seventy-five youth from our great Conference, we were able to participate in wonderful workshops and worships that left the over ten thousand attendees with an overwhelming sense of love and compassion for all present-and not present-at the event. Truly an

awe-inspiring experience, Youth 2003 was also the site for the biannual United Methodist Youth Organization Convocation. Gathering youth representatives from across the country, we daily-discussed issues that are pertinent to youth today including the General Conference's Shared Mission Focus on Young People Proposal. Much like our own Annual Conference, the results have already begun to impact the youth of the conferences and provide a better means of networking within and across jurisdictional lines.

With the help of the new Conference Youth Event Manager, Kris Pepper, the major events of the Conference Council on Youth Ministries, including the Conference Confirmation Retreat and Senior and Junior High CONVOs, were great successes across the border. Proving that the youth of Wisconsin are meant to live for so much more, these three events combined reached over twenty-five hundred youth and provided great stepping-stones to add to the foundation of a powerfully spiritual event ministry in the Wisconsin Conference.

In keeping with the "wanting more than the world has to offer" mentality, the Conference Council on Youth Ministries disbanded our previous event Youth Annual Conference in attempt to establish a new, more effective means of reaching youth across the state. Kicking off the initial year of the annual Regional Youth Conferences, each of the four regions in the Conference hosted a smaller but equally important gathering of youth to conduct the annual business of the Council. Each regional conference, held elections for the upcoming Council, worship services of varying bands and speakers, as well as a Festival of Ministries, a sort of "Talent Show for God," and an Issues Forum, in which two United Methodist adults were asked to come in and share opposing sides on a presented issue in a compassionate, Christian environment so that the youth of the Conference hear both sides of an issue in order to make a more informed decision or stance on such topics. Reaching over one hundred youth, the Regional Youth Conferences were very successful on all levels: from providing new ways of networking local churches to allowing youth to discuss the issues that matter to them most.

In this wonderful Conference of God, youth ministry is no longer a ministry where adults do planning to entertain youth—it is truly a team effort of ministry between youth, adults, and God, in which all three voices are heard equally. Through the establishment of the Safe Sanctuaries and Boundaries Workshops and the Youth Ministry Institute, adults in youth ministry can now receive adequate training to serve with youth in Wisconsin. These workshops and classes have been designed with youth in mind, and have provided many with the knowledge and experience that without these programs would go unnoticed and unfortunately overlooked. With the help of these programs, however, youth and adults are working together to make youth ministry a safe and enjoyable ministry for all involved. Because of the tremendous successes that we have been so blessed with, we, the youth, feel that our only limitation is finding adults who can provide guidance and support for the ministries that we would like to see created and continued in the Conference. Together, youth and adults are learning about one another, and making this world a place that offers more than it ever could alone. "We ARE meant to live for so much more," and it is our prayer that with your continued support and love, God may reach and bless the lives of so many more—and even if we reach only one within the next year, we will rejoice, for even that one is special to God. "We want more than this world's got to offer," and through your encouragement we will make it the better place we dream it to be.

BOARD OF CAMP AND RETREAT MINISTRIES

Introductory Comments:

"Throughout our Christian heritage, people of God have heard the call to seek a 'place apart' to encounter God and center their lives around Jesus Christ and the power of the Holy Spirit. The purpose of the Board of Camp and Retreat Ministries is to support the local church by providing an open door into the Christian life and United Methodist tradition using year-round outdoor settings for extended experiences of spiritual growth and discipleship."

The above purpose was approved as a part of the BCRM strategic plan in January 1998. It is used to inform and direct the Board as we move forward into the new millennium.

Highlights and Accomplishments of the Past Year:

2003 was a busy year for Camp and Retreat Ministries. Nearly 1,800 campers attended the summer camp programs sponsored by BCRM and, over the course of the year, 12,485 guests came to one of our four Sites (or were a part of the off-site program).

The Fund for Discipleship has provided much needed funding for building on the Sites. Byron Center began its remodeling of the Dining Hall, to be completed in 2004. Whispering Pines will begin its remodeling projects in 2004 with the Hilltop Cabins. We continue to be grateful for the strong support that Camp and Retreat Ministries receives from the Wisconsin Annual Conference.

The camps continue to welcome and appreciate the many church work groups, who help to extend the use of our apportionment and guest fee dollars. Churches and groups may call the Site Directors to volunteer their time and discover what camp projects may be available at any given time.

Camp and retreat ministry within Wisconsin is, for the most part, based at the four beautiful Sites owned and operated by the Conference. Our four Site Directors during 2003 were: Byron Pegram at Byron Center, Jen Burch at Pine Lake, Greg Louden at Whispering Pines, and Brad Sherman at Lake Lucerne. Visit the Camping and Retreat Ministries website at www.WisconsinUMC.org/camps . Pages for each Site as well as the camping booklet and registrar's report can be viewed.

Plans for the Coming Year:

Service and ministry to Wisconsin United Methodist local churches remain the top priorities of BCRM. We plan for those priorities in many and varied ways. First is the careful management of our four Sites so that they are available as places of retreat on a year-round basis. Summer camp experiences for children, youth, and adults are a major focus and commitment for BCRM. We are constantly evaluating our programs and organizational structure to make sure we are providing the best opportunities for use of our campsites to the Wisconsin Annual Conference and beyond. We welcome any suggestions.

BCRM was pleased that Pine Lake Camp's new retreat center was chosen as the focus for the gift Project honoring Bishop Sharon Zimmerman Rader's twelve years with the Wisconsin Annual Conference. Donations are being received by the Finance Office and work on the second wing of the retreat center is being completed. The building will be named in honor of Bishop Rader on Saturday, July 24, 2004 at 1PM.

Rev. Dick Hartlerode, Chairperson
Nancy M. Deaner, Camping and Retreat Ministries Coordinator

BOARD OF CONGREGATION AND PARISH DEVELOPMENT

Purpose/Mission Statement

The Board of Congregation and Parish Development assists and facilitates the development of healthy ministries that seek to grow and make disciples.

Principles to our ministry are the following beliefs:

1. Spiritual grounding is the cornerstone of all we do
2. We are in service to local congregations and ministries
3. We strive to awaken congregations' calls to Ministry
4. We maintain a spirit and willingness to "blaze new territory"
5. We recognize the need to continually develop healthy, effective leadership
6. God continually calls us to higher ground, greater ministry
7. Committed to the development of the new circuit ministry approved at the 2003 Annual Conference
8. We need to more effectively interface and galvanize efforts with other agencies within the Annual Conference.

The Board of Congregation and Parish Development (C&PD) began as a Board in July of 2000. Combining the functions of the former Parish and Community Development and Congregational Development Committee, we constantly seek clarity in the ways we can serve and minister to our Annual Conference. We are blessed with a fulltime Staff Resource person, Don Mendenhall. We continually grow in our ministry(s) together and have defined six major areas of focus:

1. New Faith Starts
2. Revisioning
3. Missional Church Support
4. Racial Ethnic Ministries
5. Recruit, train and equip congregational developers
6. Begin orientation of all congregation and parish development programs toward circuit ministry

We recognize the vital leadership role we are called to fulfill, not only in function, also in style. We are striving to seek mutual accountability with those we partner and serve, more from connection and service than from mere process and form. We jointly challenge and assess passion, readiness and capacity. This includes local congregations and ministries, districts, the Cabinet, and other conference agencies and functions. Ultimately, we all must discern and become who God calls us to be in ministry and discipleship.

Plan for Ministry: Functional Ministry Area Restructuring

In the spirit of discerning how to effectively function together and to best fulfill our calling to serve and minister to the Wisconsin Conference, the Board has recently adopted a new structure.

The Board has identified the following areas of focus;

- Revisioning
- Mission Churches
- New Faith Starts
- Leadership Development
- Finance
- Property

Each task group is led by a convener, and is made up of Board and non-Board, members that are recruited to fulfill identified needs. Task groups are supported by the Board's Executive Commit-

tee and Staff. Task groups meet as necessary to function efficiently and will be provided training in the first quarter of 2004. The board as a whole meets on a quarterly basis with emphasis on task group identified and led agenda. This clearly takes the Board in the direction of being a "working board" and necessitates the enrollment, training and development of "congregational developers".

New Faith Starts (NFS)

Green Bay Hmong, Green Bay Hispanic, Bay View/CETA Hispanic, Whitewater Hispanic, Kenosha Cluster, Caldwell/Mukwonago area, Neenah/Menasha Family Church. Other new faith start-ups come in the form of established churches going beyond regular growth attempts to highly intentional ministry plans. Emmanuel, Appleton, 1st UMC, Neenah, Mosinee, The Church of the Good Hope, 1st UMC, Kenosha, Evangelical, Racine are all examples of such efforts.

Revisioning

During 2003, the Board added the Natural Church Development process to its revisioning offerings for congregations in the Wisconsin Conference. Beginning with the Revisioning Convener, eighteen coaches were recruited and trained in the NCD process. Two of these individuals, who had previous NCD experience, became mentors to the other coaches and are scheduled, to receive advanced NCD training in 2004. They will, in turn, provide advanced training for the other coaches. Four additional coaches will also get basic NCD training in 2004. This extensive training has not only introduced an additional, highly effective and proven method of improving congregational health to our conference; it has relieved some of the consultation burden on the BCPD Coordinator. With a cadre of competent coaches and a range of proven revisioning processes available, BCPD will assertively publicize their availability to individual parishes and to circuits during 2004.

Missional Church Support

The United Methodist has a long tradition of being in partnership with faith communities situated in mission and ministry areas that require significant support from their sister churches. The Board continues to work with the leadership of the Mission Churches providing financial and other resource support. The Board also sees its task as encouraging the Mission Churches to continue planning for self-sufficiency. A new and more consistent funding policy will be tested in 2005.

Racial Ethnic Ministries

There is wide spread recognition that the Wisconsin Conference is being graced with the opportunity of responding to growing racial ethnic populations. This growth has and is expected to accelerate. As new populations take hold in transitioning neighborhoods the conference's ability to assist in the relationship building sharing space, sharing ministry, and sharing staff is most critical. An example of a local church fully involved in this process is the The Church of the Good Hope, Milwaukee.

New Faith Builders Call

The ministry of new church development can be a very expensive and risky process. The older style of providing a church planter to initiate and start a new ministry is the most expensive and most risky. Apportionment funding is needed but cannot sustain long term funding requirements for the many forms of new church development. The New Faith Builders' Call is needed as the foundation for a consistent long term funding source. The New Faith Builders' Call has been activated but needs increased networking to be fully effective.

Financial Support

In addition to the financial support referenced in the Missional Support section, C&PD approves apportionment forbearance, and provides loans from the Revolving Loan Fund. The Board is using funding time lines matched with all available resources to provided the needed resources at the most strategic moment in church development. As the Immediate Use Fund for Discipleship is depleted in 2004-2005 the cultivation of new funding sources will become critical.

The primary task for the first three years was to create a more positive climate for new faith development. The Board believes that new expectations and resolve have been planted. More congregations are self-initiating and seeking new ministry opportunities. There is a better climate in the conference for new faith development with the completion of the first New Faith Academy and at least ten churches requesting funding for new faith development. Many of these ten have already experience growth and other forms of success.

Daniel W. Zei, Chair

BOARD OF DISCIPLESHIP

Introductory Comments

The mission of the Board of Discipleship is to:

- Assist congregations in making disciples of Jesus Christ.
- Be a link between the General Board of Discipleship, districts and local congregations.
- Encourage and coordinate the ministries of the Board of Discipleship.
- Plan and administer the Board of Discipleship budget, supporting the work of the committees and making grants to projects sponsored by local churches and districts.
- Annual Conference linkage for groups involved in making disciples, which includes the programs of Lay Witness Mission, United Methodist Men, United Methodist Women, Wisconsin Aldersgate Renewal Ministries.
- Promote and support Conference-wide discipleship ministries.

These goals are accomplished primarily by the work of several committees of the Board.

Highlights and Accomplishments

The Board continues to struggle with how to best do the work of the Board in a meaningful way to serve local churches. The highlight of the year was the great success of the Sidewalk Sunday School in Milwaukee. It was conducted in August, centered at Solomon Community Temple. The success was such that the congregation continued the program into the fall and hs plans in place to continue in 2004. They have been using resources from the Metro area.
Most of the work of the Board continues to be done by the several committees. Their reports follow.

Plans for the Coming Year

We will continue to resource local congregations in the areas under our jurisdiction. We will endeavor to improve communications among the Board and the local churches of the conference

using the resources of the Conference. We intend to concentrate on one or two major projects rather than multiple. We will continue giving major support in the revitalization of the United Christian Resource Center.

We anticipate that the Board will be a resource to the new circuits and the congregations associated with them. We are encouraging our committees to develop resources to be shared with the circuits. Our role will be to assist the circuits and their congregations in the areas of our concern.

Robert Spinti, Chairperson

Education

This committee provided financial assistance to the United Christian Resource Center. In addition, scholarship assistance is provided to persons seeking to better local church education programs

The committee continues to sponsor the Donna Webb Award for excellence in Christian Education.

Income for projects comes from the Christian Education Sunday Offering. We continue to struggle with effective ways to promote this program. Promotional costs have taken a high percentage of the receipts because there is no General Church promotional help. Our larger goal is to have churches place a growing emphasis on the need for Christians to learn in order to keep the covenant as disciples of Jesus Christ.

Plans for the Coming Year

Continue the development of a new education web site to include links for ideas and support.

Continue the Sidewalk Sunday School program in Milwaukee and look for it to expand in the Metro area and other state communities.

Evangelism

Highlights and Accomplishments

We celebrated this year's Denman Award winners – Lay, Eldred Nicholas from Oneida United Methodist Church and the clergy team from Neenah First UMC, Revs. Gordon Lind and Amber Wolover.

Time was allocated to perfect the process of promoting, selecting and honoring our Denman award recipients.

A display board was developed to promote our various ministries at Annual Conference.

Development of our website continued: www.wisconsinumc.org/evangelism.

We continued to resource pastors and local churches with the Alpha program.

We piloted our congregational consultations with two wonderful churches: Medford and Hayward. We gleaned feedback, wisdom and continued to perfect our consultative strategy.

We welcome Rev. Dick Jones and the United Methodist Foundations Regional Director assigned to Wisconsin and look forward to him serving on our committee.

Plans for the coming Year

Continue to celebrate evangelists within our conference local churches by identifying a lay and clergy recipient of the Harry Denman award sponsored by the Foundation for Evangelism.

Continue to assist and resource local churches with the Alpha program.

Continue development of the website to be practical and relevant for local church usage.

To live out our ministry purpose by instilling a passion and skill for evangelism.

To identify evangelism coordinators serving United Methodist congregations and to begin networking them in a common ministry.

To promote the widely acclaimed movie directed by Mel Gibson, "The Passion of The Christ," as an opportunity for invitation and evangelism.

To be available to Hispanic leaders within our annual conference to discern their ministry aspirations and to then serve accordingly.

Rick Kindschi, Chair

Spiritual Formation

Highlights and Accomplishments

Welcomed a new chair – Linda Vance

The committee continues to sponsor the Five Day Academy for Spiritual Formation.

Plans for the Coming Year

Continue sponsorship of the Five Day Academy for Spiritual Formation.

Lay Witness Mission

The central focus of a Lay Witness Mission (A Journey of Faith) is a personal relationship with Jesus Christ. Christian witnesses come from their home churches to a host church to tell their stories of how they entered into a relationship with Jesus and what a difference this relationship has made in their lives. These visiting witnesses and the host congregations share in meals, worship, singing and small groups. This time of sharing results in a greater love for Jesus and each other. A Lay Witness Mission (Journey of Faith) is a weekend event that is held in a local church.

In 2003, Missions were held at Sparta United Methodist Church and West Allis United Methodist Church. Plans are underway for a Mission at Riverside United Methodist Church in Niagara, Wisconsin.

Lay Witness Mission Ministries sponsors a Spiritual Renewal Conference each year in April at Green Lake Conference Center. This conference is for both adults and youth. The speaker for the adults in 2004 was Dr. Rev. Elmer Coyler, Professor of Wesley Studies at the University of Dubuque Theological Seminary and the speaker for the youth was Nort Knutson.

Each year Lay Witness Mission Ministries holds a planning retreat for our leadership team. This year's retreat will be held at Pine Lake Camp in August. This retreat is a time for evaluation and visioning as well as encouragement and fellowship.

Jim & Patricia Haun, Conference Coordinators

Wisconsin Aldersgate Renewal Ministries

Aldersgate Renewal Ministries is an affiliate member of the General Board of Discipleship and thus is also affiliated but independent of the Conference Board of Discipleship.

Members of the steering committee have been instrumental in organizing and leading annual fall retreats focused on the power and work of the Holy Spirit in Wisconsin.

It coordinates prayer efforts for Annual Conference and has a prayer room at Conference.

Continues to have a display at Annual Conference.

They will be providing a scholarship to attend the national meeting in Lexington, Kentucky July 24 through August 1, 2004.

Will have a shortened version of Life in the Spirit Conference, October 16 at Mosinee.

Aldersgate Renewal Ministries holds clergy and spouse retreats twice year in Tennessee. These have been well received by those who have attended.

Sue Wilson, Liaison to the Board of Discipleship

BOARD OF GLOBAL MINISTRIES

Introductory Comments

Accountability

The Conference Board of Global Ministries has the responsibility for the oversight and the coordination of the mission work of the Annual Conference. The Board, in establishing its membership policy, seeks to reflect the diversity of the Annual Conference. Members are selected from each of the districts. There are also at-large members elected by the Annual Conference and by the Board itself. The Board meets three times annually (two face-to-face meetings and one phone conference). All Board members are encouraged to participate in one of the Board's committees.

Philosophy and Priorities

The Conference Board of Global Ministries is responsible for maintaining the connectional relationship between the General Board of Global Ministries and the Annual Conference. The Conference Board sees as one of its priorities the importance of making the mission of the General Church real by inspiring, educating, recruiting, training, informing and deploying persons and congregations for mission and ministry on the local, national and international levels.

Information

The Board of Global Ministries establishes mission priorities and funding procedures, recommends ministries to be funded through Conference apportionment dollars and designated funds, evaluates the impact and effectiveness of those ministries, stimulates local churches to be in mission, educates districts and local churches about opportunities and channels for mission and giving, and provides avenues for hands-on mission efforts. The Board also has oversight responsibilities for segregated funds from gifts and bequests designated to be used for mission.

Highlights and Accomplishments of the Last Year

1. Health and Welfare Ministries has 11 mission-ministries in Wisconsin that are UMC connected and under the review/support of the Wisconsin Conference by covenant relationships: 6 Long-term care ministries, 1 Hospital System, 1 Chaplaincy Program, 3 Family/

Children Services. The Committee has put a major emphasis on re-connecting these ministries to the Church and re-connecting the Church to these ministries. Cedar Crest Retirement Home and Sheboygan Retirement Center/Beach Care Health Systems will be renewing their covenants with the Wisconsin Conference. We have a new ministry, Harbor House Shelter in Superior, which is covenanting with the Church. The Committee's budget provides Conference support for Northcott Neighborhood House, United Methodist Children's Services and the Transitional Living Project. The Madison Hospital Chaplaincy also receives support through this agency. The Health and Welfare Committee administered publicity and information about the Golden Cross Sunday offering, which raised over $16,000 in 2003. This Committee has worked to promote the development of Parish Nursing Programs in local churches and provides an annual retreat for all UMC connected Parish Nurses. Another emphasis has been to lift up the awareness of the issues of people with disabilities, focusing on the need for accessibility to all people. Nine local churches requested information to do the Accessibility Audit last year. In 2003 a portion of the Lakeside Funds were used to provide urgent financial help for United Methodist Children's Services.

2. Mission Motivation Committee, in coordination with the Conference Secretary of Global Ministries and District Mission Secretaries, educates, encourages, and stimulates mission work in the Conference. District Mission Secretaries are responsible for providing training for local churches and Districts in the area of mission, and to provide current information on mission projects. Mission Motivation coordinates the itineration of mission interpreters in our districts. Wisconsin UM's raised more than $727,000 for Advance projects and other benevolences in the year 2003. Our concern is that this represents a 19% decrease in Advance Special giving compared to 2002. The percentage of churches participating in Advance Special giving also declined from 76% to 72%. You can visit the Board of Global Ministries web site, developed under the auspices of Mission Motivation, at *www.wisconsinumc.org/missions.*

3. The Hunger Task Force and Refugee Task Force are subcommittees of Mission Motivation and continue to work with districts and local churches to extend the mission work of the Conference.

4. Reconciling Ministries provides funding assistance for eight ecumenical partnerships around the state. These programs reach out to persons in stressed urban areas, persons involved in migrant work, prison populations, and other conditions of need. This committee also supports the Community of Shalom, Shalom Zone, Inc. linked to Solomon Community Temple in Milwaukee. Members of the committee continue to maintain contact with each of the programs funded by this agency.

5. Conference Partnership has organized into two sub-committees: one to focus on our partner relationship with the Cuba Methodist Church, the other to focus on our relationship with the Rio Grande Conference. The Cuba Partnership sent a group of people to Cuba in January, 2004. The Rio Grande Partnership has established a relationship with the Rio Grande Conference, and has helped our National Volunteers in Mission committee organize workcamps there.

6. Volunteers in Mission develops policy, selects work sites, and recruits leadership for short-term mission projects at Conference, Jurisdictional, national, and international sites. VIM has established National VIM and International VIM divisions within the committee. VIM projects are largely self-funded and continue to grow in size and scope. In 2003 a total of 413 work campers provided nearly 15,000 hours of volunteer labor for mission project. VIM also continues to train leaders for future work camps.

7. Disaster Response committee conducted training for Disaster Response personnel for children's care in time of disaster; conducted a mock disaster drill to assess preparedness; made two trips to the Sager-Brown UMCOR training center in Mississippi; concluded work in

Ladysmith following a year of ecumenical relief and recovery work in response to the tornado there; recruited persons in the annual conference to be trained for disaster response; and participating in the formation of county VOAD organizations (associations of voluntary organizations active in disasters).

8. Conference Committee on Missionary Personnel is working to increase the number of churches who have Covenant Relationships with missionaries. They are also working to determine how to best carry out their mission with limited resources available from the General Board of Global Ministries.

9. The Conference Board elected Linda Pliska as Vice Chair.

Plans for the Coming Year

1. Health and Welfare will continue to work with UM related Health and Welfare ministries in Wisconsin to assist them in responding to the spiritual needs of those they serve. A new prayer ministry is being developed to help the Wisconsin United Methodist Churches to actively connect with their United Methodist Health & Welfare ministries. Golden Cross publicity and special offering is another way the Committee helps the churches connect. Encouraging congregations to explore Parish Nurse programs as an extension of their ministry and creating a network of support for the United Methodist Parish Nurses remains an annual activity. Disability Awareness and making churches/congregations more accessible for all people who want to be a part of our faith communities is the Committee's Fall focus. The committee's vision is: That every local church is assessing, understanding, and actively responding to the health & welfare needs of the community in which they are located, with the involvement of all members and in partnership with the Health & Welfare Ministries of the WI Conference of The United Methodist Church.

2. The Conference Partnership Committee will continue to explore ways to strengthen relationships with our brothers and sisters in the Rio Grande Conference and the Cuba Methodist Church. They continue to explore opportunities for sending work camp teams to Cuba and the Rio Grande area.

3. Volunteers in Mission will work with our Partnership Committee to explore the possibilities for work-camps in Cuba and the Rio Grande Conference, in addition to several other work-camp opportunities at state, national, and international sites.

4. Mission Motivation will invite local churches, through the District Mission Secretaries, to host itinerating missionaries as they spend time in Wisconsin during the year. They will continue to challenge each local church in our conference to participate in at least one Advance Special this year. A new "People Touching People" book will be published in 2004. This committee will experience a change in leadership, as their chair for the past three years, David Guse, moves on to new challenges. Tony Fuller, who has served as the Conference Missions Secretary, will also conclude his service to the Board.

5. Reconciling Ministries will continue to strengthen its connection with and evaluation of the various ecumenical ministries receiving support from the committee. They will explore innovative ways to support those missions through connections with the Circuit Teams in those areas. They will say good bye to Rick Miller who has chaired the committee for two quadrennia.

6. The Conference Committee on Missionary Personnel is working to understand how they can best accomplish their work in light of the current financial struggles experienced by the General Board of Global Ministries. They continue to explore ways to encourage local churches to support missionary work through Covenant Relationships.

Jeffrey Virchow, Chairperson

BOARD OF HIGHER EDUCATION AND STUDENT MINISTRY (BHESM)

Introductory Comments

As an agency of the Wisconsin Conference and the General Church (GBHEM), the mission of the Board of Higher Education and Student Ministry is to facilitate, nurture, support, and network with campus ministries, campus ministers, Wesley Foundations, United Methodist schools and local churches in order to support students in post-secondary education and to develop a new generation of Christians committed to faith.

Highlights and Accomplishments of the Past Year

- During the 2003 year, our Board used our apportioned dollars to grant nine campus ministries a total of $87,000 including La Crosse, Green Bay, Madison, Menomonie, Milwaukee, Platteville, Ripon, River Falls, and Whitewater.
- Financially, the Board continued our support of North Central College with $15,000 and also supported four students at $500 each to attend the United Methodist Student Forum.
- The Board gathered with campus ministers and coordinators for the purpose of networking, sharing ideas and talking about how the Board can best be of support to our campus ministries in Wisconsin.
- The Board conducted a College Fair at Senior High CONVO with representatives from colleges and universities in the North Central Jurisdiction in attendance. The Board also had a table of scholarship and loan information, along with information on campus ministries in Wisconsin.
- Our Board's work in 2003 continued to be rewarding as it focused on communicating and relationship-building, as well as doing things that will help lives be transformed by experiencing God's presence.

Plans for the Coming Year

Our goals include:

1. being responsible stewards of the money we have to fund campus ministries and continue the high expectation of accountability we have of the ministries receiving apportioned monies from the Wisconsin Conference;
2. expanding our support for campus ministries financially and as a resource for helping expand the networking of our campus ministers/coordinators;
3. exploring other sources of funding (namely support from local United Methodist Churches and personal gifts from individuals with passion for campus ministry) to better support our campus ministries;
4. strengthening our relationship with those leading Wisconsin campus ministries and with colleges supported by our Annual Conference (specifically North Central College and Wiley College);
5. Developing young adult ministry in Wisconsin specifically at technical schools and 2-year campuses, for those young adults 18-26 years old that want to stay connected with The United Methodist Church;
6. We will work to encourage and resource United Methodist circuits in ways to support their local campus ministry and make United Methodism a more visible presence on campuses within their circuit.

BOARD OF LAY MINISTRY

The Lay Ministry Academy began its sixth 3-session series in which persons have been equipped for more effective ministries in their churches and communities. Graduates have begun Christian education programs for youth, adult Bible studies, and brought vitality to their churches. Kim (Eiken) Long continues as Dean of the Lay Ministry Academy and along with the leadership team is visioning next steps in this vital program. The Academy continues to be a vital ministry within this Conference.

Faith Alive! graduated it first class in March of this year. Participants in a three-year study and reflection on Theology, The Bible, and Ministry in Today's World have gown deeply in their faith and relationships with each other along this journey. This final year included challenges to fully engage in writing and expressing personal vision statements and wonderful experiences of ritual and celebration. A very moving last gathering at Pine Lake Camp was a banquet of symbols: specially chosen fruits and vegetables prepared as salad and soup. The closing gathering was a sharing of symbols of ourselves which were placed on our worship altar and special blessings by "secret prayer partners" as each participant embraces the journey into the world. Dean Diane Schobert and the leadership team continue their visioning and planning for the next series which begins this fall at Green Lake Conference Center.

Board of Lay Ministry members have been integral partners in their districts with many events. Heartland and Chippewa Districts have held Healthy Congregations: Faithful Living events , described as being "somewhat of a takeoff of Lay Ministry Academy," which were well attended. Winnebago District has been involved with Disciple Bible Study in prisons, New Beginnings workshops, and Lay Speaking workshops. Many districts have engaged in joint trainings and conferences with DS and District Lay Leaders playing key roles. Capitol District held a Mission Celebration to promote United Methodist Mission, the "Bashford Buddies" tutoring program staffed by laypersons., and a weekly fellowship meal for UW Whitewater students.

Laity of the Wisconsin Conference are becoming partners in ministry reaching out to their communities They have been baptized with cleansing water and possess the unquenchable fire of the Sprit!

During the next year, the Board of Lay Ministry will work with Conference to offer co-leadership in training events at both the Conference and District levels; share stories of participants of both Lay Ministry Academy and Faith Alive! participants; look for new opportunities to work with Circuit Teams to reach out to their communities and discover new ways of ministry.

Sheri Graeber, Conference Lay Leader

BOARD OF ORDAINED MINISTRY

Introductory Comments

The Board of Ordained Ministry is accountable to the Clergy Session of the Annual Conference and the **Book of Discipline of the United Methodist Church**. Members of the Board are nominated by the Bishop and elected by the Annual Conference. While clergy persons make up a majority of the Board, there are a significant numbers of committed laypersons. In addition, one Local pastor and Associate Member are members of the Board with voice but without voice.

The Duties of the Board:

- Assume primary responsibility for the recruitment and enlistment of ordained clergy.
- To study and interpret the clergy needs and resources of the Annual Conference remembering the inclusive nature of the Church.
- To guide candidates for ordained ministry in the process of education, training and ordination.
- To receive annual reports of each ministerial student enrolled in theological school of the Course of Study.
- To appoint and train mentors.
- To examine all candidates as to their fitness to for the Ordained Ministry and make a full inquiry of the candidates for annual election as local pastor or election to probationary membership or election to full conference membership.
- The Board interviews and reports recommendations concerning student local pastors, certified candidates for ordination as deacons, certified candidates for ordination as elders, certification as educational persons, changes from effective relation to leave of absence or retirement, return to effective relation from other relations(honorable location, readmission of located persons and persons discontinued from probationary membership, sabbatical leave, incapacity leave, appointment as a student, termination, changes to and from less than full time ministry).
- The Board cares for the responsibilities related to diaconal ministers and those in candidacy toward consecration.
- The Board shall interpret the high ethical standards of the ordained ministry as set forth in the Discipline and to study matters pertaining to character.
- Using available resources, the Board will support the ordained ministers career development.
- The Board works diligently to ensure confidentiality in relation to the interview and reporting process.

The Board of Ordained Ministry has an important role in fulfilling the mission of the Annual Conference. As we assist the Annual Conference in providing clergy spiritual leadership for local churches, we require significant funding.

Highlights and Accomplishments of the Past Year

- Margaret Lybeck-Smoak, Jean Schmidt, Cherie Meyer were recommended for Commissioning and Probationary Membership
- Kathleen Linda Jury, an Associate Member, was recommended for Probationary Membership in the Wisconsin Conference.
- Carol Sue Bryce, Nancy Carmichael, Mary Ann Conklin, Jason Mahnke, Timothy O'Brien, Jill Quilling, Amanda Stein were recommended for Elder's Orders and Full Membership in the Wisconsin Conference.
- Nineteen persons were continued as Probationary Member of the Wisconsin Conference.
- We celebrated the ministry of the following Elders who requested retirement: Arv Arveson, Roger Becker, Bernadette Bruner, Tom Callahan, Paul Francis,Lois J.Grebe, Edward Johnson, Earl Kammerud, June Nettles, T. Thomas Nustad, Linda N. Pliska, Kay Welsch, Thomas E. White.
- We celebrated the ministry of, Lois Reed Takata , a Probationary Member, who requested retirement.
- We celebrated the ministry of Mary Hedgcock who requested retirement as a Deacon.
- Began to consider the implication of the Circuit Ministry on the work of the Board of Ordained Ministry.
- Continued the development of the Order of Deacon and Elders and the Fellowship of Local Pastors and Associate members.

- We hosted the new pastor Orientation at Byron Center.
- We welcomed Dr. David Joyce, a United Methodist Clergy Person in North Carolina and President of Ripon college, as an Affiliate member of the Wisconsin Conference.
- Approved a change in our Psychological testing from Midwest to North central Ministry Development Center for 2005, with a phase in process to begin in 2004.

Projections for the Coming Conference Year

- To recruit and screen candidates for the ordained ministry.
- Make seminary education and the ordination process more affordable to all persons who are called by God.
- To support clergy moving into and out of the ordained ministry.
- To provide continued professional growth opportunities for deacons and elders in our conference, local pastors and those seeking certification.
- To maintain adequate administrative support for these clergy-related efforts.
- Continue to develop the Order of the Elders, Order of the Deacons and the Fellowship of Local Pastors.

Paul Johnsen, Chairperson

BOARD OF TRUSTEES

Introductory Comments:

The Conference Board of Trustees is an incorporated body of 12 members, 1/3 laymen, 1/3 laywomen, and 1/3 clergy, responsible for certain conference investments, conference-owned personal and real property, insurance, and certain legal matters.

The decisions of the Trustee are based on *The Book of Discipline*, state statues, directives of the Annual Conference, and the needs that best serve the teachings of Jesus. The Trustees serve the Conference in an administrative capacity.

Highlights and Accomplishments:

Parsonages Fund

This designated fund came from the sale of Conference staff and District Superintendent parsonages. Earnings are intended to be used to help cover the cost of the annual housing allowances for the DSs and applicable Conference staff. However, at the current drawdown rate, the fund will be fully depleted by approximately 2010. The Trustees have also made mortgage loans from this fund to individual DSs; the interest and principal repayments are returned to this fund. The fund had $1,071,550 in it at the end of 2003.

Pine Lake

The Trustee were disappointed in 2003 when the judge ruled in favor of the defendant in a frivolous lawsuit claim the Trustees had filed against the plaintiff and his attorney who had filed a prior claim against the Trustees regarding Pine Lake public access issues.

Conference Center

The Conference Center air conditioning units and all the windows, which were aging and in need of replacement, were replaced during 2003 and early 2004. In addition, there was some minor remodeling work in the Conference Finance Office to accommodate staffing changes. Relocation of the Archives to the first floor of the Conference Center is expected to occur in spring 2004. Rental income from the Conference Center, which is applied toward the expenses of the Conference Center, was down this year because less rental space is available because the Conference is using more space.

The Shaw Company is in the second year of a three-year contract to manage the Conference Center. They were recently purchased by Inland Companies, another property management firm.

Church Mutual

Letters from Church Mutual were sent to churches that did not pay their umbrella liability premiums stating that they could not opt out of this coverage. Church Mutual continues to work with those churches. Concerns continue to be expressed regarding the premiums and the hardship insurance costs are placing on some churches.

Properties belonging to the Conference

1. Bethany in Racine closed. July 1, 2001. Originally a Headstart program and a non-denominational church were renting space there, and rent covered the expenses. Now it is rented only by the church, and the rent falls short of meeting the fixed expenses.
2. Christo En Tu Ayudo (CETA) UMC's church property in Milwaukee is owned by the conference. The Conference Trustees continue to work with the church and the district superintendent to resolve concerns about the condition of the church.
3. Readstown UMC closed 12/31/03 and the church property is now the property of the Conference. This property is being held until decisions are made around possible future church development in the area.

Plans for the Coming Year

The Trustees have worked hard over the years to be of service to both the Conference staff and local churches and hope to continue. The Trustees also look forward to working with the circuits.

Sandra L. Daugherty, President

JOINT BOARD OF PENSIONS, INSURANCE & EQUITABLE COMPENSATION

Introductory Comments

The Joint Board of Pensions, Insurance & Equitable Compensation (the Joint Board) has stewardship responsibility for the following:

Pensions, death and disability benefits for 1) active and retired pastors under appointment to the Wisconsin Conference, and 2) active and retired laity employed by the Wisconsin Conference.

Group health insurance for 1) active and retired pastors under appointment to the Wisconsin Con-

ference, 2) active and retired laity employed by the Wisconsin Conference, and 3) active laity employed by Wisconsin United Methodist churches.

Equitable Compensation support to local churches to ensure that pastors are provided with adequate compensation at churches that may need financial assistance to accomplish this goal.

Highlights and Accomplishments of the Past Year

The Joint Board met all pension obligations of the Wisconsin Conference by paying the Pre-1982 obligation at the rate approved by the Wisconsin Conference. Sixteen congregations were provided with Equitable Compensation support. The Joint Board worked to balance premium costs with health insurance benefits through our participation in HealthFlex, the denomination's health insurance plan, to active and retired clergy and lay personnel of the Wisconsin Conference.

The Joint Board helped give leadership and support to the study to "Discover the Feasibility of Establishing a Retired Clergy Health Insurance Permanent Endowment Fund." A report on this study will be made in 2004 to the Annual Conference.

Plans for the Coming Year

We will 1) continue to provide for all pension obligations of the Wisconsin Conference; 2) continue to pay Equitable Compensation to congregations in need; 3) get a health insurance actuarial valuation to better ascertain our future claim liabilities; 4) improve communications with participants regarding upcoming benefit issues; 5) implement and evaluate all insurance premium policies currently in place and establish new policies where needed; 6) continue to explore the insurance premium proportions paid between local church/Wisconsin Conference and participants; and 7) utilize the new circuit plan to both gather and disseminate information as it relates to the work of the Joint Board.

Motion from the 2003 Annual Conference

The Joint Board and the Wisconsin United Methodist Foundation were directed to present to the 2004 Annual Conference a more expanded report of the income and expenses for the Permanent Pension Fund and the Ministerial Pension Memorial Fund. The following is that expanded report.

	Permanent Pension Fund	Ministerial Pension Memorial Fund
1/1/2003 Balance	$2,352,199	$1,008,022
Deposits	317	2,552
Disbursements*	(137,710)	(53,131)
Earnings	296,256	127,411
12/31/03 Balance	$2,511,062	$1,084,854

*Amounts budgeted and paid for retiree health insurance coverage.

Joan Fordham, Chairperson

COMMISSION ON ARCHIVES & HISTORY

The Commission is an agency of the Annual Conference. The Commission oversees the Archives, the Museum (at Greenfield Memorial Church in Greenfield WI), and the Wisconsin Historical Society of the United Methodist Church. Lynn Lubkeman is the Conference Archivist. Mary Schroeder is Reference Archivist. Both are Conference Staff. The Archive is now open on Thursday from 8:00 a.m. to 12:00 p.m. and other times by appointment. The Commission participates in activities of the North Central Jurisdiction Commission and the General Church Commission on Archives & History.

The space issue has been resolved and the Archives will move to a different location in the Conference headquarters in late 2004. The Archive continues to receive materials and artifacts. (Note: records from closed, merged and discontinued churches must be sent to the Archive).

The Historical Society has been made a sub-committee in the Commission. This was done by consensus of the current membership of the Society. Memberships will continue to fund the publication of *Flashbacks*. All churches are urged to acquire a membership in this worthwhile publication. Lois Olsen is the editor. Contact her at 414.347.1745 for membership information. Historical Society officers are now members of the Commission.

Oral histories of memories from members of the EUB Churches in Wisconsin were gathered and taken to Dayton, Ohio. The Commission was requested to interview people who had been members and was the first to complete the request for these stories and now receives requests on how it was done from other Conferences in the nation.

Seven Commission members traveled to Delaware, Ohio for the Jurisdictional Convocation. The Wisconsin Commission on Archives & History will host the convocation in 2005.

Doug Kintner and Lois Olsen continue to publish history. Both are in the process of writing new books. Doug's, *"Wesley's Women"* was featured at the 2003 Annual Conference. Lois' *"Goodly Tents"* was also featured at the display of the Commission.

Robert Gruetzmacher continues to compile the database of pastoral appointments from the past to the present. Pictures are now available for obituaries of pastors, thanks to his efforts.

The Museum in Greenfield will feature a display on the history of Korean Language Churches in Wisconsin beginning late spring of 2004. The Black Congregations display was well attended. The Museum is open by appointment. Call 414.545.2440 or 414.527.0043.

The Commission continues to urge local church participation. The guidelines for preservation of archival documents and record retention for local churches is available from any Commission member. Districts now have representation on the Commission.

The Commission looks forward to documenting the past and future of districts and sub-districts as the Conference engages in the Circuit Ministries.

Ann Towell: Commission on Archives & History. E-mail – atowell@Ameritech.net

Web page address is *http://www.wisconsinumc.org/archives*

Archives & History Wisconsin Annual Conference – Lynn Lubkeman & Mary Schroeder

Phone 1.888.240.7328 (toll free) e-mail: *archives@wisconsinumc.org*

COMMISSION ON CHRISTIAN UNITY AND INTERRELIGIOUS CONCERNS (CCUIC)

The Commission on Christian Unity and Interreligious Concerns exists to advocate and work toward the full reception of the gift of Christian unity in every aspect of the Church's life and to advocate and work for the establishment and strengthening of relationships with other living faith communities. The Commission is a small group (with a big name!) that seeks within the restrictions of limited resources to pursue our mandate within the Annual Conference.

Work in the past year

The CCUIC took on three projects in 2003: (1) an online dialogue on same sex unions that replaces a conference on homosexuality and the church which was planned for 2002 and subsequently cancelled (2) a compilation of a directory of congregations in Wisconsin of the nine denominations which comprise Churches Uniting in Christ (CUIC) and (3) a Palestinian-Israeli dialogue at Annual Conference featuring Abbas Hamdani and Gilead Moragh.

Approximately 100 people agreed to participate in the online dialogue and received reading materials (at Commission expense) in preparation for it; 23 people wrote responses that were posted on the CCUIC Conference Web site. Paper copies of the dialogue responses were sent to the General and Jurisdictional Conference delegations. The CUIC directory has now been duplicated and will be distributed at the 2004 Annual Conference. 55 people attended the Palestinian-Israelis dialogue held during the dinner hour on June 16. We are planning another dialogue dinner for Annual Conference 2004 titled: "Ordaining a Gay Bishop: What Effect on Church Unity?" Featured speakers with be Norman Fehr and Thomas Holzen, both of the Episcopal Church in Wisconsin. Rev. Bruce Robbins, outgoing secretary of the General Commission on Christian Unity and Interreligious Concerns will serve as responder.

In addition to these three projects, the CCUIC funded a Black History celebration at Albright UMC in Milwaukee on February 15, 2004. The celebration, organized by Rev. Marvin Spence, a Commission member, brought together congregations of the historically African American Methodist denominations (AME, AMEZ, and CME) with African American United Methodists for ecumenical worship and fellowship. We also supported the work of the Wisconsin Council of Churches and the Lutheran/Anglican/Roman Catholic/United Methodist (LARCUM) dialogue with both funds and representation.

Goals for 2005

The CCUIC has three goals for 2005: (1) to promote the use of the CUIC directory by sending Commission members to circuit meetings to describe possible uses of it (2) to sponsor another dinner at Annual Conference on a topic currently affecting Christian unity or interreligious dialogue and (3) to develop an Interreligious Concerns focus for the new quadrennium on either Jewish-Christian or Mustim-Christian relations.

We also intend to continue our support for the Wisconsin Council of Churches and for LARCUM.

Barbara G. Cook Chairperson

COMMISSION ON RELIGION AND RACE

Purpose and Mission Statement

Our mission is to advocate for racial ethnic and cultural inclusiveness. The purpose of the Commission on Religion and Race as stated in the 2000 book of Discipline "is to challenge the boards, agencies and the institutions of the United Methodist Church conference to a full and equal participation of the racial and ethnic constituency in the total life and mission of the Church through and advocacy and by reviewing and monitoring the practices of the entire Church so as to further ensure racial inclusiveness."

Highlights

In 2003, leadership changed. We are continuing to work through Anti-Racism Study action guides of the General Commission.

We administer the funding for the various Ethnic Caucuses so they can provide support to their constituencies.

Nine people from the Wisconsin Annual Conference CORR attended the NCJCORR Annual Conference in Johnston, Iowa. October 16-18; the theme was "The gift of cultural diversity"

Caucuses reported having done the following:

Laity and Clergy training
Mission
Responding to the call of Discipleship

Retreats
Spouses
Spiritual and Family

Camping
Bible Study
Children
Youth

Workshops
Evangelism
Preaching
Understanding the UMC

Christmas Celebrations
Korean Families come together for 3 days in Wisconsin Dells
African-American Candlelight Christmas Service

Regional & National
All Caucuses attend their various regional and national meetings

Joys

Our Caucuses are continuing to grow effectively. This year the Oneida's celebrated fifty years in their sanctuary. They also had a Consecration Sunday for a new roof, chimney, sidewalk and five Sunday School rooms in the basement. Milwaukee Native American Ministry welcomed a new pastor. Forty-seven people have been trained in leadership through the Hispanic Plan for ministry. Jorge Luis Mayorga Solis was appointed as the new District Superintendent. New Hispanic Church in Green Bay. New Korean pastor are joining our conference, one new elder and two

commissioned this year. Hee-So Jung was endorsed as a candidate for the episcopacy. Hyo-Won Park is revitalizing the Asian caucus. BMCR continues to celebrate Black History month, a Martin Luther King Celebration and they are raising scholarship funds in memory of Alonzo Robinson and Joseph Winston. New Hmong Church in Green Bay. We are excited about the new Hmong Hymnal. The Milwaukee Hmong congregation has found a home at the Church of the Good Hope. All of the caucuses throughout the year find time for worship celebrations and Bible study.

Concerns

Our inability to support and address the needs and concerns of our clergy and their families and cross-racial and cross-cultural appointments.

We are constantly receiving reports regarding how prevalent racism is in our churches.

The lack of compliance to our request for minutes from the boards and agencies of the conference.

Plans for the Coming Years

We will add an Asian Caucus in 2004

Find new ways of monitoring and reporting to the Annual Conference regarding diversity.

We will establish a way in which we can work more closely with pastors and their congregations and cross-racial/cross-cultural appointments.

We will encourage cross-ethnic participation and dialogue

NCJCORR will facilitate regional sessions within the jurisdiction to address the cross-racial/ cross-cultural appointment system. 2004 will be a planning year, with session beginning in 2005. We are apart of region B- South Indiana, North Indiana, Illinois Great River and Northern Illinois.

Help the conference claim and live out the mission of diversity.

Continue to support our Caucuses in their mission and ministry.

Offer Unlearn Racism workshops to local churches and the conference when needed and upon request

Encourage ethnic leadership in circuits where possible given the location of the circuit.

Offer Unlearn Racism workshops to circuit

Encourage circuits to participate in community Study circles on Racism

Develop a Bibliography of cross-racial and cross-cultural materials.

Rev. Deborah Thompson, Chairperson

COMMISSION ON THE STATUS AND ROLE OF WOMEN

Introductory Comments

The purpose of the Commission on the Status and Role of Women (COSROW) is to serve as advocate, catalyst and monitor to empower women and to transform the church so that we as inclusive people of God might be in ministry to a hungering and hurting world.

Highlights and Accomplishments in 2003 - 2004

1. Provided "The Flyer" publication to women in leadership in the Annual Conference
2. Provided a "Bibliography of Resources" for distribution at Annual Conference
3. Presented "Bridge Builders" awards to Odell Thompson and Frank Gaylord
4. Provided to Annual Conference members brief, daily devotional reading and prayer for healing along with stories of women who have experienced domestic abuse.
5. Continued the monitoring process during Annual Conference
6. Advocated for use of inclusive language in worship services
7. Provided information, resources, and litany for worship to local churches for use during Domestic Violence Awareness month

Plans for 2004 - 2005

1. Present "Bridge Builder" awards
2. Continue to work toward the elimination of racism. Our scheduled plans to be further educated about the on-going attitude and effects of racism in hope of strengthening our advocacy for ethnic minority women were unfilled this past year due to circumstances beyond our control.
3. Celebrate the anniversary of women's ordination
4. Continue to monitor women's participation in all levels of the church
5. Provide "The Flyer"

C.Sue Bryce and Brenda Smith White, Co-Chairpersons

EPISCOPACY COMMITTEE

The Episcopacy Committee of the Wisconsin Annual Conference serves as a source of support and a sounding board for the bishop. It incorporates a two-way communication process that listens to and shares the voice of the conference with the bishop. Committee members listen to the bishop and endeavor to be supportive interpreters as the bishop conducts the business of the Episcopal office. The committee participates in evaluating the needs of the Wisconsin Annual Conference. It shares those findings with the Jurisdictional Committee as it approaches the time of Episcopal change.

The committee's work this past year centered on the creation and presentation of the Wisconsin Annual Conference quadrennial profile. The profile will be used by the Jurisdictional committee in the process of assigning bishops for the next four years. The project involved the gathering of listening groups, a random sampling by mail and telephone of close to seventy conference laity and clergy, the gathering of demographic materials, and the drafting of the final document.

During 2004 committee members will help to plan the celebration of Bishop Rader's ministry during the gathering of our annual conference session. We are also making plans to welcome our next bishop during Jurisdictional conference and assist in a smooth transition to Wisconsin.

Roger W. Clapp, Chairperson

CONFERENCE PERSONNEL COMMITTEE

The Conference Personnel Committee met 4 times plus conference calls and E-Mails to address staffing changes, personnel and personel needs and concerns related to the Wisconsin Annual Conference staff. It is a joy to report that the staff is doing an exceptional job of fulfilling their ministry tasks. They are sensitive to the vision of the conference, effecient in their work and effective in their ministry.

During the past year, conference benefits officer Mark Smith resigned. We are privilege to have Rev. Jane Daniels appointed November 15 to this position.

The committee voted to place conference personnel in line with general conference clergy policies with the conference paying 74% of health insurance in 2004 and 72 % in 2005.

Mary Schroeder, conference archivist, has reduce her time to 5 hours per week, with Lynn Lubkeman picking up the additional hours.

The conference youth ministry continues of grow under the capable leadership of Amy Valedez-Barker. Reducing her hours to meet family needs, a part time administrative assistant has added the necessary hours, continuing to make youth ministry an exciting program of our conference.

Conference Computuer support and communications has been enhance with the increasing role of the Support Secialist, Linda Firestone. This is not a new position, but an upgrade in responsibilities and title for a continuing position.

With the elimination of the position of Leadership Development last year, $20,000 remains in the budget for training and leadership development. The decision not to hire a full time staff person in the area of leaderhip development reflects the principle that all staff have the responsibility for leadership development. We are excited about the posibilities this available funding offeres the Annual Conference.

Continuing plans include an update of personnel policies, evaluating the continuing effectiveness of staff, providing support for the circuit ministry and to support the local church as the primary place for the mission and ministry of making disciples of Jesus Christ.

Dick Jones, Personnel Committee Chairperson

PROGRAM AND ARRANGEMENTS COMMITTEE

Introductory Comments

The 2003 session of the Wisconsin Annual Conference was held at the Marriott Madison West Hotel and Conference Center in Middleton, WI. Again this year, we received many positive evaluations from both lay and clergy members. After holding site visits during the summer in Appleton, Green Bay and Wisconsin Dells, we have decided that the present venue for the Annual Conference Session best meets our space needs; therefore, we have now signed contracts with the Marriott Madison West through 2006.

Highlights And Accomplishments Of The Past Year

One of the highlights of the 2003 Annual Conference session was the celebration of the 300th anniversary of John Wesley's birthday. We are grateful to the Wisconsin United Methodist Foundation, Inc. for their financial support which enabled us to provide enough birthday cakes to feed everyone in attendance (app. 1100 people!). Opportunities to study and better understand three of John Wesley's sermons (Thoughts Upon Slavery, On Zeal, and The Use of Money) were provided by Rev. Daniel Flores, a pastor in the Rio Grande Conference and a former professor at Drew University Theological School.

Delegates for the 2004 General and Jurisdictional Conferences were elected and petitions to the General Conference were presented and balloted upon.

The global nature of our church was witnessed and celebrated by the presence of Bishop Oh-Suh Kwon from the Dong-Bu (East) Conference of the Korean Methodist Church (South Korea) and the Kat Trio from Russia which entertained us following our evening banquet and awards presentation.

The youth were again active and fully involved in the 2003 Annual Conference Session. They served as pages, led us in worship, operated camera equipment, and kept our energy high with their spirited presence.

One last highlight was the approval of the proposed "A New Way of Superintending." This decision opens the door for God's Spirit to breathe new life into the congregations of the Wisconsin Annual Conference. We look forward to living into the Circuit Plan which has developed out of the original "Superintending proposal" and which continues to be envisioned and massaged by the leadership of the Transformation Team and Bishop Rader.

Plans For The Coming Conference Year

Again this year, we will be using Asbury United Methodist Church as the site of our Ordination / Commissioning Service. Prior to this 6:30pm service on Sunday, June 13, both clergy and laity will meet in session, beginning at 2:30pm. On each of the days of our Annual Conference Session (June 13-16), we will offer morning worship services plus a Memorial Service and a Retirement Service on Tuesday, and a Healing Service and closing Communion Service on Wednesday.

Bishop Sharon Zimmerman Rader has served as the Episcopal Leader of the Wisconsin Area for the past twelve years. On Tuesday evening, we will have the opportunity to show our gratitude and celebrate her ministry. Following our banquet and time of celebration, the Montana Logging and Ballet Company will entertain us.

Our theme for 2004 is "Who is my Neighbor? Seeking to Live in Love with One Another." We have invited four guests to provide leadership and to help us live into our theme: Deborah Bass (General Board of Global Ministries) will help us focus on community-based ministry, Bishop

Joel Martinez (Rio Grande Conference) will help us connect with the changing demographics in this country, particularly Hispanics, and Dan Dick (General Board of Discipleship) will guide our thinking on living in community. Mark Miller, one of the 'hearts' behind The Faith We Sing, will delight and inspire us as we welcome him as our music leader. Mark will also offer the members of the Conference a concert on Monday evening.

Carolyn M. Saunders, Chairperson

RESTORATIVE JUSTICE TASK FORCE

Members: Bruce Fenner, Jane Follmer Zekoff, Kathryn Jones, Judy Lybeck, Thomas Moe, Julie Reinke, David Werner, Amy Jameson Yackovich

The major focus of this task force to date is to raise up the Restorative Justice model of working toward healing after crime has taken place. United Methodists throughout the Conference are presently involved in Restorative Justice initiatives for victims, offenders, and/or our communities. The challenge is to share what is presently being done with each other.

Rising Sun Camp, a camping experience of the Wisconsin UMC for children who have a parent who that is incarcerated, completed it's third summer. Under the expert direction of Judy Lybeck, thirty-six children between the ages of eight and fourteen were served.

"Today's Prisoners, Tomorrow's Neighbors" was the presentation given at Annual Conference 2003. Mary Kay Baum of Madison Area Urban Ministry shared about the difficulties of an offender's re-entry into our communities. For those desiring more information on this topic, a prisoner release simulation was offered at Sun Prairie United Methodist Church in July.

Awareness about National Crime Victim Right's Week (April) and Restorative Justice Week (November) has been shared with clergy. Contact information has been provided for all of the county Victim Witness Coordinators and state Department of Corrections Chaplains. In addition, a beginning Resource Bank of organizations doing Restorative Justice initiatives for victims, offenders, or communities was sent out.

The Task Force vision for our conference is to get pastors and lay leaders supported and educated enough about Restorative Justice to do radical reaching out to those affected by crime.

Julie Reinke

CIRCUIT MINISTRY TRANSFORMATION TEAM

The Transformation Team (TT) is the group of clergy and laity that Bishop Rader appointed and charged with a weighty, exciting, sometimes daunting, and essential task: to move from the recommendations in the superintending document approved by the 2003 Annual Conference session to a circuit ministry plan; to envision, plan for, and implement the training necessary in order for Wisconsin United Methodism to initiate circuit ministry by July 2004.

The TT—including the members and Bishop Rader—has met at least monthly since September 2003. One of the first tasks, which proved a complicated one, was to determine what were the "non-negotiables" approved by the Annual Conference session, those pieces from the superintending report that we must assume as our starting points. We gleaned the following: there will be 8 districts and 4 district superintendents; all clergy appointed to local churches will be included in circuits; an assistant to the bishop will be hired; geographically proximate congregations share a mission field that might be better served through a circuit arrangement than through congregational ministry alone. Also, and very importantly, circuit ministry should be evaluated primarily and ultimately by whether Wisconsin United Methodist congregations are making new disciples of Jesus Christ, whether there is evidence of congregational re-vitalization, and whether new, vital faith communities have been started. These evaluation points are the "juice," the spirit, of the plan.

The superintending plan only pointed a direction; and the direction re-orients the system resources of the annual conference. Even if one takes only a baby step in the direction of circuits, questions pour.

> What is the role of the laity? Will there be two circuit ministry components: clergy teams and ministry teams? How will superintending get done? Who will be circuit leaders? Which congregations will the cabinet form into circuits, and why? How will circuits affect appointments, each clergy person's allocation of time, the congregation's allocation of energy, money, and attention? With fewer DSs, how will charge conferences be conducted? Who or what is the recourse for congregations in conflict? What prevents the circuit plan from becoming functionally another layer of organization rather than impetus toward congregational vitality?

The TT's charge is not sufficient for us to venture answers for all of these questions. Some cannot be addressed sufficiently until circuits are active. And, the TT has hardly been laboring at the transformation process alone. Obviously, the bishop and her cabinet have been central. The cabinet solicited input from congregations and determined circuit membership. Bishop Sharon and her cabinet also invited nominations of elders for circuit leaders and then began inviting elders to be trained as circuit leaders (at this writing, invitations and responses are in process; and more elders will be trained than will be utilized immediately as circuit leaders). The Bishop and cabinet have worked through position descriptions for the superintendents and for the new position of the bishop's assistant, which will be Rev. Steve Polster (the assistant will function as "point person" with circuits, especially to steer and provide circuit development resources).

Central to the TT's work has been formulating definitions of circuit terms and planning training events. Creating a glossary of terms required the better part of 30 hours of face-to-face conversation, along with dozens of e-mails and consultation with the cabinet and other conference leaders. This process was energy intensive and time consuming for at least two reasons. First, we wanted to avoid rigid definitions that would constrict leaders and congregations. Second, the Annual Conference voted to change a living system, in process. That means one change—even a small one—in one area ripples far beyond itself. For example, defining what the circuit clergy team is and how it relates to the circuit ministry teams is likely to affect a great deal how ministry is practiced in this Annual Conference. The team could not publicize one decision in isolation from others; and thinking through the others has taken time—in truth, more time than we thought it would.

Envisioning and developing training events has been a second major use of our time and energy. After much deliberation and consultation, and consistent with the direction indicated in the superintending report, the TT decided that clergy teams should be formed first, should be allowed some time and the resources to develop and gel, and that these teams will instigate ministry teams within the circuits. This decision also sets priorities for training. In order to form circuit clergy teams, education for circuit leadership is necessary for appointed clergy in general, and potential circuit clergy team leaders in particular. The first leader training is set for May 16-19. Obviously, this training session is only a beginning. Ministry team training, next generation of leader training, and training specific to particular circuits will all be planned.

The other TT task, which has increased as concepts and connections develop, is communication. When an issue has been in process, we often did not have anything we could say other than that we were working. However, the Teams print communication began to increase with the regional information sessions in February and March, the clergy gathering on March 30, and in preparation for clergy leader training in May.

In Christ,

Gary E. Peluso-Verdend, Garrett-Evangelical Theological Seminary, for the Transformation Team

Jerry Cho, Sam Royappa, Diane Schobert, Sue D'Alessio, Tina Lang, Don Mendenhall, Steve Polster, Sharon Rader

COUNCIL ON FINANCE & ADMINISTRATION

Introductory Comments:

The C.F. & A.'s purpose "shall be to develop, maintain, and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures, and management services for the Annual Conference." (Book of Discipline, ¶610.)

Highlights & Accomplishments:

The most prominent responsibility of the C.F. & A. is to recommend to the Annual Conference an annual budget that is reasonable and workable so as to take into consideration the effect it will have on local church apportionments. Preparation of the budget is an on-going process which occupies much of the Council's agenda. The budget process includes: (1) Plan for Ministry and Budget Proposal submitted by the Boards, Agencies, and Committees; (2) Review and recommendations from the Visual/Quality Improvement Team and the Cabinet; (3) C.F. & A. review and final recommendation to the Annual Conference.

Meetings during the year were spent on the conference audit report, finance office staffing, policies and procedures related to financial management, approval of Tyler Associates to implement a feasibility study regarding a capital campaign to endow retired clergy health premiums, and decisions dealing with a shorfall in the 2003 budget.

The apportionment payments in 2003 were at 90.7 %. The goal for 2003 was 95%. This calculated out at a shortfall of $330,000 from the amount budgeted for 2003. However, because of action taken by conference agencies and staff to limit expenses, expenses came in more than $100,000 under revenues for 2003. This blessing allowed the conference to end the year in a better financial position than had been expected. Most of the year apportionment income was running close to 5% behind other years. Even with the difficult economic period for many churches, we can celebrate the fact that more than ¾ of all churches paid their apportionments in full. A number of congregations gave beyond what they had been asked to share. The conference has been faithful in meeting the financial obligations within the conference as well as paying our General Conference apportionment at 100% for the 15th consecutive year. Thank you to the church congregations and to the church agencies for your financial faithfulness throughout the conference.

Several Council members participated in the Common Thread Program in the Chippewa District. This program placed a guest speaker in every church pulpit throughout the district. The purpose was to communicate the connectional importance of our United Methodist Church, and to tell the story of how their apportionments do make a difference in making disciples for Jesus Christ.

The feasibility study for a capital campaign was implemented by Tyler & Associates. This study was to see if the conference could initiate a capital campaign to assist in the conference's long range liability regarding retired clergy health premiums. The results of the study will be presented to the 2004 Annual Conference with recommendations on the follow-up of this important issue within the conference.

Several changes have been brought about in the Director of Finance & Administration Office. A new Conference Benefits Officer has been hired. A new staff member has been added to better divide up the various financial duties within the office. This was action initiated because of the embezzlement case and it has been recommended by the audit report for several years. There has been continuous updating and/or adding new policies and procedures to provide better financial management.

Plans For The Coming Year:

C.F. & A. will continue to work hard in providing an Annual Conference budget which is attainable according to the conference's resources.

C.F. & A. members will continue to participate in the Common Thread Program as it is implemented in other conference districts.

C.F. & A. will continue to work with the Foundation Office in the establishing of an Office of Development to assist in finding other financial resources to help the conference budget.

C.F. & A. members will participate in a Task Force which will be studying the conference's long range liability regarding retired clergy health insurance premiums. Members of the Task Force are: Don Frank, Phyllis Rodriguez, Jane Daniels, Joan Fordham, David Ogden, Lisa King, Jack Werner, Fran Deaner and Doug Stallsmith.

C.F. & A. will continue to work closely with conference agencies, as needed, regarding budget preparation and control.

C.F. & A. will be establishing a Task Force to look at the implications on the conference budget dealing with the many designated and restricted funds which are being depleted.

C.F. & A. will continue to rely heavily on the Director of Finance & Administration, and the office staff in carrying out the workload of financial affairs. The Director and staff are to be commended for their time and effort in keeping the conference financial program operating at a high level of proficiency.

Douglas Stallsmith, President, C.F. & A.

CONFERENCE COUNCIL ON YOUTH MINISTRIES

This year, the Conference Council on Youth Ministries excelled beyond the standards of excellent ministry programs and opportunities of this Annual Conference. All of our events across the border increased in the number of attendees, as well as the number of people who were touched by God's love. The empowerment of the youth in this Conference is amazing, and in every aspect of our ministries, there has been an awesome sense of togetherness and cooperation between individuals. The Council, in particular, has revamped our Youth Annual Conference moving from one state-wide event to four regional events to encompass all areas and aspects of our very diverse Conference. Our election of leaders has been changed for the better as well; in fact, instead of an "election," we have moved towards a discerning process for choosing our Executive Committee.

While our ministry is continuing to grow, we do have concerns about how we might better serve the Conference and God. Although we do have an outstanding base of empowered youth, we are having some difficulty finding equally committed adults. This causes some communication issues; however, the Conference Council on Youth Ministries is providing training for youth leaders and addressing the need for defining adult advisor expectations and roles. Our biggest concern though, is the number of youth that we are not reaching, especially with respect to the Ethnic Youth Caucuses. Although we are trying with all our best efforts, there is still much work to be done, and it is our hope that our work is done with the care and love of God.

However, already the Conference Council on Youth Ministries has begun to change for the better. For example, we have planned and executed the Regional Youth Conferences held in place of the event previously known as Youth Annual Conferences (YAK). Through the Regional Youth Conferences, we are planning to increase district and local church networking, hoping to create youth

team clusters, modeled by the newly adopted Circuit Plan for Ministry at Annual Conference. We pray the revisions and definitions of the roles and expectations of adult leaders will be understood, so that the Conference as a whole is a large "Safe Sanctuary" for youth and adults. We trust that communication and accountability between all areas and individuals will continue to improve so that connecting with youth from the Chippewa District to Ethnic Youth Caucuses will ensure a reliable and respectable relationship.

For 2004-2005, the Conference Council on Youth Ministries is challenging itself to be a more inclusive body. We are encouraging one another to step out of our comfort zones, and to make ourselves available to anyone and everyone who needs a ministry that we can provide. We want to reach out to all and to continue to be led by God. Specifically, we are looking to grow in relationship with the Ethnic Youth Caucuses, and to serve on their organizations so that they will be comfortable to serve on the Conference Council on Youth Ministries as well. We hope that through the Regional Youth Conferences, all areas of Wisconsin will be represented, and the involvement of youth will only increase. With the involvement of youth in mind, we are challenging the Conference to help us raise our Youth Service Fund to be among the top twenty percent of Youth Service Fund contributors in the denomination. Through the Circuits, we will provide training for youth and adult leaders to make sure the Clusters are an uplifting and helpful resource for every local church. We feel that through these goals, God's plan will work through the youth and adults of this Conference—together.

Submitted by Kaitlyn Aliota
Conference Council on Youth Ministries President

CONFERENCE YOUTH COORDINATOR'S COMMENTS

Excitement continues to brew as we welcome the 2004-2005 Conference Council on Youth Ministries and sadness is also heavy in my heart as we say goodbye to the seniors this year. This class is the first class that I have seen all the way through from Jr. High (8th graders) all the way through High School. It's hard to believe that I have been here long enough to see them this far. For anyone in youth ministry, this is the best and sometimes hardest feelings I have experienced in Conference Youth Ministries thus far. Each year relationships with the youth grow stronger and each year I have to say goodbye for now to another group.

With that in mind, we enter this next year with many new anticipations and celebrations for what was accomplished in the year past. CCYM shifted from Youth Annual Konference, which only reached about 30 churches in our conference of 512 churches to Regional Youth Conferences. The Regional Youth Conference's were well received and have the potential to be a growing experience. CCYM also shifted from a officer 'election' process to a officer 'discernment selection process.' There were a few bumps and bruises with the process but a much more Christian atmosphere than we had experienced previously.

Youth Ministry Institute had an excellent faculty class this year. There were 24 participants who will be a part of the graduation ceremony at Annual Conference. Participants have been very enthusiastic about the experience and have found a network and community of youth leaders that supports them in their ministry settings. Youth workers with experience have felt that they have learned many new things as well. Several of the youth leaders have commented that they wished this ministry training had been available when they first started. YMI has been an awesome blessing and a direct opportunity to equip leadership for local church ministry. The YMI Exec Team is developing the next step for the Youth Ministry Institute.

For me, this has been a fulfilling year. We have worked hard at developing Christian ways of

making decisions. We have sought to better resource the church and encourage churches to develop safe sanctuaries. We are encouraged by the continued empowerment of young leaders and we are excited by what the future holds before us. Thank you, God, for the gifts that we have been blessed with!

Amy Valdez Barker, Conference Youth Coordinator

Yearly Youth Ministries – Event Registration Reports			
EVENT NAME	**DATES**	**LOCATION**	**# OF PARTICIPANTS REGISTERED**
Youth Annual Konference	April 4-6, 2003	Sky Lodge – Christian Camp – Montello	196 registered 175 attended (shortened due to winter storm)
Jr. High Convo	May 2-4, 2003	Green Lake Conference & Retreat Center, Green Lake	636
WAYM – Safe	Spring 2003	Throughout the state.	232 participants
Pages of Annual Conference	June 15-18, 2003	Marriott Hotel & Conference Center, Middleton	12
WildFire! Youth Mission Trips	June – August, 2003	Oklahoma City - Pennsylvania - Odanah - Red Cliff - UMCS - Superior - Youth ‘03-Knoxville -	38 115 30 20 18 75 75
WildFire! Youth in Ministry Camp	July 7-12, 2003	Lake Lucerne Camp & Retreat Center	45
Clergy Kids Retreat	August 8-10,	Pine Lake Camp &	14
Youth Ministry Institute	October, 2003 – May, 2004	Throughout the state.	24
Conference Confirmation Retreat	October 11, 2003	Kalahari Resort & Convention Center, Wisconsin Dells	349
Sr. High Convo	November	Alliant Energy Center,	1314

VISION QUALITY IMPROVEMENT TEAM

On October 17, 1998 at a called session of the Annual Conference, The Wisconsin Annual Conference approved a new organizational design for our conference. This design included a team, overseen by the Bishop, to "watch over" the Annual Conference. The purpose of the Vision Quality Team was to watch the processes and work of the conference to determine if there are better ways of being faithful as conference. The Team celebrated the hopeful places of transformation and paid attention to the places where change was needed. The VQIT can recommend change, create task groups to evaluate how to do our work better, and to ask the right questions so that change can occur.

We met several times each year to "listen in" to what is going on in the conference. We listened to Director's reports, reports from other people in the conference and shared our own experiences of what was gong on in our midst. While there is not space in this report for all the work that we have done on the past four years, here is a brief overview of some of the tasks performed.

- June 2001 we surveyed people form the conference as to how the churches are using Annual Conference Staff and resources to determine if the local church was utilizing these resources. A large percentage of the churches in the conference, especially those near Madison, did avail themselves to the resources provided.
- The Committee on Finance and Administration requested that the VQIT review plans for ministry and make budget recommendations based on the plans. This required two days of hard work each year, where many hard questions were asked and recommendations made. We also had a chance to celebrate the many ministries which often go unnoticed.
- We worked with Nominations on concerns we had over issues concerning conference leadership.
- We discussed ways for BOOM and the Lay Ministry groups in the conference to strengthen leadership.
- We fielded requests from the Annual Conference to create specific groups to deal with specific issues. Most recently this led to the creation of a group to look at the number of District Superintendents in the conference, which led to the creation of the Circuit Ministry plan and to the creation of the Transformation Committee.
- We have dealt with staffing issues, including the recent recommendation that the Leadership Development position not be filled at this time, while we work on other avenues of leadership development.
- Recommended that we accept a proposal made by the Foundation to begin work on a Stewardship Center to help local churches in the area of stewardship.
- We constantly work on creating better avenues of communication so that we get better feedback and assessment.

These are a few of the things we have worked on in the past few years. I also want to express my own appreciation in working with Bishop Rader these last four years on VQIT. She has led us with passion and sensitivity, and has a real heart and love for this conference. And I am sure that I speak for the whole committee when I say that we like any of her hairstyles better than Dan Schwerin's rapidly fading hairline!

Kent Ingram

UNITED METHODIST MEN

Introductory Comments

The United Methodist MEN are a ministry to men, for a ministry through men.

We need to be a creative supportive fellowship of men, who seek to know Jesus Christ.

We need to minister to all men of our church and include the young men into our fellowship.

Plans for the Future

We need to get District United Methodist Men Presidents as we go forward with our Circuit Ministry teams. We hope each Circuit will have a Circuit Vice President of United Methodist Men.

We are working on the ninth National Gathering of United Methodist Men. Note: name change--other years it was Congress 2005 held at Purdue. Wisconsin has a goal to have one hundred and one men come the year 2005.

Our executive team is planning some Friday night and then Saturday work days at our camps and we are inviting all men to attend.

We as men of United Methodist Church need to have a daily prayer and quiet time with God.

We need to get to know all men in our Church with Christ love and understanding.

We need to work more with the Society of St. Andrew as our mission to feed the hungry.

I hope that I can get to all districts this year for their district meetings.

We need men to join us. We are going to ask all churches to get busy and increase in EMS members by thirty percent this year.

We all need to work together; the Laity and Clergy as we build up the membership in our Church for Jesus Christ.

May the Lord be with all of us,

Chuck Teege, President
Wisconsin Conference United Methodist Men

UNITED METHODIST WOMEN

Purpose

The organized Unit of United Methodist Women shall be a community of women whose purpose is to know God and to experience freedom as whole persons through Jesus Christ: to develop a creative, supportive fellowship, and to expand concepts of mission through participation in the global ministries of the church.

Highlights and Accomplishments of 2003

- We held School of Christian Mission at Lakeland College with Dean Sue Setterlund. Classes were held on EXODUS:An African American Methodist Journey: Mexico: and Creating an Interfaith Community. We had 165 in attendance at week long school and 235 in attendance at drive in day.
- There were 46 youth at Pine Lake for YOMICA.
- We had a retreat led by Bishop Rader.
- We had a one day training event led by Julie Tulloch from Women's Division for all conference and district officers at the Waupaca United Methodist Church.
- In October our Annual Gathering was held at the Lake Street United Methodist Church in Eau Claire. The theme was One in the Spirit. The speaker was Dr. Glory Dharmaraj. She compared us to resurrection women . We hope the Spirit from that gathering is alive and well in the Wisconsin conference.

Information For 2004

- Jurisdiction United Methodist Women's meeting was March 26-28 in Chicago. Mary Baker and Salud Rodeman completed there tenur on the jurisdiction core planning group. Dee Klawitter was elected chairperson of the nominating committee for the next four years. We had 67 persons from Wisconsin attend the event.
- Conference Annual Gathering October 23, 2004 at EauClaire Lake Street UMC with our theme LET'S CELEBRATE. United Methodist Women have been doing mission work for 135 years and we are encouraging everyone to celebrate with us.
- Pledge of $397,500.00 for 2004.
- Mabel Heil Scholarship is available to "worthy women" returning to school. Deadline for first semester is May 1 and for second semester is October 1. Contact Jann Brockman, 905A Windfield PL., Appleton, WI 54911-1541.
- We have reorganized the Arkansaw unit and we are currently organizing a unit at Crossroads United Methodist Church in Waunakee.

We gave 11 Mabel Heil Scholarships to women who find themselves having to do a life style change for whatever reason.

Diane Quade, President
Wisconsin Conference United Methodist Women

MOVING DIRECTOR

Introductory Comments

Accountability: The Conference Moving Director is appointed by, and is directly accountable to, the Cabinet. John E. Moffatt was appointed Moving Director starting January 1, 2001 and continues to serve.

Philosophy and Priorities: We use weight and packing limits as incentives to keep costs of moving as low as possible. These limits are intended to promote sorting and discarding, and do-it-yourself packing as the normal practice. Our present Conference policies benefit local parishes and pastors by reducing their need to plan and coordinate the simultaneous and sequential moves that arise from itinerancy. Also, because our moves are billed to the Conference, local parishes and pastors are freed from the need to make large cash payments on moving day.

Information

1. The Conference Rules (Sec. 20.2.3 ff) provide information and warnings for most common problem areas in moving.

2. The original 2003 budget for moving expenses was $218,400. Based on reduced need during 2003, it was revised to $210,000. The final cost, $201,243, was 4% under that smaller budget. Although a few very expensive moves increased the average cost of a move a bit over last year, having fewer professional moves than in 2002 reduced the cost to the Moving Expense Fund. Conscientious efforts by our pastors and their families to reduce moving costs are evident in the fact that the average moving weight of clergy household goods continues to decrease. The Annual Conference also continued to benefit from the discounts and fuel surcharge waiver guaranteed in our transportation agreement with Graebel Van Lines. Our agreement with Graebel has also improved the availability of weight estimates before moves. In addition, increasing the charge-back rate to more closely match the actual cost for over-weight loads seems to have helped. Based on the cost of moves in 2003, the charge-back rate for 2004 will be reduced slightly to $29.00 per CWT (29¢ per pound).

3. Costs for the past five years have been:

Year	No. of Moves	Avg. Move Cost	Total Cost
1999	70	$ 2,476	$ 173,281
2000	88	$ 2,778	$ 258,559
2001	80	$ 2,717	$ 217,368
2002	75	$ 2,800	$ 201,243
2003	75	$ 2,601	$ 197,552

4. The weight limit for household goods and professional materials for a clergy household is 12,000 pounds; two-clergy household are allowed 15,000 pounds. The average weights of our professional moves for the past five years are:

Year	Avg. Weight	No. Over-Weight	Avg. Pounds Over
1999	9,364 Lbs.	11	2,346 Lbs.
2000	10,893 Lbs.	30	2,735 Lbs.
2001	9,867 Lbs.	20	2,075 Lbs.
2002	9,643 Lbs.	12	2,230 Lbs.
2003	9,430Lbs.	17	3,093 Lbs.

5. The allowance from the fund for packing costs is $200. For the last five years the average packing costs and the number over limit are:

Year	Avg.Cost	No. Over Limit
1999	$120	10
2000	$172	19
2001	$227	22
200	$110	10
2003	$201	16

6. For 2003, over-limit charge-backs for packing and labor totaled $4,047.57 and $15,773.10 for over-limit weight. A great part of those large totals is explained by a dozen moves with excess weights ranging from 1,100 pounds to over 11,000 pounds. Many were interstate moves by two-career / clergy couple families and/or moves to retirement. Distance and transportation costs are often significant for interstate moves. Because of that, in addition to the usual packing and weight allowance limits, the Cabinet also sets a dollar limit for interstate moves. As usual, the Director of Finance & Administration bills those individuals, and/or the parish(s) to which they are appointed, for costs in excess of that amount.

7. Expenses submitted by the Moving Director were $84.50 (phone, postage, & paper). The Chippewa-Heartland Regional office provided additional support in the form of FAX service, paper, and photocopying. Pre-paid telephone cards are now used to assure a very low long distance cost. The great majority of communication with pastors, parish trustees, the Cabinet, and moving companies is done via the Internet. First class postage is primarily used for invoice and reimbursement vouchers, the Moving Director's Evaluation survey, and occasional mailings of information to pastors who are unable to receive e-mail documents. Our agreement with Graebel Van Lines includes a provision that the invoice for a move will not exceed 110% of the non-binding estimate. In September, when most of our moves had been completed, my review found eight clergy moves where the weight seemed to have been substantially underestimated. The staff at Graebel accepted my request for a review of those invoices without hesitation. In due course, they agreed that there had been errors in five of those cases and sent the Conference a refund check for $787.52.

8. Budget. The 2004 moving budget is $209,800.

9. The current Conference Moving Policy is located in Section 20.0.0 of Conference Policies.

Highlights And Accomplishements

Transition Workshop: Each spring the Cabinet invites an expert [e.g., Rev. Dr. Mark Fowler, Director of Field Education at GETS] to lead a Transition Workshop for pastors and their spouses who will have a change in appointment. It covers personal, family, and professional concerns that arise when leaving one parish and entering another. Graebel Movers has also participated for many years by donating the time of one or two experienced drivers to provide advice, answer questions on moving, and demonstrate ways to pack various household items. They also bring a truck with some packing materials. Many pastors comment favorably on being able to pick up packing supplies there and have the cost charged to their moving account. For the last two years, the Moving Director has attended to meet pastors who are about to move, provide information about our process, and answer questions.

2003 Moving Director's Survey: The Conference Moving Expense Fund supported 70 professional moves of households in 2003. The required moving evaluation survey was sent to most of those households in August and to the remainder when their moves were completed. The great majority of responses indicated satisfaction with the contacts, information, scheduling and performance aspects of professional moves. Most important, complaints about the accuracy of pre-move weight estimates seem to be less frequent than in the past. Since Graebel Movers has equipped its estimators with electronic units, pastors are more aware of the estimated weights. Based on survey comments and suggestions from conversations with people who have moved, a greater effort will be made to provide more information to people before they move.

Plans For The Comng Year

Postings on the Moving Director's page of the WAC web site will be expanded to include statements about the requirements and process for selecting a professional mover not covered by our current agreement. Also included will be the general conditions for authorized self-moves, certain types of self-move equipment, and descriptions of expenses that generally will be approved for reimbursement and types that will not. Answers for common questions and suggestions that may be helpful for pastors, their families, and others concerned with pastoral moves.

John E. Moffatt, Moving Director

Mission: Project Equality of Wisconsin affirms the value and dignity of every person by working for justice and equality in issues relating to the workplace.

Project Equality serves as a liaison between the mission of the United Methodist Church, Wisconsin Annual Conference, in coalition with other religious organizations, to employers of Wisconsin and nationwide. As a result of your 2003 contribution, we are proud to report the following successes:

- Annual Luncheon & Diversity Workshop. "Speak Truth to Power" was the theme of this year's event that featured Kerry Kennedy Como as the luncheon speaker. Hugh Vasquez, the workshop presenter, addressed the topic "Dismantling Privilege Systems and Creating Cross-Cultural Alliances." 329 guests attended the luncheon and 223 were present at the workshop.
- On-Site EEO Reviews. In 2002-03, Project Equality conducted on-site EEO reviews with 22 employer participants. A detailed report is prepared identifying our findings, recommendations and commendations. Project Equality staff presents its findings in an on-site presentation to each employer. Follow-up surveys show 62% of Project Equality's recommendations have been accomplished by employers.
- Project Equality Job Fair. Project Equality of Wisconsin, Milwaukee Area Technical College, American Family Insurance and 1290 AM WMCS hosted the sixth annual job fair at MATC. The event featured 36 employers and community agencies and drew 1,500 job seekers.
- Advocacy. Project Equality successfully advocated to halt massive restructuring of the U.S. Equal Employment Opportunity Commission (EEOC), including the threatened closing of the Milwaukee office. Project Equality spearheaded the effort to secure the support of more than 40 local social justice organizations and held a press conference to raise attention to the situation.
- Labor Law Discussion Series. This program provided human resources professionals with the opportunity to gather with experts in employment law in a roundtable discussion format.

The programs offered by Project Equality address the needs of employers and job seekers in Wisconsin. As we know, workforce diversity has become an economic imperative. In 2010, the nation will experience a 10 million-worker shortage as baby boomers retire. The demographic of the new employment pool will be younger and will shift to 70% women and people of color. Project Equality's programs assist employers and job seekers to address the new realities of the workforce during recruiting, interviewing, hiring diverse candidates and integrating them into the workplace. Employers that strategically seek out a diverse candidate pool will gain competitive advantages over those that miss out on the opportunity to fully utilize the labor pool. Organizations that enlist the talents of a diverse employee base contribute greatly to the economic strength, growth and health of a community. Project Equality's programs help to improve the community through its impact on the workforce.

The sponsorship of the United Methodist Church, Wisconsin Annual Conference over the years has enabled Project Equality to continue our work as the leading advocate for promoting fairness and diversity in issues relating to the workplace. Your commitment in 2004-05 is once again essential to assisting Project Equality of Wisconsin in meeting our mission.

James L. Matthis, Executive Director, Project Equality of Wisconsin, Inc.

WISCONSIN COUNCIL OF CHURCHES

The mission of the Wisconsin Council of Churches (WCC) is "to pray and work together for the unity and renewal of the church and the healing and reconciliation of the world."

Tracing its roots back to the early 1940's with an inter-denominational recreational ministry for young people, the WCC now encompasses 11 Protestant and Christian Orthodox denominations with approximately 3,000 congregations and over one million church members statewide.

Current members of the Council include: American Baptist Churches of Wisconsin, Christian Church (Disciples of Christ), Church of the Brethren, Episcopal Church, Evangelical Lutheran Church in America, Greek Orthodox Church, Moravian Church, Presbyterian Church (USA), Reformed Church in America, United Church of Christ, and the United Methodist Church. The Roman Catholic Archdiocese of Milwaukee and Diocese of La Crosse sit as observer members on the Council's Board of Directors.

NEW EXECUTIVE DIRECTOR—the Council called Scott D. Anderson as its new Executive on March 1, 2003. During this first year of his ministry, Scott has been traveling the state, attending judicatory gatherings, meeting with denominational leaders, public officials, and community based organizations listening for the "hurts and hopes" of people throughout Wisconsin.

OPENING DOORS TO AFFORDABLE HOUSING-—the WCC received a grant from the Otto Bremer Foundation to plan and conduct three regional forums and a statewide conference to bring together housing advocates and organizations with members of the faith-based community. These successful forums were an opportunity to strengthen relationships, engage in a dialogue about how these groups could collaborate more effectively, and develop a common strategy for creating and preserving affordable housing in Wisconsin.

COURAGE FOR NONVIOLENCE—the Council held a successful two-day workshop on nonviolence for pastors and religious lay leaders in Madison early in 2003, and has a second statewide conference planned for January, 2004 in Milwaukee. The goal of these events includes educating the religious community about the theological roots of nonviolence, and to equip religious leaders to educate congregations about practical nonviolence strategies that can be employed to address community, state, and world issues.

EDUCATION FOR PASTORS AND LAY LEADERS—since 2000, the Council has provided a variety of regional and statewide continuing education events for pastors and lay leaders. This past year the Council held a series of regional workshops, "Teaching and Preaching the Gospel of Luke" led by Dr. Christine Smith, Professor of Homiletics at United Theological Seminary in Minneapolis. The Council also held its annual, week-long Washington Island Forum led by Sister Joan Chittister with the largest attendance in the history of this event.

ADVOCACY FOR THE MOST VULNERABLE—the Council has carried out advocacy at the state and federal levels on child nutrition, Food Stamps, welfare reform, gun violence, health care reform, immigration issues, state and federal budget priorities, and the economic impact of war.

OUR PROGRAMMATIC PRIORITIES FOR 2004 INCLUDE:

- Increase the supply and quality of affordable housing for low-income Wisconsin residents, and to advocate for public policies which support this goal;
- Develop a grassroots network in congregations throughout the state to address
- the root causes of hunger for Wisconsin children and low-income families;
- Provide a variety of educational opportunities for pastors and lay leaders to equip them for more effective ministry in their local congregations, including regional continuing education workshops, the Washington Island Forum, and the "Courage for Nonviolence" statewide conference.

NORTH CENTRAL COLLEGE

A. Introductory Comments

As a comprehensive liberal arts college, North Central is committed to effective teaching, small classes, and rigorous standards. We are also committed to preparing our graduates for jobs and the world of work and to serving the needs of all kinds of students— adult and traditional— in innovative formats, without abandoning our conviction as to what an education entails.

This concern for the whole person — body, mind and spirit — has been part of the North Central education since the Evangelical Association founded the College 142 years ago. A close working relationship with the church throughout the years has helped us to keep our focus and to provide the best education we possibly can.

Accountability

During the 2003 conference year, all of the resources received from the Conference, $15,000, were directed toward the College's financial assistance program. Twenty-two United Methodist students from Wisconsin received $225,369 in institutional scholarship and grant aid.

Philosophy and Priorities

The mission of North Central College is to prepare students to become productive, principled and involved leaders and citizens over a lifetime. As a comprehensive college affiliated with the United Methodist Church, North Central seeks to meet individual needs of students at different stages of life and from different ethnic, economic, and religious backgrounds — who bring diverse expectations to the educational process — with programs responsive to those needs (residential, outreach, full-time and part-time), while insuring that all students experience in common the "North Central difference":

- One faculty committed to teaching...in small classes...in which writing, reasoning, and speaking skills are emphasized...and one standard is applied to all degree recipients.
- Educational programs rooted in the liberal arts and traditions of a residential college — including 12 foundation objectives for all undergraduates — but also actively engaging the world around us, and the practical skills needed for jobs and successful careers.
- A commitment, both inside and outside the classroom, to cultivate a campus climate of tolerance and empathy that supports learning about leadership, ethics and values.

Information

For the eighth consecutive year, *US News and World Report* named North Central as one of "America's Best Colleges" and for the sixth time North Central was listed as a "best college value." For fall, 2003, the full-time degree seeking undergraduate enrollment was 1,800, with a head count enrollment of 2,450. Minority enrollment was 13% of full-time students. Our international student enrollment continues to expand with a total of 48 international students this academic year. The freshman retention rate was 77 percent. Sixteen percent of freshmen (65 students) are minorities.

408 freshmen and 187 transfer students at North Central participated in various community service projects as part of "Into the Streets," a national outreach program. Working at 20 different sites in DuPage County and the Chicago area, these students were introduced to the College's service ethic and increased their awareness of social responsibility.

The college increased its attention on racial justice with several racial sensitivity training events for students and employees. The Student Affairs staff participated in one of three book study groups focusing on racism. Three NCC staff attended the UM General Board of Higher Educa-

tion Institute in Nashville, Tennessee which focused on "Recruiting and Retaining a Diverse Student Body."

A year of outstanding speakers was highlighted by the Anti-Hate Convocation Speaker, Morris Dees, Co-Founder and Chief Executive Counsel for the Southern Poverty Law Center which is known for its tolerance programs and legal victories against white supremacists. Other speakers included: Jim Lucas, who brought the sermons of Rev. Dr. Martin Luther King to life; and Hugo Bedau, a Tufts University Professor who addressed the issues of Capital Punishment. Bishop Joseph Sprague articulated Christian responses to war prior to the beginning of the war in Iraq.

Capstone courses incorporating issues of leadership, ethics and values were developed for each academic major. Every student is required to take the capstone course in the senior year. This represented the last phase of implementation of New Curriculum.

Office of Admission rolled out a new enrollment marketing campaign for telling the North Central story to prospective students. "Begin your life's work where you are at the center," was the theme developed through interviews with students and alumni who described their college experience. Included is a new view book and poster series to dramatically depict how students learn, grow and achieve during their years at North Central. A new admission brochure was developed to help recruit United Methodist students. Several posters illustrate campus ministry programs.

Student Awards were given to the NCC Chronicle for the fourth consecutive year; advancement of the Mock Trial team to national competition and achievement of honorable mention for the Spirit of the American Mock Trial Association; mention in USA Today for Students In Free Enterprise, who placed in the top 16 teams nationwide; and three awards to the Residence Hall Association.

The $50 million Capital Campaign, *Preparing for a New Century*, was successfully completed after a five-year effort, much of it during the worst decline in stock market value since the Great Depression. Funds were directed to the endowment; scholarships; new academic chairs in the fine arts and in entrepreneurship; completion of the Old Main renovation; construction of a new track and stadium/classroom building, a new baseball field, and two new residence halls; renovation of facilities in the library and for WONC radio; and conversion of the Boiler House to a coffeehouse. The Oesterle Library Basement Renovation resulted in creation of a spacious, sun-filled area devoted to the expanding periodicals collection, a lounge area, four study rooms, and bright, functional offices for library staff.

An Athletic Training Program was accredited by the Commission of Accreditation of Allied Health Education Programs. North Central College is the first college in the Chicagoland area to receive that stamp of approval.

Mary Lou Cowlishaw, a 20 year veteran of the Illinois General Assembly and a passionate advocate for education at all levels, joined North Central as an adjunct faculty member. She will teach, advise the College on matters of public policy, and pursue longstanding interests in bi-lingual education and programs for gifted and talented youth.

In Sports, John Thorne coaches the Cardinal football team to a 6-4 finish, its first winning season since 1987. Men claim third at the NCAA Division III cross country Championships under Coach Al Carius. The men also win their third straight CCIW indoor track and field title.

AN Urban and Suburban Studies program was taught for the first time, using Naperville and Chicago as living laboratories. This program exemplifies the innovative, interdisciplinary approach of the College's integrative curriculum. Next year, classes in the History of Chicago and in Urban Sociology will be taught at the Chicago Temple. North Central students in this program will work with the Temple's outreach ministries.

The Junior/Senior Scholars Program provides tutoring for 240 children and youth in two urban elementary schools – the Johnson school on the west side of Chicago and the Oak Park school, on the east side of Aurora. Over 150 North Central College students served as tutors in this program during the year. A six-week college readiness program, conducted in the summer, brings 150 urban High School students to the campus to be taught by 15 NCC students. Upon graduation, six NCC alumni who had been tutors accepted teaching positions at the Johnson Elementary School and two were hired by social service agencies in urban areas.

The community service office coordinated twelve on-going projects involving five hundred students who volunteered more than six thousand hours. In addition, several large scale volunteer projects were conducted throughout the year. In cooperation with the Campus Ministry Office, three week-long service trips were conducted involving sixty students.

B. Highlights

Campus Life and Spiritual Opportunities

As Chaplain Lynn Pries concluded his ninth year and began his tenth full year in ministry to the North Central campus community. Student involvement and participation have continued to expand. Leslie Monahan began her third year as Assistant Director of Campus Ministry for Music, Worship and Outreach Ministries. A weekly, contemporary worship is planned and led by students. Numerous other activities of the campus ministry program included the Rev. Dr. Martin Luther King, Jr. prayer breakfast with guest speaker, Rev. Russell Mc Reynolds, Pastor of Central United Methodist Church in Lansing, Michigan; weekend retreats; support of the Gospel Choir, Fellowship of Christian Athletes, and the United Methodist Student Organization. Rev. Marvin Spence preached at the Martin Luther King worship service. Rev. Tracy Smith Malone served as worship leader for the fifteenth Annual Gospel Extravaganza which drew 750 people. Rev. Norval Brown gave the message at the annual Anti-Hate Chapel Service. Two professional musicians, Chester and Angela Andrews, directed the Gospel Choir. An Interfaith Student Organization was formed. The chaplain and a group of seniors developed the baccalaureate service featuring three student speakers and three choirs. Six hundred persons attended the service.

Opening the Campus to the World

The Campus Chaplain continued to encourage the campus community to look beyond itself to the issues of the nation and world through a variety of opportunities for work and travel. Thirty-three students and five North Central staff spent a week repairing homes in Virginia through the Appalachian Service Project. Twenty-six students and four staff persons used their spring break to build homes with Habitat for Humanity in South Carolina. The Chaplain serves on the Cultural Events Committee to bring speakers to campus to challenge the community.

Developing Leaders for the Church

Part of the educational ministry of North Central and the campus ministry program itself includes training students to take leadership roles in the organizations and activities noted above. Sixteen students attended the Midwest United Methodist Student Movement gathering in April. Four NCC students attended Student Forum, the United Methodist Student Movement Leadership Conference, in Reading, Pennsylvania. Ana Kelsey Powell ‘06 was selected to be a member of the National UM Student Movement Planning Team. Two Peer Ministers, Erin Pier-Fitzgerald ’03 and Jed Holdeman ‘03 led existing ministries and developed new events in Campus Ministry. A Garrett-Evangelical Theological Seminary field education student, Thomas Gerber, helped to develop a new group for students considering a call to ministry. Seven North Central College alumni are students at Garrett-Evangelical Seminary. Two students spent the summer in internships in United Methodist camps. New Visions, our music ministry touring company, is a national model for outreach ministry in higher education. Through the year they led over fifteen worship celebrations. The Summer New Visions Company directed weeklong programs in four churches and led three weeks of camping programs. Five students brought Vacation Bible School

to ten local churches through the New Beginnings program. These teams provided week-long programs for 1200 children and youth. Leslie Moore, Assistant Director of Campus Ministry, coordinates outreach ministries.

Renewed Vitality in Relationship to the Conference

The college reaffirmed its relationship with the Conference by continuing financial assistance opportunities for children of clergy, and for United Methodist students.

North Central College is dedicated to the pursuit of academic excellence in an atmosphere of value-oriented concern for each individual. North Central proudly proclaims its heritage and affiliation with the United Methodist Church. We affirm our affiliation with the Northern Illinois Conference and request continued support by sending us your students and financial support for scholarship aid.

Harold R. Wilde, President

WILEY COLLEGE

Multi-tasking has become the buzz word for the new millennium and only those brave souls who attempt to keep pace with Dr. Haywood L. Strickland can attest to the range of duties and responsibilities associated with bringing the oldest accredited Black college west of the Mississippi back to the prominence of its early days.

State-of-the-art technology continues to be a priority for the Strickland administration with innovations continually being implemented throughout the campus. Faculty and staff training is an ongoing mandate for the Division of Information Technology in order to make optimal use of the available technology.

Cutting-edge technology demands sufficient infrastructure to support the additional hardware and equipment. A major cornerstone of the Wiley College five-year plan called for the expedient renovation of practically every building on campus. President Strickland and the Board of Trustees have overseen the expenditure of well over $1 million to upgrade, refurbish and/or refurnish all of the facilities on the Wiley College campus. More than 24 renovation projects were undertaken during the 2001-2002 fiscal year alone. Renovation of the T.W. Cole Library made possible the acquisition of online library resources that allow Wiley College students to access the world. Upgraded facilities in the Aaron Baker Science Building make it possible for Wiley students to acquire practical experience in a state-of-the-art laboratory setting. Renovations to the F.T. Long Student Union Building give Wiley College students the social interaction needed in a small college community. Improved dining facilities, new video game rooms, weight room facilities and a bowling alley are only a few examples of the commitment President Strickland has made to student life. Dr. Strickland supported the mission of the Institute for International Studies to make available the opportunity for Wiley students to study abroad.

“Wiley College is committed to shared governance, fiscal soundness and exemplary stewardship of its resources,” as set forth in the College mission statement. Dr. Strickland is committed to preserving the Wiley College legacy to continue offering the timeless treasure of a liberal arts education in a Christian environment. The Board of Trustees of Wiley College, at its July 17-19, 2003 Board meeting expressed its profound gratitude to Dr. Strickland for his visionary leadership and reiterated its confidence in him to continue moving the College in new, and progressive, yet mission-centered directions.

And, once again, Wiley College is grateful to the many individuals and churches of the Wisconsin Annual Conference who helped fulfill the College’s mission in 2003.

Haywood L. Strickland, President

UNITED THEOLOGICAL SEMINARY: PUTTING VISION INTO ACTION

At United Theological Seminary, 2003 was a year when vision was put into action. In May 2003 the Board of Trustees affirmed the vision for the seminary based upon the report of the comprehensive planning process, "A Tapestry of Great Potential." The content of the plan included a new mission statement, five strategic directions, and a series of recommendations essential for implementation. In light of the planning process and its acceptance, we celebrate:

Mission Statement

United Theological Seminary is a Christ-centered graduate school of the United Methodist Church that equips leaders for the church in a pluralistic world through the nurture of piety, the love of learning, and the pursuit of justice.

Five Strategic Directions

- *The Academic Plan* includes a full range of degree and continuing education programs including The Institute for Applied Theology, and the location of The EUB Heritage Center within the on-going program of the library. The academic plan launched a flex-semester system designed to create greater access to course work for our degree students, while the *Institute* established three centers of excellence for enhancing the work of the larger church through programs of continuing education, consultation, and certification. A Teaching Church Network, now visible in six states, identified key locations for continuing education and program services. With an enlarged view of distance learning, the seminary is positioning itself for a greater role in the educational marketplace.
- *Enrollment Management* emerged as essential for planning the future of the school. The entire range of student and campus services has been entrusted to Terri Limbert, formerly on staff at Wittenberg University, and now our Vice President. She will be giving considerable attention to hospitality, enlistment, degree and non-degree work, and a full range of graduate services including continuing education, publishing, and financial programs.
- *The Advancement Plan* focuses attention upon a full range of activity designed to underwrite the educational enterprise of the school, including capital fund strategies, our traditional operating fund goals, marketing, public relations, planned giving, Trustee services, and an expanded program for donor care. The alumni/ae services program has been greatly strengthened in terms of linkages with both the academic and advancement strategies.
- *The Facilities and Assets Plan* has been designed to maximize our potential, explore opportunities for state-of-the art facilities, and enlarge our list of attributes for the school. UTS offers a unique heritage and provides educational opportunities not found in other places or in configurations. The Facilities and Assets Team has been charged with an eight-month inquiry to define the future usefulness of this campus or identify other options for the relocation of the school within the greater Dayton area.
- *The Business Plan* for United has been defined in such a way that the vision of the school has been incorporated into the scheme over the next four years. A balanced budget, policies, and procedures have all been included in the plan. Additionally the business plan addresses the seminary's best practices for staff and faculty and careful consideration of enhancements and incentives. A debt reduction program has been put in place along with diversification in the investment portfolio.

With all of this in mind, the seminary began implementation of its plan immediately, including the start of the flex semester approach with three-, six-, and twelve-week blocks of classes. The Institute for Applied Theology has already experienced significant success with its *Roots and Wings* laity education program, urban training classes, a new Hispanic initiative, and a host of events in and beyond Dayton. In the last academic year we have provided programs and events for more than 1000 people.

G. E. Zeiders, President and CEO
United Theological Seminary -- 1810 Harvard Blvd.
Dayton, OH 45406 – 937-278-5817

WISCONSIN UNITED METHODIST FOUNDATION, INC.

Introductory Comments

The Wisconsin United Methodist Foundation is an adjunct ministry of the Wisconsin Annual Conference of the United Methodist Church. The Foundation seeks to provide specialized services to the Wisconsin United Methodist Congregations and Institutions, Laity and Clergy, and the ministries and missions of our Church.

1. Accountability

INVESTMENT: The Foundation provides options for church-related entities to pool their funds for the purpose of professionally managed investment. Our investment policies are designed specifically to serve the long-term investment strategies of United Methodist ministries, endowments, trustees' funds and other permanent funds. We seek to provide maximum benefits of investment growth and earnings, while maintaining a conservative investment strategy and minimizing risk levels. In addition, our funds investment policy operates under the United Methodist Social Principles. At the beginning of 2004, funds under management at the Wisconsin United Methodist Foundation were $53,696,244. This represents a 14.37% increase from 12/31/2002. Our primary investment option (Common Fund A) now has a 26-year performance record with an annual average net return of 10.07%. **The Common Fund net return for 2003 was 12.90%. The 2003 net return on our Fixed Income Fund was 3.27%.** 2003 was also the first full year of our Church Loan Program. The goal of the newly established Church Loan Pool Fund is to provide an alternative investment option for Wisconsin United Methodist Churches that pays about ½% higher return than our Fixed Income Fund. **The 2003 net return on our Church Loan Pool Fund was 3.68%.**

PLANNED GIFTS: The Wisconsin United Methodist Foundation provides an on-going educational program available to all church-related groups at no charge. We offer charitable giving seminars and workshops, individual consultation with clergy, laity, and local church groups about charitable giving options and assistance in the technical aspects of completing charitable gifts. Our staff is continuously updated in the specialized areas of charitable giving, related tax matters and current trends. We work with other professionals such as lawyers, accountants, and financial planners to complete charitable gifts to the church and its related ministries. Upon request, we also provide counsel in the area of planned giving to local churches. To assist the Wisconsin Conference in charitable giving goals, we have established and operate a Charitable Gift Annuity Program that is certified by the State of Wisconsin. We also serve as Trustee for individually created Charitable Remainder Trusts. The Foundation has planned giving software to assist individuals in charitable gift planning. Through continuous promotion, education, and awareness, we now see significant gifts being received routinely by Wisconsin United Methodist Churches and related institutions. With 83% of the Bequest & Memorial Reports tabulated, $3,662,927 in gifts and bequests were received by local churches in 2003. Reports submitted by United Methodist Institutions show that they received $1,686,293 in gifts during 2003.

STEWARDSHIP: Our staff joyfully provided leadership for local church Consecration Sunday Stewardship Programs by preaching and leading worship services, and by helping to organize, train and provide resources to Wills, Memorials and Estate Committees in the local church. Our staff also provides guidance in the development of local church Endowment Funds, and encouragement to on-going program efforts at the local level. We meet with Administrative Boards, Trustees and Finance Committees to explain our Fixed Income and Common Fund that provide "Long-term" investment options for local church permanent funds. Our Foundation staff assisted two congregations with Capital Campaign Programs/ Evaluations during 2003.

CLERGY: On February 18 we provided our annual "Clergy Tax Seminar" for Wisconsin clergy, at no cost to the Conference. Also, each year at the New Clergy Orientation, we meet with newly appointed clergy serving the Wisconsin Conference to update them on Foundation services. This year we also provided financial assistance to the Wisconsin Town and Country Intern Program, and we also provided funding for three 3-month Sabbatical/Study Leaves.

GRANTS, SCHOLARSHIPS AND GIFTS: The Wisconsin United Methodist Foundation continues to invite applications and award grants throughout Wisconsin and to Garrett-Evangelical Theological Seminary. These grants and other gifts totaled $153,275. We hope to encourage innovative and creative ministries, provide scholarship assistance, provide resources for United Methodist missions, and assist a variety of projects in Wisconsin churches.

Through our Year-End Gifts program, $26,887 was given to the Bishop's Relief Fund, Minister's Insurance Memorial Fund, Lake Lucerne Camp, Two Denarii Fund, Samaritan Fund, Seminarian Fund, Hispanic Scholarship Fund, WUMF Permanent Administration Fund, and other ministries. Year-End gifts of appreciated stock to local churches, which were processed through the Foundation, totaled $102,203. Through our special arrangement with our broker, we are able to process gifts of appreciated stock for local churches at no cost, leaving higher net proceeds for the church.

SAMARITAN FUND GRANTS AWARDED: During 2003, our Samaritan Fund provided emergency grants totaling $24,346 to assist United Methodist Children's Services, Crossroads United Methodist Church in Waunakee, and the United Christian Resource Center in Sun Prairie. This fund was established to assist churches and church-related ministries with immediate grants in times of unanticipated crisis. We hope that this fund will complement our long standing grant fund which encourages churches and related institutions to try new and innovative ministries.

2. Philosophy and Priorities

The Wisconsin United Methodist Foundation wants to serve the "connectional church" and seeks to fulfill its underlying mission of teaching, resourcing, and serving throughout our Wisconsin Annual Conference. The Foundation is a totally self-funded ministry, which continually increases our level of services and grants to the life and ministry of the Wisconsin United Methodist Church. Through careful administration and planning, we strive to provide programming, resources and consultation to all United Methodist individuals and congregations in the state, regardless of their distance from our offices. We have an expanded conference room/display area at the Foundation office. In addition to displaying planned giving materials and brochures that are available through our offices, we also have a display of current "stewardship" programs and resources. This is intended to provide lay and clergy with a hands-on opportunity to review annual campaign programs, video and study materials, and other ideas for revitalizing stewardship in the congregation. We exist to serve the entire church!

As of March 17, 2004 our First Mortgage Loan Program will have completed 11 mortgage loans for churches, and one for the Wisconsin Annual Conference. Mortgage loans total $4,268,266 and are at better interest rates for the congregations, leaving more funds for programs and other local church expenses. The corresponding Church Loan Pooled Fund is providing other congregations with enhanced investment return over our traditional Fixed Income Fund. 70 church accounts, and 35 Conference accounts are already taking advantage of the enhanced return available with our Church Loan Pooled Fund. This is a wonderful example of churches assisting other churches.

Charitable Gift Annuities, available through the Foundation to all Wisconsin United Methodists, continue to be the most popular way for donors to make a gift to the church. Donors still receive an income payment for the remainder of their lifetime. For donors making "life income" gifts exceeding $50,000, a Charitable Remainder Trust is still the most frequently used gift vehicle. We take seriously the need for our staff to be current in the regulations and opportunities impacting the area of planned giving, for the benefit of our donors and the church.

3. Up-Date Information

a. Common Fund A - a balanced investment fund for churches and church-related agencies - 42 new accounts established in 2003. The December 31, 2003 Market Value totaled $50,186,723 as compared to $44,666,749 on 12/31/02. Earnings for participants totaled $881,859.

b. Pooled Income Fund - 41 accounts. Total earnings in 2003 amounted to $20,566. December 31, 2003 Market Value was $612,105 compared to $635,415 on December 31, 2002.

c. Fixed Income Fund - an investment fund for churches and church-related agencies that does not include equities. Of the total 35 accounts, 15 were established in 2003. Market Value as of December 31, 2003 was $2,377,149 compared to $1,262,108 as of December 31, 2002. Earnings for participants totaled $64,085.

d. Charitable Gift Annuities – 64 accounts. Market Value as of 12/31/2003 was $1,646,433.

e. Charitable Remainder Unitrusts – 12 accounts. Market Value as of 12/31/2003 was $3,923,404.

f. Report of Bequests and Memorials Received

	2001	2002	2003
Bequests to Churches	**2,787,469**	**2,104,446**	**2,772,759**
Memorials to Churches	**1,092,463**	**1,121,046**	**890,168**
TOTALS	**3,879,932**	**3,225,492**	**3,662,927**
Bequests to Institutions & Boards	**1,082,252**	**3,519,546**	**1,458,559**
Memorials to Institutions & Boards	**33,660**	**137,268**	**227,734**
TOTALS	**1,115,912**	**3,656,814**	**1,686,293**
Other Gifts to Churches, Institutions & Boards	194,162	523,231	1,266,529
GRAND TOTALS	**5,190,006**	**7,405,537**	**6,615,749**

g. Twenty-nine Grants Made by the Foundation

Three Month Educational Leave	$8,100
Board of Ordained Ministry - Seminary Scholarships	6,600
Wisconsin Town and Country Intern	5,000
Menomonie UMC Workshop Rotational Model	2,500
Madison: Bethany UMC Saturday Worship Advertising	2,500
God's New Economy: Stewardship from a Wesleyan Perspective	4,300
Sidewalk Sunday School (Potter's Clay)	1,000
AWARE Community Action of Rock/Walworth Counties	2,500
Chippewa District Counseling Services	1,500
Harbor House Crisis Shelter	1,500
Bellin Health System	7,500
Milwaukee: Eve's Closet	1,000
Madison: Sherman Avenue UMC Hmong Bibles	5,000
Tomah: First UMC Parish Nurse Ministry	2,500
Annual Conference: Becoming Matthew 25	5,000
Wausau: Bridging the Gap Storytellers	750
Wisconsin Council of Churches Conference	2,500
Minister's Mates Association	300
Rising Sun Camp	4,000

Marion Area Ministerial Association	3,500
Madison: Bashford Buddies Tutoring Program	1,500
Janesville: Cargill UMC Seminar	3,000
Justice Overcoming Borders	7,500
Madison: First Hispanic UMC ESL	2,000
Fort Atkinson: Hebron UMC Advertising	3,500
New Berlin: Our Lord's UMC Parish Nurse Program	2,500
WAC: Journey's of Paul Travel Trip	5,000
Appleton: Zion Korean UMC Translation Services	2,700
Board of Camp and Retreat Ministries: Faith Journey	1,000
GRAND TOTAL	**$96,250**

Seventeen Second round of grants:	
Children as Peacemakers Retreat: Lions Lie Down with Lambs	750
WI Conference Commission on Archives & History	2,000
Beaver Dam: Trinity UMC Human Video Ministry	1,500
Green Bay: Peace UMC Hispanic Vacation Bible School	675
WAC Cabinet Study Trip	2,500
Sun Prairie UMC Youth Council Speaker	1,000
Shalom Zone Inc. – Community Developer Program	1,000
Lodi UMC Contemporary/Praise Worship	1,000
Madison Area Urban Ministry	1,000
Menomonee Falls: Emmanuel Community UMC Young Adults	2,500
Milwaukee: Bay View UMC Strategic Planning	2,405
Superior: Faith UMC Noah's Ark Day Care	250
Superior: Faith UMC Youth	1,250
WAC: ELCC Summer Developer's Program	2,500
Briggsville: Trinity UMC Called to Care	750
UMC of the Pines Contemporary Music	1,425
Milwaukee: Emmanuel UMC Children's Outreach Ministry	2,500
Total	**$25,005**

h. Report of Gifts to the Ministerial Pension Memorial Fund

GIFTS IN MEMORY OF:	
KENNETH & DOROTHY BRICE Glenn & Carol Kohlhepp MARILYN CALLAHAN Hazel Sumwalt Brett DAVID HEIN Glenn & Carol Kohlhepp	PEARL KNOESPEL Glenn & Carol Kohlhepp GALEN LUEBKE Glenn & Carol Kohlhepp GIFT: From the Estate of Lenore Grow

The Market Value of the Ministerial Pension Memorial Fund as of 12/31/03 was $1,084,854. In 2003, the Ministerial Pension Memorial Fund provided $19,579 in earnings that are available to the Wisconsin Conference Board of Pensions for the pensions of retired pastors and spouses. The total contributions in 2003 were $2,552.

i. Report of Gifts to the Ministerial Insurance Memorial Fund

GIFTS IN MEMORY OF:
DAVID FORDHAM
Stan & Phyllis Strosahl

DAVID A. HEIN
David Warren

CAROL KOHLHEPP
Stan & Phyllis Strosahl

HARVEY H. KRUSE
East Wisconsin Pension Trust

GALEN LUEBKE
William & JoAnn Carlson
Luanne Luebke
Marvin Schilling

LEE MOOREHEAD
Stan & Phyllis Strosahl
David Warren

LOWELL REYKDAL
William & JoAnn Carlson

ELDON RIGGS
William & JoAnn Carlson
Stan & Phyllis Strosahl

GIFTS IN HONOR OF:
NED HINTZMAN
David and Judith Affeldt

STAN & PHYLLIS STROSAHL
Phil Strosahl

GIFTS:
David L. Johnson

YEAR END GIFTS:
Wilmer Bloy
Janet Brockmann
Patrick & Kathryn Green
Randall & Carol Knox
Frank & Martha Kuhlman
Chomingwen Pond
Phillip & Elaine Pudleiner
Richard Quintana
Stan & Phyllis Strosahl
Winifred Winther

The Market Value of the Ministerial Insurance Memorial Fund as of 12/31/03 was $36,988. In 2003, the Ministerial Insurance Memorial Fund provided $543 in earnings. The total contributions in 2003 were $8,192.

j. Report of Gifts to Other Funds

GIFTS IN MEMORY OF:

JEAN ALLORIE
Richard & Shirley Kuehn
BOB & MARY HANAMAN
Dale & Nancy Hanaman
MEL MOODY
Steve Zekoff
GLENN MARTIN
Carol Krieg
LIBERTY REED
Volunteers in Mission
LOWELL REYKDAL
Family and Friends
FLOYD PHAHNING
Arlene Phahning
ERIC SCHALOW
Mark & Lorrie Shafer
Rodger & Donna Thompson

GIFTS IN HONOR OF:
MERLIN HOEFT
Marjean Hoeft

k.	**Our President:**	Rev. William F. Helwig
	Our Chief Financial Officer:	Tom Schaefer
	Our Financial/Marketing Associate:	Rev. Jean Ehnert Nicholas
	Our Loan Officer:	Ellen LaWall
	Our Administrative Associate:	Karen Woods
	Our Treasurer:	Mark E. Perschbacher

Highlights and Accomplishments

1. Continued growth in the number of Investment Fund accounts established by churches, church-related agencies, and individuals setting up charitable gifts for the church. **The number of new accounts established in 2003 was 57. The dollar amount of additions to the Investment Funds was $5,038,108!**
2. The Foundation operating budget and program ministries were entirely self-supported in 2003.
3. During the last quarter of 2003 the Foundation Church Loan Program completed its first full year of operation. As of early March 2004, 70 church accounts and 35 Conference related accounts were already designated to be available to provide lower-cost first mortgages to qualified Wisconsin United Methodist Congregations. The Conference and these churches are now partners in mission with other congregations and investing in church growth as well as receiving higher investment returns.

Jerry Wille, Chairman of the Board

William F. Helwig, President

BELLIN HEALTH SYSTEMS

Sharing a common heritage with the Wisconsin Conference, Bellin Health Systems offers a full range of health care services to the people of Northeast Wisconsin and Michigan's Upper Peninsula. Bellin is accredited by the JCAHO and in 2003 was recognized by Solucient, Inc. as one of the 100 Top Hospitals in the country. Bellin also received prestigious clinical and service awards during the past year from HealthGrades and J. D. Power and Associates respectively. Bellin practices an open admissions policy and is committed to treating persons regardless of race, creed, sex, national origin or ability to pay.

Throughout the past year Bellin has maintained a solid financial base and a strong market share despite increased competition. A three-year facilities upgrade continues on schedule. New orthopedic and rehabilitation centers have opened and a new boiler plant became operational since our last report. Currently, a new building is under construction that will include Bellin's Heart and Vascular Center, new maternity wing, heliport, chapel and main entrance. The completion of this building in the fall of 2004 will be followed by the demolition of the oldest portions of the existing structure. To help fund the building project, The Bellin Foundation received more than $500,000 this past year in gifts from community donors, and nearly $7 million for the total project since 2001.

Bellin remains committed to ministry and its relationship with the Wisconsin Conference through its Chaplaincy program, under the direction of the Rev. John R. Machek. At the 2004 Annual Conference, however, Rev. Machek will retire, following 30 years as Bellin's chaplain. A search currently is underway for his (United Methodist) successor.

Bellin continues to upgrade existing services while adding new ones. In addition to opening a level 3 Emergency Department, occuloplastic surgery and cardiac atrial ablation procedures have been introduced. Twenty-four hour family medical center appointment scheduling enables patients more timely access to Bellin's primary care physicians and other providers. Health Risk Assessments for employees have been introduced to improve overall health and reduce the long-term costs of health care for both employees and Bellin Health.

Bellin looks to the future mindful of its responsibilities as a premier health care system in covenant with the Wisconsin Conference. We look forward to meeting the emerging clinical, financial and ethical problems that confront both health care providers and the church.

George Kerwin, President and CEO

CEDAR CREST, INC.

A Dynamic Community for Senior Adults

Cedar Crest is a spiritually-based, not-for-profit organization that builds and sustains a dynamic community where senior adults at all levels of independence and health may achieve a high quality of life. Established in 1963, Cedar Crest is in partnership with the Wisconsin Conference of United Methodist Church and consists of a 20-member volunteer board of directors that guides its ministry. About 215 full- and part-time employees help fulfill the mission of Cedar Crest. Cedar Crest provides senior adults with physical, social, psychological, and spiritual needs that contribute to their health, independence, happiness, and security.

Nestled on 75 scenic acres of naturally-wooded grounds adjacent to the Rock River, Cedar Crest offers a full range of living accommodations including 100 independent-living apartments with RCAC services available, 18 condominium units, 44 assisted-living suites (Community-Based Residential Facility), and 95 skilled nursing facility beds.

Living in a friendly and supportive environment, residents enjoy the camaraderie of peers who are both their neighbors and fellow members of Cedar Crest's social community. Amenities such as maintenance-free living; transportation to and from community events, personal appointments, and shopping; underground parking; on-site dining; and a fully-equipped woodworking shop add to the carefree lifestyle at Cedar Crest. A wide range of recreational and social opportunities makes Cedar Crest the perfect home for the active senior adult.

Highlights for 2003 and Plans for 2004

It has been a fast-paced and exciting year for us at Cedar Crest. We have focused on strengthening our financial position, enhancing the quality of resident services, updating our technology, planning for the future, and we even created fresh, new marketing materials that portray Cedar Crest as the high-quality community that it is. We believe our greatest resource is our staff and, based on this fundamental belief, we have committed to a significant leadership and staff development program. The fruits of these efforts have given us increased quality of resident care and services, lower staff turnover (staff turnover for 2003 was under 20%), enhanced productivity, and a greater sense of community.

Cedar Crest has completed a feasibility study for a 24-hour dementia-specific care unit, and plans are now underway to create this facility in the coming year. Also focusing on the important objectives outlined in its Master Plan, construction began last fall on the renovation and expansion of Cedar Crest's resident amenities area. Named The Plaza, the area covers more than 8,000 square feet and includes a multimedia room, wellness center, a country store offering snacks and sundries, activity room for arts and crafts, fitness center, beauty salon, business center, and solarium. Plans continue for the renovation of existing independent-living apartments including the conversion of numerous smaller units into spacious, updated two-bedroom apartments, along with remodeling and updating of the common areas.

With these renovations nearly complete, Cedar Crest continues its long-term capital improvement assessment, identifying future needs for major maintenance and replacement of existing equipment and buildings. This planning will allow the community to continue to provide for the needs of current and future residents.

Marion Wozniak, CEO

EVERGREEN RETIREMENT COMMUNITY

Introductory Comments

Evergreen Retirement Community, a continuing care retirement community located in the Fox River Valley, is in its 37th year of operation. This ministry, on behalf of the Wisconsin Conference of the United Methodist Church, is guided by an 18-member volunteer Board of Trustees and staffed by 243 full and part-time employees (188 full-time equivalents). Evergreen has been accredited by the United Methodist Association of Health and Welfare Ministries as an EAGLE (Educational Assessment Guidelines Leading toward Excellence) facility since 1987. Evergreen participated in the self-assessment process during 2002 and received its fourth consecutive EAGLE accreditation for 2003-2008 on April 25, 2003.

Evergreen offers seven different living options which include 44 cooperative residences, 22 individual homes, 49 studio, one and two bedroom independent apartments, 10 one-bedroom assisted living apartments (Residential Care Apartment Complex - RCAC), 20 congregate assisted living private rooms (Community-Based Residential Facility - CBRF), two ten-resident group homes for persons experiencing the symptoms of Alzheimer's disease and related dementia (CBRF), and a 108-resident skilled nursing facility (three 36 resident units) of which one unit is certified for Medicare. The average occupancy in 2003 was 282.9 residents or 94.8 % of capacity.

Total cash and investments at the end of 2003 was $7,905,000. Of this total, $538,000 was held by Evergreen Retirement Community and $7,367,000 by Evergreen Foundation. In addition, Evergreen was the sole beneficiary of the earnings from a trust in the amount of $1,293,000 (Howard Rowland Trust).

Highlights and Accomplishments in 2003 and Plans for 2004

1. Construction was started in June 2003 on a 44 resident replacement skilled care facility utilizing the household/neighborhood design originated by Evergreen in Creekview I, a 36 resident demonstration project opened in 1997. Creekview II, which will open in July 2004, incorporates many improvements learned from six years' experience with Creekview I.
2. Evergreen is in the process of building a Wellness Center that includes two different temperature therapeutic pools, a group exercise room, an exercise equipment room, a therapy area, and a café. It will open in July 2004.
3. Evergreen is conducting a special 35th Anniversary Appeal to raise $1.5 million for the Creekview II and Wellness Center projects and for the Care Assurance Fund. At the end of 2003, after more than 25 volunteers personally contacted over 250 prospects, a total of $1,054,565 was received. The appeal will continue through spring of 2004.
4. In partnership with neighboring Davis Child Care Center, Evergreen opened an on-site pre-kindergarten class for up to 24 children. This project included a complete renovation of a large storeroom into a classroom and the addition of a playground area on the Evergreen grounds. The primary goal of this project is to offer intergenerational programming on a daily basis to benefit both Evergreen residents and the children.
5. Evergreen began providing Meals on Wheels for the City of Oshkosh and serves approximately 80 people each week.
6. The Evergreen Foundation, Inc. received $934,646 in contributions during 2003. Combined with return on investments, a total of $450,000 was transferred from the Evergreen Foundation to Evergreen Retirement Community to help meet the Care Assurance need in 2003 which was $990,000. Financial assistance was received by 73 residents (an average daily census of 40) who had insufficient funds to pay the full cost of their care.
7. Evergreen's annual employee turnover in 2003 was 16.0% compared to 9.2% in 2002. The national average for the nursing home industry is 60-80%.
8. The senior management team comprised of the President/CEO and the four directors are involved in a CEO succession planning process that includes the study of spiritually-based leadership books, time spent together in retreat, and individual mentoring by heads of other corporations.
9. Utilizing the $2,000 grant received in 2002 from the United Methodist General Board of Discipleship Church Center on Aging and Older Adult Ministries, the newly-formed United Methodist Connection for Older Adults (UMCOA) committee was comprised of members from each church and Evergreen for the purpose of creating a connection between older adults and the Oshkosh United Methodist family through programs, education and fellowship. The committee implemented a program utilizing the Evergreen bus to transport "home bound" persons to the Oshkosh United Methodist Church of their choice. This service program begun in September was discontinued due to insurance issues that are currently being addressed. UMCOA has offered several social/ fellowship opportunities for the older members of the three UM churches.
10. The Leave a Legacy Guild was reestablished by visits to those who had informed Evergreen that they had remembered Evergreen in their wills or through other planned gifts. Their names were placed on a special plaque.

11. Evergreen President/CEO was awarded the United Methodist Association 2003 Administrator of the Year – Older Adult Ministries award, an honor chosen from nominations solicited nationwide.
12. Three board members along with residents and staff attended the Annual Convention and Exposition of the American Association of Homes and Services for the Aging (AAHSA) in Denver. Board members find this national educational meeting particularly beneficial in understanding national trends in long-term care.
13. The entire Residency Agreement was rewritten to incorporate changes in state regulations related to the various living options.
14. Policies and procedures were rewritten for clarity and to better protect resident rights. They are being prepared for computerization in 2004.
15. All Evergreen programs, activities and services are now being planned with emphasis on the seven dimensions of Wellness: educational, spiritual, physical, intellectual, vocational, social and environmental.
16. The Order of the Good Shepherds program begun in 2001 with twenty-three participating staff members had 30 employees participating in 2003. The mission of the program is "to recognize, affirm and nurture the connection between employee's faith and their ministry in the workplace."
17. The Ladies Benevolent Society established an annual grant to be used for educational scholarships for qualifying Evergreen employees. Additional funds for scholarships came from the Evergreen Residents Council, the Oshkosh Foundation Evergreen Education Fund, Evergreen, and an anonymous donor.
18. Evergreen residents hold membership in many local, state, and national, organizations. Some include the Gideons, Mercy Auxiliary, Wisconsin P.E.O. Sisterhood, and Retired Teachers.
19. Residents were offered a new Better Balance Class. Designed to help improve leg strength, flexibility, balance, and coordination, the class also highlights safety awareness and fall prevention tips.
20. The Men's Muscle Madness Class begun in 2003 offered male residents the opportunity to strengthen bonds of friendship and fellowship with other men in addition to strengthening muscles and joints.
21. The Residents Council Getting-to-Know-Evergreen Committee was formed to offer personal visits to new independent residents and to answer their questions about day-to-day activities at Evergreen.
22. The residents' monthly Writer's Group members enjoy sharing their love of writing, critiquing one another's stories, and preparing works for publication.
23. Evergreen volunteered to participate in the Wisconsin Collaborator Group of the national Nursing Home Quality Initiative (NHQI). The project is supported by the federal Centers for Medicare and Medicaid quality improvement organization. Evergreen will be one of more than 125 other nursing homes to work with the Collaborator Group that will participate in quality improvement activities and interventions to share best practices with other nursing homes throughout Wisconsin.
24. Evergreen utilized the services of three University of Wisconsin Oshkosh student interns whose tasks included gathering wage data, assisting with the review of policies and procedures, assisting with Evergreen's corporate compliance program, and assisting in the development of a health insurance policy.
25. Spiritual Resources Coordinator Kris Ingram, a certified Laughter Leader trained in laughter therapy, provides "Laughter Club" opportunities to residents. Based on current

research in both India and the United States regarding the physical and psychological benefits of laughter, Laughter Club experiences are held throughout the Evergreen campus with approximately 70 residents participating on a regular basis.

26. The STARS (Staff That Are Reliable Shine) employee award program established in 2003 rewards staff members monthly and quarterly for perfect attendance. Staff qualifying for a one year period will be honored at the Annual Recognition Event.
27. Tours to share the Evergreen concepts of environmental design, organization, and operation were given to representatives of the Hebrew Rehabilitation Center for the Aged of Boston; the Sunshine Terrace Foundation of Utah; the Virginia Mennonite Retirement Community; the Jewish Homes and Hospital of New York; and to three Japan students from Keyoto University.
28. The new position of Quality Coordinator was formed to work with teams of staff members to improve processes for greater efficiency and reduced budget costs.
29. Evergreen employees and residents continue to work neighborhood volunteers and wildlife interest groups to restore to its natural state a rare ten-acre Oak Savanna woodland which is part of the Evergreen campus.
30. Greeting cards and magazine pictures were compiled by a resident into Learning Books that were sent to Peru, South America.
31. The Evergreen Resident Talent Show included the talents of residents, staff, and family members.
32. Weekly concerts were held in the outside gardens during the summer months. Entertainment was provided by local artists and included singers Evergreen President/CEO David Green and Events Resources Coordinator Linda Greene and accompanist Community Resources Director Carol Staszkiewicz.
33. Evergreen continued the remodeling of its independent apartments, Homes, and Village units as well as the hallways serving the Manor apartments.
34. The second annual "World of Thanks" event brought together as an expression of appreciation donors; volunteers; Board members; Residents Council members; staff celebrating one, five, ten, fifteen, and twenty year service anniversaries; and staff receiving a "Living Continuous Quality Improvement (CQI) at Evergreen" award.

David A. Green, President/CEO

MORROW MEMORIAL HOME & APARTMENTS, SPARTA

Under God's continued blessings Morrow Memorial Home has had another very successful corporate year. Operationally, we continued to provide quality Christian care to those entrusted to our care. Our major services have now expanded to include independent living with services, assisted living, nursing care, and dementia care.

Our Home continually experiences changes, yet many of our caregivers have not changed. All our key management individuals have remained the same this past year. They lead our wonderful team of almost 200 caring, compassionate, and competent caregivers.

The housing component of Morrow Home continues to be a growing focus of our care. Both of our housing buildings, Parkview and Homestead, were consistently over 95% full during 2003 with waiting lists. Parkview Apartments consists of 22 units of one and two-bedroom apartments for independent senior living with services. Homestead consists of 24 one-bedroom apartments also for independent seniors.

In 2003 we began assisted living services in our Homestead Apartments converting 12 of our 24 units to certified residential care apartment complex (RCAC) apartments. We currently have 10 assisted living residents. We will begin construction of a 24-unit assisted living building this June.

Our 111-bed nursing home also had a very positive year. In July we received our second "perfect inspection" by the State Department of Health. We always understand our quality service must continue each day, for the Lord commands us to serve. Occupancy was consistently over 95% and ranged from 90% to 100%. Many nursing facilities are struggling now with low occupancy and the challenge of mere survival. Unlike these homes, we have been able to keep our occupancy high this past year through a combination of quality services and effective marketing. Being a Medicare certified facility has benefited our home and the area's older citizens by our ability to provide a more acute level of care.

Morrow Home responded to the need to serve those with progressive dementia by remodeling one of our wings. It is now called the Olive Branch Special Care Household. We serve 12 individuals with dementia and their families in a homelike, therapeutic and individualized environment. The program maintains dignity and enables the resident with dementia to maximize his or her remaining mental capabilities and spiritual being. Many families have complimented this new excellent service.

The year 2003 has again been a financial struggle with Medicaid reimbursement lagging far behind our audited costs by over $11 per day. We hope and pray the upcoming Wisconsin state budget crisis will not affect the most vulnerable people – the oldest and the sickest – those in our nursing home.

The Morrow Home Foundation expensed over $14,000 in educational scholarships to further the education and experience of individuals interested in Long-term Care occupations. We are "growing our own". Again this past year our Golden Cross donations were designated toward parish nursing. The Foundation's past four Christmas appeals and other monies contributed over $50,000 towards the $90,000 remodeling cost of our dementia unit. Our Home is thankful to the Foundation for its willingness to further and continue the ministries of this Home.

The Board of Directors, residents, staff, and volunteers of our Home thank you for your continuing support, prayers, and interest in our organization. Together with God's blessings, we all produce quality Christian service. God's call to serve compels us to address future challenges of His family's ever-changing needs. We serve God by serving His people.

Michael Bonello, Executive Director

SHEBOYGAN RETIREMENT HOME AND BEACH HEALTH CARE CENTER, INC

The Sheboygan Retirement Home and Beach Health Care Center consists of an 84 bed skilled nursing facility and a 70 bed Community Based Residential Facility. The home is situated in a historic district of central Sheboygan, overlooking Lake Michigan.

The organization is certified for Medicare and Medicaid and is a participant in the Community Options Program.

In 2002 the organization abandoned efforts to develop a separate campus, in partnership with another not for profit organization. In it's place, the organization is pursuing the purchase of property adjacent to the current site that would allow for the expansion of the present campus. A

marketing study was begun in February of 2003 to investigate the demand for independent housing for mature adults in the Sheboygan area. Sufficiently positive results were achieved that the Board of Directors has chosen to move forward with the next step of "pre-sale" marketing. Property is being purchased adjacent to the home and the marketing efforts are being targeted for a May 1, 2004 launch.

The home continues to provide a significant amount of charity care in all areas of it's operation, providing subsidies to residents in need while also subsidizing shortfalls in the Medical Assistance program. It is estimated that for the current fiscal year the Medicaid shortfalls will exceed $500,000.

A significant challenge lies ahead with the budget crises being experienced by both the State and Federal governments. Medicaid reimbursement has proven to continue in it's downward trend, insufficient to meet costs. This makes the success of the upcoming project even more critical to the survival of the organization into the future.

Michael Basch, Executive Director

UNITED METHODIST CHILDREN'S SERVICES OF WISCONSIN, INC.

Introductory Comments

Established in 1962, United Methodist Children's Services of Wisconsin, Inc. (UMCS) is an independent, not-for-profit social service agency affiliated with the Wisconsin Conference of The United Methodist Church through a Covenant of Affiliation Statement. Located in the City of Milwaukee, UMCS serves low-income children and families through a sixteen unit transitional living program that provides safe, affordable housing and on-site supportive social services, a family resource center that distributes food and clothing on an emergency basis to needy individuals and families, and a licensed childcare center that serves primarily low-income families participating in the W-2, welfare to work program. UMCS is governed by a fifteen member Board of Directors.

Highlights and Accomplishments in 2003

1. During 2003 UMCS served 16,508 people (18 families with a total of 32 children in its transitional living program, 43 children in its childcare program and 16,415 individuals in its family resource center).

2. For a second consecutive year UMCS received a grant from the Milwaukee County/ Milwaukee Public Schools Quality Improvement Partnership Program for its Growing Tree Children's Center. The $10,000 grant was used to continue quality improvements in its childcare center programming designed to help the program receive national accreditation.

3. The community's use of the UMCS Resource Center has grown almost exponentially. At the end of 2000, the program had served about 6,000 people. In 2001 the number climbed above 9,600. In 2002, the number reached 14,616. In 2003 we served 16,415 people with emergency food, clothing and information and referral services. An estimated 114,905 pounds of food was distributed to hungry children, families and individuals coming from 29 different zip code areas both in and beyond the City of Milwaukee.

4. The Seeds of Faith, Inc. provided a grant of $30,000: $20,000 for the operating expenses and $10,000 to support a newly created Fund Development Director position. UMCS held its first annual United Methodist Children's Services Day at the Brewers with over 200 in attendance. Everyone had a great time with ideal weather, a great tailgate party, and an almost win by the Brewers. The Brewers donate one half of the ticket price to UMCS. The second annual United Methodist Children's Services Day at the Brewers will be August 5, 2004.

5. UMCS received a donation of a vacant lot located on the same block as its apartment building. The donation was timely as UMCS is participating in a neighborhood revitalization planning process funded in part by the Annie E. Casey Foundation, Making Connections Initiative. The lot will be transformed into a quality green space with planing beds, and vegetable gardens. UMCS will be using transitional living program residents, neighborhood residents and volunteer groups to help transform the lot into a safe, welcoming space for area residents.

6. UMCS is a member of The United Methodist Association and Project Equality.

Rev. John C. Stubbs, President, Board of Directors
Perry G. Huyck, Executive Director

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Action Item 1: Resolution on United Christian Resource Center
Submitted by: Board of Discipleship

Be it resolved, that the present United Christian Resource Center be dissolved as an ecumenical partnership and become a ministry of the Wisconsin Conference of the United Methodist Church;

That a Task Force, accountable to the Conference Board of Discipleship, be named and confirmed (by the Board of Discipleship) to oversee the operation of the resource library;

That a name change for the resource library be made by the Task Force in accordance with the dissolving of the ecumenical partnership;

That any future decision to close and/or sell the resource library will be a decision by the Annual Conference.

Conference Action: Approved

Information regarding the United Christian Resource Center

The United Christian Resource Center (UCRC) ecumenical partnership has been a part of the Wisconsin Conference United Methodist Church for many years. It has provided 16mm, now video, rentals to churches, conference boards and agencies, camp programs, retreat settings, units of United Methodist Women and Men, and other faith community gatherings for teaching resources. Over the years, ecumenical partners have changed, as have locations of the library, directors, and technology. The library is now located on the second floor of the Conference Center in Sun Prairie.

Most recently, the UCRC has been a relationship shared between the Wisconsin Conference of The United Methodist Church, the Wisconsin Conference of the United Church of Christ and the Western District of the Moravian Church. As churches increased their own individual technology and as local video rentals became more accessible, the use of videos from UCRC decreased by some churches, yet remained an important part of many church programs.

In the spring of 2003, the board of the UCRC, which was made up of representatives from the three denominations, deemed that the decrease in the financial income required the closing of the UCRC. A closing date was set, the manager was relieved of her position and a sale of videos (at garage sale prices) was announced.

Leaders in the Wisconsin Conference of The United Methodist Church asked for a reprieve in order to look at alternatives to closing the UCRC. Current board members resigned as of May 30, 2003, and an interim task force was put in place to study the future of the UCRC. To date, the following has occurred:

- The United Christian Resource Center is no longer an ecumenical partnership. The United Church of Christ and the Moravian Church decided they could no longer share in the expenses of the Center.
- The UCRC remains open and with increased publicity to multiple denominations in Wisconsin and informing United Methodist Churches in Wisconsin about the Center, rentals of videos have remained steady with some increase.
- Judy Franken remains as manager of the UCRC, but for three hours daily rather than four hours daily. Ms Franken is now a fulltime employee of the Wisconsin Annual Conference and in a job-share between the UCRC and the Finance Office. The UCRC manager's hourly salary was significantly decreased.
- Until action is formally taken by the 2004 Wisconsin Annual Conference, the ownership of the video collection is under the insurance and guidance of the Wisconsin Conference, United Methodist Church.

- The UCRC Task Force has worked closely with the Ministry and Outreach area of the conference along with the Conference Board of Discipleship, the conference Finance Office, and the Wisconsin United Methodist Foundation.
- Carefully decreasing expenditures and asking for grant assistance allowed the task force to clear all debt that was carried over from 2002, pay all 2003 financial obligations, and enter 2004 with a balance of $850.

Concerns of the present UCRC Task Force:

- The loss of a library containing 1900 videos, past and current, and the teaching resources that are offered;
- The increased use of locally rented videos (from video stores) and showing them in church settings without public performance rights (as compared to the UCRC which maintains proper licensing for rental and showing in public settings);
- Ownership of high quality videos which local churches cannot afford to buy and which assist in leadership development, small group study, confirmation programming, seasonal studies, mission teaching, Christian Education for all ages;
- The lack of knowledge by many United Methodist congregations and leaders about the existence of the UCRC. Because of this, aggressive promotion has taken place in the last nine months.

This proposed budget for 2005 asks for a line item of $2,350 in the 2005 Wisconsin Conference budget:

	2005 Budget Request
Salary, Benefits UCRC part-time manager - 15 hours/week (Job share with Finance Office, so receives full-time benefits)	$13,200
Video Acquisitions	$ 2,000
Mailings/Marketing	$ 750
Telephone and Office Supplies	$ 700
Postage	$ 300
Misc.	$ 300
Total Budget	$17,250
Less: Membership Fees/ Rental Income Christian Ed Sunday funds Board of Discipleship grant Gift from Conference UMW Will request Foundation Grant	($ 5,500) ($ 3,000) ($ 1,000) ($ 400) ($ 5,000)
Total Apportionment Request	**$2,350**

[Editor's Note: This amount is already included in the 2005 Wisconsin Conference Budget that has been proposed by the Council on Finance and Administration (Action Item 17).]

Action Item 2: Local Church Camping Coordinator
Submitted by: Board of Camp and Retreat Ministries

Each local church in the Wisconsin Annual Conference is urged to name one layperson to be responsible for promotion of the Conference Camps **and retreats** in that local church. The Camping Coordinator's task will be to help the congregation understand the importance and value of the Conference camping program. The Coordinator will not only highlight the summer camp program but will also help the congregation be aware of retreat possibilities. Each local church shall send the name and address of its Camping Coordinator to the Camping Office in Sun Prairie as part of its yearly charge conference report.

Conference Action: Approved as Amended

Action Item 3: Camp and Retreat Emphasis Sunday
Submitted by: Board of Camp and Retreat Ministries

We recommend that every local church in the Wisconsin Annual Conference observe a Camp and Retreat Emphasis Sunday in the spring of 2005 for the purpose of interpreting the Conference camping program and for promoting the 2005 camps.

Conference Action: Approved

Action Item 4: United Methodist Youth Sunday
Submitted by: Conference Council on Youth Ministries

There shall be a United Methodist Youth Sunday in every local church to recognize the role and commitment of United Methodist Youth.

We recommend that churches look at Sunday, August 29th for this day in 2004. The Wisconsin Conference Council on Youth Ministries is willing to help provide resources to support leadership in this task. Resources such as bulletin inserts, videos, and pamphlets about conference youth leadership will be made available in the early part of August.

Rationale:

- Youth are an important part of the church today. It is important to recognize these persons and encourage them as leaders in the church. Not many people realize the amount of work that is done by youth, and we feel that they also need to be lifted up.
- The youth of our churches represent not only the future of the church, but a very present strength and reality in our congregations around the Annual Conference.
- The strength and vitality of the Conference Council on Youth Ministries is a vital witness to youth around this Conference and a source of encouragement and training for the local church youth groups of our Conference.
- Youth in our local congregations around this Annual Conference are engaged in mission, evangelism, spiritual growth and leadership development.
- The local church can gain a wealth of leadership potential and energy by tapping into the resources youth offer to local congregations.

Conference Action: Approved

Action Item 5: District "Open Forums"
Submitted by: Conference Council on Youth Ministries

Each district within the Wisconsin Annual Conference should develop an opportunity for lay and clergy leadership to be in dialogue regarding controversial issues within The United Methodist Church through an "Open Forum" gathering at least once a year.

Rationale:

- The youth have been the first group to organize and run an open forum discussion on issues affecting the church today. We learned a lot from this experience and consider it to be a valuable time together.
- If a region so chooses to hold an Open Forum, the Conference Council on Youth Ministries will supply them with resources used at our past Regional Youth Conferences and assist in any way possible.
- We would like to encourage open discussions in the church especially with issues that are affecting all people daily.
- We believe that it is helpful for every church member to know where the church stands on these issues, and more importantly, why. Having an open discussion could be a way to accomplish that.

Conference Action: Approved

Action Item 6: United Methodist Women's Sunday
Submitted by: United Methodist Women

WHEREAS the United Methodist Women is an organization for many women, organized for over a hundred years and spanning the nation with local units and,

WHEREAS the organization provides opportunities for spiritual growth, emphasizing prayer and in-depth Bible study, offering Christian friendship, affirming the potential of every woman, developing a creative supportive fellowship, and

WHEREAS United Methodist Women expand concepts of Mission through participation in the global ministries of the church, and

WHEREAS Wisconsin Conference United Methodist Women has a membership of about 8,000 in 250 local units actively serving the local church, and participating in mission locally, nationally and globally,

THEREFORE, BE IT RESOLVED that there shall be a United Methodist Women's Sunday in every local church. RECOMMENDED date, September 26, 2004 or any other date to be determined by each local church.

Conference Action: Approved

Action Item 7: Designation of Earnings from the "New Ministries Fund"
Submitted by: Wisconsin United Methodist Foundation

We recommend that the Annual Conference designate the earnings from the undesignated "New Ministries Fund," to provide stewardship programming and resources to local congregations through the Wisconsin United Methodist Foundation.

Conference Action: Approved

Action Item 8: Resolution On The Discontinuance Of Readstown United Methodist Church, Readstown, Wisconsin
Submitted by: Cabinet

WHEREAS the United Methodist Church of Readstown, Wisconsin, located in Vernon County, has had a long and proud history of being in ministry since 1861; and

WHEREAS the charge conference of the Readstown United Methodist Church voted on November 2, 2003, to discontinue the church; and

WHEREAS the District Superintendent has recommended discontinuance of the Readstown United Methodist Church and transfer of membership to the United Methodist Churches in Soldiers Grove, North Clayton and Viroqua; and

WHEREAS the Superintendent has recommended that the property be sold and the proceeds of the sale be held in the Wisconsin United Foundation account to be administered by the Board of Congregation and Parish Development for the development of a new church/faith community or the re-vision of a church in the Readstown area; and

WHEREAS the consent to discontinue has been granted by the presiding Bishop, Sharon Zimmerman Rader, a majority of the District Superintendents, and the District Board of Church Location and Building and all proper Disciplinary requirements have been complied with:

THEREFORE, BE IT RESOLVED that the Wisconsin Annual Conference of the United Methodist Church meeting in the 35th session, June 13-16, 2004, at Middleton, Wisconsin, declares Readstown United Methodist Church of Readstown, Wisconsin, discontinued as of December 31, 2003;

BE IT FURTHER RESOLVED that the people of the Readstown United Methodist Church designate all their remaining assets be invested in the Wisconsin United Methodist Foundation, Inc. to be administered by the Board of Congregation and Parish Development for the development of a new church/faith community or the re-vision of a church in the Readstown area; and

BE IT FURTHER RESOLVED that if there is not a new church/faith community started or a church re-vision begun in the Readstown area within ten years, all designated funds will be released to the Board of Congregation and Parish Development for utilization within the Wisconsin Conference.

Conference Action: Approved

Action Item 9: Resolution On The Discontinuance Of Christie United Methodist Church, Christie, Wisconsin
Submitted by: Cabinet

WHEREAS, Christie United Methodist Church has been a faithful, life-giving Church for over 100 years in the Christie township of central Wisconsin; and,

WHEREAS, people have come to know and experience God through the ministries of worship, mission, study, and fellowship in the Christie United Methodist Church; and,

WHEREAS, Christie United Methodist Church has been faithful in the 100% payment of apportionments which has reached thousands of people around the world; and,

WHEREAS, the sociology and culture of the area have changed, along with the mobility of people and the aging of the Church community; and,

WHEREAS, at a Church Conference held Tuesday, December 2, 2003, the members present voted unanimously to discontinue; and

WHEREAS, the Heartland District Committee on Church Location and Building has approved the discontinuance; and,

WHEREAS, the chairperson of the Conference Board of Trustees and the Conference Board of Congregation and Parish Development have been consulted and informed; and,

WHEREAS, the area presiding Bishop, Sharon Zimmerman Rader, and the District Superintendents have consented to the discontinuance of Christie United Methodist Church; and

WHEREAS, proper care has been given to records and other legal and official documents; and,

WHEREAS, pastoral care has been given to the members of Christie United Methodist Church and effort has been made to transfer membership to area United Methodist churches; and

WHEREAS, the property of Christie United Methodist Church has been sold to a private individual (former member of the Christie UMC), and,

WHEREAS, the monies remaining will be used to pay 100% of the 2004 apportionments, with remaining monies being divided between the churches in Crossroads United Ministries (receiving the Christie UMC members) and a UM mission,

THEREFORE, BE IT RESOLVED that the Wisconsin Annual Conference of the United Methodist Church meeting in the 35th session, June 13-16, 2004, at Middleton, Wisconsin, declares Christie United Methodist Church of Christie, Wisconsin (Clark County), discontinued as of June 30, 2004, and direct the Heartland District Superintendent to be the officer of the Conference to implement this action.

Conference Action: Approved

Action Item 10: Resolution on Housing Allowance for Retired and Disabled Clergy
Submitted By: Joint Board of Pensions, Insurance & Equitable Compensation

WHEREAS the religious denomination known as The United Methodist Church has and functions through Ministers of the Gospel who are duly ordained or licensed;

WHEREAS the practice of The United Methodist Church is to provide a parsonage or a rental allowance as part of the gross compensation for each of its ordained or licensed ministers;

WHEREAS pensions paid to retired and disabled ordained or licensed ministers of The United Methodist Church are considered deferred compensation and paid to said retired and disabled ordained or licensed ministers in consideration of previous, active service; and

WHEREAS the Internal Revenue Service acknowledges the Wisconsin Annual Conference as the appropriate organization to designate a housing allowance for retired and disabled ordained and licensed ministers who are members of this Conference;

THEREFORE BE IT RESOLVED an amount equal to 100% of the pension payments received during 2005 is designated as a housing allowance for each ordained or licensed minister who has been granted the retired relation or placed on disability leave by the Wisconsin Annual Conference and whose name and relationship is recorded in the Yearbook and Journal and other records;

BE IT FURTHER RESOLVED the pension payment to which this housing allowance applies shall be the pension payment resulting from all service of such retired or disabled ordained or licensed minister from all employment by any local church, Annual Conference, or institution of The United Methodist Church or of any former denomination that is now a part of The United Methodist Church, or from any other employer who employed the minister to perform services related to the ministry and who elected to make contributions to the pension funds of The United Methodist Church for such retired or disabled minister's pension.

NOTE: The housing allowance that may be excluded from a Clergyperson's gross income in any year for federal income tax purposes is limited under Internal Revenue Code Section 107(2) and regulations thereunder to the least of: (1) the amount of the housing allowance designated by the Clergyperson's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

Conference Action: Approved

Action Item 11: Resolution on Past Service Annuity Rate
Submitted By: Joint Board of Pensions, Insurance & Equitable Compensation

BE IT RESOLVED the Past Service Annuity Rate for 2005 shall be $556.

Conference Action: Approved

Action Item 12: Resolution on Minimum Compensation
Submitted By: Joint Board Of Pensions, Insurance & Equitable Compensation

WHEREAS the formula for establishing the minimum compensation for ordained clergy, local pastors, and student pastors appointed to charges in the Wisconsin Annual Conference is: The minimum compensation for the previous year for each category, plus the cost of living factor established by the U.S. Government for Social Security purposes, plus 1%,

AND WHEREAS this formula was approved by the 1996 session of the Wisconsin Annual Conference for implementation starting in January 1998 and has not since been changed,

THEREFORE BE IT RESOLVED the Minimum Compensation for Conference members serving full time for 2005 shall be $29,724; the Minimum Compensation for Local Pastors serving full time shall be $26,162; the Minimum Compensation for student pastors serving at least 27 hours per week plus 3 months of full time service during the summer, shall be $22,292.

Conference Action: Approved

Action Item 13: Resolution on 2004 Formal Funding Plan for Pre-1982 Pension Liability
Submitted By: Joint Board of Pensions, Insurance & Equitable Compensation

Letter of Introduction To Members of the Wisconsin Annual Conference:

The following funding plan is in the format recommended by the General Board of Pension and Health Benefits (GBOPHB). This plan begins by discussing the Wisconsin Conference Past Service Rate (PSR) philosophy. The PSR is the dollar amount that is multiplied by years of Pre-1982 service to determine the annual pension benefit paid to a pastor for Pre-1982 service. The PSR for the coming year is set by Annual Conference, based on the recommendation made by the Joint Board.

In the past, the Wisconsin Conference set a goal for the PSR to reach 1% of the Conference Average Compensation (CAC). That goal was reached in 1998, and for the year 2004 the PSR is 1.16% of CAC. For the future, the Joint Board recommends that the PSR keep pace with inflation by using the index that the U.S. Government uses for Social Security payments. We do not think it is appropriate any longer for it to be linked with CAC. We will, of course, meet the minimum requirement in the Discipline that states that the PSR stay at .9% of the CAC or higher.

Also in the past, the PSR increased at a faster rate than the CAC, but those increases were necessary due to the initial lower levels of PSR (PSR was .80% of CAC in 1982). Consequently, we

expect the PSR to increase at a slower rate in the future (though we will keep up with inflation).

The plan then goes on to list a number of factors:

Present Value of Expected Future Benefits (PVB) - this is an estimate of our Pre-1982 pension liability. The GBOPHB calculates this amount based on a series of assumptions:

Mortality – how long retirees and their spouses are expected to live (based on standard industry tables)

Cost of Living – rate at which the PSR is expected to increase in the future (influenced by the conference PSR philosophy, discussed above)

Investment earnings – rate of return expected from our assets, including interest, dividends, and capital growth (GBOPHB uses 7.5% as a long term value).

Current Plan assets – this is the current value of the money that has been invested with the GBOPHB to provide for payment of Pre-1982 pension obligations.

Funded Status – this is the amount that our current plan assets exceed the present value of expected future benefits.

Non-Plan Assets available for Retiree Benefits:

Deposit Account – money held by the GBOPHB that came from prior earnings on the following two funds.

Permanent Pension Fund (PPF) and Ministerial Pension Memorial Fund (MPMF) are permanent endowment funds established on behalf of Wisconsin Conference retirees. The earnings from these funds are available to help fund pension and retiree medical benefits for retired ministers and surviving spouses of the Wisconsin Conference. Contributions to these funds are made by individuals and estates. The principal of these funds are not to be used.

RESOLUTION:

WHEREAS at General Conference 2000 legislation was approved that requires each conference to annually adopt and publish a formal funding plan addressing its obligation for the pension plan that applies to years of service prior to 1982, and

WHEREAS all conferences are required to fully fund their Pre-1982 pension obligation by the year 2021, and

WHEREAS the intent of this legislation is to help the General Board of Pension and Health Benefits (GBOPHB) determine that all conferences are satisfactorily addressing the funding of this liability,

THEREFORE BE IT RESOLVED that the following Formal Funding Plan, with the letter of introduction, be adopted as the 2004 Formal Funding Plan and be published in the 2004 Conference Yearbook and Journal:

WISCONSIN ANNUAL CONFERENCE - 2004
Formal Funding Plan – Pre-1982 Pensions

2004 Past Service Rate (PSR) - $540.00

PSR Philosophy – Increase PSR for inflation as of December of each year. Target for same Consumer Price Index (CPI) increase that is used for Social Security purposes.

The current PSR is at 1.16% of the Conference Average Compensation (CAC). This percentage is above the original Wisconsin Annual Conference goal of 1.0% of the CAC, as set by the 1969 merging conference. The PSR will no longer be tied to the CAC (other than the various minimum requirements) since we are well above our 1.0% goal and apportionment money is no longer be-

ing used to pay for these costs.

Current Plan Assets – 1/2002	$61,066,605*
Present Value of Expected Future Benefits – 1/2002	$53,864,082*
Funded Status –1/2002	$ 7,202,523*

Non-plan assets available for retiree benefits: The funds that may be available to supplement pension/retirement funds for the Wisconsin Annual Conference are (values at 1/1/04):

Deposit Account at General Board of Pensions: $2,196,903

Other Funds –

- The Wisconsin Annual Conference established the Permanent Pension Fund in 1969. The Permanent Pension Fund has a balance of $2,511,062.
- The Wisconsin Annual Conference also established the Ministerial Pension Memorial Fund in 1983. The Ministerial Pension Memorial Fund has a balance of $1,084,854.
- The earnings from these funds are available to provide pension and retiree medical benefits to retired ministers of the Wisconsin Annual Conference. The principal of these funds is not available.

Amortization Period – Not applicable.

Additional Contributions– We do not anticipate that any special deposits will be needed, since the Conference is currently over funded.

The contributions to the Ministerial Pension Memorial Fund and the Permanent Pension Fund come from individuals. The contributions come from gifts, primarily from estates. The size and frequency of future contributions is uncertain. The Wisconsin Annual Conference intends to continue to solicit additional contributions to each Fund. The investment return on the Funds is uncertain.

Contingency plans for PSR increases – Any faster increases in the PSR due to higher inflation are expected to be counter-balanced by slower increases at later (or prior) times, due to lower inflation. We use 3.0% as our long-term inflation assumption.

***Figures provided by the General Board of Pension and Health Benefits 2004 Actuarial Valuation**.

Conference Action: Approved

Action Item 14: Health Insurance Premiums for Surviving Spouses of Active Clergy
Submitted by: Joint Board of Pensions, Insurance and Equitable Compensation

[Editor's Note: Proposed Rule Change #11 in the report of the Rules Committee (Action Item 16) reflects language to implement this recommendation in the Conference Rules if Action Item #14 is approved by the Annual Conference.]

Recommendation:

In the event of the death of a fulltime, active (not retired), clergy member under appointment serving a local charge in the Wisconsin Conference and enrolled in the Conference Health Insurance Plan at the time of death, at the request of the District Superintendent the Joint Board will pay from the Emergency Hardship Account the total health insurance premiums in full for three months and will pay 50% of the premiums for nine additional months for surviving spouse and dependent children. Following this twelve-

month period, the surviving spouse is eligible to participate in the Conference Health Insurance Plan, the entire cost to be born by the surviving spouse. ***and shall receive a subsidy equal to the amount that a surviving spouse would receive if the clergy had died during retirement after age 65. Such payment shall come from the Emergency Hardship account.***

Rationale*: The present policy towards payment of premiums for surviving spouses of active clergy is to pay their health insurance premiums in a manner similar to that of surviving spouses of retirees, for as long as the surviving spouse lives. The Joint Board believes that a more appropriate policy is to provide short term support immediately after the death of the active clergy but to expect the surviving spouse to be able to provide their own support over the long run. Therefore we propose paying the surviving spouse's health insurance premiums in full for three months and 50% of the premium for nine additional months. Thereafter the spouse would be eligible to participate in the Conference health plan, but be required to pay the entire cost. The current policy has been passed by the Joint Board but was not included as part of the Conference Rules. The new policy is proposed to be included in the Conference Rules.*

Conference Action: Approved as Amended

Action Item 15: Retiree Health Insurance Premiums
Submitted by: Joint Board of Pensions, Insurance and Equitable Compensation

[Editor's Note: Proposed Rule Change #12 in the report of the Rules Committee (Action Item 16) reflects language to implement these recommendations in the Conference Rules if Action Item #15 is approved by the Annual Conference.]

Recommendation 1:

That Rule 120.1.5 be modified to clearly indicate that the Annual Conference will fund retiree health insurance premiums for participating pastors and lay employees of the Wisconsin Annual Conference who formally retired after December 31, 1998 based upon years of service in The United Methodist Denomination.

Rationale*: The 2003 Annual Conference amended section 120.1.5 to change the funding of retiree premiums to be based on years of service in any Methodist Denomination rather than years of participation in the health plan. This action was delayed until the Joint Board could determine the implications of the action. The Joint Board recommends implementation of years of service but recommends changing it to years of service in the United Methodist denomination rather than any Methodist denomination. The Joint Board believes we have a relatively fixed amount of money available to pay for retiree premiums and that it is appropriate to limit service to United Methodist service. This change is made in the first paragraph of 120.1.5.*

Section 120.1.5 as presently written calls for the Conference to pay a portion of the premium for "participating pastors and laity" that are retired. This phrase causes the Conference to pay for a portion of the premium of retired lay employees of local churches, in addition to retired lay employees of the Conference. We believe that the intent was only to pay a portion of the premium of retired lay employees of the Wisconsin Annual Conference, while allowing retired lay employees of local churches to participate if they or the local church pay their premiums. We propose a change to correct this wording in the first paragraph of 120.1.5.

Conference Action: Defeated

Recommendation 2:

Beginning January 1, 2005, the percentage of the Medicare Supplement premium paid by the Wisconsin Conference for eligible retirees and spouses who are 65 years of age or older with at least 25 years of service will be reduced from 72% to 65%.

Beginning January 1, 2005, the credit per year of service for those eligible for Medicare who retire with less than 25 years of service will be reduced from 3% to 2.6%, and similar reductions will be made in the credit per year of service for individuals that are not eligible for Medicare. (These changes are reflected in the "Retirees Health Insurance Premiums Table" included with Proposed Rules Change #12 in Action Item 16.)

Rationale: *The proportion of retiree premiums that has been paid by the Wisconsin Annual Conference has decreased recently, is recommended to be decreased further for 2005 and is likely to continue to decrease in 2006 and later – though by how much will depend on increases in health care costs and Conference apportionments. These decreases are occurring due to health insurance premiums increasing at a much faster rate than apportionments. There are some possible benefit reductions that have been done in the past and which may be done in the future, but the percentage of retiree premiums paid by the Conference will continue to decrease. This issue necessitates changes in the Conference rules that describe how retiree premiums are paid.*

Conference Action: Approved

Recommendation 3:

The Wisconsin Conference will not subsidize health insurance coverage for a retiree's spouse until the retiree reaches 65 years of age or older.

Rationale*: The Conference voted in the past to not pay any portion of the premium of retirees who are under age 65 and not eligible for Medicare if they retired after January 1, 2002, until they reach age 65. The rule does not state how the spouses of such retirees are treated. We believe the intent was for a spouse of such a retiree to be treated the same as the retiree, so that until the retiree reaches age 65 the Conference will not pay any proportion of the spouse's premium, regardless of the age of the spouse. We propose adding a sentence to 120.1.5.a and to change the wording of 120.1.6 to make this issue clear.*

Conference Action: Approved

Recommendation 4:

That current Policy 120.1.5.d be modified to clearly reflect that Retirees must have a minimum of 5 **consecutive** years of qualified participation in the **Wisconsin** Conference group health plan immediately prior to retirement to be eligible for retiree coverage. This Policy should be renumbered to highlight this requirement.

Rationale: Individuals must participate in the health plan for the last 5 consecutive years prior to retirement to be able to be eligible for retiree coverage. This requirement was passed in 2003, as it is a requirement of our health insurance carrier, but it is not reflected in the rules as they are currently written.

There are several other wording changes included in Proposed Rule Change #12 that are intended to make current policy clearer but not to change current policy.

Additional Retiree Health Insurance Premium Information
(For those 65 and older)
Submitted by Joint Board of Pensions, Insurance and Equitable Compensation

Total Monthly Premium for 2004 $315 single

$630 family

Currently the Conference is paying 72% of the premium for single and family, for those retiring before January 1, 1999. For those retiring after January 1, 1999, the percentage paid is based on years of participation, with 72% paid for those with 25 or more years.

Costs to participants with 72% payment are: single – $88, family - $176.

No changes in benefits were made in 2004, however we increased the co-pays for pharmacy. No changes in benefits or co-pays are proposed for 2005.

Total Estimated Monthly Premium for 2005 **$363 single**

$726 family

Conference Support - Options for 2005

Conference Percentage Paid	Monthly Cost* Single	Monthly Cost* Family	Percentage Increase*
72%	$101	$203	15%
65%	**$127**	**$254**	**44%**
59%	$149	$298	69%

*Participant's Cost

To continue to pay at 72%, we will need an additional $195,000 in apportionment payments.

To pay at 65%, we will need an additional $100,000 in apportionment payments.

To pay at 59%, we will need only what was requested in our zero percent increase budget request.

The Joint Board respectfully requests an additional $100,000 be added to the budget line for Retiree Health Insurance Premiums.

[This request was approved by the Council of Finance and Administration, April 3, 2004 and has been included in the proposed 2005 Wisconsin Conference Budget.]

Conference Action: Approved

Action Item 16: ***Proposed Rules Changes***
Submitted by: ***Conference Rules Committee***

The Rules Committee is responsible for reviewing and processing proposed changes in the Wisconsin Conference Rules and Policies, and forwarding such proposals to the Annual Conference. The following are respectfully submitted for consideration at the 2004 session, and come with the support of the committee except as noted.

Steve Zekoff, Chairperson

KEY: Underline denotes deletions. **Bold** denotes additions.

INFORMATION:

Rule 3.3.12b is being updated to reflect changes made when the Board of Congregation and Parish Development was established. The reference to the "Board of Global Ministries" is being corrected to read "**Board of Congregation and Parish Development**," which now has the responsibility to administer conference-supplemented pastors' salaries for new church starts, mission congregations and developing congregations.

#1 REVISION:

2.0.0 Annual Conference

2.1.0 Membership. In addition to those persons name in *The Constitution* (¶30), the following members shall be members of the Conference to attain lay equalization:

2.1.8 Two youth representatives under age 25 **between 12-18 years of age** from each district to be chosen by the Conference Council on Youth Ministries and

Rationale and Recommendation. The Conference Council on Youth Ministries (CCYM) submitted this proposal. The accompanying rationale pointed out that the Conference Rules do not reflect the definition of youth as used by the CCYM: junior high - attending 6th-8th grade or between the ages of 12-14; senior high - attending 9th-12th grade or between the ages of 15-18. ***The Rules Committee recommends that the proposed revision be defeated as it is not consistent with the language of The Constitution, which in ¶30 of The Book of Discipline indicates "two young persons under twenty-five years of age" be selected as members of the annual conference.*** *The committee believes that "under age 25" should be retained in the Conference Rules.*

Conference Action: Approved

#2 REVISION:

2.1.9 Two young adult representatives under age 31 from each district, to be chosen by the District Program/Leadership Team **through a process agreeable to the Conference Young Adult Ministries Council and the district superintendents**.

Rationale and Recommendation. The CCYM also submitted this request. The accompanying rationale stated that the district superintendents and the Conference Youth Coordinator currently randomly choose the Young Adult representatives. ***The Rules Committee is reluctant to support a change in the process for selecting young adult representatives initiated by the conference youth organization rather than the conference young adult organization. The Rules Committee recommends that the proposed revision not be adopted, but referred to the Conference Young Adult Ministries Council to perfect a suggested selection process before any revision of Rule 2.1.9.***

Conference Action: Proposed Rules Change #2 was withdrawn from consideration

#3 REVISION:

The Board of Camp and Retreat Ministries proposed this revision.

3.3.2a Board of Camp and Retreat Ministries: Twelve **Fourteen** members including two **four** at-large selected **nominated** by the Board of Camp and Retreat Ministries and ten nominated by the Conference Nominations Committee to include **the chair of the BCRM Personnel Committee, the chair of the Camping Committee, the chair of the Facilities Committee, the sites retreat promoter, the BCRM communications officer and** two **five** at-large **members including at**

least one youth, one young adult **and** one ethnic minority**.** , one chair of BCRM Personnel Committee, one chair of Retreat Committee, one chair of Camping Committee, one chair of Facilities Committee, and one chair of Marketing Committee. Site Directors**, Natural Resources Manager and Program Assistant,** and Camping and Retreat Ministries Coordinator to **shall** serve as Advisory members.

Conference Action: Approved

#4 REVISION:

The CCYM submitted this requested revision.

3.3.20 The Conference Council on Youth Ministries (CCYM) shall consist of 44 **42** voting members chosen as follows: two senior high and two junior high representatives elected by each district youth organization **during the Regional Youth Conferences (32);** six youth members at-large, and a representative to the National Youth Ministry Organization (NYMO) and North Central Jurisdiction Youth Ministry Organization (JYMO), nominated by the CCYM and elected by the Youth Annual Conference; **2 youth members at-large that are selected as president-elect and YSF Coordinator by the current CCYM,** five **eight** youth members at-large chosen for inclusiveness by the Conference Nominations Committee and elected by the Annual Conference. **Ex-officio members with voice but not vote include all Conference Youth Event Design Team Leaders. The CCYM President has voice but no vote except in the case of a tie. Adult** A**a**dvisory members shall include one adult from each district, the adult advisor to the Youth Service Fund **the Sr. High Adult Advisor, the Jr. High Adult Advisor** and the Conference Youth Coordinator

Conference Action: Approved

#5 NEW POLICY:

The Conference Board of Trustees submitted this proposed new policy. It would be an addition to Policy 10.7.0 District Superintendent's Compensation, following existing 10.7.3. Existing 10.7.4 would become 10.7.5.

10.7.3 The net sale proceeds and future income from the sale of district parsonages sold July 1, 1997 and after will be held in escrow for use in providing District Superintendent's housing allowances.

10.7.4 Beginning in 2004, up to five percent of the market value of the Parsonages Fund as of 12/31 is available to partially fund district superintendent and staff housing allowances for the budget year two years subsequent.

Concerns: The Rules Committee recognized that adoption of this policy could result in additional conference agencies with large fund balances also requesting that a yearly maximum expenditure from other invested funds be established. The Parsonage Fund principal needs to be preserved so that interest income continues to be available into the future. Conversation between the Board of Trustees and the Conference Council on Finance and Administration is needed during the budgeting process to assure that the Board meets its fiduciary responsibility to maintain the investment corpus. ***The Rules Committee is not recommending this policy addition.***

Conference Action: Referred to Council on Finance and Administration for Report to the 2005 Annual Conference Session

#6 NEW POLICY:

This policy was proposed by the Conference Council on Finance and Administration (CCF&A).

10.11.0 Budgeting for Multi Year Programs

10.11.1 When a Conference agency budgets using apportionment funds for programs that are multi-year in nature (e.g., Lay Ministry Academy, Three Year Covenant Community for Spiritual Formation), they shall choose either of the following two methods of budgeting for those programs and use that method consistently throughout the program' s life.

10.11.2 Like all other Conference programs, a separate budget is established each calendar year, and any and all apportionment funds and participant fees not spent at the end of that year are transferred to the Conference's cash reserve.

10.11.3 A separate budget is established for the period of the program. The balance of revenues (including apportionments provided for the program and participant fees) over expenses (or expenses over revenues) is carried forward (through the use of a balance sheet account) to each subsequent year until the end of the program period. At the end of that period, any and all apportionment funds and participant fees from all the years not spent are transferred to the Conference's cash reserve.

Conference Action: Approved

#7 NEW POLICY:

The CCF&A also submitted this proposed policy.

10.12.0 Participant Fees

10.12.1 When participant fees are charged as part of a Conference agency program, participant fees are required to be used in full before any apportionment funds are available for the program.

10.12.2 Participant fees collected that are in excess of the cost of a program are available for the sponsoring Conference agency to spend as it determines is in the best interest of its mission. Such funds can be carried over to the following calendar year (through the use of balance sheet accounts).

10.12.3 In the case of multi-year programs budgeting on a multi-year basis, the participant fees are treated according to policy 10.11.3 and may be carried over until the end of the program.

Conference Action: Approved

#8 NEW POLICY:

The Conference Moving Director in consultation with the Cabinet developed this policy.

20.3.0 Other Moving Expenses

The church the pastor is currently serving will cover the following expenses:

- **Phone calls necessary to deal directly with the move [primarily conversation needed with the Moving Director, District Superintendent and key leadership in the new appointment].**

The moving pastor will be responsible for the following expenses:

- **Personal long distance calls related to the move [e.g. checking on schools, summer recreational programs, housing, etc.]**
- **Food, travel, and lodging expenses to the new community to visit, seek housing, if necessary, and finally, to relocate.**
- **These moving expenses covered by the pastor may be claimed as moving expenses for income tax purposes if allowed by IRS guidelines.**

See 50.0.0 for salary and Sabbatical Sunday policies and 60.0.0 for clergy housing policies.

Rationale: Submitted by the Moving Director with approval of the Cabinet, this rule incorporates several guidelines written and perfected by the Cabinet in recent years to clarify who is responsible for the payment of various moving expenses. Formal adoption and publication will reduce ambiguity and uncertainty about these issues and reduce the need for the Moving Director or individuals to contact a District Superintendent for a determination.

Conference Action: Approved

#9 NEW POLICY:

The following has been an operating procedure of the Joint Board of Pensions, Insurance and Equitable Compensation and needs to be incorporated into the Conference Rules and Policies.

110.3.3 All requests made for Equitable Compensation Support will be tied to the amount of apportionments paid by the charge. If all other circumstances of the request are in order, the following rules will apply:

a. Charges that have paid 100% of their previous year's apportionments before the cut-off date set by the treasurer's office will receive 100% of their Equitable Compensation request for both salary and pension.

b. Charges who have paid less than 100% of their previous year's apportionments before the cut-off date set by the treasurer's office will receive a reduced amount based on the following equation:

1. January-June: Amount received will equal the monthly amount approved multiplied by the percent of the previous year's apportionments paid by the cut-off date.

2. July-December: The current year's apportionment payments will be evaluated. The amount paid by June 30 of the current year will be annualized to reflect a full twelve month period, and the percent of total apportionments paid for the current year will be calculated based on this amount. If this calculation equals 100%, then the monthly amount paid will equal the monthly amount originally approved. In addition, catch-up payments will be made to bring the total annual amount paid equal to the total annual amount approved. If the calculation is less than 100%, then the amount paid will continue at the same rate paid during the first six months of the year.

These rules will apply to all charges requesting Equitable Compensation. However, the Committee on Equitable Compensation reserves the right to grant exceptions to these rules when special circumstances arise.

Conference Action: Approved

#10 REVISED POLICY:

The Joint Board of Pensions, Insurance, and Equitable Compensation submitted these revisions.

120.0.0 Group Health Insurance Policy

120.1.2 Church Contributions. Beginning January 1, 2003 churches shall contribute at least 72% of monthly **universal** premium for **every** persons under appointment that are **is serving** at least 3/4 **time** serving in the local church. All participating pastoral charges will pay the same premium for their **every** pastor, regardless of single or married status, or number of dependents. The universal premium will be approximately 75% of the family premium if there is not a Preferred Provider Organization (PPO) in place or approximately 69% of the family premium if there is a PPO in place.

Conference Action: Approved

#11 NEW POLICY:

The Joint Board of Pensions, Insurance, and Equitable Compensation proposed this new policy.

The following will follow existing 120.1.4, with existing 120.1.5 and 120.1.6 renumbered as 120.1.6 and 120.1.7.

> **120.1.5 Surviving spouse of an Active Clergy Person. In the event of the death of a fulltime, active (not retired), clergy member under appointment serving a local charge in the Wisconsin Conference and enrolled in the Conference Health Insurance Plan at the time of death, at the request of the District Superintendent the Joint Board will pay from the Emergency Hardship Account the total health insurance premiums in full for three months and will pay 50% of the premiums for nine additional months for surviving spouse and dependent children. Following this twelve-month period, the surviving spouse is eligible to participate in the Conference Health Insurance Plan, the entire cost to be born by the surviving spouse.** ***and shall receive a subsidy equal to the amount that a surviving spouse would receive if the clergy had died during retirement after age 65. Such payment shall come from the Emergency Hardship account.***

Conference Action: Approved as Amended

#12 REVISION:

120.1.5 The Wisconsin Annual Conference will fund retiree health insurance premiums for participating pastors and laity **lay employees of the Wisconsin Annual Conference** who formally retired after December 31, 1998, based on years of participation in any conference or Methodist denomination group health insurance plan **service in the United Methodist *or other Methodist* denominations**, as outlined below. (Those who retired on or before December 31, 1998, will be treated as having at least 25 years of service.)

a. Beginning January 1, 2003 **2005**, the **Wisconsin** Conference will subsidize 72% **65%** of the Medicare Supplement premium for **the** eligible retirees and their spouses who are 65 years of age and older and **the retiree** entered the retired relationship with at least 25 years of service. **The retiree must be 65 years of age or older for the spouse's coverage to be subsidized.**

b. Beginning January 1, 2003 **2005**, the Wisconsin Conference will subsidize 22% of the active premium for eligible retirees and their spouses who are less than 65 years of age and who **the retiree** entered the retired relationship prior to January 1, 2002, with at least 25 years of participation **service**.

c. For eligible retirees with less than 25 years of service, the percentage subsidized by the Wisconsin Conference for eligible retirees and their spouses will be 3% less than the percentage as presented in the tables adopted at the 1998 session of Annual Conference "Resolution on Retiree Health Premium Funding (below)**, rounded to the nearest whole percent.**

Age at Year of Retirement	**Conference Pays Without Medicare**	**Conference Pays with Medicare**
Less than 60 years of Age	1-9 years of service = 0% 10 and above = .6% per year of service Maximum of 15% of premium	1-9 years of service = 0% 10 and above = 2.6% per year of service Maximum of 65% of premium
60 – 64 years of Age	1-9 years of service = 0% 10 and above = .9% per year of service Maximum of 22% of premium	1-9 years of service = 0% 10 and above = 2.6% per year of service Maximum of 65% of premium
65 Years and Above	1-9 years of service = 0% 10 and above = .9% per year of service Maximum of 22% of premium	1-9 years of service = 0% 10 and above = 2.6% per year of service Maximum of 65% of premium

This policy is to be phased in over a 5 year period of time; the phase-in will be as follows:

Retiree Premium Payment Phase-In

Year of Retirement	**Proportion From Existing Policy**	**Proportion From New Policy**
1999	80%	20%
2000	60%	40%
2001	40%	60%
2002	20%	80%
2003	0%	100%

120.1.6 For clergy or laity **lay employees of the Wisconsin Annual Conference** retiring after December 31, 2001, the Wisconsin Conference will not provide any funding for retiree **of** health insurance premiums **for retirees or their spouses** until they **the retiree** reach **reaches** their 65th birthday **65 years of age**.

120.1.5.d

120.1.7 Retirees must have a minimum of 5 **consecutive** years of qualified participation with the **Wisconsin** Conference group health plan immediately prior to retirement to be eligible for retiree coverage.

NOTES:

a. AT THE TIME OF THE PUBLICATION OF THE PRE-CONFERENCE WORKBOOK, THESE PROPOSED POLICY CHANGES HAD BEEN ADOPTED BY THE JOINT BOARD OF PENSION AND EQUITABLE COMPENSATION, BUT HAD NOT BEEN REVIEWED BY THE RULES COMMITTEE.

b. THE 2003 ANNUAL CONFERENCE AMENDED THE INTRODUCTORY SENTENCE TO 120.1.5 TO READ "The Wisconsin Annual Conference will fund retiree health insurance premiums for participating pastors and laity who formally retired after December 31, 1998, based on years of service in any Methodist denomination, as outlined below." *THE CONFERENCE SUBSEQUENTLY TOOK ACTION TO DELAY IMPLEMENTATION OF THE AMENDMENT UNTIL THE JOINT BOARD COULD PRESENT TO THE 2004 SESSION THE IMPLICATIONS OF THE ACTION. THE JOINT BOARD IS RECOMMENDING IMPLEMENTATION OF THE PROVISION BASED ON UNITED METHODIST SERVICE.*

c. THE "RETIREE'S HEALTH INSURANCE PREMIUMS" CHART ABOVE REPLACES THE CHART PRINTED ON P.250 OF THE ***2003 YEARBOOK AND JOURNAL, VOLUME I.***

d. IF PROPOSED NEW POLICY 120.1.5 (RULES COMMITTEE ACTION ITEM #11) IS ADOPTED, THESE THREE ITEMS WILL BECOME POLICIES 120.1.6, 120.1.7 AND 120.1.8.

Conference Action: Approved

Action Item 17: ***Proposed 2005 Wisconsin Conference Budget***
Submitted by: ***Conference Council on Finance and Administration***

(The 2005 Approved Budget is printed at the end of the Action Items)

Action Item 18: ***Resolution establishing Covenantal Relationship with Harbor House Crisis Shelter***
Submitted by: ***Board of Global Ministries***

Whereas the Wisconsin Annual Conference of The United Methodist Church promotes and supports 'works of mercy' as a part of its Wesleyan heritage and church tradition,

Whereas the Health & Welfare Committee has been given the responsibility of providing connectional relationships with The United Methodist Church founded and created health & welfare ministries under the Book of Discipline and Wisconsin Conference Board of Global Ministries,

Whereas Harbor House Crisis Shelter was developed by the Faith United Methodist Church in Superior, Wisconsin in 2000 with first occupants being served in 2001 as a health and welfare ministry within the Wisconsin Conference of The United Methodist Church,

Whereas the Harbor House Board of Directors has developed a covenant-relationship statement to solidify its connectional relationship with the Wisconsin Annual Conference, and has been active on the Health & Welfare Ministries Committee,

Whereas, the Board of Global Ministries of The Wisconsin Annual Conference supports the newly created covenant/relational statement as reviewed and approved by the Wisconsin Conference Health & Welfare Ministries Committee in April of 2004,

Therefore Be It Resolved that the 2004 Session of The Wisconsin Annual Conference of The United Methodist Church affirms its covenantal relationship with Harbor House Crisis Shelter as outlined below:

COVENANT RELATIONSHIP
Harbor House Crisis Shelter &
Wisconsin Conference of The United Methodist Church

This is a covenant relationship between the Wisconsin Conference of The United Methodist Church (Conference) and Harbor House Crisis Shelter (HHCS), a ministry of Faith United Methodist Church, and a Wisconsin United Methodist Health and Welfare Ministry. The Health and Welfare Ministries Committee (Committee) will function as the point of contact between Harbor House Crisis Shelter and the Conference.

CONFERENCE EXPECTATIONS

1. Communicate with HHCS the requirements and changes in The Book of Discipline of The United Methodist Church (current edition), the rules of the Conference, and the actions of the Conference and the General Conference of The United Methodist Church, which may affect HHCS.
2. Communicate to HHCS the rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding the uses of the name "The United Methodist Church" and the Cross and Flame insignia of the United Methodist Church.
3. Maintain membership and active participation in the United Methodist Association of Health and Welfare Ministries (UMA).
4. The Resident Bishop will designate a liaison to work with HHCS to facilitate information sharing and mutual accountability for the expectations agreed by both parties.
5. Support through the liaison, HHCS's efforts to evaluate the benefits of and process of accreditation through the Educational Assessment Guidelines Leading Towards Excellence.
6. Periodically review the relationship of the Conference and HHCS and reaffirm the relationship as long as both parties agreed to in the Covenant of Affiliation.
7. Advocate and promote HHCS's mission and programs through the communication channels of the Conference , including the Conference Journal, the Conference proceedings, the Golden Cross appeal, the Conference website and other means.
8. Encourage collaboration among health and welfare ministries, Conference entities and local churches to respond to health and welfare needs within the Conference.
9. Assist HHCS in making high quality spiritual resources available to its guests.
10. Make available to HHCS: (1) Advice and assistance with the recruitment of an Executive Director; (2) information regarding the availability of grants (3) information regarding general resources available through Conference staff and General Church Boards and agencies; (4) assistance with the Conference's foundation with wills, trusts, and other methods of planned giving; and (5) fair consideration of request for conference-wide fundraising appeals.
11. Celebrate annually at the Conference Session the contribution of HHCS to the mission of the church.
12. Give consideration to the financial needs of all Conference related health and welfare ministries in the Conference's annual budget setting process.
13. Make training resources available to HHCS staff and Outreach Ministries Team in mutually identified areas of interest, for example: (a) board membership and responsibilities (b)

planned giving (c) providing spiritual life resources to guests (d) connectionalism within The United Methodist Church (e) strategic planning.

14. Instruct the Conference Chippewa District Superintendent to engage in face to face conversation with the Executive Director at least once a year in order to be familiar with and supportive of the HHCS focus and outreach.

15. Instruct pastor(s) appointed to Faith United Methodist Church that one of the missional reasons for his/her appointment is to be involved in developing an active and on-going relationship between the congregation and HHCS.

16. Indemnify and hold HHCS harmless from and against any claims, causes of action, and costs (including reasonable attorney's fees) which may arise from any Conference operations.

17. Carry general liability insurance in coverage amounts sufficient to insure the Conference, its officers, employees, volunteers, and constituent boards and agencies from and against any claims by third parties for activities undertaken by the Conference.

HHCS EXPECTATIONS

1. Be guided in decision making by The United Methodist Social Principles (current edition), The Book of Discipline of The United Methodist Church (including the investment policies).

2. Abide by the rules and regulations established by the General Council on Finance and Administration of The United Methodist Church regarding the uses of the name "The United Methodist Church" and the Cross and Flame insignia of The United Methodist Church.

3. Maintain membership and active participation in the United Methodist Association of Health and Welfare Ministries (UMA).

4. Work with a liaison designated by Resident Bishop to facilitate information sharing and mutual accountability for the expectations agreed by both parties.

5. Periodically review the relationship of HHCS and the Conference and reaffirm the relationship as long as both parties agree to the Covenant of Affiliation.

6. Inform the Annual Conference session whenever HHCS begins a new program of service in response to emerging trends and community needs, particularly initiatives related to racial/ethnic groups, people with disability conditions, the disenfranchised and the undocumented immigrants.

7. HHCS is a ministry of Faith United Methodist Church and therefore, all property will continue to belong to The United Methodist Church upon the dissolution of HHCS.

8. Cooperate with the Committee, the Conference Board of Global Ministries, and congregations in the HHCS service area in creating new and expanded health and welfare ministries within the Conference.

9. Provide high quality spiritual life resources to HHCS guests.

10. Provide to the Conference for publication in the Yearbook and Journal an annual summary of operations.

11. Seek written approval of the Conference Council on Finance and Administration prior to engaging in conference-wide fund raising efforts.

12. Provide to the Committee the HHCS mission statement, other foundational statements and amendments made from time to time.

13. Elect members of The United Methodist Church to the Outreach Ministries Board of Faith

United Methodist Church, including both lay and clergy.

14. Arrange an annual on-site visit with the Conference District Superintendent of the Chippewa District and/or the District Representative from the Board of Global Ministries.

15. Provide the Committee an annual list of names, addresses, and church affiliation (if known) of members of the HHCS Outreach Ministries Board.

16. Identify in promotional materials that HHCS is a ministry of Faith United Methodist Church and therefore, affiliated with the Wisconsin Conference of the United Methodist Church.

17. Indemnify and hold the Conference, its boards, and agencies, volunteers, employees, and members harmless from and against any claims, causes of action, and costs (including reasonable attorney's fees) which may arise from any HHCS operations.

18. Carry professional and general liability insurance in coverage amounts sufficient to insure HHCS, its officers, employees, volunteers, and constituent boards and agencies from and against any claims by third parties for activities undertaken by the HHCS.

Conference Action: Approved

Action Item 19: Resolution Affirming Covenantal Relationship with Sheboygan Senior Community

Submitted by: Board of Global Ministries

Whereas the Wisconsin Annual Conference of The United Methodist Church promotes and supports 'works of mercy' as a part of its Wesleyan heritage and church tradition,

Whereas the Health & Welfare Ministries Committee has been given the responsibility of providing connectional relationships with The United Methodist Church founded and created health & welfare ministries under the Book of Discipline and Wisconsin Conference Board of Global Ministries,

Whereas Sheboygan Senior Community, formerly known as Sheboygan Retirement Home & Beach Health Care Center, Inc. is a health & welfare ministry begun in 1945 by the First Methodist Church of Sheboygan and incorporated in 1962 as Sheboygan Methodist Home for the Aged, and has been in a covenant-relationship with the Wisconsin Conference of The United Methodist Church since its inception, and

Whereas the Board of Global Ministries of the Wisconsin Annual Conference supports the revised covenant/relational statement as reviewed and approved by Sheboygan Senior Community Board of Directors and the Wisconsin Conference Health & Welfare Ministries Committee in April of 2004,

Therefore be it resolved that The Wisconsin Annual Conference of The United Methodist Church affirms its covenantal relationship with Sheboygan Senior Community as outlined below:

Covenant of Affiliation
A covenant of affiliation between
Sheboygan Senior Community
(Sheboygan Retirement Home and Beach Health Care Center, Inc.) and
The Wisconsin Conference of The United Methodist Church

Sheboygan Senior Community, formerly known as Sheboygan Retirement Home and Beach Health Care Center, Inc., (hereafter referred to as "the Organization") being an organization which has a historic relationship with the Wisconsin Conference of The United Methodist Church (hereafter referred to as "the Conference"), wishes to be reaffirm its covenant of affiliation as outlined:

A. The Organization agrees to:

1) Furnish a current mission/vision statement. To keep the Conference informed of any changes/updates made in future years.

2) Furnish a statement of philosophy, delineating its historic roots and heritage.

3) Make an annual report to the Conference to be included in the Annual Conference Yearbook publication.

4) Provide annually a list of the names, addresses and church affiliation of the Board of Directors.

5) Make available annual audited financial statements when requested by the Conference.

6) Make available copies of its Articles and By-Laws, including any amendments to same.

7) Provide a copy of the organizations' dissolution clause consistent with the **Book of Discipline of The United Methodist Church.**

8) Actively participate in the Health & Welfare Ministries Committee of the Board of Global Ministries of the Conference and work with any liaison designated by the Conference. The organization can assist in identifying a United Methodist liaison to represent the organization at H&W committee meetings, etc.

9) Advise the Conference about any changes in program or direction, as well as the undertaking of capital fundraising campaigns.

10) Seek the approval of the Conference prior to engaging in any Conference wide fundraising.

11) Participate in the spirit and goals of Project Equality and seriously consider membership in the United Methodist Association.

B. The Conference Agrees to:

1) Permit the organization to use elements of the name and logo of The United Methodist Church and/or the Conference, including reference to the affiliation relationship.

2) Work with the organization's designated liaison between the organization and the Conference.

3) Provide the organization with access to communication channels of the Conference, including the Journal, the Conference Website, Annual Conference proceedings, the Golden Cross Offering, and other Conference means of furthering promotion and interpretation of the organizations' mission and program.

4) Give consideration to the needs of the organization in its annual funding process.

5) Encourage and facilitate cooperation among affiliated organizations in areas of common concern.

6) Assist the Organization in maintaining awareness of spiritual ministry guidelines. Encourage and assist the Organization on programs that enhance its affiliation and spiritual ministry, ie: Order of Good Shepherd; EAGLE accreditation; etc.

7) Keep the organization aware of changes in the **Book of Discipline of The United Methodist Church** and the Conference, which may affect the Organization.

8) Make available resources to assist the Organization in the following areas:

   a) Selection of a chief executive officer

b) Advice regarding availability of grants

c) Advice regarding national staff resources

d) United Methodist Foundation assistance with wills, bequests, & grants.

e) Fair consideration of requests for Conference wide fundraising appeals.

9) Maintain membership in the United Methodist Association of Health and Welfare Ministries.

10) Reaffirm the Organization each year as long as this Covenant of Affiliation is in practice.

Neither the Organization nor the Conference accepts any legal or financial responsibility for the operations or affairs of the other. The Organization and the Conference mutually agree to indemnify and hold each other harmless for any liabilities potentially arising out of their affiliation relationship.

Conference Action: Approved

Action Item 20: Resolution on the Administration of the Revolving Loan Fund Account
Submitted by: Board of Congregation and Parish Development

Whereas, the Board of Congregation and Parish Development (BCPD) is charged with encouraging and supporting new faith starts and strong healthy churches on behalf of the Wisconsin Annual Conference, and

Whereas, the Revolving Loan Fund administered by the BCPD for provision of loan support for existing local church ministry initiatives is currently under-utilized, with assets amounting to over $1.4 million dollars, including $486,625 currently outstanding in loans, and

Whereas, the requests for financial support of new faith starts and strong healthy churches is now beyond the capability of the current Fund for Discipleship and all other BCPD accounts,

Therefore be it resolved, that the BCPD is authorized to administer the Revolving Loan Account in the following ways:

- Up to $800,000 is designated for loans, including both the balance available for new loans and outstanding loans due.

- The remaining funds in excess of $800,000 in the Revolving Loan Account will be available for new faith development grants or loans using the same application criteria listed in the current Revolving Loan Policy:

  - Development of new faith communities
  - Ethnic minority congregations
  - Revisioning congregations
  - Mission congregations
  - Congregations in transitional communities

Conference Action: Approved

Action Item 21: ***Partner Relationship with Methodist Church in Cuba***
Submitted by: ***Board of Global Ministries***

Recommendation:

The Wisconsin Conference Board of Global Ministries recommends that the Wisconsin Annual Conference of The United Methodist Church continue our partner relationship with the Methodist Church in Cuba for the next quadrennium (2005-2008).

Conference Action: Approved

WISCONSIN ANNUAL CONFERENCE-UNITED METHODIST CHURCH
2005 BUDGET

	2003 BUDGET	2003 ACTUAL	2004 BUDGET	2005 BUDGET
APPORTIONMENTS				
Gross Apportionments	7,613,224	7,613,224	7,797,404	7,824,363
Unpaid	(380,661)	(709,206)	(467,844)	(469,462)
Percent Paid	95.0%	90.7%	94.0%	94.0%
Net Apportionments	7,232,563	6,904,018	7,329,560	7,354,901
EXPENSES				
GENERAL CHURCH APPORTIONMENTS				
Africa University Fund	32,635	32,635	34,259	32,769
Black College Fund	145,805	145,805	153,094	142,675
Episcopal Fund	220,207	220,207	225,532	248,002
General Administration Fund	84,806	84,806	90,058	84,036
Interdenominational Cooperation Fund	28,849	28,849	28,777	28,052
Ministerial Education Fund (1)	364,132	364,132	383,881	356,373
World Service Fund	896,652	896,652	945,305	957,730
Jurisdictional Conference Fund	13,097	13,097	13,097	13,700
TOTAL GENERAL CHURCH APPORTIONMENTS	1,786,183	1,786,183	1,874,003	1,863,337
PERCENT	24.7%	26.4%	25.6%	25.3%

(1)Twenty-five percent of the Ministerial Education Fund is retained by the annual conference to be used in its program of education and professional support for persons in representative ministry as approved by the annual conference and administered through its Board of Ordained Ministry.

CONFERENCE PROGRAM

COUNCIL OF DISTRICTS				
Meetings	0	0		
District Administration (To DS budget in 2004)	14,000	12,323		
Program Grants	0	0		
Annual Conf Scholarships (To DS budget in 2004)	12,000	6,227		
TOTAL	26,000	18,551		
BOARD OF CAMPS AND RETREAT MINISTRIES				
Byron Center Expense	120,700	127,108	121,900	
Byron Center Revenue	(120,700)	(127,109)	(121,900)	
Lake Lucerne Expense	347,000	340,911	322,600	
Lake Lucerne Revenue	(347,000)	(340,911)	(322,600)	
Pine Lake Expense	262,100	236,266	256,000	
Pine Lake Revenue	(262,100)	(236,268)	(256,000)	
Whispering Pines Expense	121,321	125,413	121,800	
Whispering Pines Revenue	(121,321)	(125,413)	(121,800)	
Off-site Expense		12,950		
Off-site Revenue		(12,950)		
Site Directors	201,760	198,180	207,813	224,650
Camp Insurance	35,000	36,678	36,050	40,350
Camp Property Taxes	44,000	45,201	45,320	52,000
Less: User Fees	(17,640)	(16,939)	(17,640)	(17,640)
TOTAL	263,120	263,117	271,543	299,360

	2003 BUDGET	2003 ACTUAL	2004 BUDGET	2005 BUDGET
BOARD OF CHURCH AND SOCIETY				
Administration	3,000	1,394	2,000	2,000
Coalitions:				
Project Equality	14,000	14,000	14,000	14,000
WI IMPACT	4,000	4,000	4,500	3,500
Justice with "Zeal" Grants	0	0	2,500	2,000
Religious Coalition for Reproductive Choice	500	0	0	0
Wis Health Care Coalition	500	0	0	0
Korean Exchange	1,000	0	0	0
Creation Care Congregations	500	0	0	0
Social Issues	2,000	2,044	0	0
Program	1,000	0	0	0
Less: Designated Funds:				
C704 BOCS Board	(120)	0	0	0
C707 BOCS Environment	(5)	0	0	0
C706 BOCS Peace with Friendship	(2,700)	0	0	(2,500)
C705 BOCS Peace with Justice	(6,375)	(4,138)	(9,200)	(6,000)
TOTAL	17,300	17,300	13,800	13,000
BOARD OF CONGREGATION AND PARISH DEVELOPMENT				
Administration	7,500	3,524	6,000	6,000
Church Support	538,000	580,971	520,300	520,300
Revisioning Expenses/Strong Healthy Congregations	15,000	10,328	13,000	13,000
Revisioning Seed Funds/Strong Healthy Congregatns	81,800	82,000	95,000	95,000
Percept/Research	12,000	10,896	11,000	11,000
New Ministry Academy	10,000	10,700	10,000	10,000
Leadership Specific Training	5,000	3,015	5,000	5,000
New Church/Ministry Starts	100,000	19,512	145,000	145,000
Jurisdictional/National Meetings/Conferences	2,000	1,324	2,000	2,000
Affiliate Groups:				
Hispanic Ministry Plan	3,200	3,286	0	0
Native American Ministry Plan	1,500	819	0	0
Town & Country Network	1,000	584	0	0
Urban Network	1,000	0	0	0
Racial Ethnic/Multicultural	0	0	20,000	20,000
Transitional Church Development	0	0	5,000	5,000
Lay Missioner	0	0	5,000	5,000
Less: Fees	0	0	(1,751)	(1,751)
Less: Grants	0	(12,514)	0	0
Less: Designated Funds:				
New Faith Builders' Call	(10,000)	0	(20,000)	(20,000)
C038 BCPD Fund for Discipleship Immed Use	(60,000)	(20,900)	(135,000)	(135,000)
C718 Appleton: Hmong	(6,000)	(6,000)	(6,000)	(6,000)
C150 Howard Property Proceeds	0	(16,666)	0	0
C715 Accola Trust	0	(11,193)	0	0
TOTAL	702,000	659,687	674,549	674,549
BOARD OF DISCIPLESHIP				
Administration	3,500	3,388	3,000	3,000
Programs	6,500	7,747	5,500	5,500
New Ministry	11,000	4,031	10,000	10,000
Less: Designated Funds:				
C709 BDIS Program Fund	(500)	0	0	(4,400)
C712 BDIS Stewardship	(2,000)	(1,126)	0	(1,100)
C710 BDIS Christian Educ Sunday	(2,500)	0	(2,500)	(2,500)
C711 BDIS Wentworth	(7,500)	(5,539)	(7,500)	(2,000)
TOTAL	8,500	8,500	8,500	8,500

	2003 BUDGET	2003 ACTUAL	2004 BUDGET	2005 BUDGET
CONFERENCE COUNCIL ON YOUTH MINISTRIES (CCYM)				
WildFire! Youth Missions Expense	0	73,967	80,000	
WildFire! Youth Missions Revenue	0	(85,140)	(80,000)	
WildFire! Youth in Ministry Camp Expense	0	1,407	3,500	
WildFire! Youth in Ministry Camp Revenue	0	(380)	(3,500)	
Wis. Adults in Youth Ministry Expense		1,188		
Wis. Adults in Youth Ministry Revenue		(1,390)		
Angel Fund Expense		7,841		
Angel Fund Revenue		(4,350)		
Sr. High Convo Expense	67,510	65,790	65,000	
Sr. High Convo Revenue	(65,000)	(70,005)	(65,000)	
Jr. High Convo Expense	45,355	51,216	45,000	
Jr. High Convo Revenue	(44,000)	(52,823)	(45,000)	
Youth Annual Konference Expense	20,775	12,607	20,000	
Youth Annual Konference Revenue	(21,000)	(13,885)	(20,000)	
Confirmation Ministry Expense	2,500	6,229	10,000	
Confirmation Ministry Revenue	(4,000)	(7,863)	(10,000)	
Pages at Annual Conference Expense	0	1,935	1,000	
Pages at Annual Conference Revenue	0	(450)	(1,000)	
Clergy Kids Retreat Expense	0	1,309	1,000	
Clergy Kids Retreat Revenue	0	(880)	(1,000)	
Profit (Loss) To (From) Designated Funds	(2,140)	13,676	0	
Administration	3,500	1,978	4,000	3,500
CCYM Meeting	3,000	2,416	2,500	3,000
National/Jurisdictional YMO	1,000	1,682	1,000	1,000
Wildfire Youth Ministries	5,000	6,644	2,500	5,000
Youth Quest/Wildfire Ministry Camp	500	144	3,000	500
CYC Meeting Hospitality	500	201	500	500
Youth Resource Library	250	114	250	250
Youth Communication Coord Supplies	250	0	250	250
Wis. Adults in Youth Ministry	2,000	1,307	2,000	2,000
Young Adult Ministry (Moved to BHESM in 2005)	2,500	76	2,500	
Angel Fund	3,500	2,951	3,500	3,500
TOTAL	22,000	17,513	22,000	19,500
BOARD OF GLOBAL MINISTRIES				
Administration	10,730	3,993	9,600	9,100
Emerging Ministries	0	2,089	2,000	2,000
Health & Welfare:				
Northcott Neighborhood House	80,000	80,000	82,000	75,000
UM Children's Services	99,750	99,750	103,000	120,000
Transitional Living	12,600	12,600	13,000	13,000
Madison Hospital Chaplaincy	3,000	3,000	4,000	5,000
Parish Nursing			500	500
Harbor House Shelter				500
Training/Travel	1,000	1,318	0	0
Mission Motivation:				
Ambassador Program	8,000	4,770	5,000	5,000
Conf Global Missions Secretary & Districts	2,000	115	1,500	1,000
Mission Education & Interpretation/Lit Mailing	6,000	3,741	9,000	6,000
Mission Itineration Fund	800	1,047	800	800
Global Mission Seminars	3,000	790	3,000	3,000
Hunger Task Force	2,000	631	1,300	1,300
Refugee Task Force	800	0	800	800
Global Gathering/VIM Roundup	5,000	(261)	0	0
District Mission Secretary	1,500	145	1,500	1,000

	2003 BUDGET	2003 ACTUAL	2004 BUDGET	2005 BUDGET
BOARD OF GLOBAL MINISTRIES Continued:				
Reconciling Ministries:				
Shalom Zone Committee	1,400	2,300	1,400	1,400
Correctional Ministries of Wisconsin	4,800	5,483	4,800	4,800
Self Help of Wisconsin	2,300	2,200	2,300	2,300
Twin Ports Ministry to Seafarers	1,800	1,000	1,800	1,800
Interfaith Conference of Greater Milwaukee	6,800	6,600	5,800	5,800
Madison Urban Ministry	6,800	6,600	5,800	5,800
Hands of Christ Deaf Ministry	4,800	4,700	4,800	4,800
Bridging the Gap	1,800	1,000	1,800	1,800
Solomon/Shalom Zone Community Developer	0	0	3,000	3,000
Conference Partnerships:				
Rio Grande	2,000	1,721	2,000	2,000
Cuba	3,000	3,702	3,000	3,000
Volunteers in Mission-National:				
On-Site Visit, Admin & Publicity	2,750	2,417	2,750	2,750
Scholarships	500	325	500	500
Jurisdictional VIM	250	250	250	250
Volunteers in Mission-International:				
On-Site Visit, Admin & Publicity	2,250	2,642	2,250	2,250
Scholarships	1,000	1,700	1,000	1,000
Jurisdictional VIM	250	250	250	250
Disaster Response	5,000	2,694	1,000	2,000
Committee on Mission Personnel	0	0	500	500
Less: Desig Funds-C705 BOCS Peace with Justice	(6,800)	0	0	0
TOTAL	276,880	259,311	282,000	290,000
BOARD OF HIGHER EDUCATION AND STUDENT MINISTRY				
Administration	3,500	1,934	3,000	2,500
Campus Ministry Wisconsin	82,000	87,000	92,000	90,000
North Central College	15,000	15,000	15,000	15,000
Young Adult Ministry (Moved from CCYM in 2005)				2,500
Student Leadership Development	8,000	1,836	6,000	6,000
Staff Leadership Development	5,000	0	5,000	5,000
Less: Designated Funds-C724 BHED Board	(13,000)	(6,836)	(13,000)	(13,000)
TOTAL	100,500	98,934	108,000	108,000
BOARD OF LAY MINISTRY				
Administration	3,000	2,638	3,000	3,000
Training	3,000	939	3,000	3,000
Resources	1,000	334	1,000	1,000
Lay Ministry Academy	25,000	21,466	23,000	23,000
Faith Alive!! (School For Lay Ministry)	17,830	16,133	14,330	14,330
Less: Registration Fees-Lay Ministry Academy	(12,000)	(5,316)	(12,000)	(12,000)
Less: Registration Fees-Faith Alive!	(4,000)	(4,200)	(4,000)	(4,000)
TOTAL	33,830	31,994	28,330	28,330
COMMISSION ON CHRISTIAN UNITY AND INTERRELIGIOUS CONCERNS				
Administration	1,500	1,224	1,500	1,500
CUIC Task Force	300	358	1,300	1,300
Interreligious Concerns Task Force	0	0	0	1,000
Racism Task Force	1,000	491	1,000	0
Homosexuality Task Force	5,000	772	0	0
Annual Conference Dinner	0	0	0	1,000
LARCUM	1,600	1,600	1,600	1,600
WI Council of Churches:				
Membership	56,500	56,500	57,000	57,000
Migrant Ministry	1,000	1,000	1,000	0
Peace and Justice	8,000	8,000	8,000	8,000
Chaplaincy Commission	2,500	2,500	2,500	2,500
Less: Desig Fund-C705 BOCS Peace w/ Justice	(9,000)	(4,044)	(9,000)	(6,500)
TOTAL	68,400	68,400	64,900	67,400

	2003 BUDGET	2003 ACTUAL	2004 BUDGET	2005 BUDGET
COMMISSION ON RELIGION AND RACE				
Administration	2,800	776	3,100	3,100
Program	4,500	2,901	4,500	3,000
Caucuses:				
Caucus-Asian	0	(28)	0	1,500
Caucus-Korean	2,500	2,500	2,800	2,800
Caucus-Hmong	2,300	2,428	2,900	2,900
Caucus-Black	3,000	2,989	3,000	3,000
Caucus-Hispanic	5,000	4,520	5,000	5,000
Caucus-Native American	1,000	1,757	500	500
Cross Cultural Training	2,650	0	2,100	2,100
TOTAL	23,750	17,844	23,900	23,900
COMMISSION ON THE STATUS AND ROLE OF WOMEN				
Administration	2,200	653	1,800	1,800
Program	1,800	342	1,200	1,200
Less: Designated Funds: C901 W.A.T.E.R. Fund	(1,000)	0	0	0
TOTAL	3,000	995	3,000	3,000
MINISTRY AND OUTREACH				
Administration	6,000	1,730	4,000	3,000
Grants/Scholarships	6,000	4,108	5,000	5,000
Ministry/Outreach	8,000	2,911	6,000	3,000
Restorative Justice	0	0	0	2,000
TOTAL	20,000	8,749	15,000	13,000
ETHNIC LOCAL CHURCH CONCERNS COMMITTEE				
Administration	4,000	1,091	4,000	3,000
Promotion	1,600	914	2,000	2,000
Leadership/Program Development	5,000	5,000	5,000	6,000
Juris/National Meetings	5,000	3,492	5,000	5,000
Scholarships	5,000	5,000	5,000	5,000
Summer Developers Program	25,000	16,049	25,000	25,000
Less: Designated Funds-C923 ELCC Scholarship	(5,000)	(4,000)	(5,000)	(5,000)
Less: Donations to Summer Developers Program	(25,000)	(16,049)	(25,000)	(25,000)
TOTAL	15,600	11,497	16,000	16,000
LEADERSHIP DEVELOPMENT COUNCIL				
Administration	3,000	1,338	2,000	1,000
Church-By-Size Seminars	0	0	0	300
Training	0	0	0	5,700
Leadership Development Council	1,600	68	1,000	0
Programming-Spiritual Leadership Institute	22,700	0	0	0
Programming-FaithQuest	12,000	0	0	0
New Leaders Training	0	0	4,000	0
Scholarships/Grants	2,000	0	0	0
Less: Participant fees-Leader Develop Institute	(12,100)	0	0	0
Less: Participant Fees-FaithQuest	(7,800)	0	0	0
Less: Designated Funds-C708 Leader Training	(6,000)	0	0	0
TOTAL	15,400	1,406	7,000	7,000
UNITED CHRISTIAN RESOURCE CENTER				
Salary & Benefits				13,200
Video Acquisitions				2,000
Mailings/Marketing				750
Telephone, Postage, Office Supplies, Etc.				1,300
Less: Membership Fees & Rental Income				(5,500)
Less: Christian Education Sunday Funds				(3,000)
Less: Board of Discipleship Grant				(1,000)
Less: Other Grants/Donations				(5,400)
TOTAL				2,350
TOTAL CONFERENCE PROGRAM	1,596,280	1,483,798	1,538,522	1,573,889
PERCENT	22.1%	22.0%	21.0%	21.4%

	2003 BUDGET	2003 ACTUAL	2004 BUDGET	2005 BUDGET
MINISTERIAL				
JOINT BOARD OF PENSIONS, INSURANCE AND EQUITABLE COMPENSATION				
Administration	13,500	11,305	13,500	12,000
Hardship	5,000	5,010	5,000	10,000
Retired Clergy Premiums	1,130,000	1,130,000	1,135,454	1,236,270
Disabled Clergy Premiums	31,000	30,087	31,000	53,000
Equitable Compensation	50,000	40,366	50,000	45,000
Salary Support-Odanah UMC	0	0	9,000	0
Less: Contribution from East Wis. Pension Trust	(100,000)	(100,000)	(100,000)	(100,000)
Less: Designated Funds:				
C730 Permanent Pension Fund	(137,710)	(137,710)	(117,610)	(125,553)
C348 Ministerial Pension Memorial Fund	(53,131)	(53,131)	(50,402)	(54,243)
C044 Ministerial InsuranceMemorial Fund	(1,159)	(1,159)	(1,317)	(1,849)
TOTAL	937,500	924,769	974,625	1,074,625
BOARD OF ORDAINED MINISTRY				
Administration:	35,225	34,904		
Administration of the Board			8,000	7,000
Meetings			12,500	13,425
Executive Committee			1,500	1,000
Executive Secretary Salary			16,225	16,550
Clergy In Transition	1,800	0	0	0
Orders/Certification (formerly Clergy Growth)	900	1,340	900	1,500
Recruitment/Screening:	27,100	19,642		
Mentoring			1,000	1,200
Inquiring Candidates Retreats			5,000	5,000
Ethnic Concerns			500	500
Ordination Service Expenses			1,500	1,500
Medical Consultant			700	700
Psychological Testing			18,175	18,000
Background Checks			5,000	5,000
Recruitment			2,500	2,500
New Clergy Orientation			1,500	2,000
Seminary Visits			1,000	900
Less: Inquiring Candidates Registration Fees			(1,000)	(1,000)
Less: Designated Funds:				
C735 Diaconal Board	(3,000)	0	0	0
C733 Mentoring	(775)	0	0	(775)
C732 Ministerial Educ Fd-For Background Checks	0	0	(5,000)	(5,000)
C732 Ministerial Educ Fd-For Inq Cand Retreats	0	0	(5,000)	(5,000)
TOTAL	61,250	55,886	65,000	65,000
SUSTENTATION				
Sustentation	22,000	27,498	22,000	22,000
TOTAL	22,000	27,498	22,000	22,000
TOTAL MINISTERIAL	1,020,750	1,008,153	1,061,625	1,161,625
PERCENT	14.1%	14.9%	14.5%	15.8%

	2003 BUDGET	2003 ACTUAL	2004 BUDGET	2005 BUDGET
ADMINISTRATION				
DISTRICT SUPERINTENDENTS				
Salaries--Dist Sup	451,200	451,200	471,200	245,600
Housing--Dist Sup	112,000	112,000	112,000	56,000
Salaries--Admin. Assts	120,000	116,564	125,000	132,000
Social Security	9,200	8,309	9,700	10,100
Pension	53,500	53,050	57,300	37,000
Health Insurance	94,500	88,632	94,100	80,800
Death & Disability Ins	28,600	27,586	28,500	17,000
Workers Comp	2,000	965	1,900	1,000
Travel	87,000	74,990	86,000	60,000
Supplies	50,000	42,932	48,000	54,000
Equipment	4,600	2,789	6,000	8,000
Rent	47,400	46,163	47,810	50,000
Seminary Visits	0	0	0	4,000
Consultation	7,000	13,003	8,000	8,000
Training	5,000	1,719	2,600	8,000
District Admin (From Council of Districts in 2004)			14,000	0
Annual Conf Scholarships (From C of Dist in 2004)			6,000	0
Circuit Training-Clergy Leaders	0			25,000
Circuit Training-Circuit, District, & Regional	0			80,000
Less: Designated Fds-C736 BTRU Parsonages	(112,000)	(112,000)	(112,000)	(56,000)
TOTAL	960,000	927,903	1,006,110	820,500
BOARD OF TRUSTEES				
Administration	3,000	660	2,000	1,300
UM Center:				
Shaw Co.	120,000	118,036	121,000	125,000
Taxes	5,000	3,500	5,000	4,500
Interest	12,000	0	18,000	16,000
Principal	17,000	0	26,000	28,000
Insurance	7,000	7,797	7,500	8,600
Tenant Improvements	2,000	0	10,000	4,000
Insurance	3,000	6,034	3,500	6,600
Property Taxes	2,000	50	2,000	500
Minimum Standards	15,000	0	5,000	5,000
Less: Rent (Includes Regional Office Rent Until 2005)	(77,000)	(54,792)	(66,000)	(53,000)
Less: Rent from Regional Office (In Rent Until 2005)				(8,500)
Less: Donation from Episcopal Account	(5,000)	(5,000)	(5,000)	(5,000)
Less: Rent from Wis. UM Foundation	0	(3,511)	0	(4,000)
TOTAL	104,000	72,774	129,000	129,000
CONFERENCE OFFICE (Salaries & Benefits moved to Personnel Committee in 2003)				
Salaries-Ministry & Outreach (9.25 staff)				
Salaries-Leadership Development (1.5 staff)				
Salaries-Finance and Administration (5.83 staff)				
Social Security				
Pension				
Health Insurance				
Death & Disability Ins				
Worker's Comp				
Travel	60,000	46,429	48,000	49,000
Training	9,000	4,748	7,500	7,000
Supplies & Services	93,000	72,166	83,000	80,000
Postage	93,000	63,360	65,000	66,000
Telephone	35,000	30,073	31,000	32,000
Equipment	30,000	4,928	30,000	30,000
Less: Service Fees	(85,000)	(92,878)	(90,000)	(92,000)
TOTAL	235,000	128,825	174,500	172,000

	2003 BUDGET	2003 ACTUAL	2004 BUDGET	2005 BUDGET
COUNCIL ON FINANCE AND ADMINISTRATION				
Administration	4,000	3,315	4,300	3,500
Audit	17,000	16,849	17,000	18,000
Legal	35,000	28,852	30,000	27,500
Development Office Grant to Wis UM Foundation	40,000	0	40,000	35,000
Bank Service Charges	9,000	7,959	9,500	8,500
Our Common Thread Apportionment Interpretation		2,907		4,000
Miscellaneous	2,000	2,680	2,000	1,500
Less: Interest Income	(15,000)	(6,250)	(13,000)	(10,000)
Less: Other Income	0	(563)	0	0
TOTAL	92,000	55,748	89,800	88,000
COMMUNICATIONS AND TECHNOLOGY				
Administration	5,000	9,648	5,000	15,000
Print Media	30,000	704	30,000	50,000
Internet services/Network/Video Conferencing	40,000	66,758	70,000	96,000
Video	3,000	0	3,000	
Training Events	3,000	733	3,000	3,000
Annual Conference	2,000	6,301	2,000	4,000
Media Campaign	75,000	65,915	55,000	0
Database Development/Maintenance	50,000	50,550	50,000	50,000
Communications Audit	0	10,842	0	0
TOTAL	208,000	211,452	218,000	218,000
COMMISSION ON ARCHIVES AND HISTORY (moved from Programming category in 2003)				
Meetings	2,250	1,576	2,000	2,000
Computer Programs & Supplies	3,750	1,005	4,000	4,000
Jurisdiction Dues & Convocation	0	0	1,500	1,500
Museum	0	0	3,000	3,000
Less: Designated Funds: C885 Weiler Memorial	0	0	(3,000)	(3,000)
TOTAL	6,000	2,580	7,500	7,500
DELEGATION COMMITTEE				
Administration	5,000	4,687	10,000	1,000
TOTAL	5,000	4,687	10,000	1,000
EPISCOPAL OFFICE (Episcopacy Committee until 2005)				
Episcopacy Committee:				
Administration	500	679	500	750
Celebration & Welcoming Events for Our Bishops			1,000	500
Episcopal Residence (Shown separately until 2005)				5,500
Episcopal Office	2,000	2,000	2,000	2,000
Case Administration	7,000	7,000	7,000	7,000
Assistant to the Bishop:				
Salary				61,400
Housing Allowance				14,000
Pension				5,600
Health Insurance				11,000
Death, Disability, & Workers Comp Insurance				3,500
Travel				6,000
Office Expenses				2,000
Less: Designated Funds C736 Parsonages Fund				(14,000)
TOTAL	9,500	9,679	10,500	105,250
EPISCOPAL RESIDENCE COMMITTEE (Included with Episcopal Office beginning in 2005)				
Episcopal Residence	5,500	5,500	5,500	
TOTAL	5,500	5,500	5,500	

	2003 BUDGET	2003 ACTUAL	2004 BUDGET	2005 BUDGET
NOMINATIONS COMMITTEE				
Administration	1,750	1,777	1,800	1,750
Leadership Development	0	0	5,000	0
Less: Participant Fees	0	0	(1,500)	0
Less: Designated Funds: Bd of Discipleship	0	0	(750)	0
Less: Designated Funds: Youth Ministry	0	0	(750)	0
Less: Other Sources (Leadership Development)	0	0	(1,500)	0
TOTAL	1,750	1,777	2,300	1,750
PERSONNEL COMMITTEE (Personnel Costs in Conference Office Before 2003)				
Meetings	1,500	691	1,500	1,500
Administration	5,000	3,109	3,000	3,000
Salaries-Ministry & Outreach (9.25 ('03)/9.25 ('04) staff)	462,000	474,835	384,000	411,000
Housing-Min & Outrch (5.75 staff) (incld w Sal until 2004)			80,500	77,000
Salaries-Leadership Development (1.5 ('03) staff)	81,000	0	20,000	20,000
Salaries-Finance & Administration (6.33 ('03)/8 ('04) staff)	246,000	244,319	295,400	245,300
Housing-Fin & Admin (1 staff) (incld w Sal until 2004)			14,000	28,000
Social Security	51,000	41,847	51,000	46,100
Pension	83,000	73,466	84,200	80,500
Health Insurance	93,000	99,757	124,300	127,600
Death & Disability Ins	16,000	16,290	18,900	18,800
Worker's Comp	2,400	1,061	2,400	2,400
Less: Designated Funds-C736 BTRU Parsonages	(108,500)	(92,750)	(94,500)	(105,000)
Less: From Group Health Ins Plan (.5 Fin & Adm staff)	(18,400)	(23,769)	(19,500)	(19,000)
Less: From Grants for Archivist (.5 Fin & Adm staff)	0	0	(28,000)	0
TOTAL	914,000	838,857	937,200	937,200
PETITIONS COMMITTEE				
Administration	1,750	1,114	0	0
TOTAL	1,750	1,114	0	0
PROGRAM & ARRANGEMENTS COMMITTEE				
Administration	5,000	2,021	3,500	2,200
Plenary/Worship Program	26,000	27,870	36,000	34,000
Display	200	35	100	100
Printing	6,000	4,716	6,000	5,000
Local Arrangements	50,000	53,067	57,000	55,000
Ordination				550
Scholarships	750	400	1,000	1,000
Registration	1,500	1,356	1,200	1,200
Child Care	1,500	2,224	2,000	2,200
Less: Reimbursement	(74,500)	(74,249)	(90,100)	(74,700)
Less: Grants				(7,400)
TOTAL	16,450	17,439	16,700	19,150
VISION AND QUALITY IMPROVEMENT TEAM				
Administration	1,000	974	1,000	1,000
Training for Team Members	500	0	0	0
Superintending Task Force	0	5,324	0	0
TOTAL	1,500	6,298	1,000	1,000
RULES COMMITTEE				
Administration	500	236	400	400
TOTAL	500	236	400	400
MOVING DIRECTOR				
Administration (incld w Moving until 2004)			200	200
Moving	218,400	197,552	209,600	209,600
TOTAL	218,400	197,552	209,800	209,800

	2003 BUDGET	2003 ACTUAL	2004 BUDGET	2005 BUDGET
SECRETARY				
Administration	3,200	3,016	3,000	3,000
Stipend	6,400	6,706	7,000	7,000
Printing	40,000	20,935	30,000	27,000
Equipment	3,000	7,119	3,200	4,600
Secretarial Help	400	0	400	400
General/Jurisdictional Conference Election	5,000	2,779	0	0
Less: Sales	(10,000)	(7,639)	(7,000)	(7,000)
TOTAL	48,000	32,916	36,600	35,000
STATISTICIAN				
Administration	1,000	200	500	500
Stipend	1,000	0	0	0
TOTAL	2,000	200	500	500
CONTINGENCY				
Contingency--Non-Budgeted Agencies/Emerging Ministries	0	0	0	10,000
TOTAL	0	0	0	10,000
CASH RESERVE				
Less: Capital Campaign Feasibility Study	0	(38,874)		
TOTAL	0	(38,874)	0	0
TOTAL ADMINISTRATION	2,829,350	2,476,661	2,855,410	2,756,050
PERCENT	39.1%	36.7%	39.0%	37.5%
TOTAL EXPENSES	7,232,563	6,754,794	7,329,560	7,354,901
Percent	100.0%	100.0%	100.0%	100.0%
UNBUDGETED EXCESS (DEFICIT)	0	149,224	0	0
CASH RESERVE				
Beginning Cash Reserve	413,427	424,833	424,833	569,710
Unbudgeted Excess (Deficit)	0	149,224	0	0
Total Embezzled Funds Recovered	0	105,074	0	0
Changes in Assets and Liabilities	0	(109,420)	0	0
Ending Cash Reserve	413,427	569,710	424,833	569,710
CASH RESERVE GOAL	723,256	675,479	732,956	735,490

Auditor's Comment: The actual results shown above are reported on a budgetary basis and may not be comparable to the statemetns prepared in conformance with generally accepted accounting principles.

WISCONSIN ANNUAL CONFERENCE

THE UNITED METHODIST CHURCH

Sun Prairie, Wisconsin

Financial Statements

And

Independent Auditor's Report

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[EDITOR'S NOTE: The Audit Report was provided to the Conference Secretary as a Microsoft Word Document and a Microsoft Excel Spreadsheet. The report has been formatted to fit the size of the Journal page. In all other respects it is identical to the printed report provided by the Independent Auditors.]

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Wisconsin Annual Conference
The United Methodist Church
Sun Prairie, Wisconsin

We have audited the accompanying statement of financial position of the Wisconsin Annual Conference of The United Methodist Church as of December 31, 2003, and the related statements of activities and changes in net assets, and cash flows for the year then ended. These financial statements are the responsibility of the Conference's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

The Conference has not fully implemented the financial reporting requirements of the Statement of Financial Accounting Standards No. 117, "Financial Statements of Not-for-Profit Organizations." Accordingly, the Conference has not classified the difference between its assets and liabilities as unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets based on the existence or absence of donor-imposed restrictions on amounts in the designated fund. In addition, the Conference has not reported the changes in each of those classes of net assets in the statement of activities. Presentation of such information is required by generally accepted accounting principles. The effects on the financial statements of that departure from generally accepted accounting principles are not reasonably determinable.

In our opinion, except for the effect of the omission of the information discussed in the preceding paragraph, the financial statements referred to above present fairly, in all material respects, the financial position of the Wisconsin Annual Conference of The United Methodist Church as of December 31, 2003, and the results of its operations and its cash flows for the year then ended in conformity with generally accepted accounting principles in the United States of America.

The amounts shown for 2002 in the accompanying financial statements are included to provide a basis for comparison with 2003 and are not intended to represent all information necessary for a fair presentation of the 2002 financial statements in conformity with generally accepted accounting principles.

Smith & Gesteland, LLP

Madison, Wisconsin
May 28, 2004

SMITH & GESTELAND, LLP

WISCONSIN ANNUAL CONFERENCE
THE UNITED METHODIST CHURCH
Sun Prairie, Wisconsin

STATEMENT OF FINANCIAL POSITION

December 31, 2003, with Comparative Totals for 2002

	Undesignated Fund	Group Health Benefit Fund	Designated Fund	Eliminations	Total All Funds 2003	Total All Funds 2002
ASSETS						
Current assets						
Cash and cash equivalents	$ 291,355	$ 172,156	$ 61,640	$	$ 525,151	$ 676,753
Due from local churches	1,012,668				1,012,668	1,072,885
Current portion of loans, notes, and mortgages receivable			67,626		67,626	87,464
Interfund receivables	88,802	432,128	63,775	(584,705)		
Due from Foundation						347,050
Insurance proceeds receivable						105,074
Other current assets	124,894	187,158	151		312,203	272,788
Total current assets	1,517,719	791,442	193,192	(584,705)	1,917,648	2,562,014
Investments, long-term receivables, and other assets						
Investments with Foundation			11,236,800		11,236,800	9,914,817
Loans, notes, and mortgages receivable	16,863		495,512		512,375	837,937
Other assets	5,000				5,000	5,000
Total investments, long-term receivables, and other assets	21,863		11,732,312		11,754,175	10,757,754
Property and equipment						
Fixed assets held for church development	966,150		381,000		1,347,150	759,150
Property and equipment	3,434,063		2,368,057		5,802,120	5,600,923
Less accumulated depreciation	(1,194,990)		(107,752)		(1,302,742)	(1,224,868)
Total property and equipment	3,205,223		2,641,305		5,846,528	5,135,205
Total assets	$ 4,744,805	$ 791,442	$ 14,566,809	$ (584,705)	$ 19,518,351	$ 18,454,973

	Undesignated Fund	Group Health Benefit Fund	Designated Fund	Eliminations	Total All Funds 2003	Total All Funds 2002
LIABILITIES						
Current liabilities						
Trade payables	$ 412,288	$ 89	$ 16,115	$	$ 428,492	$ 788,756
Unearned premiums		427,860			427,860	390,296
Interfund payables	495,903	24,405	64,397	(584,705)		
Other current liabilities	51,907				51,907	52,298
Total current liabilities	960,098	452,354	80,512	(584,705)	908,259	1,231,350
Long-term liabilities						
Group Health benefit plan obligations		27,441,000			27,441,000	27,441,000
Total long-term liabilities		27,441,000			27,441,000	27,441,000
Total liabilities	960,098	27,893,354	80,512	(584,705)	28,349,259	28,672,350
Net assets (deficit)						
Restricted	28,463				28,463	106,109
Unrestricted - undesignated	3,756,244				3,756,244	3,342,193
Unrestricted - designated		(27,101,912)	2,511,062		(24,590,850)	(24,685,251)
Unclassified			11,975,235		11,975,235	11,019,572
Total net assets (deficit)	3,784,707	(27,101,912)	14,486,297		(8,830,908)	(10,217,377)
Total liabilities and net assets	$ 4,744,805	$ 791,442	$ 14,566,809	$ (584,705)	$ 19,518,351	$ 18,454,973

The accompanying notes are an integral part of the financial statements.

WISCONSIN ANNUAL CONFERENCE
THE UNITED METHODIST CHURCH
Sun Prairie, Wisconsin

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
Year Ended December 31, 2003, with Comparative Totals for 2002

	Undesignated Fund	Group Health Benefit Fund	Designated Fund	Eliminations	Total All Funds 2003	Total All Funds 2002
Unrestricted net assets						
Support and revenue						
Apportionments	$ 6,904,018	$ 1,130,000	$	$ (1,130,000)	$ 6,904,018	$ 6,758,300
Other support	279,897		276,306		556,203	688,440
Camping fees	842,651				842,651	865,624
Youth event fees	240,378				240,378	212,444
Service fees	266,295	4,865,191			5,131,486	4,617,375
Interest and dividends	6,250	10,448	236,392		253,090	308,576
Insurance proceeds						145,354
Net gains (losses) on securities			1,107,944		1,107,944	(1,025,618)
Gain on sale of real estate						285,744
Sundry	563				563	3,675
Advance and gifts designated by donors for specific organizations	1,119,633				1,119,633	1,510,976
Less: Advances and gifts remitted to those organizations	(1,119,633)				(1,119,633)	(1,510,976)
Net assets released from restriction	135,720				135,720	83,173
Total support and revenue	8,675,772	6,005,639	1,620,642	(1,130,000)	15,172,053	12,943,087
Expenses						
Missional						
General church apportionments	1,786,183				1,786,183	1,769,457
District support	18,550				18,550	46,991
Board of Camps and Retreat Ministries	1,136,427		109,593		1,246,020	1,335,147
Board of Church and Society	25,482		44		25,526	22,023
Board of Congregation and Parish Development	726,961		167,607		894,568	775,657
Board of Discipleship	30,412		7,077		37,489	41,671
Council on Youth Ministries	244,216		2,298		246,514	249,690
Board of Global Ministries	260,296		35,497		295,793	286,504
Board of Higher Education and Student Ministry	105,770		2,000		107,770	140,805
Board of Lay Ministry	41,210				41,210	39,554
Commission on Christian Unity & Interreligious Concerns	69,246				69,246	79,036
Ethnic Local Church Concerns	31,997				31,997	41,411
Other missional	33,074		3,478		36,552	59,217
Total missional	4,509,824		327,594		4,837,418	4,887,163

	Undesignated Fund	Group Health Benefit Fund	Designated Fund	Eliminations	Total All Funds 2003	Total All Funds 2002
Ministerial						
Board of Pensions & Health Insurance	1,216,768		49,382	(1,130,000)	136,150	137,153
Group Health Insurance		6,070,101			6,070,101	13,341,854
Other ministerial	84,378		85,757		170,135	258,727
Total ministerial	1,301,146	6,070,101	135,139	(1,130,000)	6,376,386	13,737,734
Administration						
District superintendents	927,903				927,903	1,006,701
Board of trustees	375,223				375,223	194,387
Conference office	237,691				237,691	277,733
Council on finance and administration	101,436		402		101,838	94,697
Communications & Technology	211,451				211,451	119,641
Program & Arrangements	91,689				91,689	80,189
Personnel Committee	838,857				838,857	954,314
Other Conference committees	23,791		8,721		32,512	27,768
Conference Moving Director	197,553				197,553	194,470
Other Conference officers	40,755				40,755	41,372
Other agencies			5,160		5,160	5,040
Total administrative	3,046,349		14,283		3,060,632	2,996,312
Restricted						
Restricted expenses	135,720				135,720	83,173
Total expenses	8,993,039	6,070,101	477,016	(1,130,000)	14,410,156	21,704,382
Change in unrestricted net assets	(317,267)	(64,462)	1,143,626		761,897	(8,761,295)
Temporarily restricted net assets						
Contributions	58,075				58,075	99,991
Net assets released from restriction	(135,720)				(135,720)	(83,173)
Change in temporarily restricted net assets	(77,645)				(77,645)	16,818
Change in net assets	(394,912)	(64,462)	1,143,626		684,252	(8,744,477)
Transfers of funds	456,317		(456,317)			
Net assets (deficit) - beginning of year (as previously stated)	3,448,302	(27,037,450)	13,371,771		(10,217,377)	(1,472,900)
Prior period adjustment - capitalized closed church	275,000				275,000	
Prior period adjustment - foundation investments			427,217		427,217	
Net assets (deficit) - beginning of year (as restated)	3,723,302	(27,037,450)	13,798,988		(9,515,160)	(1,472,900)
Net assets (deficit) - end of year	$ 3,784,707	$ (27,101,912)	$ 14,486,297	$	$ (8,830,908)	$ (10,217,377)

The accompanying notes are an integral part of the financial statements.

WISCONSIN ANNUAL CONFERENCE
THE UNITED METHODIST CHURCH
Sun Prairie, Wisconsin

STATEMENT OF CASH FLOWS

Year Ended December 31, 2003, with Comparative Totals for 2002

	Undesignated Fund	Group Health Benefit Fund	Designated Fund	Total All Funds 2003	Total All Funds 2002
CASH FLOWS FROM OPERATING ACTIVITIES:					
Change in net assets	$ (394,912)	$ (64,462)	$ 1,143,626	$ 684,252	$ (8,744,477)
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:					
Depreciation	84,347		57,656	142,003	126,386
Forgiveness of debt			90,552	90,552	
Net (gains) losses on securities			(1,107,944)	(1,107,944)	1,025,618
Investment earnings reinvested			(202,962)	(202,962)	(236,450)
Net gain on sale of land and buildings					(285,744)
Changes in assets and liabilities:					
Due from local churches	60,217			60,217	(11,365)
Insurance proceeds receivable	105,074			105,074	(105,074)
Interfund receivables	(14,172)	397,228	51,173	434,229	(57,215)
Due from Foundation	319,223		27,827	347,050	(295,244)
Other assets	(33,779)	(5,485)	(151)	(39,415)	(185,257)
Trade payable	27,769	(404,013)	15,980	(360,264)	(691,166)
Unearned premiums		37,564		37,564	8,457,391
Interfund payable	(448,401)	9,854	4,318	(434,229)	57,215
Other liabilities	(391)			(391)	(6,737)
Net cash used in operating activities	(295,025)	(29,314)	80,075	(244,264)	(952,119)

	Undesignated Fund	Group Health Benefit Fund	Designated Fund	Total All Funds 2003	Total All Funds 2002
CASH FLOWS FROM INVESTING ACTIVITIES:					
Proceeds from sales and maturities of investment securities			1,104,358	1,104,358	2,281,926
Purchase of investment securities			(688,218)	(688,218)	(1,756,681)
Payments received on notes and mortgage receivables			151,848	151,848	209,461
Notes and mortgage issued			(60,000)	(60,000)	(201,800)
Proceeds from sales of land and buildings					571,635
Purchase of property and equipment	(281,351)		(133,975)	(415,326)	(944,417)
Net cash provided by (used in) investing activities	(281,351)		374,013	92,662	160,124
CASH FLOWS FROM FINANCING ACTIVITIES:					
Transfer of funds	456,317		(456,317)		
Net cash provided by (used in) financing activities	456,317		(456,317)		
Net change in cash and cash equivalents	(120,059)	(29,314)	(2,229)	(151,602)	(791,995)
Cash and cash equivalents - beginning of year	411,414	201,470	63,869	676,753	1,468,748
Cash and cash equivalents - end of year	$ 291,355	$ 172,156	$ 61,640	$ 525,151	$ 676,753
SCHEDULE OF NONCASH INVESTING AND FINANCING ACTIVITES					
Acquisition of property through forgiveness of debt			$ 163,000		

The accompanying notes are an integral part of the financial statements.

WISCONSIN ANNUAL CONFERENCE
THE UNITED METHODIST CHURCH

Sun Prairie, Wisconsin

NOTES TO FINANCIAL STATEMENTS

NOTE 1 - INFORMATION ABOUT THE ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. NATURE OF ACTIVITIES

The Wisconsin Annual Conference of The United Methodist Church accepts apportionments from United Methodist churches in Wisconsin and distributes monies to General Conference agencies for national and international programs, Wisconsin Annual Conference agencies for local programs, and to other charitable organizations.

To ensure observance of limitations and restrictions placed on the use of resources available to the Conference, its accounts are maintained in accordance with the principles of fund accounting. Resources of various purposes are classified for accounting and reporting purposes into funds established according to their nature and purposes. Separate accounts are maintained for each fund.

The Undesignated Fund represents amounts received from primarily apportionments and pass through donations and is expended for purposes set forth in the annual budget adopted by the Conference or by the donor.

The Designated Fund includes amounts to be used for specified purposes as determined by donors or conference agencies. Historical records are not available to determine the proper classification of the funds as unrestricted, temporarily restricted, or permanently restricted.

The Group Health Benefit Plan makes available health benefits (pharmaceuticals, hospital, surgical and major medical) to all active employees of the Wisconsin Annual Conference, participating local churches, agencies or institutions of The United Methodist Church, and to retired and surviving spouses of the participating groups.

B. INTERFUND ACTIVITY

For financial reporting purposes, interfund receivables and payables, as well as interfund revenues and expenses, have been eliminated.

C. CASH AND CASH EQUIVALENTS

For the statement of cash flows, the Conference considers cash accounts which are not subject to withdrawal restrictions or penalties and highly liquid debt instruments purchased with an initial maturity of three months or less to be cash equivalents.

D. DUE FROM LOCAL CHURCHES

Apportionments received between year-end and a specified cut-off date in mid-January of the following year that are specifically designated by churches for the previous year are treated as prior year apportionments and as receivables at year-end.

E. INVESTMENTS

Securities are carried at fair market value. Gains or losses on the sale of debt and equity securities are computed using the specific identification method.

F. PROPERTY AND EQUIPMENT

Equipment is stated at cost. Real estate, except camps, is carried at cost if purchased, and at market value at date of receipt if donated. Conference camps are carried at appraised value as of February 26, 1976, the earliest date for which information is available, plus additions since that date at cost. Buildings and improvements are being depreciated over seven to fifty-year periods using the straight-line depreciation method. Equipment is being depreciated over its estimated useful life using the straight line depreciation method.

G. UNEARNED PREMIUMS

Unearned premiums represent premiums collected prior to or receivable at year end that relate to coverage periods subsequent to year end. Premiums are billed to participants one month in advance of the coverage month.

H. INCOME TAXES

Wisconsin Annual Conference is exempt from federal and state income taxation under Internal Revenue Code Section 501(c)(3).

I. USE OF ESTIMATES

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

J. RECLASSIFICATIONS

For comparability purposes, certain 2002 amounts have been reclassified to be consistent with the presentation adopted in 2003.

NOTE 2 - INVESTMENTS

The Wisconsin United Methodist Foundation, Inc., and the Conference are affiliated with The United Methodist Church. The foundation maintains the investments it manages for various United Methodist groups on a pooled basis similar to a mutual fund. Details of the investments underlying the units owned are not available.

NOTE 3 - PROPERTY AND EQUIPMENT

The following is a summary of property and equipment at carrying value at December 31:

	2003	2002
United Methodist Center, Sun Prairie	$ 1,116,095	$ 1,116,095
Camps (four)	4,019,596	3,885,619
Bishops residence	196,966	196,966
Property held for sale	275,000	
Sites held for church developments	1,072,150	759,150
Land improvements	31,285	31,285
Building improvements	222,030	97,655
Vehicles	95,402	63,193
Furniture and equipment	103,280	128,280
Computer hardware		43,258
Computer software	17,466	38,572
	7,149,270	6,360,073
Less: Accumulated depreciation	(1,302,742)	(1,224,868)
Net	$ 5,846,528	$ 5,135,205

Depreciation expense for the year ended December 31, 2003, was $142,003

NOTE 4 - CONTINGENCIES AND CREDIT RISK

Most loans receivable are due from local churches within the Conference, whose ability to repay the loans is contingent upon member contributions.

The Conference maintains its cash in bank deposit accounts which, at times, may exceed federally insured limits of $100,000. The conference has not experienced any losses in such accounts, and believes it is not exposed to any significant credit risk on cash and cash equivalents.

NOTE 5 - DEBT

The Conference has a $500,000 line of credit available at the prime rate of interest (4.00% at December 31, 2003) with First Business Bank. There were no amounts drawn on the line of credit as of December 31, 2003.

NOTE 6 - BENEFITS

The Conference provides health insurance coverage for eligible clergy and lay employees who have retired form the Conference or its local churches. The cost to the Conference for its share of the current coverage was $1,030,000 for the year ended December 31, 2003. Generally accepted accounting principles require that expense related to the retirement benefit be recorded over the period of employment of the employee and that a liability be recorded for future coverage related to past service by current and retired employees. The Conference has recorded the liability for future coverage related to past service at the amount of $27,441,000 as December 31, 2003.

NOTE 7 - MINISTERIAL PENSION PLAN

The Conference participates in the Ministerial Pension Plan, a multi-employer defined contribution pension plan which is administered by the General Board of Pensions. It provides benefits for years of service after December 31, 1981. Contributions to the Ministerial Pension Plan are made directly by local churches and are based upon a percentage of participants' compensation.

Retirement benefits provided by the Ministerial Pension Plan will be in the form of annuity contracts that will be based upon past contributions plus accumulated earnings. There is no unfunded prior service costs under this plan.

NOTE 8 - SUPPLEMENT ONE TO THE MINISTERIAL PENSION PLAN

The Conference participates in Supplement One to the Ministerial Pension Plan, which is administered by the General Board of Pension and Health Benefits. This plan covers substantially all United Methodist clergy for service with the Conference or its predecessors before January 1, 1982. The legal status of the plan is such that all assets of the plan are available to pay all benefits of the plan, regardless of the annual conference from which benefits came or under which benefits were accrued. The Wisconsin Annual Conference controls certain benefit provisions of the plan, including the applicable past service rate and the contingent annuitant percentage. The past service rate was $540 and $532 as of January 1, 2004 and 2003, respectively. The contingent annuitant percentage has been 100% since January 1, 1999, and cannot be changed.

Commencing January 1, 2003, the conference assets, conference liability, conference funded status, and required contribution were provided to the Conference, and are disclosed below. In order to determine the required contribution for each conference, the total available assets are allocated amongst all the conferences. The difference between the conference liability and conference assets provides the funded status for the conference. If a negative funded status exists, a contribution is required.

Below is a summary of the applicable plan information as of January 1:

	2004	2003
Conference assets	$ 61,066,605	$ 62,392,542
Conference liability	(53,864,082)	(65,642,756)
Funded status	7,202,523	(3,250,214)
Required contribution		338,437
Amortization period	19 years	19 years

The conference liability was determined based on a 7.5% and an 8% interest rate for 2004 and 2003, respectively, a 3% past service rate increase, and the RP-2000 Mortality Table.

NOTE 9 - TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets at December 31, 2003, were restricted by donors for the following purposes:

Disaster recovery	$ 2,003
Other ministries and events	26,460
	$ 28,463

Temporarily restricted net assets were released from donor restrictions for the following purposes during 2003:

Disaster recovery	$ 79,475
Other ministries and events	56,245
	$ 135,720

NOTE 10 – PRIOR PERIOD ADJUSTMENTS

During 2003, corrections were made to the beginning of the year net assets to correct two items that had not been correctly reported in previous years.

Land and building received by the Conference upon the closing of a local church in 2001. This asset was recorded during 2003 at its fair value at the date of receipt.

During 2003, the Wisconsin United Methodist Foundation informed the Conference of additional funds it was holding on behalf of the Conference. These funds were recorded at the balance being held as of the beginning of the year.

McGladrey & Pullen
Certified Public Accountants

Independent Auditor's Report on the Financial Statements

To the Board of Trustees
East Wisconsin Pension Trust
Eau Claire, Wisconsin

We have audited the accompanying statements of net assets of East Wisconsin Pension Trust as of December 31, 2003 and 2002, and the related statements of changes in net assets for the years then ended. These financial statements are the responsibility of the Trust's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets of East Wisconsin Pension Trust as of December 31, 2003 and 2002, and the changes in its net assets for the years then ended in conformity with accounting principles generally accepted in the United States of America.

McGladrey & Pullen, LLP

Madison, Wisconsin
May 3, 2004

East Wisconsin Pension Trust

Statements of Net Assets
December 31, 2003 and 2002

Assets	2003	2002
Investments, at fair value		
United States treasury notes	$ 1,920,563	$ 2,215,374
Common and preferred stocks	3,594,609	2,992,606
	5,515,172	5,207,980
Accrued Interest	17,937	18,557
Prepaid Insurance	1,326	1,226
Cash	423,793	395,597
Total assets	5,958,228	5,623,360
Liabilities		
Agreement to Gift (see Note 5)	100,000	-
Accounts Payable	6,306	5,946
Total liabilities	106,306	5,946
Net assets	$ 5,851,922	$ 5,617,414
Net Assets		
Reserve Fund Designated by Trustees	$ 266,000	$ 266,000
Designated for Ultimate Distribution to the Wisconsin Annual Conference - The United Methodist Church	5,585,922	5,351,414
	$ 5,851,922	$ 5,617,414

See Notes to Financial Statements.

East Wisconsin Pension Trust

Statements of Changes in Net Assets
Years Ended December 31, 2003 and 2002

	2003	2002
Investment income:		
Net appreciation (depreciation) in fair value of investments:		
United States treasury notes	$ (43,724)	$ 53,376
Common and preferred stocks	641,324	(821,826)
Interest	92,347	109,348
Dividends	59,223	45,379
	749,170	(613,723)
Less investment expenses	23,586	24,691
Net investment income (loss)	725,584	(638,414)
Deductions:		
Benefits paid	257,300	254,380
Administrative expenses	33,776	31,036
Agreement to gift (see Note 5)	200,000	-
Total deductions	491,076	285,416
Net increase (decrease)	234,508	(923,830)
Net assets:		
Beginning	5,617,414	6,541,244
Ending	$ 5,851,922	$ 5,617,414

See Notes to Financial Statements.

East Wisconsin Pension Trust

Notes to Financial Statements

Note 1. Description of the Trust

The following brief description of the East Wisconsin Pension Trust is provided for general information only. Participants should refer to the Trust agreement for more complete information.

General: The East Wisconsin Pension Trust (the Trust) was established in 1969 to assist in the funding of pensions for retired ministers of the then East Wisconsin Conference of the Methodist Church and their surviving spouses and dependent children. It is not subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Benefits: The Trust provides benefits to retired ministers and their surviving spouses and dependent children in an amount each year sufficient to supplement by 25 percent that portion of the established pension rate of the Wisconsin Annual Conference - The United Methodist Church, which is based upon each year of membership in the East Wisconsin Conference prior to January 1, 1970. Benefits are limited to the annual net income of the Trust and the amount in the reserve fund discussed in the following paragraph. In the event the annual net income and reserve fund is insufficient to pay the full amount of benefits, all benefit amounts shall be scaled down pro rata.

Reserve Fund: The Trustees may designate a reserve fund for the estimated amount of one year's payment of benefits. The amount retained is identified on the accompanying statements of net assets as reserve fund designated by Trustees.

Trust Distributions and Termination: When the number of persons eligible to receive benefits are reduced in number to such an extent that it is no longer necessary to retain the full amount of the Trust's assets, the Trustees may, from time to time and at their discretion, pay portions of the Trust's assets to the Wisconsin Annual Conference - The United Methodist Church. Furthermore, when the recipients of benefits are reduced in number to such a point that it is impractical or uneconomical to continue this Trust, the Trustees may make provisions for such recipients by way of annuities or otherwise to the end that the Trust can be terminated. Upon the death of the last beneficiary of the Trust, all remaining assets of the Trust shall revert to the Wisconsin Annual Conference - The United Methodist Church, and the Trust shall be terminated.

Note 2. Summary of Accounting Policies

The following are the significant accounting policies followed by the Trust:

Valuation of Investments: Investments are valued at fair market value based on quoted market prices.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Investment securities, in general, are exposed to various risks such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for plan benefits.

Payment of Benefits: Benefit payments to participants are recorded when paid.

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East Wisconsin Pension Trust

Notes to Financial Statements

Note 2. Summary of Accounting Policies (Continued)

Use of Estimates: The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Note 3. Investments

The following table presents the fair value of investments held at December 31, 2003 and 2002 that represent 5 percent or more of the Trust's net assets.

	2003	2002
Investments at fair value as determined by quoted market price:		
U.S. treasury note, 4.75%, due February 15, 2004	$ 301,313	$ 311,719
U.S. treasury note, 5.875%, due November 15, 2004	312,000	324,000
U.S. treasury note, 5.75%, due November 15, 2005	429,500	442,125
U.S. treasury note, 3.25%, due August 15, 2007	459,000	512,343

Note 4. Obligation to Distribute Any Excess Earnings

The Trust agreement provides that for each year, any excess of interest and dividend income over benefits paid and investment and administrative expenses of the Trust shall be paid to the Wisconsin Annual Conference - The United Methodist Church. Such payments are restricted for the payment by the Wisconsin Annual Conference - The United Methodist Church of certain pension responsibilities and are free of restrictions when the specified pension obligations have been fulfilled. The calculation of the excess for the years ended December 31, 2003 and 2002, is shown below and results in no amount due for either year.

	2003	2002
Interest income	$ 92,347	$ 109,348
Dividend income	59,223	45,379
Benefits paid	(257,300)	(254,380)
Investment expenses	(23,586)	(24,691)
Administrative expenses	(32,991)	(31,036)
Deficit	$ (162,307)	$ (155,380)

East Wisconsin Pension Trust

Notes to Financial Statements

Note 4. Obligation to Distribute Any Excess Earnings (Continued)

The following is a summary of payments to the Conference Board of Pensions and benefits paid to retirees since 1970:

Years	Payments to Conference Board of Pensions	Benefits Paid to Retirees
Prior to 1993	$ 1,164,508	$ 1,908,439
1993	9,156	139,896
1994	783	146,526
1995	367	151,861
1996	-	166,553
1997	-	171,761
1998	-	181,218
1999	-	225,398
2000	-	242,357
2001	-	257,978
2002	-	254,380
2003	-	257,300
	$ 1,174,814	$ 4,103,667

Note 5. Gift and Commitment

In December 2001, the Board of Trustees approved an agreement to gift the Wisconsin Annual Conference - The United Methodist Church $100,000 in quarterly installments of $25,000. This agreement to gift, to be used for health insurance for retired pastors and surviving spouses of the Wisconsin Annual Conference – The United Methodist Church, was paid during 2003. In April 2003, the Board of Trustees approved an additional agreement to gift the Wisconsin Annual Conference – the United Methodist Church $100,000 in quarterly installments of $25,000 in 2004, to be used for health insurance for retired pastors and surviving spouses of the Wisconsin Annual Conference - The United Methodist Church.

Note 6. Income Taxes

The Trust is exempt from federal and Wisconsin income tax because it is a grantor trust. Accordingly, the grantor, the Wisconsin Annual Conference - The United Methodist Church, is responsible for any taxable income.

McGladrey & Pullen
Certified Public Accountants

Independent Auditor's Report on the Supplementary Information

To the Board of Trustees
East Wisconsin Pension Trust
Eau Claire, Wisconsin

Our audits were made for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplementary investment information is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

McGladrey & Pullen, LLP

Madison, Wisconsin
May 3, 2004

East Wisconsin Pension Trust

Summary of Investments and Related Income
Year Ended December 31, 2003

	Fair Value						
	Balance December 31, 2002	Purchases and Exchanges	Proceeds from Sales	Realized Gain (Loss)	Unrealized Increase (Decrease)	Balance December 31, 2003	2003 Income
Summary							
U.S. Treasury Notes	$ 2,215,374	$ -	$ 251,087	$ 2,162	$ (45,886)	$ 1,920,563	$ 91,442
Preferred Stocks	-	7,976	-	-	373	8,349	-
Common Stocks	2,992,606	825,308	872,605	(254,236)	895,187	3,586,260	59,223
	$ 5,207,980	$ 833,284	$ 1,123,692	$ (252,074)	$ 849,674	$ 5,515,172	$ 150,665
U.S. Treasury Notes							
5.5%, due 02/28/03	$ 201,375	$ -	$ 200,000	$ 856	$ (2,231)	$ -	$ 1,833
4.75%, due 02/15/04	311,719	-	-	-	(10,406)	301,313	14,250
5.875%, due 11/15/04	324,000	-	-	-	(12,000)	312,000	17,625
5.75%, due 11/15/05	442,125	-	-	-	(12,625)	429,500	23,000
4.625%, due 05/15/06	215,687	-	-	-	(3,687)	212,000	9,250
3.5%, due 11/15/06	208,125	-	-	-	(1,375)	206,750	7,000
3.25%, due 08/15/07	512,343	-	51,087	1,306	(3,562)	459,000	18,484
Totals	$ 2,215,374	$ -	$ 251,087	$ 2,162	$ (45,886)	$ 1,920,563	$ 91,442
Preferred Stocks							
News Corp LTD	$ -	$ 7,976	$ -	$ -	$ 373	$ 8,349	$ -
Totals	$ -	$ 7,976	$ -	$ -	$ 373	$ 8,349	$ -

East Wisconsin Pension Trust

Summary of Investments and Related Income (Continued)
Year Ended December 31, 2003

	Fair Value						
	Balance December 31, 2002	Purchases and Exchanges	Proceeds from Sales	Realized Gain (Loss)	Unrealized Increase (Decrease)	Balance December 31, 2003	2003 Income
Common Stock							
Ace LTD	$ 58,680	$ -	$ -	$ -	$ 24,160	$ 82,840	$ 1,440
Affiliated Computer SVCS	-	29,695	-	-	2,981	32,676	-
Alberto Culver Co.	87,462	-	35,009	7,925	15,318	75,696	693
Amerus Group Co.	62,194	-	-	-	14,740	76,934	880
Anadarko Petroleum Corp.	47,900	-	40,841	(20,091)	13,032	-	300
Aptargroup Inc.	65,604	-	-	-	16,296	81,900	546
Bemis Co., Inc.	34,741	22,540	-	-	2,719	60,000	1,344
Black Box Corp.	31,360	-	30,837	(3,631)	3,108	-	140
Bristol Myers Squibb Co.	69,450	-	-	-	16,350	85,800	3,360
Brown & Brown Inc.	64,640	-	-	-	580	65,220	485
CVS Corp.	50,689	-	-	-	22,635	73,324	467
Cardinal Health Inc.	35,928	22,945	-	-	2,715	61,588	101
Check Point Software Technologies	15,564	-	22,362	(16,366)	23,164	-	-
Cintas Corp.	45,750	-	-	-	4,350	50,100	270
Clear Channel Communications, Inc.	29,832	28,334	-	-	12,079	70,245	80
Davita Inc.	-	35,987	-	-	3,013	39,000	-
Dentsply Intl. Inc.	-	33,552	-	-	7,101	40,653	130
Disney Walt Company	24,465	-	31,149	(5,553)	12,237	-	315
Subtotals - forward	$ 724,259	$ 173,053	$ 160,198	$ (37,716)	$ 196,578	$ 895,976	$ 10,551

East Wisconsin Pension Trust

Summary of Investments and Related Income (Continued)
Year Ended December 31, 2003

	Fair Value						
	Balance December 31, 2002	Purchases and Exchanges	Proceeds from Sales	Realized Gain (Loss)	Unrealized Increase (Decrease)	Balance December 31, 2003	2003 Income
Subtotals - forwarded	$ 724,259	$ 173,053	$ 160,198	$ (37,716)	$ 196,578	$ 895,976	$ 10,551
Dollar General Corp.	40,332	-	61,443	4,542	16,569	-	309
Echostar Communication Corp.	22,260	-	26,188	3,123	805	-	-
Emerson Electric Co.	50,850	-	-	-	13,900	64,750	1,577
First Merit Corp.	43,320	-	-	-	10,900	54,220	2,040
Gallagher & Co.	64,635	-	59,479	(11,704)	6,548	-	1,122
General Mills Inc.	93,900	-	-	-	(3,300)	90,600	2,200
Genuine Parts Co.	67,760	-	-	-	5,280	73,040	2,585
Guidant Corp.	24,680	-	32,057	1,583	5,794	-	64
Harris Corp.	31,560	-	-	-	13,980	45,540	432
HCA Inc.	-	30,005	-	-	12,955	42,960	60
Hewitt Assocs Inc.	-	29,692	-	-	6,188	35,880	-
Home Depot Inc.	-	31,927	-	-	21,308	53,235	390
Hormel Foods Corp.	69,990	-	-	-	7,440	77,430	1,260
Hughes Electronics Corp.	-	39,908	7,976	921	8,009	40,862	-
IMS Health, Inc.	32,000	-	-	-	17,720	49,720	160
Interpublic Group Company Inc.	50,689	-	44,339	(58,996)	52,646	-	-
Subtotals - forward	$ 1,316,235	$ 304,585	$ 391,680	$ (98,247)	$ 393,320	$ 1,524,213	$ 22,750

East Wisconsin Pension Trust

Summary of Investments and Related Income (Continued)
Year Ended December 31, 2003

	Fair Value						
	Balance December 31, 2002	Purchases and Exchanges	Proceeds from Sales	Realized Gain (Loss)	Unrealized Increase (Decrease)	Balance December 31, 2003	2003 Income
Subtotals - forwarded	$ 1,316,235	$ 304,585	$ 391,680	$ (98,247)	$ 393,320	$ 1,524,213	$ 22,750
Kinder Morgan Inc. Kans	-	60,727	-	-	4,283	65,010	680
King Pharmaceutical Inc.	20,628	-	13,132	(28,105)	20,609	-	-
Kroger Company	29,355	-	26,632	(12,057)	9,334	-	-
LSI Logic Corp.	17,309	-	18,234	(21,152)	22,077	-	-
Lancaster Colony Corp	-	35,078	-	-	5,566	40,644	567
Liberty Media Corp.	74,381	-	-	-	24,544	98,925	-
Manpower Inc.	63,800	-	-	-	30,360	94,160	400
Marshall & Ilsley Corp.	76,664	-	-	-	30,436	107,100	1,960
Merck & Co. Inc.	45,288	27,825	2,316	271	(6,388)	64,680	1,160
Mercury General Corp.	75,160	-	-	-	17,940	93,100	2,640
National Commerce Bancorp.	71,550	-	20,714	2,051	1,673	54,560	1,760
Nationwide Financial Services	57,300	-	-	-	8,820	66,120	1,040
Outback Steakhouse Inc.	51,660	-	-	-	14,655	66,315	735
Partnerre Ltd.	41,456	24,910	-	-	9,099	75,465	1,115
Penney J.C. Co. Inc.	41,419	-	38,635	(7,438)	4,654	-	675
Pfizer Inc.	30,570	31,655	-	-	8,435	70,660	750
Pier 1 Imports Inc.	28,395	17,495	-	-	8,760	54,650	700
Plantronics Inc.	30,260	-	52,337	7,191	14,886	-	-
Priority Healthcare Corp.	32,480	-	33,859	(2,966)	4,345	-	-
Protective Life Corp.	58,783	-	-	-	13,499	72,282	1,346
Subtotals - forward	$ 2,162,693	$ 502,275	$ 597,539	$ (160,452)	$ 640,907	$ 2,547,884	$ 38,278

Summary of Investments and Related Income (Continued)
Year Ended December 31, 2003

	Fair Value						
	Balance December 31, 2002	Purchases and Exchanges	Proceeds from Sales	Realized Gain (Loss)	Unrealized Increase (Decrease)	Balance December 31, 2003	2003 Income
Subtotals - forwarded	$ 2,162,693	$ 502,275	$ 597,539	$ (160,452)	$ 640,907	$ 2,547,884	$ 38,278
Province Healthcare Co.	17,514	-	14,513	(19,392)	16,391	-	-
RPM Incorporated	55,864	-	-	-	4,314	60,178	1,938
Renal Care Group	31,640	-	-	-	9,560	41,200	-
SBC Communications, Inc.	73,197	-	59,096	(37,020)	22,919	-	3,692
Schering Plough Corp.	44,400	17,237	-	-	(9,467)	52,170	1,525
Service Master Co.	69,375	-	-	-	3,438	72,813	2,625
Shire Pharmaceutical	37,780	-	-	-	20,340	58,120	-
Supervalu Inc.	33,020	-	-	-	24,160	57,180	1,150
Target Corp.	24,000	27,683	-	-	5,917	57,600	257
Teleflex Inc.	30,023	26,278	-	-	11,361	67,662	966
Texas Instruments, Inc.	16,511	-	24,773	(32,485)	40,747	-	70
Travelers Property Casualty Corp.	43,950	24,531	-	-	7,029	75,510	960
USA Interactive	55,008	-	27,092	12,425	13,947	54,288	-
Universal Healty Rlty	-	38,087	-	-	4,053	42,140	1,379
Universal Health Club	40,590	-	-	-	7,758	48,348	72
Verizon Communications	47,275	65,840	45,396	(23,944)	26,383	70,158	939
Vulcan Materials Co.	60,000	-	61,866	(4,517)	6,383	-	784
Waddell & Reed	62,944	-	-	-	12,128	75,072	1,753
Walgreen Company	35,028	-	-	-	8,628	43,656	194
Washington Mutual, Inc.	51,794	-	-	-	8,387	60,181	2,100
Willis Group Hldgs LTD	-	61,699	-	-	6,441	68,140	325
Wendy's Intl Inc.	-	31,181	42,330	11,149	-	-	216
Wyeth	-	30,497	-	-	3,463	33,960	-
Total - common stocks	$ 2,992,606	$ 825,308	$ 872,605	$ (254,236)	$ 895,187	$ 3,586,260	$ 59,223

Remuneration Received by Those Appointed to Extension Ministries

The Book of Discipline of The United Methodist Church (¶626) requires the Conference Secretary to print in the Yearbook and Journal the remuneration received by those on Appointment Beyond the Local Church. The information is for the calendar year 2001.

Name	*Salary*	*Housing*	*Utilities*	*Travel*	*Other*
Blean-Kachigan, Janis	48000				
Brewer, Rick J.	39,520		15,480	Vouchered	
Callahan, Janis Best	35,000	15,000		IRS Rate	
Carey, Abraham R.	66,175				
Christopher, Judith	11,000				
Colyer, Elmer M.	64,000	0	0	0	
Council-Austin, Mary	38,000			1,000	
D'Alessio, Thomas D.	47,028	14,000		IRS Rate	
Davis, M. Charles	Not Reported	Not Reported			
Deaner, Francis R.	56,400	14,000			
Dowling, Douglas R.	43,755			IRS Rate	
Eagle, Robert W.	37,962	39,611		19,200	
Fenner, Bruce S.	105,577	No	No	Voucher	1,200
Foster, Edwin R.	62,525				
Francis, Don R.	55,000				
Garren, Michael	51,144	10,750			2,004
Green, Donna	0				
Helwig, William F.	65,190	25,000		Vouchered	1,200
Hinshaw, Carolyn Sights	54,281				
Jenks, Steven J.	82,867				
Jones, Kathryn Croskery	34,320			IRS Rate	
Jun, Hyun-Shik	No Report Received				
Jung, Hee-Soo	56,400	14,000		IRS Rate	
Kelley, Laura J.	Not Reported				
Kim, Daniel Jinsun	No Report Received				
Kwong, Colleen	43,500			Vouchered	Yes
Lewis, Lloyd R.	No Report Received				
Linaberry-Charis, Bob	44,000				13,650
Machek, John	66,248	18,000		Yes	
Mann, Gerald L.	21,475				
McGuin, Lawrence	68,000	16,800			
Moffatt, Nancy	56,400	14,000			
Nicholas, Jean Ehnert	35,000			Vouchered	1,200
Oppeneer, Martha Jackson	% of Fees				
Ott-Holland, Sue	27,500	10,000		IRS Rate	Prof Exp
Packard, George R.	39,900				
Pliska, Linda N.	41,000				
Polster, Stephen J.	56,400	14,000		IRS Rate	
Prust, Richard C.	37,500			300	
Reistroffer, Diane	87,653			Vouchered	

Remuneration Received by Those Appointed to Extension Ministries

Name	*Salary*	*Housing*	*Utilities*	*Travel*	*Other*
Rinehart, Joyce M.	38,000	No	No	No	No
Robbins, Penny	40,000				
Scherf, Theresa	18,000				
Schultz, Donald F.	115,000			IRS Rate	
Schwerin, Daniel	56,400	14,000		IRS Rate	
Scott, M. Lynn	56,400	14,000		IRS Rate	
Shaw, Mark E.	52,000				
Smith, Velma	56,400	14,000			
Steele, Richard B.	71,208				
Sundby, Mark	36,200	30,000			
Twichell, Nancy	36,500	13,108			
Wells, Forrest	56,400	14,000		IRS Rate	
Zekoff, Jane Follmer	53,214	14,000		IRS Rate	
Zekoff, Steven E.	69,259	15,600		Vouchered	Cont Ed
Zimmick, Harold	47,000	20,000		Vouchered	

Historical Sessions of the Conference

The record of the historical sessions of the individual Conferences (East Wisconsin Methodist, West Wisconsin Methodist, and Wisconsin - EUB) that merged to form the Wisconsin Conference of The United Methodist Church will be found in their respective yearbooks. This record begins with 1970, the year in which the merger became effective.

Date	Place	Bishop	Secretary	Readmitted	Received by Transfer	Received on Probation	Received in Full	Ordained Deacons	Ordained Elders	Located	Withdrawn	Expelled	Transferred Out	Deaths	Retired - Total
1 Jun 14, 1970	Green Lake	Ralph T. Alton	Wm. Stevens	1	5	18	13	15	12	2	1	0	6	10	
2 Jun 13, 1971	Green Lake	Ralph T. Alton	Wm. Stevens	1	6	19	14	18	13	1	1	0	2	7	
3 Jun 11, 1972	Green Lake	Ralph T. Alton	Wm. Stevens	0	8	12	7	10	5	1	2	0	4	8	
4 Jun 10, 1973	Green Lake	Jesse DeWitt	Wm. Stevens	2	1	17	17	19	17	0	0	0	8	10	
5 Jun 9, 1974	Green Lake	Jesse DeWitt	Wm. Stevens	2	4	14	14	12	14	1	2	0	4	8	
6 Jun 8, 1975	Green Lake	Jesse DeWitt	Wm. Stevens	0	4	7	12	7	12	3	1	0	4	9	
7 Jun 6, 1976	Green Lake	Jesse DeWitt	Wm. Stevens	0	6	11	14	12	13	5	1	0	7	3	
8 Jun 5, 1977	Green Lake	Jesse DeWitt	Wm. Stevens	1	6	15	10	15	1	3	1	0	5	6	
9 Jun 4, 1978	Green Lake	Jesse DeWitt	Wm. Stevens	1	9	9	9	13	9	4	1	0	4	10	
10 Jun 6, 1979	Green Lake	Jesse DeWitt	Wm. Stevens	1	6	13	20	13	18	6	4	1	7	7	
11 Jun 8, 1980	Oshkosh	Jesse DeWitt	Wm. Stevens	0	7	19	6	19	6	1	1	0	5	11	
12 Jun 7, 1981	Oshkosh	Marjorie Swank Matthews	Carol J. Smith	1	4	8	15	8	15	9	5	0	9	6	
13 Jun 6, 1982	Stevens Point	Marjorie Swank Matthews	Carol J. Smith	1	9	19	8	19	7	1	3	0	8	11	
14 Jun 5, 1983	Stevens Point	Marjorie Swank Matthews	Carol J. Smith	3	3	12	11	12	11	0	1	0	6	6	133
15 Jun 3, 1984	Stevens Point	Marjorie Swank Matthews	Carol J. Smith	0	4	21	8	20	8	0	1	0	0	8	133
16 Jun 2, 1985	Stevens Point	David J. Lawson	Carol J. Smith	0	2	12	13	11	11	0	2	0	7	7	144
17 Jun 1, 1986	Stevens Point	David J. Lawson	Carol J. Smith	0	6	7	17	7	15	0	1	0	7	10	161
18 May 31, 1987	Stevens Point	David J. Lawson	Carol J. Smith	2	1	10	15	8	15	4	1	0	6	5	167
19 Jun 5, 1988	Stevens Point	David J. Lawson	Carol J. Smith	1	6	17	8	18	8	0	0	0	3	11	174
19a Feb 25, 1989	Stevens Point Special Session	David J. Lawson	Kevin Rice Myers												
20 Jun 4, 1989	Stevens Point	David J. Lawson	Kevin Rice Myers	1	4	11	8	11	8	3	1	0	3	7	176
21 Jun 2, 1990	Stevens Point	David J. Lawson	Kevin Rice Myers	1	1	3	11	3	10	1	8	0	1	8	171
22 Jun 1, 1991	Stevens Point	David J. Lawson	Kevin Rice Myers	0	2	9	12	9	12	3	2	0	3	6	173
23 May 30, 1992	Stevens Point	David J. Lawson	Kevin Rice Myers	0	4	7	8	7	8	1	5	0	3	10	178

Date	Place	Bishop	Secretary	Readmitted	Received by Transfer	Received on Probation	Received in Full	Ordained Deacons	Ordained Elders	Located	Withdrawn	Expelled	Transferred Out	Deaths	Retired - Total
24 Jun 2, 1993	Stevens Point	Sharon Zimmerman Rader	Kevin Rice Myers	0	4	5	9	5	7	1	0	0	1	5	183
25 Jun 1, 1994	Stevens Point	Sharon Zimmerman Rader	Kevin Rice Myers	1	5	13	9	13	9	1	5	0	2	9	190
26 May 31, 1995	Stevens Point	Sharon Zimmerman Rader	Kevin Rice Myers	0	1	10	6	10	6	0	1	0	3	12	196
27 May 30, 1996	Stevens Point	Sharon Zimmerman Rader	Kevin Rice Myers	1	5	4	3	4	3	0	2	2	3	8	202
28 May 29, 1997	Stevens Point	Sharon Zimmerman Rader	A. Eric Norlin	1	6	13	15	13	12	0	2	0	3	13	204
29 May 31, 1998	Stevens Point	Sharon Zimmerman Rader	A. Eric Norlin	1	7	12	11	11	10	1	1	0	9	10	206
29a Oct 17, 1998	Madison Special Session	Sharon Zimmerman Rader	A. Eric Norlin												
30 Jun 2, 1999	Stevens Point	Sharon Zimmerman Rader	Kevin Rice Myers	1	5	7	5	1	4	0	2	0	4	5	218
31 Jun 7, 2000	Middleton	Sharon Zimmerman Rader	Kevin Rice Myers	0	9	12	15	2	13	0	1	0	4	7	234
32 Jun 6, 2001	Middleton	Sharon Zimmerman Rader	Kevin Rice Myers	0	6	6	15	0	15	3	2	0	3	7	241
33 Jun 5, 2002	Middleton	Sharon Zimmerman Rader	Kevin Rice Myers	0	9	10	10	1	8	1	0	0	6	14	240
34 Jun 15, 2003	Middleton	Sharon Zimmerman Rader	Kevin Rice Myers	0	5	5	13	0	12	0	0	1	3	9	240
35 Jun 13, 2004	Middleton	Sharon Zimmerman Rader	Kevin Rice Myers	0	5	3	7	0	7	0	2	0	3	6	260

2004 Recognitions and Awards

Commission on Archives and History
Awards for Years of Service -- 2004

70 years
Arnold Weaver

50 years
Calvin W. Carey
Gerald A. Krause
James E. Miller
James L. Vahey
Verlin M. Wandrey
T. Edmond White

35 years
John F. Webster

27 years
Thomas Brown

25 years
Barbara Gist Cook
Thomas E. Long
Joseph R. Mitchell
Peter A. Peterson
Forrest R. Wells
Richard L. Whitaker
Kerry James Wilson

Commission on the Status and Role of Women

The C.O.S.R.O.W. (Commission on the Status and Role of Women) Bridge Builders Award is given to persons who have been and are good bridge builders between men and women, lay and clergy in our Annual Conference and in society. It is the Commission's hope to present the award to a man and a women each year. Those receiving the award must have the following criteria: (1) They must be inclusive in their style of leadership. (2) They must work to break down the barriers that both the Church and society have built. The recipients of this year's award have spent many years in these pursuits.

The 2004 C.O.S.R.O.W. Bridge Builders Awards are given to:

Harriet Alicea, Paul Foulke, and Im Jung

Harriet Alicea, Seymour, Wisconsin

My Lord and God, as one of your Christian children, I want to give thanks, honor, and praise for the amazing journey you've provided me. Since I made the decision to follow you, and even before that, you have been there to love, strengthen, guide, and help me to use the wisdom of your Word to have a good life.

I want to thank, and am forever blessed by, the many pastors who encouraged me to become a lay speaker, Sunday school teacher, youth counselor, and a leader for the Church. Also, thank you to those who encouraged me to become a local pastor, especially my family, my pastors, and church members who shared your love and kind words in my preaching, in marriage ceremonies I was privileged to take part in, in baptizing your children, in counseling, and in burying loved ones within the Oneida community. I was also privileged to travel and share the Word within many churches in Wisconsin. There were many times I feel I was blessed more than those I served than in my own gift of preaching. Every encounter gave me more reason to share His Word.

The journey in His service has been filled with awe at His power and gentleness and love when I feel I've failed at times. His forgiveness has filled me with more faith and love to serve even better. Lord, You taught me that every person who touched my life has made me who I am. Thanks and praise to you all. May God richly bless your lives.

With much gratitude,
Harriet Alicea

Paul Foulke
Pastor of Holy Trinity UMC, Balsam Lake

Paul was a member of COSROW from 1993-2003 and served as secretary for the last three years. During his service with the commission he was always eager to help with the tasks at hand with ideas, inspiration, and labor.

Paul has also taken advantage of opportunities to bring better awareness to the churches he serves on issues of domestic violence by inviting shelter directors to speak to the congregations. This is an area in which he takes great interest and a pattern he will continue throughout his ministry.

Im Jung
Pastor of Oneida UMC

I came from "Mono-culture Korea" to "Blended-culture America" 30 years ago. Ever since then I have tried to fit into this blended culture where I now live. But, because each group of people has their own unique language, traditions, values, arts, music, and faiths, I become rather confused or lost.

The first 20 years, living with several different immigrants in different parts of America, I slowly saw the beauty of differences and the sin of prejudice. Those people whom I met during those years built the cultural bridge for me to walk closer to them. Many people sincerely respected my customs, traditions, and identity, which empowered me to walk forward on their bridge. Other times there was much demand—walk closer to me so you can be "just like me." I struggled to balance walking between these two bridges. No matter how long I have lived here in the USA—who I am, where I live, where I shop, who I serve—because of my "Koreanness," I constantly experience racism and prejudice and I keep fighting to live as a free person in Christ as well as Korean-American.

During the next ten years, I not only walked their comfortable or demanding bridges, but I also tried to become a bridge builder of inclusiveness, unity, and reconciliation among other immigrants, race, gender, or classes—blended groups. Presently I have received double blessings to serve Native Americans—not immigrants—but the "First Nation" people. Oneida Corn Soup and my kimchee (Korean) just don't go together, but who says that hamburger (American) and kimchee, taco (Hispanic) and kimchee, mustard greens (Afro-American) and kimchee can't go together!!?? Why not??

My experience, after all, living in a blended-culture for 30 years has strengthened me to understand and care for others who are not like me. I am called a bridge building of peace for church, society, and the world as pastor of a church in the Midwest. I enjoy serving God's people and their community of faith with all their diverse beauty which God has created as a gift.

Denman Evangelism Awards
Honor Work in Evangelism

The Denman Evangelism Award is presented annually to a United Methodist lay and clergy person in each Annual Conference for outstanding work in Christian Evangelism. The award was named for the late Dr. Harry Denman, distinguished lay evangelist whom Dr. Billy Graham called "my mentor in evangelism." The awards are made possible by the Foundation of Evangelism, which was founded in 1949 by Dr. Denman.

Laity Award
Patty Bernau, Waterford UMC

As one of her nominators wrote: "She can no more fail to introduce the lost to Jesus than she can stop breathing. It's just what she does." Another person shared, "She has a warm and tender heart for God and often proclaims the Good News of Jesus Christ." Patty Bernau is a mother of three teenage sons. Her capacity to lead and serve is amazing. She gives of herself in Youth Ministry, "Moms-in-Touch," Bible Studies, Sunday School, and community activities. She devotes many hours to finding ways of presenting the Gospel.

One event in her life that created even more of a sense of urgency in bringing Christ to the world was Columbine. Patty's nephew, John Tomlin, died in the violence of that day. Because John and his family were originally from Wisconsin, and a very strong Christian family, Patty has seized many opportunities on their behalf to speak publicly about the importance of having a personal relationship with Jesus Christ. Patty lives that every minute matters in helping others to interact with Jesus' offer of new life and eternal life.

Clergy Award
Michael R. Carlson
Pastor of Parkview UMC, Turtle Lake

Pastor Michael Carlson grew up on a family farm in the rural Lake Wilson area, Slayton, Minnesota. On June 15, 1985, Mike and Leona were wed. His seminary training was completed at Bethel Seminary in 1989. The gift of evangelism has been evident in Mike's ministry whether it has been men's group like "Promise Keepers" or children's ministries like Good News Clubs or Discipleship Bible Studies or retreat experiences like "Walk to Emmaus." There is the fruit of evangelism in the Turtle Lake church as Mike has effectively offered Christ through his lifestyle and his words. He has engaged the unchurched, confirmation students, seekers and the disenchanted as well as members in the call of Jesus upon their lives. He identifies people who have not yet believed in Jesus and works with them toward their own faith whether it is as he enjoys his hobby of antique tractors, his work in the Lions Club, or his ministry in the church. The words of testimony from one of those whom God used Mike to disciple defines his gift of evangelism well: "Mike Carlson … has guided me to a rebirth in Jesus Christ. I have been enlightened to God's complete love. I now read the Bible daily and look forward to living a better life through Christ."

Francis Asbury Award

The Francis Asbury Award offers recognition to individuals who have made a significant contribution to fostering the Church's ministries in higher education at the local, district, or annual conference level. The name is based on Bishop Asbury's admonition to the people called Methodist to erect a school in the vicinity of every church ". . . to give the key of knowledge in a general way to your children, and those of the poor in the vicinity of your small towns and villages."

The 2004 Francis Asbury Award is given to:

Don Iliff

Pastor of Wesley UMC, La Crosse

Don has been a committed and active member of the Wisconsin Conference Board of Higher Education and Student Ministry for many years. Local campus ministry has been a top pastoral priority for Don and he has been actively committed and involved with the Crossroads Campus Ministry at the University of Wisconsin-La Crosse. Don has served as Board President of the Crossroads Campus Ministry and participates in serving meals to students and planning special occasions for college students in the Wesley United Methodist Church. Don also supports students at UW-La Crosse by giving away hundreds of plants each year to students through the campus ministry.

Love in Action Award

The Love in Action Award recognizes outstanding commitment and passion to God's mission through disaster response and relief.

The 2004 Love in Action Award is given to:

Vaughn Brancel

Briggsville, Wisconsin

Vaughn Brancel has been chosen due to his ongoing willingness to donate time and effort to his church and to Wisconsin Conference Disaster Response.

Vaughn has been on the Wisconsin Disaster Committee since it was formed. He helped purchase the Disaster Response trailer and its contents, as well as storing the trailer at his residence.

He has worked on the Siren tornado response. He has served on the Board of the Midwest Mission Distribution Center in Chatham, Illinois.

In addition, Vaughn is a life-long member and a tireless volunteer in his local church, Briggsville United Methodist Church, as well as in Trinity United Parish, located in southern Marquette County.

Perry Saito Award

Given by the Wisconsin United Methodist Federation for Social Action to individuals who demonstrate their loyalty to Christ through faith and work to further justice and peace through The United Methodist Church.

The 2004 Perry Saito Award is given to:

Bishop Don Ott

Pewaukee, Wisconsin

for his commitment to and promotion of
The United Methodist Council of Bishops' Initiative on Children and Poverty

Julie McNaughton

Menomonie, Wisconsin

for her local, Conference level, national and world-wide fight against hunger through Bread for the World, ECHO, and Conference Hunger Task Force

Thelma W. Gregg Memorial Fund Award

The Thelma W. Gregg Award is named for a woman who demonstrated her Christian commitment in a tireless promotion of the missionary outreach of the Church. She showed a concern for church growth and mission education in her church, Wauwatosa Avenue United Methodist Church in the Metro North District, as well as in the Wisconsin Conference.

This award is a family-initiated endowment which awards an annual gift to a United Methodist lay person who serves in the mission spirit personified by Thelma W. Gregg. This lay person will be actively and creatively engaged in local, national, and global missions.

The award was established in 1993 by the family to recognize and honor lay persons who are doing vital missions in ways that reflect the love of Christ. The award includes a financial gift to be designated to an Advance project by the recipient.

The 2004 Thelma W. Gregg Memorial Fund Award is given to:

Deanna Shimko, Waterford, Wisconsin

Deanna is one of those rare individuals who gives freely of her time and talents to all who need them. She is a Christian witness in all that she does.

She has been a missionary to Cambodia while involving many people in Wisconsin to support her well digging projects with prayers and funds.

She has coordinated the Korean Exchange Program for 11 years. This year 28 junior high students and 4 chaperones came to Wisconsin.

Deanna has been an active member of Caldwell UMC. She has helped to lead Caldwell people in the renovation of an apartment at United Methodist Children's Service in Milwaukee. She is an active part of the local food pantry housed at the Caldwell church, which currently provides all the food needed for 25 families. Deanna is willing to share about the Caldwell mission program to other churches.

Rev. John Huenink says, "Deanna is one of those rare individuals who knows how to relate to those around her. She is a true inspiration to all who are near her, filling them with her spirit of Christian missions and outreach."

Rules and Policies of the Wisconsin Annual Conference

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1.0.0 Descriptions

1.1.0 Conference Rules

1.1.1 **Purpose**. Conference Rules shall describe the structure and membership of the Annual Conference agencies, and the charge to, and authority of each Conference agency.

1.1.2 **Amendment**. Any amendment to these Rules should be presented to the Rules Committee, where possible, so that ramifications can be considered.

1.1.3 **Floor Amendments**. Any proposed amendment to these Rules from the floor of the Conference must be presented to the members of the Conference at least twenty-four hours prior to the vote being taken.

1.1.4 **Vote Required**. Amendment of the Rules shall require a two-thirds vote of the Conference.

1.2.0 Conference Policy

1.2.1 **Purpose.** Conference Policy consists of Conference legislative action with implied enforceability requirements, which serves as guidelines or directive to churches and agencies of the Conference.

1.2.2 **Amendment.** Any proposed amendment to Policies shall be presented to the Rules Committee, where possible, so that ramifications can be considered.

1.2.3 **Vote required.** Amendments to Policies require a majority vote of the Conference.

1.3.0 Definitions

1.3.1 **Conference.** Where the term "Conference" is used without a further definition or other reference, it shall refer to the Wisconsin Annual Conference of The United Methodist Church.

1.3.2 **Recommendation.** A statement addressed to the Conference which recommends acceptance of its content by vote.

1.3.3 **Resolution.** A formal expression of the opinion or will of the Conference which is formally adopted by vote.

1.3.4 **Petition.** A formal request for action by the General Conference, according to ¶507 of *The Discipline*.

1.3.5 **Agency.** Shall mean any organization acting as an agent of the Conference: council, board, commissions, committee, task force.

1.3.6 **Ex-officio members.** Shall have the right to vote.

1.3.7 **Advisory members.** Shall not have the right to vote.

1.4.0 The Book of Discipline

1.4.1 References in the Rules and Policies are to the *2000 Book of Discipline.*

1.4.2 Since it is the intent of the Rules and Policies to be supplementary to *The Discipline*, no provisions of *The Discipline* are included in the Rules and Policies.

2.0.0 Annual Conference

2.1.0 Membership. In addition to those persons named in *The Constitution* (¶30), the following persons shall be members of the Conference to attain lay equalization:

2.1.1 An Associate Conference Lay Leader, nominated by the Conference Nominations Committee, shall be named.

2.1.2 Lay chairpersons of all agencies directly amenable to the Annual Conference.

2.1.3 General Conference Lay Delegates.

2.1.4 Lay members of General Boards and Agencies

2.1.5 One additional ethnic minority lay member elected by each congregation or mission with an ethnic minority membership in excess of 50% so as to increase ethnic minority representation in the Conference membership

2.1.6 Lay chairpersons or coordinators of the District Program/Leadership Team

2.1.7 Lay directors, coordinators, and conference benefits officer employed on the annual conference staff who satisfy Disciplinary requirements for Annual Conference membership.

2.1.8 Two youth representatives between 12 and 18 years of age from each district to be chosen by the Conference Council on Youth Ministries and

2.1.9 Two young adult representatives under age 31 from each district, to be chosen by the District Program/Leadership Team.

2.1.10 Additional lay members elected by pastoral charges as needed to attain lay equalization according to the following formula:

a. Multi-point charges, provided the member shall be elected from a church not having representation, beginning with the largest combined membership charge.
b. Single point charges, beginning with the largest.
c. Item 2.1.10a and item 2.1.10b above shall be applied in alternating fashion as lay equalization is calculated, continuing until equalization is achieved.
d. No charge shall elect more than one additional lay member because of the application of this rule.

2.1.11 Additional lay members, as needed to attain lay equalization, to be elected by the various District Program/Leadership Teams, as assigned by the Conference Secretary.

2.2.0 Membership Tenure

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

2.2.2 The Conference Secretary shall certify to the Bishop the number by September 1, following the close of the Conference session preceding the new quadrennium.

2.2.3 The certified number shall be communicated to each congregation by the Conference Secretary.

2.2.4 Lay members shall he elected by the local charge for a four year term to begin service at the beginning of the calendar year following the regular session of the General Conference.

2.2.5 Congregations shall pay the expenses not covered by the Conference of their pastors and lay members to attend sessions of the Annual Conference.

2.3.0 Meetings

2.3.1 A member of the Conference has the right to attend and speak at any meeting of any agency of the Conference except for closed sessions as specified in *The Discipline.*

2.3.2 The Workbook and the Conference *Yearbook and Journal* are official publications of the Annual Conference. Pre-Conference materials, whether distributed electronically, posted on the conference web site, or printed in the Annual Conference Workbook or members' information packet, are not to be used for publication, press or news releases.

2.3.3 Proposed agenda, arrangements and procedures for the session of the Annual Conference shall be prepared by the Program and Arrangements Committee, subject to the approval of the Bishop and cabinet. The proposed agenda and procedures shall be presented for adoption at the opening plenary of the Annual Conference.
The Agenda Committee, through its chairperson, in consultation with the Bishop, is authorized to make adjustments and changes in the agenda, with the approval of the Annual Conference.

2.3.4 All resolutions and petitions to be considered at an Annual Conference session must be submitted no later than ten (10) days before the opening of Annual Conference.

2.3.5 Except as provided otherwise in these Rules, *Roberts's Rules of Order* shall govern all parliamentary procedures.

2.3.6 In order to save time of the Annual Conference, no report shall be read to the house without first securing the consent of the Annual Conference. The presentation of the report shall highlight matters relating to policy and recommendations for action.

2.3.7 All substantive motions are to be presented to the Conference Secretary in writing before the motion can be amended and action can be taken by the house.

2.3.8 There shall be with any proposal not included in pre-conference materials a clearly stated rationale for the establishment of any new group or program which shall include:

a. assurance that no other body is presently responsible for that task or concern;
b. a time line including starting and ending dates;

c. anticipated expenses for the period of time the group or program will exist, as well as identification of the intended funding source.

2.3.9 Members and non-members of the Annual Conference will have the following rights to the Annual Conference floor.

a. Members: without consent of the Annual Conference, no person shall speak longer than three (3) minutes, nor more than once on any motion, except to answer questions. Whenever possible, a speaker on one side of an issue shall be followed by a speaker on the other side of the issue being debated by the Annual Conference.

b. Non-members may speak only with consent of the Annual Conference; however, a professional employee of the Conference or a Conference agency or the chairperson of a Conference agency (who is not a member of the Annual Conference) shall be entitled to the floor of Annual Conference not only for presenting a report, but shall also have the right to speak to it. A lay chairperson of the Wisconsin United Methodist Foundation shall be entitled to the floor to report and to speak to the Annual Conference. These persons shall be bound by the same rules and limitations applicable to Annual Conference members.

2.3.10 Conference agencies are encouraged to voluntarily post their approved meeting minutes on the Wisconsin Annual Conference web site.

2.4.0 Organization of Conference Agencies.

2.4.1 Each Conference agency that has both lay and clergy persons in its membership shall elect at least one lay person as an officer when said agency has two or three officers, and at least two lay persons as officers when said agency has four officers.

The officers will serve as members of the Executive Committee of the agency.

2.4.2 The Executive Committee of Conference agencies, prior to the last Conference session in the quadrennium, shall name a nominating committee composed of continuing members.

This nominating committee shall prepare a slate, after the Conference session, to be presented to the first meeting of that agency, which shall be called no later than the 15th of October of the year in which the regular session of the General Conference is held.

The election is to be held at that first meeting, and the officers will begin to function immediately

2.5.0 **The Conference Year**. The Conference year shall begin on January 1 and end on December 31.

3.0.0 Nominations

3.1.0 Nominations Committee (¶608.2)

3.1.1 **Membership.** There shall be a Nominations Committee consisting of the following members:

a. One clergy and one lay person from each District nominated by the Cabinet
b. One staff person nominated by the Ministry and Outreach Director
c. One District Superintendent named by the Cabinet
d. The Conference Lay Leader
e. The District Lay Leaders
f. Coordinator of Records (who will serve as Vice Chairperson for the Committee)
g. One representative from the Commission on the Status and Role of Women

h. One representative from the Commission on Religion and Race
i. Two youth members nominated by the Conference Youth Council

3.1.2 **District Committees.** Members of the Nominations Committee shall be members of their respective District Nominations Committees.

3.1.3 **Purpose.** The Conference Nominations Committee shall be the nominating agency for all of the Conference agencies whose nomination is not prescribed elsewhere in *The Discipline,* or specifically prescribed for in the Rules.

3.2.0 Guidelines for Nominations

3.2.1 **Size**. The membership of the agencies of the Conference shall be kept as near as possible to the minimum number required by *The Discipline.*

3.2.2 **Eligibility**. Lay members of Conference agencies must be members of The United Methodist Church, except when the Conference Rules or *The Book of Discipline* provide for ecumenical representation. Preparatory members 18 years of age and under are eligible to serve on Conference agencies. *The Book of Discipline* establishes eligibility provisions for clergy and local pastors serving on Conference agencies.

3.2.3 **Tenure.** Nominations not otherwise specified shall be for a quadrennium. All Conference nominating agencies shall limit the term for members of all major agencies to two consecutive quadrenniums. The lay leader shall also be limited to two consecutive terms.

3.2.4 **Term of Office.** Terms for members of Conference agencies begin on July 1 following election. Officers from previous quadrennium continue until replaced.

3.2.5 **Limit on Service on Multiple Agencies.** A clergy or lay person shall accept nomination and election to no more than one of the following Conference agencies regardless of who nominates them.

a. Board of Camp and Retreat Ministries
b. Board of Church and Society
c. Board of Congregation and Parish Development
d. Board of Discipleship
e. Board of Global Ministries
f. Board of Higher Education and Student Ministry
g. Board of Ordained Ministry
h. Joint Board of Pensions, Insurance and Equitable Compensation
i. Board of Trustees
j. Council on Finance and Administration
k. Nominations Committee
l. Rules Committee

3.2.6 **Ex-Officio Exception.** A person may be an ex-officio member of more than one agency listed in 3.2.4 by virtue of an office held or as a representative of one agency to another.

3.2.7 **Ex-Officio Exception to 3.2.2.** One quadrennium served in an ex-officio relationship shall not count toward a tenure.

3.2.8 **Partial Terms.** Service of two or more years in filling an unexpired term or vacated position shall be considered as a full four-year term.

3.2.9 **Elapsed Period.** A person who is no longer eligible by reason of tenure to serve on an agency may be considered as a nominee after four years have elapsed.

3.2.10 **Inactive Members.** If any agency should determine a member to be inactive, it may declare a vacancy and ask the Nominations Committee to fill the position for the balance of the term.

3.2.11 **Retired Clergy.** A retired clergy person is eligible to serve on any Conference agency (or position) unless prohibited by *The Discipline*.

3.2.12 **General Agency Staff and Members.** Any person of the Conference who is employed on the staff of any General Agency or is a member of any General Agency shall be an Advisory member of the corresponding Conference agency except when *The Discipline* provides otherwise.

3.2.13 **Maximum Replacement.** So far as it is possible, no more than one-half of the membership of any agency shall be replaced in any given election.

3.3.0 Membership Stipulations

3.3.l **Council of Districts** Membership shall consist of:

a. District Superintendents
b. District Lay Leaders
c. Chairs or Coordinators (or representative) of the District Program/Leadership Teams.
d. Conference Program Staff

3.3.2 **Program Boards. (¶608.2)** The following persons shall be members of the respective Program boards as follows:

a. **Board of Camp and Retreat Ministries:** Fourteen members including four at-large nominated by the Board of Camp and Retreat Ministries and ten nominated by the Conference Nominations Committee to include the chair of the BCRM Personnel Committee, the chair of the Camping Committee, the chair of the Facilities Committee, the sites retreat promoter, the BCRM communications officer and five at-large, members including at least one youth, one young adult, and one ethnic minority. Site Directors, Natural Resources Manager and Program Assistant, and Camping and Retreat Ministries Coordinator shall serve as Advisory members.

b. **Board of Church and Society**: six members-at-large to be selected by the Board; six members nominated by the Conference Nominations Committee; representative of the Conference United Methodist Women (as specified by *The Discipline*); one representative from the Wisconsin Health Care Coalition; one representative from Wisconsin IMPACT; and one representative from the Ecumenical Partnership for Peace and Justice.

c. **Board of Congregation and Parish Development:** one member selected by each ethnic caucus; eight members named by the Board with experience in missional and developing congregations, re-visioning congregations and regional ministries; eight at-large nominated by the Conference Nominations Committee. Ex-officio: Fund for Discipleship representative. Advisory: District Superintendent, Congregation and Parish Development Coordinator, Leadership Development Director, and one Ecumenical representative.

d. **Board of Discipleship:** one member selected by each District Program/ Leadership Team; a representative of the Conference Council on Youth Ministries; a representative of the Conference United Methodist Women; a representative of the Conference United Methodist Men; the Conference Lay Leader; a representative of Wisconsin Lay Witness; a representative of Wisconsin Aldersgate Renewal Ministries; an "Ethnic Local Church Concerns" representative; six age level coordinators: Children, Youth, Young Adult, Adult, Family, and Single Adult; five committee chairpersons: Education, Evangelism, Stewardship,

Worship, and Spiritual Formation; two at-large members nominated by the Conference Nominations Committee; and four at-large members selected by the Board. Advisory: representative of the Program Staff.

e. **Board of Higher Education and Student Ministry**: Four at-large members nominated by the Conference Nominations Committee, four at-large members selected by the Board of Higher Education and Student Ministry, three representatives from Ministries to Students in Secondary Education (biennial rotation), two students involved in campus ministry, one member named by United Methodist Women and one named by the Conference Council on Youth Ministries. Representatives shall be named by the Madison Wesley Foundation, North Central College, Garrett-Evangelical Theological Seminary and the Conference Program Staff. Advisory liaisons will represent the Conference Board of Trustees, Board of Lay Ministry and Board of Ordained Ministry.

f. **Board of Global Ministries:** one representative from each district; the Conference Secretary of Global Ministries; two members at-large nominated by the Conference Nominations Committee; the Missions Coordinator for Education and Interpretation named by the Conference UMW; eight members selected by the Board of Global Ministries to chair the following committees: Health and Welfare, Mission Motivation, Mission Personnel, Reconciling Ministries, Disaster Preparedness, Conference Partnership, National Volunteers in Mission, International Volunteers in Mission; four members at-large selected by the Board; and two youth named by the Conference Council on Youth Ministries. Advisory: representative of Program Staff.

3.3.3 **Implications Committee** (¶608.2). During the opening business of an Annual Conference, an Ad Hoc Committee composed of seven shall be designated as the Implications Committee for that session. The seven are to be the Chair or designate of: the Cabinet, Council on Finance and Administration, and Council of Disstricts (representative of a District Program/Leadership Team), the Conference Lay Leader; one United Methodist youth; and two members at large (one lay and one clergy). The Bishop will select the youth and members at large, with their selection to be ratified by the Annual Conference. The Bishop will designate the chairperson of the committee.

The purpose of the Implications Committee is to review any proposal made during the session of the Annual Conference that would change the budget by $10,000 or more, and to report back to the session the implications of the enactment of said proposal.

The Implications Committee will provide a written summary of its conclusions to the author/mover of the proposal prior to reporting to the Annual Conference. The author/mover will be given an opportunity to respond following the report of the Implications Committee to the Annual Conference.

3.3.4 **Commission on Archives and History** (¶638). Membership shall consist of:

a. One representative from each District Council on Ministries elected by the District Council on Ministries.

b. Up to four persons at-large, elected for their expertise, nominated by the Conference Nominating Committee in consultation with the Commission on Archives and History.

c. The following as ex-officio members:
   1. Conference Treasurer
   2. Conference Historian

3. Conference Archivist and Historical Librarian
4. Conference United Methodist Women's Historian
5. Cabinet Representative
6. Representative of the Conference Staff
7. President of the Conference Historical Society
8. Pastor of Greenfield Memorial United Methodist Church

3.3.5 **Commission on Christian Unity and Inter-Religious Concerns (**¶639) Membership of the Commission on Christian Unity and Inter-Religious concerns shall include:

a. A representative of persons appointed by the Bishop to represent the Wisconsin Annual Conference on ecumenical and/or interfaith bodies.
b. Up to four Wisconsin United Methodist members at large chosen for their interest/expertise in ecumenical and/or inter-religious affairs.
c. One Wisconsin United Methodist lay or clergy member who is involved in an ecumenical shared ministry.
d. One person who is a participant in ecumenical youth ministry, nominated by the Conference Council on Youth Ministries.
e. One person from any District not represented in the members above.
f. Up to four additional persons representing other judicatories with whom the Wisconsin Annual Conference is involved in dialogue, to assure broader ecumenical perspective.
g. The Executive Director of the Wisconsin Council of Churches, or designate (Advisory).
h. The Bishop, as chief ecumenical officer, or designate.
i. Other ex-officio members as required in par. 639.2 of *The Book of Discipline***.**

3.3.6 **Commission on Religion and Race** (¶640). Membership shall consist of twenty three members including one member from each district, the chair or designate of each Ethnic Caucus, a member of the Executive Committee of the Conference United Methodist Women, and a representative of the Conference Board of Global Ministries. The seven at-large members nominated by the Conference Nominations Committee shall include three specifically selected with expertise in and commitment to the Cross-Cultural Ministry work of the Commission.

3.3.7 **Commission on Status and Role of women (**¶641) Membership shall consist of nineteen persons, at least four of whom shall be under thirty years of be ethnic minorities;

a. Three clergy women
b. Three clergy men
c. Three lay women
d. Three lay men
e. Three persons named by the Conference United Methodist Women
f. Two youth named by the Conference Council on Youth Ministries
g. One staff representative

3.3.8 **Board of Trustees** (¶2512) At each Annual Conference a slate of trustees equal in number to the pending vacancies shall be nominated by the Conference Nominating Committee to replace the class whose terms expire.

The Board of Trustees shall have the right to fill vacancies during the year until the Annual Conference Session.

There shall be four classes of three members each.

The names of the nominees will be submitted to the cabinet for advisement.

3.3.9 **Program and Arrangements Committee** (¶608.2)

a. The Conference Nominating Committee shall nominate one member of the Conference from each of the four regions: Capital/Coulee, Chippewa/Heartland, Metro North/South, and Nicolet/Winnebago.

There shall be one youth representative from the Conference Council on Youth Ministries.

There shall be nine members-at-large selected by the Program and Arrangements committee who shall have responsibility for the following areas:

Hospitality
Worship
Displays/Exhibits
EMT's
Special Meals
Agenda
Registrar
Local Arrangements
Technology

The ex-officio members of the Committee shall be:

The Bishop
Ministry and Outreach Director
Conference Communications Coordinator
Conference Youth Coordinator
Conference Lay Leader
Conference Secretary
Advisory: Conference Center Service Department Manager.

b. Proposed agenda, arrangements and procedures for the session of the Annual Conference shall be prepared by the Program and Arrangements Committee subject to the approval of the bishop and cabinet. The proposed agenda and procedures shall be presented for consideration at the opening session of the Annual Conference, together with the Consent Agenda.

The Agenda Committee, through its chairperson, in consultation with the bishop, is authorized to make adjustments and changes in the agenda, and to arrange for those changes with the appropriate chairperson or speakers during the sessions of the Annual Conference.

c. The Program and Arrangements Committee shall provide all clergy and lay members of the Annual Conference, local church Administrative Board/Council chairpersons, and chairpersons of Annual Conference agencies with procedures for the preparation and submission of resolutions to Annual Conference.

3.3.10 **Rules Committee** (¶608.2)

a. The Rules Committee shall be composed of twelve members at large.

b. The Committee shall review and process all proposals for changes in Conference rules and forward such proposals to the Annual Conference for action.

c. All changes enacted by the Annual Conference shall be codified by the Committee for publication in the Yearbook and Journal.

3.3.11 **Board of Ordained Ministry** (¶632) The Board of Ordained Ministry shall consist of thirty-five members, constituted in compliance with the current *Discipline*.

3.3.12 **Joint Board of Pensions, Insurance and Equitable Compensation** (¶¶608.2, 623, 636)

a. The Joint Board of Pensions, Insurance, and Equitable Compensation shall con-

sist of nine lay members and nine clergy of which at least one lay and one clergy persons shall be from churches under 200 members. The members shall be elected for the quadrennium. One District Superintendent named by the Cabinet shall also be a member.

b. It shall administer conference-supplemented pastors' salaries except for new church starts, mission congregations, and developing congregations, which shall be the responsibility of the Board of Congregation and Parish Development.

3.3.13a**. The Committee on Petitions** shall consist of one lay and one clergy member of the previous General Conference delegation or first reserves, one youth, one young adult, and four additional lay and four additional clergy members at large.

b. It shall be the function of this committee to provide all clergy and lay members of the Annual Conference, local church Administrative Board/Council chairpersons, and chairpersons of Annual Conference agencies with procedures for the preparation and submission of petitions for General Conference as to subject matter; evaluate each petition for form, content, and implications and report to the Annual Conference any recommendations.

c. The committee shall provide educational information on issue identification and the petitioning process at the annual conference session two years prior to General Conference.

3.3.14 **Board of Lay Ministry** (¶629) There shall be a Conference Board of Lay Ministry whose purpose is to foster an awareness of the laity's role in achieving the mission of the church, and enable and support lay participation in the planning and decision-making processes in the local church, district and conference. The Board of Lay Ministry relates to the Conference Council on Ministries and cooperates in a mutual ministry vision with pastors, district superintendents and the Bishop. The Board of Lay Ministry shall consist of the following members:

Conference Lay Leader (who shall be chairperson)
District Lay Leaders (to be elected by the District Council on Ministries)
Conference Director of Lay Speaking
District Directors of Lay Speaking
Immediate past Conference Lay Leader
Conference President of United Methodist Women
Conference President of United Methodist Men
Co-Chairs of the Conference Council on Youth Ministries

3.3.15 **Moving Director** There shall be a Conference Moving Director named by the Cabinet. The Moving Director shall appoint assistants as deemed necessary.

3.3.16 **UM Center Committee** (¶608.2) The Committee to oversee the UM Center shall consist of three Trustees named by the Conference Board of Trustees, one of whom shall be chairperson; the Conference Council Director; and the Bishop or a representative named by the Bishop. The Building Manger (hired by this committee) shall be Advisory to it.

3.3.17 **Conference Personnel Committee** The Conference Personnel Committee shall be responsible for establishing and implementing policies and procedures, salary scales and criteria for all Conference staff positions. The Committee shall oversee personnel searches for all Conference staff positions other than District Superintendents, work in consultation with appropriate program and administrative groups during the search process, and provide general oversight and coordination for those positions.

In the case of a vacancy in the position of Director of Finance and Administraiton, the Chair of the Council on Finance and Administration (CF&A) will join the Conference Personnel Committee, and a recommendation for a new Director will be made to the CF&A for nomination to and subsequent election by the Annual Conference.

The Conference Personnel Committee shall consist of the following ten persons. All except the Bishop will serve in three, three year-term classes: six nominated by the Conference Nominations Committee, three designated by the Bishop, and the Bishop (ex officio)

3.3.18 **Visioning and Quality Improvement Team (¶608.2)** The Visioning and Quality Improvement Team (VQT) meets regularly to provide visioning, continuous process improvement, monitoring and assessment for the Annual Conference. The VQT may establish Process Improvement Teams for specific quality improvement initiatives, one team per initiative. Membership of the VQT shall consist of the Bishop, Leadership Development Director, Ministry and Outreach Director, Director of Finance and Administration, Conference Lay Leader, and four at-large members not serving on any Conference board, council, commission or committee.

3.3.19 **Conference Communications Committee (¶608.2)**: one member of the Conference from each of the four regions: Capital/Coulee, Chippewa/Heartland, Metro North/South and Nicolet/Winnebago, selected jointly by the District Nomination Committees of each region; five at-large members nominated by the Conference Nominations Committee for their particular expertise in areas of communications, such as print media, electronic media and telecommunications. Ex-officio: Conference Secretary. Advisory: Conference Communications Coordinator.

3.3.20 **Conference Council on Youth Ministries**. The Conference Council on Youth Ministries (CCYM) shall consist of 42 voting members chosen as follows: two senior high and two junior high representative elected by each district during the Regional Yough Conferences (32); 2 youth members at-large that are selected as president-elect and YSF Coordinator by the current CCYM, eight youth members at-large chosen for inclusiveness by the Conference Nominations Committee and elected by the Annual Conference. Ex-officio members with voice but not vote include all Conference Youth Event Design Team Leaders. The CCYM President has voice but no vote except in the case of a tie. Adult advisory members shall include one adult from each district, the Sr. High Adult Advisor, the Jr. High Adult Advisor and the Conference Youth Coordinator.

3.3.21 **Leadership Development Council.** The Leadership Development Council shall consist of one representative each from the Cabinet, Board of Ordained Ministry, Board of Lay Ministry, Board of Congregation and Parish Development, and Garrett-Evangelical Theological Seminary. The Conference Nominations Committee shall name seven at-large members with expertise or experience in leadership development or related areas, including at least one youth or young adult member. Ex-officio: Bishop. Advisory: Leadership Development Director.

3.3.22 **Ethnic Local Church Concerns Committee** (¶608.2) The Ethnic Local Church Concerns Committee may consist of one representative each from the Cabinet, United Methodist Women, United Methodist Men, Conference Council on Youth Ministries, Commission on the Status and Role of Women, Board of Congregation and Parish Development, Board of Discipleship, Board of Higher Education and

Student Ministry, Board of Church and Society and the Commission on Religion and Race. Each of the following caucuses shall name three representatives: Asian, Hispanic, Native American and Black United Methodists for Church Renewal. The Committee shall select five at-large members representing ethnic local churches. The Conference Nominations Committee shall nominate four at-large members.

3.2.23 **Conference Council on Finance and Administration (¶610.2)**

The Conference Council on Finance and Administration shall be composed of nine voting members, with at least one layperson more than clergy included on the council. The following shall serve without vote: the Director of Finance and Administration, the Bishop, one district superintendent named by the Cabinet, the Director of Ministry and Outreach, the Director of the Wisconsin United Methodist Foundation and the Conference Benefits Officer. Any person of the Conference employed on the staff of the General Council on Finance and Administration shall be an advisory member. Any member of the General Council on Finance and Administration residing within the bounds of the conference shall serve ex-officio.

3.3.24 **Conference Secretary Compensation *(*¶603.7)**

The Director of Finance and Administration shall provide supervision, and recommend compensation for the Conference Secretary, or any clerical assistance for the Secretary's office, to the Conference Council on Finance and Administration.

4.0.0 Program Boards

4.1.0 The Six Conference Program Boards: Board of Discipleship, Board of Camp and Retreat Ministries, Board of Global Ministries, Board of Church and Society, Board of Congregation and Parish Development, and Board of Higher Education and student Ministry shall be formed and function according to the following provisions.

4.2.0 Organization:

a. Each board shall elect a chairperson, a vice-chairperson, a secretary, and such other officers as it shall determine.
b. Each board shall determine its own internal organization with reference to standing committees and task forces, subject to the requirements of the Discipline (¶608). Chairpersons of standing committees and task forces of the program boards shall be selected from the membership of the boards.
c. Each program board shall have the opportunity to include non-board members in any of their standing committees and/or task forces.
d. Executive Committee:
    1. Shall include the officers of the board, the chairpersons of the standing committees, the Program Staff representative to the board, and such other persons as shall be determined by the board.
    2. Shall have responsibility and authority (subject to later approval of the board) for coordination, assignment of responsibilities, and creation of task forces (but not of standing committees) in response to needs and requests from districts and local churches.

4.3.0 Meetings:

a. Each board shall meet at least annually, and as often thereafter as it shall deem necessary.
b. The Executive Committee of each board shall meet as needed.
c. A special meeting of a board, its executive committee, or any of its organizational units may be called by the bishop, its chairperson, or one-third of its members.
d. During the first meeting of each quadrennium, time shall be provided by each board for the development, under the guidance of its Program Staff member, of full and comprehensive understanding by board members of the work of the board, with attention being given to its relation to the General Boards and to the District Program/Leadership Teams.

4.4.0 Responsibilities:

a. To determine its goals and priorities and to evaluate its work in light of goals and priorities adopted by the Conference.
b. To develop, plan, and implement, in cooperation with the District Program/Leadership Teams, programs in response to and on the basis of needs and requests of the districts and of local churches. It is to be understood that:
   l. The District Program/Leadership Teams are responsible for obtaining and communicating to the boards the needs of the districts and of local churches, along with program suggestions where possible.
   2. Local churches or any person may communicate directly with a board.
   3. The boards may seek information for their work from any source in addition to the District Program/Leadership Teams.
   4. The boards may communicate and promote the need for a program emphasis to the District Program/Leadership Teams; but, in such cases, the boards shall develop and implement such program activities only within those districts which shall agree to cooperate with the boards.
   5. The boards may seek the cooperation of the District Program/Leadership Teams in the promotion of specific projects, whether projects shall be Conference-wide or shall be located within a single district or local church;
   6. The Boards may seek the cooperation of the District Program/Leadership Teams in pilot-testing of specific programs, whether the initiative for such programs shall have originated within a District or within a board.
c. To provide, wherever possible, resources of any kind upon request of District Program/Leadership Teams or of local churches.
d. To fulfill the responsibilities outlined by *The Discipline* or assigned to it by Conference.
e. To be the connecting link between the Conference and the corresponding agencies of the General Conference. By sub-division of its responsibilities, to accept the administrative responsibilities of its work, except as is otherwise provided in these Rules.

Conference Policies

Wisconsin Annual Conference
The United Methodist Church

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10.0.0 Finance Policy

10.1.0 Apportionment Formula

10.1.1 The apportionment of the Conference Budget to the local churches shall be determined by a formula based on one-third full membership and two-thirds local expenses.

Local church expenses are defined as all pastor's salaries and travel, utilities, current expenses and local church program expenses.

10.1.2 Each church will be discounted 25 members before this formula is computed.

10.1.3 a. Each church exceeding a maximum variation (plus or minus) from the Conference per-member average shall have the apportionment adjusted to the per-member average, plus or minus the maximum amount established in 10.1.3c.

b. The per-member average is determined by dividing the total Conference budget by the total church membership in the Conference.

c. The maximum variation is $12 in 2003, $15 in 2004, and $18 in 2005. The maximum variation restriction will be phased out completely in 2006.

10.1.4 Newly chartered congregations shall be apportioned beginning on January 1 following chartering.

10.2.0 Travel and Per-diem Reimbursement

10.2.1 Reimbursement at the current volunteer mileage rate established by the Internal Revenue Service to be paid for authorized travel to all members of Conference agencies, said mileage reimbursement to be paid to drivers only.

10.2.2 Mileage reimbursement for employees of the Conference shall be at the standard mileage rate established by the Internal Revenue Service.

10.3.0 General Conference Apportionment

The Conference Treasurer shall pay General Conference Apportionments in twelve monthly installments of equal amount on or about the last day of the month.

10.4.0 Conference Budget

10.4.1 The Conference budget, presented to the Conference by the Council on Finance and Administration, shall not increase over the previous year's budget in any giving year more than the percentage increase in the Conference total of local church expenses for the previous year (i.e. the most recent previous year for which complete figures are available).

10.4.2 The budget shall be presented in line items and graphic form and shall be distributed with pre-conference materials.

10.4.3 The budget shall indicate the percent of the total budget represented by each of the four major expense categories.

10.5.0 Line of Credit

10.5.1 The Council on Finance and Administration is authorized to borrow up to a cumulative total of $500,000 to pay current budget expense.

10.5.2 Determination of the schedule of borrowing will be made by the Director of Finance and Administration, as authorized by the Council on Finance and Administration.

10.5.3 The Council shall report annually on the maximum amount borrowed, interest rates, the total interest paid on borrowed funds, and the lending institution.

10.6.0 Cash Reserve

The Council shall establish a goal of 10% of the Conference budget as the cash reserve.

10.7.0 District Superintendents' Compensation

10.7.1 District Superintendents' salaries shall be set at 126% of the Conference Average Compensation, rounded upward to the next $100.

10.7.2 The Housing Allowance, which is to be paid in addition to salary, is $14,000 per annum unless otherwise provided.

10.7.3 The net sale proceeds and future income from the sale of district parsonages sold July 1, 1997 and after will be held in escrow for use in providing District Superintendents' housing allowances.

10.7.4 The annual conference contribution to the health insurance premium costs for district superintendents will be provided at the same percentage as that established by the Conference Personnel Committee for the annual conference staff.

10.8.0 Overexpenditure Prohibited

The Director of Finance and Administration shall not issue any disbursement which would result in an overexpenditure unless approved by the Council on Finance and Administration.

10.9.0 Solicitation of Funds

10.9.1 No solicitation of funds from local churches or members thereof shall be made by any agency, organization, church, or individual related to the Conference without the program having been examined and recommended by the Council on Finance and Administration then approved by the Annual Conference.

10.9.2 The request of the following agencies to solicit funds has been approved: Conference Board of Trustees; Joint Board of Pensions, Insurance and Equitable Compensation; Commission on Archives and History; Board of Camp and Retreat Ministries; and the Board of Global Ministries for Conference institutions.

10.9.3 The Conference has granted permission to local campus ministries to solicit funds from local United Methodist churches under the supervision of the Board of Higher Education and Student Ministry.

10.9.4 The Conference has granted permission to the Conference Council on Youth Ministries to solicit support for the Youth Service Fund from local church youth groups.

10.9.5 The Wisconsin United Methodist Foundation has been approved to solicit funds within the Conference.

10.9.6 When a project is an Advance Special approved by the Conference, the Committee on Mission Motivation of the Board of Global Ministries is given and assumes responsibility for the solicitation of funds.

10.9.7 When an Advance Special project desires to solicit funds directly, i.e., other than through the policies and procedures of the Committee on Mission Motivation of the Board of Global Ministries, the request for permission to solicit funds shall be submitted to the Committee on Motivation of the Board of Global Ministries for recommendation to the Council on Finance and Administration.

10.9.8 In the case of program agencies, requests for permission to solicit funds shall go first to the Visioning and Quality Improvement Team for recommendation to the Council on Finance and Administration, and the Conference for approval.

10.9.9 No more than one Capital Fund Crusade shall be promoted or carried out by the Wisconsin Conference during any one calendar year. (Crusade is defined here as fund raising efforts where a general solicitation is expected and churches are assigned a "fair share goal.")

10.10.0 Apportionment Adjustment

10.10.l **Purpose**-The goal of the Wisconsin Conference is to have every church participate fully in the mission of the United Methodist Church by paying 100 percent of its apportionment asking.

The purpose of the Apportionment Adjustment procedure is to assist churches which have not paid their apportionments in full to develop a plan for full apportionment payment in the future.

10.10.2 **Applicants**-A church becomes a potential recipient of an Apportionment Adjustment when the church did not pay its apportionment in full during the past year or anticipates its inability to pay its apportionment in full for the current or coming year.

10.10.3 **Process**-The first step for the local church in the process of obtaining an Apportionment Adjustment is completion of the Apportionment Adjustment request form. This form must be approved by the Finance Committee and the Administrative Board/Council. Copies of the minutes from each of those agencies should be included with the Apportionment Adjustment request, along with a copy of an audit report for the last fiscal year and the most recent year-to-date Treasurer's report. A statement for the reason for the Apportionment Adjustment Request should also be attached. These documents are then sent to the District Superintendent.

a. Upon receipt of an Apportionment Adjustment Request from a local church, the District Superintendent will initiate intervention measures which will involve a team of two or three persons from that district. That team will meet with representatives of the local church to assist them in developing a plan to return to full apportionment payment. That plan will include an outline of a stewardship program and an evangelism/outreach program. (Apportionment Adjustments will not normally be granted for a period exceeding four years.)

b. When the local church has developed their plan to return to full apportionment payments, that plan will be forwarded to the District Superintendent. The Dis-

trict Superintendent will then send the Apportionment Adjustment Request, including the local church plan, to the Financial Secretary of the Board of Congregation and Parish Development.

c. The Apportionment Adjustment Request is reviewed and a revised apportionment is established by the Board of Congregation and Parish Development and approved by the President of the Council on Finance and Administration. Actions taken on the Apportionment Adjustment request shall be communicated by the Financial Secretary of the Board of Congregation and Parish Development to the Director of Finance and Administration, the District Superintendent, and the local church.

10.10.4 **Follow up**-A yearly report reflecting the progress made by the local church toward returning to full involvement in the mission of the church, including financial support through full apportionment payments, shall be presented at the annual church/charge conference and forwarded to financial secretary of the Board of Congregation and Parish Development.

Approved Apportionment Adjustments shall be indicated on the local church budget.

10.10.5 **Apportionment Adjustment**

A. New funds expended for all parent church(es) budget line items directly pertaining to new faith development, including staff salaries, will be recognized in the conference apportionment formula calculations over the first eight years.

B. Staff salaries affecting apportionment adjustments will be calculated on the percentage of time spent with the new faith start-up.

C. New members electing to join the parent church(es) while fully and directly participating and leading in the new faith start-up, will not be calculated into the parent church's membership for apportionment calculation.

D. *Eligibility*: All established local churches that have approved an intentional new faith start-up plan through their Church Conference, the Wisconsin Cabinet, and the Board of Congregation and Parish Development are eligible.

E. *Evaluation:* Apportionment adjustment requests, based upon parent church (es) new faith community start-ups, will be evaluated and approved annually by the Board of Congregation and Parish Development.

F. *Graduated Formula After Chartering:* When a parented new faith community is chartered as a local church, its apportionments will be graduated over the first eight years as 1/8, 2/8, 3/8, 4/8, 5/8, 6/8, 7/8, 8/8 of its regularly calculated apportionment. The parenting church will exclude, proportionately as 7/8, 6/8, 5/8, 4/8, 3/8, 2/8, 1/8 and 0/8 over the first eight years, the recognized budget line items as included above in paragraph A.

G. *Graduated Formula As A Fully Formed Second Site:* When a new faith community is recognized by the parenting Church Conference(s), Wisconsin Cabinet, and Board of Congregation and Parish Development as a fully formed second site ministry and not a stand-alone new church start, the parent church's apportionments, relative to all second site ministries budget line items, will be included in and graduated over the following eight years as 1/8, 2/8, 3/8, 4/8, 5/8, 6/8, 7/8, 8/8 of its regularly calculated apportionment.

10.11.0 **Budgeting for Multi Year Programs**

10.11.1 When a Conference agency budgets using apportionment funds for programs that are multi-year in nature (e.g., Lay Ministry Academy, Three Year Covenant Community for Spiritual Formation), they shall choose either of the following two methods of budgeting for those programs and use that method consistently throughout the program' s life.

10.11.2 Like all other Conference programs, a separate budget is established each calendar year, and any and all apportionment funds and participant fees not spent at the end of that year are transferred to the Conference's cash reserve.

10.11.3 A separate budget is established for the period of the program. The balance of revenues (including apportionments provided for the program and participant fees) over expenses (or expenses over revenues) is carried forward (through the use of a balance sheet account) to each subsequent year until the end of the program period. At the end of that period, any and all apportionment funds and participant fees from all the years not spent are transferred to the Conference's cash reserve.

10.12.0 **Participant Fees**

10.12.1 When participant fees are charged as part of a Conference agency program, participant fees are required to be used in full before any apportionment funds are available for the program.

10.12.2 Participant fees collected that are in excess of the cost of a program are available for the sponsoring Conference agency to spend as it determines is in the best interest of its mission. Such funds can be carried over to the following calendar year (through the use of balance sheet accounts).

10.12.3 In the case of multi-year programs budgeting on a multi-year basis, the participant fees are treated according to policy 10.11.3 and may be carried over until the end of the program.

20.0.0 Conference Moving Policy

20.1.0 General Guidelines

20.1.1 Only insured carriers shall be employed.

20.1.2 All intra-Conference moves shall be with a firm listed with Project Equality, if possible.

20.1.3 All intra-Conference moves shall be scheduled in consultation with the Cabinet.

20.1.4 The Moving Director shall rule on requests for “do-it-yourself’ equipment.

20.1.5 The Moving Director shall give assistance to clergy in making claims against moving firms.

20.1.6 The expenses of the director’s office shall be paid from the moving expense fund.

20.2.0 The Moving Expense Fund

The Moving Expense Fund will be part of the Conference Budget for Administration. The moving expense of a pastor, lay person on the Conference program staff and any lay person employed by the Conference shall be paid from the Moving Expense Fund according to these rules:

20.2.1 The pastor shall pay costs for weight over 12,000 pounds. Note: This assumes the pastor shall sort and discard many items of questionable value before moving.

20.2.2 Each pastor is responsible for his/her own packing. A $200 packing allowance is available to each pastor. Unused packing allowance may apply to overweight costs.

20.2.3 All moves will be limited as follows:

a. Transportation for household goods from origin to destination.

b. Payment for the following items will not be authorized by the Conference:

1. Altering or cleaning of rugs and drapes.
2. Moving of boats, trailers, second automobiles, motorcycles, etc.
3. Dismantling and installation of television antenna, swing sets, etc.
4. Moving fireplace wood, lumber, patio blocks and bricks.
5. Moving animals of any type.
6. Moving unusually bulky collections of extensive personal items.
7. Maid service.
8. Piano tuning.

c. Where there are two pastors in the same household an extra 3,000 pounds of weight and the pick-up of a second office contents should be covered by the Conference Moving Fund.

d. Pick-ups at both the pastor's home and office are standard.

e. In addition to the "carriers limited coverage" provided without cost which insures each item at 60 cents per pound, the Conference shall purchase for each pastor the "Extended Coverage." This coverage values the total load at $1.25 per pound and costs 50 cents per $100 valuation. Interested parties should communicate with the committee concerning possible changes in the insurance coverage of Conference moves.

f. Pastors will be billed by the Director of Finance and Administration for costs of exceeding limits and will pay the same to the Director of Finance and Administration.

g. The Moving Director shall furnish an evaluation form to each family moving to be returned to the Moving Director after a move. This would be in addition to the form the moving company furnishes.

h. Exceptions to the Conference Moving Policy may be made by the vote of the Cabinet.

i. Reimbursement for out-of-state moves must be approved by the cabinet.

20.3.0 Other Moving Expenses

The church the pastor is currently serving will cover the following expenses:

Phone calls necessary to deal directly with the move [primarily conversation needed with the Moving Director, District Superintendent and key leadership in the new appointment].

The moving pastor will be responsible for the following expenses:

Personal long distance calls related to the move [e.g. checking on schools, summer recreational programs, housing, etc.]

Food, travel, and lodging expenses to the new community to visit, seek housing, if necessary, and finally, to relocate.

These moving expenses covered by the pastor may be claimed as moving expenses for income tax purposes if allowed by IRS guidelines.

See 50.0.0 for salary and Sabbatical Sunday policies and 60.0.0 for clergy housing policies.

30.0.0 Maternity/Paternity Leave Policy

30.1.1 A maternity or paternity leave not to exceed one-fourth of a year is available on request at the birth or adoption of a child to any appointed clergy.

30.1.2 During the maternity/paternity leave, all normal pastoral responsibilities shall be cared for by an interim pastor or other person designated by the Pastor Parish Relations Committee in consultation with the district superintendent.

Emergencies in the church(es) during the leave may be cared for by the pastor-on-leave, if she or he chooses, in consultation with the interim pastor.

It shall be understood that the pastor-on-leave remains the one under appointment to the charge.

30.1.3 It is recommended that the pastor-on-leave, the district superintendent, the interim pastor and a representative of the Pastor Parish Relations Committee meet at least once during the course of the maternity/paternity leave to evaluate he effectiveness of the leave and make any adjustments necessary.

30.1.4 During a maternity/paternity leave, the local church(es) shall either:

a. Maintain the salary of the pastor-on-leave throughout the maternity/paternity leave; or
b. Maintain the salary of the pastor-on-leave for no less than the first eight weeks of the leave releasing some budgeted salary and travel funds to pay for interim pastoral services.

30.1.5 Expenses of interim pastoral care may be covered by the salary and travel funds released if the church has chosen option 30.1.4 B above.

a. Under the options in 30.1.4 above, however, the church(es) may incur expenses beyond those that the church had budgeted and would normally have paid for pastoral care if there had been no maternity/paternity leave.
b. When such extra expenses occur, the church(es) may request that the Conference Council on Finance and Administration appropriate Conference funds to cover said expenses, up to a maximum equal to 10% of the current minimum salary for Conference members.
    1. Any request for such funds must be made in writing by the Pastor-Parish Relations Committee and be approved by the Cabinet.
    2. Any charge which receives Conference funds for extra expenses of pastoral care during a maternity/paternity leave shall file a written financial record of the leave with the district superintendent and the Conference Council on Finance and Administration following the completion of the leave.

40.0.0 Diaconal Ministers' Employment Policy

40.1.0 Guidelines for Employment

40.1.1 **Job Description**

A job description and conditions of employment are essential and shall be in writing and agreed to by both employer and employee.

40.1.2 **Base Salary**

a. The base salary for a diaconal minister should be equivalent to the minimum salary for ordained ministers with similar experience and training.
b. Salary should be negotiated at a higher or lower level depending on level of experience and training.

c. There should be an annual review of salary by the Staff-Parish Relations Committee or by the employing agency.
d. The Diaconal Minister should receive an increase that is at least equal in percentage to that granted to the clergy of the Conference as set forth in the report of the Joint Board of Pensions, Insurance and Equitable Compensation.

40.1.3 **Pension**

a. The diaconal minister shall be enrolled in a pension plan.
b. The Cumulative Pension and Benefit Fund of The United Methodist Church is recommended.

40.1.4 **Health Plan**

If a health plan is needed, the church should supply major medical and health coverage for the individual or family.

40.1.5 **Continuing Education**

a. A program of continuing education throughout his/her career is required by the Wisconsin Conference Board of Ordained Ministry of the person wishing to continue in the office of Diaconal Minister.
b. In most cases the Diaconal Minister's continuing education program should allow for leaves of absence for study at least one week each year and at least one month during one year of each quadrennium.
c. Such leaves shall not be considered as part of the diaconal minister's vacation.
d. A sum of 1% of the annual salary or $200.00, whichever is greater, should be provided annually by the employing agency for continuing education.

40.1.6 **Travel Allowance**

Provision for travel allowance should depend upon the job description and should be a part of the original agreement.

40.1.7 **Housing**

Housing or housing allowance if provided for the Diaconal Minister should be reported to the IRS as salary and should be an addition to the base salary.

40.1.8 **Vacation**

Yearly vacation time with pay should be four weeks.

40.1.9 **Leaves of Absence**

Leaves for sickness, emergency and maternity/paternity should be a part of the original agreement.

40.2.0 **Connectional Privileges**

a. The privilege of working with the larger church in Connectional relationship should be given as needed and requested.
b. If the demand becomes exceptional, the Diaconal Minister should account for and explain his/her Connectional responsibilities on an annual basis and help the local church understand the need for such activities.
c. Concern felt by the employing agency relative to time spent in Connectional activities should be a part of discussion at the time of employment and annual evaluation.

40.3.0 **Evaluation**

a. There shall be an annual evaluation of job performance and of conditions of employment when a Diaconal Minister is employed.
b. The Diaconal Minister should be involved in the process of evaluation.
c. In a local church evaluation should be done by the Staff Parish Relations Committee using the process developed for ordained ministers.

50.0.0 Standards of Pastoral Support

A. **Salary Termination** - Effective 2004, the last Sunday in June will be the final Sunday served by a pastor in his/her current appointment. June 30 shall be the concluding date for the pastor's salary in the charge currently being served. The first Sunday in July shall be a "Sabbatical Sunday" for all pastors and charges in transition. The affected congregations shall be responsible for securing pulpit supply for that day. The second Sunday in July shall be the first Sunday in the pulpit for incoming pastors. It shall be the responsibility of the charge to pay the salary of the returning or in-coming pastor beginning July 1 of each year. The District Superintendent in consultation with the pastor and the charge involved shall determine termination date for payment of salaries of pastors moving into or out of the Conference.

In the event of a mid-year appointment, one Sunday between termination and commencement of the appointment shall be considered a "Sabbatical Sunday."

"Sabbatical Sunday" shall not be counted as part of the pastor's vacation.

B. **Support categories** shall be:

1. Cash salary
2. Parsonage or housing allowance
3. Utilities
4. Vouchered travel expense, with mileage reimbursed at no less than the current IRS approved rate for business mileage.

60.0.0 Clergy Housing Policy

60.1.0 General

60.1.1 Whether building a new parsonage, purchasing existing housing for a parsonage, or correcting an existing parsonage, the parsonage should provide attractive and comfortable living space for an average-sized family.

60.1.2 Energy efficiency and minimum maintenance should be high priorities in parsonages.

60.1.3 In new parsonages, as well as existing ones, energy saving installations should be considered.

60.1.4 Parsonages should provide a model in values consistent with Christian stewardship.

60.2.0 Minimum Requirements

60.2.1 Living room at least 200 square feet.

60.2.2 Three bedrooms at least 11 feet by 11 feet.

60.2.3 Modern kitchen with ample built in cupboards and work area for food preparation.

60.2.4 Utility area with water conditioning as needed, stationary tubs, hookup for automatic washer-dryer, space for interior and exterior clothes lines.

60.2.5 Dining area sufficient to seat at least eight persons.

60.2.6 Adequate closet space in each bedroom, near front and rear exits, and for general cleaning equipment such as vacuum cleaners.

60.2.7 Adequate heating for each room and adequate cooling, especially in bedroom areas. Zoning for areas should be considered to save energy.

60.2.8 Two car garage with adequate storage for lawn and garden equipment.

60.2.9 Recently inspected wiring, plumbing and heating and, if necessary, brought up to current code.

60.2.10 One and one-half bathrooms.

60.3.0 Other considerations

60.3.1 Parsonages are provided for living space for pastoral families and not for the purpose of church activities.

60.3.2 Wherever possible, parsonages should be handicap accessible and in the planning or purchasing of a parsonage, serious consideration should be given to a bedroom and bathroom on the first floor.

60.3.3 In no case should bedroom space be planned or utilized in below ground areas unless windows are of such size as to provide safe and easy egress to the outside are provided adjacent to bedroom areas.

60.3.4 Fire walls shall be installed around the furnace when bedrooms are near heating units.

60.3.5 An office shall be provided in the church building unless specific exemption is granted by the cabinet.

60.3.6 Each charge shall have a telephone line independent from the parsonage telephone line.

60.4.0 Minimum Parsonage Equipment

Stove
Refrigerator
Drapes
Carpeting or Rugs
Hardware for over-sized windows
Television antenna or cable hook-up
Telephone with one-party line which is unique to the parsonage
Washer and dryer

60.5.0 Annual Equipment Inspection

Parsonage equipment owned by the local church should be inspected annually by the Pastor-Parish Relations Committee and Trustee chairpersons and repaired or replaced before deterioration affects operation.

60.6.0 Inspection at Moving

Upon moving, the out-going pastor shall have the condition of the parsonage inspected by the Pastor-Parish Relations Committee chairperson and the Trustee chairperson. The condition of the parsonage for the in-coming pastor shall be the responsibility of the congregation.

60.7.0 Parsonage Care

60.7.1 **Responsibility**

a. The charge and pastor share a common goal of maintaining adequate, comfortable, well-kept residential surroundings.
b. Each party assumes certain responsibilities and tasks to meet this goal.
c. Each person involved as a resident should recognize that we hold parsonages in trust and that certain tensions can be expected when individuals or families live in homes that are not their own, or when they have responsibility for the care of people in homes that belong to someone else.
d. Experience has shown that consideration and communication can make such tension work for rather than against churches and pastors.
e. These guidelines are designed to assist in clarifying responsibilities and in encouraging communication.

60.7.2 **Parsonage Maintenance - Multiple Point Charges**

a. The charge shall have a joint parsonage committee. The committee shall be made up of representation from all churches in the charge. The committee's duties, at a minimum, will be:
   1. to do an annual inspection of the parsonage, as per Policy 60.5.0.
   2. to meet as necessary to review, and as needed, plan maintenance for the parsonage.

b. Expenses for maintenance shall be shared by the churches in the charge.

60.7.3 **Communication Plan**

a. The resident is expected to share in initiation of actions when parsonage maintenance needs emerge and in follow-through of such actions.
b. The resident, however, has limited power to act.
c. Parsonage Committee members, or Trustees, or members of the Staff/Parish Relations Committee should be assigned to care for parsonage property.
d. The designated person or persons should be the individual(s) to whom the pastor turns regarding maintenance needs.
e. When such designated persons do not act within a reasonable period of time, the pastor shall report maintenance concerns to one or more of the following bodies: the Pastor Parish Relations Committee, the Trustees, the Administrative Board.

60.7.4 **Occupancy**

a. The parsonage is provided for the pastor and his/her family.
b. It is expected that they shall have the same options of having guests and entertaining that would be inherent in the occupancy of any family home.
c. Residents shall not sublet or make the home, or parts thereof available for an extended period without the approval of the Administrative Board.
d. Because of the tax exempt status of parsonages, partisan political signs, etc., may not be displayed publicly thereon. Pastors and families are encouraged to find other appropriate ways to express their values and convictions in the electoral process.

60.8.0 Pets

60.8.1 While pets provide pleasure to individuals and families and are generally not to be discouraged, some churches have experienced justifiably angry feelings toward pastors whose pets have been destructive to parsonage structures.

60.8.2 Where such destruction or uncleanness results, Pastor-Parish Relations Committees shall call such a matter to the attention of the pastor and negotiate the means by which refurbishing or cleaning shall be done.

60.8.3 An agreement for payment of expense shall be worked out and put in writing.

60.8.4 If a dispute over charges occurs or if payment is not made as per the agreement, the District Superintendent shall intervene.

60.8.5 If it is evident that no change in the care of pets occurs or if a pastor leaves an appointment where pets have abused the property or left offensive odors, a report shall be filed immediately with the District Superintendent.

60.8.6 That report shall be shared with the pastor with the recommendation that a security deposit of no less than $250 shall be required upon the receipt of a new appointment.

60.8.7 The security deposit shall be kept in the Conference treasury, to be returned when that pastor moves and has provided evidence that the parsonage has been properly cared for.

60.9.0 Procedure for Approval of Repairs and Maintenance

60.9.1 **Emergencies**

a. The pastor determines the nature of the emergency (leaks, water heater failure, safety hazard such as electric shorts, flooding, etc.)
b. The pastor calls the chairperson of the appropriate committee or the Pastor-Parish Relations Committee chairperson immediately.
c. The pastor proceeds on his/her own initiative when the situation demands and advises appropriate persons as soon as possible of the emergency.
d. A list of electricians, plumbers, etc. acceptable to the church should be provided to the pastor for purposes of emergency contact and be delivered to the new pastor on the day of arrival in the parsonage by the Trustee chairperson or another delegated by the chair.

60.9.2 **Routine**

a. Requests for repair may be initiated by the pastor, by the Pastor-Parish Relations Committee and Trustee chairpersons on their annual inspection, or by the parsonage committee or others designated to care for the parsonage.
b. The local church may provide the pastor the right to have or make repairs up to a designated dollar amount.
c. Major repairs or improvements are to be made in consultation with all appropriate bodies.

60.10.0 Local Church Responsibilities

The Local Church will be responsible for:

a. Cleaning of drapes and carpets at the time of occupancy or one time during occupancy.
b. Painting and general upkeep of all buildings, storms, doors, and screens that are part of the parsonage.
c. Repair to all buildings on the parsonage property.
d. Upkeep and repair of appliances, plumbing, heating units, fireplaces, and fixtures that are a part of the building or are furnished by the appropriate body.
e. Maintenance and installation of all walks, drives, steps, gutters, and grades to provide drainage, convenience, and safety.
f. Replacement, major pruning or treatment of shrubs and trees on the property.
g. Care and inspection when house is unoccupied between moves of pastors. Pastors will be expected to care for the property when they are on vacation.
h. Inspection of the property on an annual basis by the Pastor-Parish Relations Committee and Trustee chairpersons as per *The Discipline.*

60.11.0 Pastor Responsibilities

The Pastor will be responsible for:

a. Normal cleaning, polishing, and maintenance of all interior surfaces, including cleaning of drapes and carpeting with steam vacuum, where possible.
b. Prompt reporting of emergencies or unusual circumstances and needs.
c. Semi-annual cleaning of downspout and gutters (spring and fall).
d. Regular cleaning and replacement of furnace filters (recommended monthly cleaning of filters and quarterly replacement is recommended on most units), and oiling of bearings as prescribed.

e. Regular routine pruning and watering of shrubs.
f. Keeping grounds presentable and provide for trash and waste disposal consistent with the area. Mowing and other normal outdoor care consistent with good appearance and safety including the furnishing of necessary equipment.
g. Pastors will not make permanent attachments to walls, shelf surfaces, appliances, etc., without consultation with the assigned appropriate body.
h. Pastors will not add permanent structures to the ground without prior approval of the appropriate body.
i. Maintenance of smoke alarms and fire extinguisher.

60.12.0 Accessory Items Provided by the Appropriate Body

In each parsonage the following appliances and conveniences will be supplied:
a Drapes (to be chosen and changed in consultation between pastors and the appropriate body).
b. Shades in all windows where needed.
c. Storm doors, windows and screens in good repair.
d. Range and refrigerator (with freezer compartment).
e. Wiring for all regular appliances.
f. Power lawnmower and power snowblower in special cases only.
g. Television antenna or the installation of cable TV.
h. Smoke alarms and fire extinguisher.

60.13.0 Pastors are expected to provide the following

a. Humidifiers and dehumidifiers, and other accessories for reasons of health and convenience, unless required because of some unusual circumstances connected with the location or type of building.
b. Fuses, light bulbs, and other small items connected with day-to day comfort and convenience.
c. If desired, subscription service for cable TV.

60.14.0 Guidelines For Housing Allowances

60.14.1 All pastors serving full-time in local churches, and all Conference staff members and district superintendents shall be provided either a parsonage or housing allowance.

60.14.2 A housing or rental allowance shall be negotiated between the pastor and congregation in consultation with the district superintendent (where applicable), or in the case of a Conference staff person or district superintendent, with the approval of the appointee, the Conference trustees, and the cabinet.

60.14.3 It shall be understood that this agreement shall not be a primary factor in consideration for future appointments for either party.

60.14.4 In setting the housing allowance the following shall be included:
a. An amount to cover the utilities in an average three bedroom home in good condition in that community. The term “average” will vary with communities and shall be open to negotiation.
b. An amount to cover, at least, the principal and interest that would be required for an average three bedroom home in good condition in the community after a down payment of no less than 15% and a twenty-five year mortgage.

c. For persons desiring rental living, the allowance shall be cost of rental, plus utilities, or:
   1. the rental value of the type of a home in the community the ordained person is expected to live in.
   2. plus, the actual cost of utilities
   3. plus, the amount of incidental home costs related to home for business purposes.

The total housing allowance may not exceed the smaller of the two methods of determining housing allowance.

60.14.5 If a local church provides a housing loan for a pastor, provision shall be made by the pastor involved to guarantee repayment of that loan in full prior to moving to a different charge.
   a. Such guarantee (as a second mortgage or other collateral) shall be made in writing upon receipt of the loan and shall be agreed upon by the church or charge Conference in consultation with the district superintendent.
   b. A pastor shall be responsible for securing mortgage insurance payable to the church equal to the amount of the church provided loan.

60.14.6 If the existing parsonage is sold by a local church intending to provide a housing allowance, the proceeds from that sale shall be invested (except where legal restrictions prevent it) until such time that a church Conference and the district superintendent shall decide a parsonage is no longer necessary on that charge.

The interest from that investment may be used to underwrite the housing allowance.

60.14.7 The charge shall allow the pastor who receives a housing allowance to live where he/she chooses. If the pastor chooses to live outside of the communities served, he/she must receive the consent of the Pastor-Parish Relations Committee and the district superintendent.

60.14.8 A housing allowance shall be subject to annual approval of the Charge Conference.

60.14.9 The Charge Conference shall not have the authority to reduce the housing allowance without negotiation with and the consent of the pastor and district superintendent.

60.14.10 Expenses of searching for a home are the responsibility of the pastor unless otherwise negotiated.

70.0.0 Policy and Procedures Regarding Sexual Misconduct

I. Purpose

The Wisconsin Annual Conference stands against all unacceptable behaviors as identified in ¶2702 as chargeable offenses, particularly noting sexual abuse, sexual harassment, and sexual immorality as unacceptable behaviors.

II. Scope

This Policy and Procedures shall apply to ordained and licensed clergy, diaconal ministers, lay employees, volunteers, and church members of the Wisconsin Annual Conference and its churches. It shall be distributed to all local churches.

III. Theological Affirmations

A. Children of God

All human beings are children of God and deserve respectful, non-violating relationships. No one should be exploited in any way, including sexually.

B. Nature of the church

The church is to be a place of safety and encouragement for all its participants. Sexually exploitative and disrespectful behavior violates this basic principle.

IV. Chargeable Offenses for sexual misconduct (¶2702)

A. Sexual harassment
B. Sexual misconduct
C. Sexual abuse
D. Child abuse

V. Judicial Proceedings (¶2701)

All chargeable offenses are entered initially as judicial complaints, which will be taken seriously and may lead to a change of Conference relationship. (¶2702)

VI. Responsibilities of the Conference

A. Officers of the Conference will follow *The Book of Discipline* in working on every complaint. Both the complainant (the accuser) and the respondent (the accused) will be treated respectfully.

B. Should a complainant or respondent so desire, s/he has the right to select a support person and/or advocate who may or may not be from the advocates trained by the church (¶ 359.1b and ¶2701.3)

C. The Conference will assist as necessary all parties to set up systems of care giving to provide support during the complaint process.

D. The Conference shall protect the confidentiality of all parties throughout the process.

VII. Misunderstandings and False Accusations

There is some fear concerning the issues of misunderstandings and false accusations; therefore, care shall be taken by those involved in the process to determine the validity of a complaint and the appropriate response.

VIII. Covenant Responsibility

A. A single person beginning or continuing a romantic relationship with a single person with whom she or he has a pastoral relationship bears the full burden of demonstrating there is no exploitation in that relationship.

B. All church professionals, like other professionals such as therapists and counselors, should avoid a romantic relationship with a counselee past or present.

C. God's forgiveness is available to all who have sinned and who repent of their sin. Church leaders involved in sexual misconduct may receive this forgiveness like anyone else. Forgiveness does not mean that one can avoid the consequences of actions which follow professional misconduct.

D. Sexual misconduct has a dramatic effect on its victims. Perpetrators who think their behavior can go unnoticed or who use threats or inappropriate authority to silence their victims are in serious error.

Procedures

I. Procedures for Response to Sexual Misconduct

A. If You Believe Misconduct has happened to You

1. Seek immediate medical care if necessary and report the event to the proper authorities.
2. Write down (or report to someone who will write down) exactly when, where, and what happened. Documentation of the allegation must show the merit of the grievance.
3. Sign and have the report sent immediately to the District Superintendent or, if s/he is the accused, to the Bishop. If the Bishop is the accused the report should be sent to the President of the Jurisdictional College of Bishops.
4. Whatever level of violation has occurred, you have the right to seek out a support person and/or advocate to help you understand the complaint process. You have the right to have your advocate with you at any time during the process.
5. Confidentiality is extremely important. Respect for all parties involved assists one to avoid retaliation and liability from defamation charges.
6. Avoid contact with the accused to protect yourself from future violations.
7. Be assured that the District Superintendent and the Bishop will take you seriously. *The Book of Discipline* directs their role to make certain that church law is followed (¶359). Questions about the process are always in order.
8. You are encouraged not to give up on the church or your faith in God even though both may be difficult or seemingly impossible to you at this time.

B. If You are the Accused

1. No matter what allegation is made, treat it seriously.
2. Avoid contact with the complainant.
3. When a complaint has been alleged, you are encouraged to seek out a support person and/or advocate to help you understand the complaint process. You have the right to have your advocate with you at any time during the process.
4. Confidentiality is extremely important. Respect for all parties involved assists one to avoid retaliation and liability from defamation charges.
5. You may request up to thirty (30) days to prepare a response to the allegations, and *do have* thirty (30) days to prepare for a hearing on the complaint (¶2704).
6. Request the written complaint and all supporting materials. Gather all your own materials, such as; correspondence, calendars, notes, names of witnesses, to assist you in preparing your response.
7. The Bishop and Superintendent will presume innocence (unless you acknowledge the complaint is accurate) until the conclusion of all processes (¶359). The Book of Discipline directs their role to assure that church law is followed (¶404). Questions about the process are always in order.
8. Fair Process under ¶359 and ¶ 2701 begins when a complaint is signed. No action may be taken to change a person's Conference relationship unless a complaint is signed.
9. You are encouraged not to give up on the church or your faith in God even though both may be difficult or seemingly impossible to you at this time.

C. If Specific Behavior is Reported to You

1. By law, child abuse including sexual misconduct with a minor is to be reported to the proper civil and church authorities.

2. Help the one making an allegation to determine if a response to this incident through the church complaint process would be appropriate. Alert the complainant to this Policy and Procedures.

3. If the allegation is a criminal or civil law violation, assist the person to report it to the proper civil and church authorities.

D. If You Observe Inappropriate Behavior

1. Write down or report to someone who will write down exactly when, where, and what happened.

2. Follow the guidelines above (see Procedures I.A).

II. Responding to the Complaint

A. Confidentiality is critical to protect both the complainant and respondent from further harm. Both parties must be protected from retaliation and false accusation.

B. The complaint must contain the date, time, place, and events alleged to have taken place.

C. Witnesses and potential witnesses noted by the complainant may be interviewed. Facts must he obtained and be specific (when, where, and what happened).

D. The complainant reviews the complaint and investigative material. The complainant may withdraw the complaint at this point or sign the complaint and send it to the District Superintendent/Bishop/President of the Jurisdictional College of Bishops (hereafter known as Recipient).

1. If the Recipient finds the complaint and supporting materials not in order or inappropriate, the complainant will be contacted for clarification or additional materials or ask the complainant to consider withdrawing the complaint.

2. If the Recipient finds the complaint and its supporting materials in order, a copy is sent to the Bishop, the respondent is contacted stating there is a complaint, informs him/her about Fair Process rights and the right to have a support person and/or advocate, encourages him/her to gather a support group, and negotiates a time and place to present the materials. No action may be taken to change the Conference relationship of the respondent without these materials.

E. Investigation may be undertaken by the respondent. Whatever evidence is necessary to respond to the complaint and its supporting material will be obtained. Witnesses and potential witnesses noted by the respondent may be interviewed.

F. The respondent reviews the evidence gathered and determines his/her response to the complaint which is given to the Recipient. *The Book of Discipline* ¶ 359 and ¶ 2701, protects the rights of the respondent.

1. If the respondent acknowledges guilt, then s/he may look at various options such as: entering into voluntary negotiations with the Recipient seeking mediation, remedial actions, withdrawal from ministry, or church trial.

2. If the respondent denies the complaint, the Recipient has the responsibility to: end the matter, refer it to the Pastor-Parish Relations Committee and/or to mediation by trained neutral third parties who are not members of the supervisory structure of the Conference for mediation, or forward the complaint (359.1d).

G. If the Recipient is unable to obtain a voluntary resolution satisfactory to all parties and a complaint is sent to the appropriate body, the administrative or judicial process of the church as set forth in *The Book of Discipline* will proceed. (¶359 and 2701).

III. Policy and Procedure Review

A. General Conditions

1. This Policy and Procedures Document becomes the Policy and Procedures of the Wisconsin Annual Conference when adopted by the Conference.

2. This Policy and Procedures will be superseded by *The Book of Discipline* at any points where they are in conflict with it.

3. When action is taken that appears to be in conflict with *The Book of Discipline*, clarification may be requested of the District Superintendent with appeal to the Bishop.

B. Review

1. This Policy and Procedures Document is open to annual review for improvement for effectiveness and to meet Conference needs as they continue to evolve in this area.

2. Suggestions for improvement are to be addressed to the Bishop who will direct them to the appropriate body for consideration and presentation to the succeeding Conference Session.

3. New interpretations of church law by the Judicial Council or changes by the General Conference will immediately be enforced by the Bishop, with notification to the Conference through normal channels. Those changes will be sent to the appropriate body for integration into this Policy and Procedures Document. (Updated 2002)

80.0.0 Policy for Clergy Time Away

80.1.1 All persons under appointment to local churches and agencies of the Conference are to have a minimum of one-month (4 Sundays) vacation, including those in part-time appointments.

80.1.2 All clergy are to have at least one full day (24 hours) a week for time off.

80.1.3 The time which the clergyperson spends in continuing education, the conference camping program, mission projects or youth/young adult ministry programs shall not be counted against vacation time.

90.0.0 Child Care Guidelines

Each Board or Agency shall set an amount for the projected child care reimbursement needed as a line item, considering its membership, meeting times and number of meetings, etc.

100.0.0 Pension Policy

100.1.0 Ministerial Pension Plan (MPP)

100.1.1 C**ontribution Base**. The Contribution Base shall be the Participant's Compensation, not to exceed the Denominational Average Compensation.

100.1.2 **Church Contribution Rate.** The Church Contribution Rate shall be 11% of the Contribution Base.

100.1.3 **Funding.** Funding for the MPP is by direct payment of each charge to the General Board of Pension and Health Benefits.

100.1.4 **Hardship Cases.** The Joint Board of Pensions, Insurance and Equitable Compensation will review needed financial assistance in the event of financial hardships.

100.2.0 Comprehensive Protection Plan (CPP)

100.2.1 **Remittance.** The Church Contribution shall be remitted monthly by the local church treasurer.

100.2.2 **Required Continued Participation.** The Conference elects to enroll or continue the participation of all participants in the following categories for which the Conference shall contribute 3.4% of the Denominational Average Compensation.

a. All Full and Associate members appointed to a sabbatical leave, for a maximum of one year.
b. All Full and Associate members appointed to attend school after having served under appointment in the Conference, other than an appointment to attend school, for a maximum of one year.

100.3.0 Other Individuals

100.3.1 Persons specified in this policy who are not covered under the CPP as a member of the Conference serving as pastors of local churches are considered Conference members for purposes of the CPP and the Basic Benefit Plan (BBP).

100.3.2 Student local pastors receiving minimum salary are covered under CPP and BBP, with premium payment made by the Conference.

100.3.3 Probationary members appointed to attend school may enroll in the BBP and pay their own premium.

100.3.4 Full members appointed to attend school continue to be covered under the CPP for one calendar year with the premium paid by the Conference, after which they may pay their own premium to continue coverage. Full members may continue coverage under the BBP by notifying the Director of Finance and Administration of their request, and paying the full premium cost.

100.3.5 Members on leave of absence will not be covered under the CPP.

100.3.6 Persons under episcopal appointment from another denomination who are not covered under their own denomination's plan, and who are receiving less than 60% of the United Methodist DAC, will receive BBP coverage with the premium paid by the Conference.

100.3.7 Persons serving full-time from another denomination shall have the local church served contribute pro-rata to their premium up to the current compensation rate. The Conference will pay the cost of disability and death benefit coverage not to exceed CPP cost.

100.3.8 BBP coverage is available, at the participant's cost, to persons retired under the 20 year rule who are ineligible for the CPP.

100.3.9 Members serving on Appointment Beyond the Local Church may participate, at their employer's expense, under CPP or BBP.

110.0.0 Equitable Compensation Policy

110.1.0 Formula.

The formula for establishing the minimum salary shall be the Minimum Salary for the previous year, plus the Cost of Living Factor determined by the Federal Government for Social Security purposes, plus 1%.

110.2.0 Eligibility

110.2.1 In situations where a less than full-time appointment is made, the Joint Board will, under the provisions of ¶333.2 of *The Book of Discipline*, consider a claim for salary support, provided the other requirements for such support are met. Part-time and student appointments will be supported using the same criteria as regular full-time appointments.

110.2.2 Churches/charges served by retired members of Conference who are appointed as supply pastors are not eligible for Equitable Salary support.

110.3.0 Equitable Compensation Level

110.3.1 The maximum amount of Equitable Compensation Support shall be 20% of the base salary of the pastor under appointment to that charge.

110.3.2 In extraordinary situations where the Bishop and Cabinet find it advisable to make an appointment requiring Equitable Salary Compensation beyond the 20% maximum this may be granted upon request of the Cabinet and approval of the Joint Board.

110.3.3 All requests made for Equitable Compensation Support will be tied to the amount of apportionments paid by the charge. If all other circumstances of the request are in order, the following rules will apply:

a. Charges that have paid 100% of their previous year's apportionments before the cut-off date set by the treasurer's office will receive 100% of their Equitable Compensation request for both salary and pension.

b. Charges who have paid less than 100% of their previous year's apportionments before the cut-off date set by the treasurer's office will receive a reduced amount based on the following equation:

1. January-June: Amount received will equal the monthly amount approved multiplied by the percent of the previous year's apportionments paid by the cut-off date.
2. July-December: The current year's apportionment payments will be evaluated. The amount paid by June 30 of the current year will be annualized to reflect a full twelve month period, and the percent of total apportionments paid for the current year will be calculated based on this amount. If this calculation equals 100%, then the monthly amount paid will equal the monthly amount originally approved. In addition, catch-up payments will be made to bring the total annual amount paid equal to the total annual amount approved. If the calculation is less than 100%, then the amount paid will continue at the same rate paid during the first six months of the year.

These rules will apply to all charges requesting Equitable Compensation. However, the Committee on Equitable Compensation reserves the right to grant exceptions to these rules when special circumstances arise.

110.4.0 Continuation of Equitable Compensation

110.4.1 A charge may normally receive Equitable Compensation support for no more than five consecutive years, with an annual reduction of 20% of the original request each year.

110.4.2 If the Bishop and Cabinet find it advisable to continue an appointment requiring Equitable Compensation beyond the normal schedule of five consecutive years, this may be granted upon request of the Cabinet and approval by the Commission, for a maximum of three (3) additional years.

120.0.0 Group Health Insurance Policy

120.1.1 **Participation.** Beginning January 1, 1999 all 3/4 and full-time pastoral charges and pastors are required to participate in the health insurance plan.

120.1.2 **Church Contributions.** Beginning January 1, 2003 churches shall contribute at least 72% of monthly universal premium for every person under appointment that is serving at least ¾ time in the local church. All participating pastoral charges will pay the same premium for every pastor, regardless of single or married status, or number of dependents.

120.1.3 **Premium Changes.** The Joint Board of Pensions, Insurance and Equitable Compensation shall adjust the premium rates when financially necessary.

120.1.4 **Lay employees** of the Conference and the local churches may be enrolled into the Conference Group Insurance Program. Such employees must work 30 hours per week or more. Local churches will be billed for 100% of applicable premium per employee. Enrollment must be within 30 days of employment.

120.1.5 **Surviving spouse of an Active Clergy Person**. In the event of the death of a fulltime, active (not retired), clergy member under appointment serving a local charge in the Wisconsin Conference and enrolled in the Conference Health Insurance Plan at the time of death, at the request of the District Superintendent the Joint Board will pay from the Emergency Hardship Account the total health insurance premiums in full for three months and will pay 50% of the premiums for nine additional months for surviving spouse and dependent children. Following this twelve-month period, the surviving spouse is eligible to participate in the Conference Health Insurance Plan, and shall receive a subsidy equal to the amount that a surviving spouse would receive if the clergy had died during retirement after age 65. Such payment shall come from the Emergency Hardship account.

120.1.6 The Wisconsin Annual Conference will fund retiree health insurance premiums for participating pastors and laity who are formally retiring after December 31, 1998, based on years of service in the United Methodist or other Methodist denominations as outlined below. (Those who retired on or before December 31, 1998 will be treated as having at least 25 years of service.)

a. Beginning January 1, 2005 the Wisconsin Conference will subsidize 65% of the Medicare Supplement premium for the eligible retirees and their spouses who are 65 years of age and older and the retiree entered the retired relationship with at least 25 years of service. The retiree must be 65 years of age or older for the spouse's coverage to be subsidized.

b. Beginning January 1, 2005 the Wisconsin Conference will subsidize 22% of the active premium for eligible retirees and their spouses who are less than 65 years of age and the retiree entered the retired relationship prior to January 1, 2002 with at least 25 years of service.

c. For eligible retirees with fewer than 25 years of participation, the percentage subsidized by the Wisconsin Conference for eligible retirees and their spouses will be as presented in the tables (below), rounded to the nearest whole percent.

RETIREE'S HEALTH INSURANCE PREMIUMS		
Age at Year of Retirement	**Without Medicare**	**Conference Pays with Medicare**
Less than 60 years of age	1-9 years of service = 0% 10 and above = .6% per year of service Maximum of 15% of premium	1-9 years of service. = 0% 10 and above = 2.6% per year of service Maximum of 65 % of premium
60 – 64 years of age	1-9 years of service = 0% 10 and above = .9% per year of service Maximum of 22% of premium	1-9 years of service = 0% 10 and above = 2.6% per year of service Maximum of 65 % of premium
65 years and above	1-9 years of service = 0% 10 and above = .9% per year of participation Maximum of 22% of premium	1-9 Years of Part. = 0% 10 and above = 2.6% per year of participation Maximum of 65 % of premium
Participation = participation in Conference Group Health Insurance Plan		

This policy will be phased in over a 5 year period of time; the phase-in will be as follows:

Retiree Premium Payment Phase-In		
Year	**Proportion From Existing Policy**	**Proportion From New Policy**
1999	80%	20%
2000	60%	40%
2001	40%	60%
2002	20%	80%
2003	0%	100%

120.1.6 For clergy or lay employees of the Wisconsin Annual Conference retiring after December 31, 2001, the conference will not provide any funding of health insurance premiums for retirees or their spouses until the retiree reaches 65 years of age.

120.1.7 Retirees must have a minimum 5 consecutive years of qualified participation with the Wisconsin Conference group health insurance plan immediately prior to retirement to be eligible for retiree coverage.

130.0.0 Church Facilities Policy

130.1.0 Minimum Standards Local churches in the Wisconsin Conference will meet the following minimum standards:

a. Indoor plumbing/restroom, running water with at least one flush toilet
b. Electricity which meets building code
c. A heating system with thermostat
d. Handicap accessibility to building code

130.2.0 Remedial Funding

Local churches which do not meet these standards may apply to the Conference Trustees for supplemental financial assistance to correct deficiencies. A church requesting assistance must participate in the cost through a minimum 1/3 matching funds, or equivalent labor and materials. Churches requesting assistance with improvements will be required to submit the results of a structural inspection by a Wisconsin certified inspector to verify the soundness of the building, along with a copy of their treasurer's report and audit. Priority will be given to requests in descending order of the minimum standards listed. Requests for financial assistance are to be submitted to the Conference Trustees by April 1, with grants for approved projects released by May 1, each Conference year.

140.0.0 General and Jurisdictional Conference Delegations

140.1.0 Nominations and Elections:

Lay and clergy United Methodists of Wisconsin who are interested in election as General and Jurisdictional Conference Delegates may submit brief biographical sketches of themselves which will be distributed by the Conference Secretary in the pre-Conference materials. The Conference Secretary shall present the balloting procedures during the opening plenary of an election year session for adoption by the Annual Conference.

140.2.0 Organization of Delegation:

Following election of the General and Jurisdictional Conference delegates, the Bishop or a person designated by him/her shall convene such delegation, including the reserve delegates to Jurisdictional Conference, at a time and place set by the convener. The convener shall preside at this delegation organizational meeting until a chairperson of the delegation is elected. Travel expenses for delegation meetings shall be paid from the budget for Conference Administration.

MEMOIRS
2003-2004

Clergy

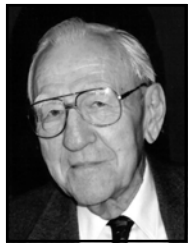
Edith-Mary Ash

Edith-Mary Ash lived her life with joy in the Lord and love for all God's people. She went to her heavenly home April 24, 2004. She graduated from Elroy High School in 1940 and kept in touch with many of her classmates through the years.

Edith-Mary served God throughout her life. She was ordained as a "Local Deacon" in 1972. She was always enthusiastic about life and was ever watchful for what God was doing in the lives of people. Her delight in the Lord was obvious to anyone who talked to her for more than two minutes. When she said she would hold someone or something in prayer, she didn't just offer a brief petition to God, she grabbed those people and carried them to the heavenly throne in prayer and wouldn't let go.

Living in Elroy, Wisconsin, Edith-Mary worked in the Elroy Church wherever there was a need or a task to be done, from the folding of the newsletters to providing pulpit supply when pastors were on vacation. She worked on the Pastoral Care Council at St. Joseph's Community Health Services in Hillsboro, Wisconsin as one of the chaplains serving the hospital and the nursing home. Wherever there was a need, Edith-Mary felt it was her privilege to help, from the Elroy Food Council to the Juneau County Aging Coalition. Her strong faith in God and clear love for people touched many lives. Now her friends are assured that they are still held in her love and prayers; it is just that she now offers them from God's throne room.

Bernard "Ben" Bartel



The Rev. Bernard "Ben" Bartel passed into the Great Beyond on November 7, 2003 in Madison at the age of 89, following heart surgery. He was born on April 23, 1914 near Wautoma, a son of Fred and Martha Bandt Bartel.

After attending a one-room rural school, he attended and graduated from Wautoma High School. The following year he attended the Waushara County Normal School, receiving a certificate to teach in elementary education. After teaching briefly in a rural school, he attended North Central College in Naperville, Illinois where he earned a Bachelor of Arts degree. The next three years were spent attending the Evangelical Theological Seminary in Naperville where he earned a Master of Divinity degree. Ben spent the next 23 years in the ministry of the Evangelical United Brethren Church, serving Faith EUB in Milwaukee (1938-1940), Zion EUB in Beaver Dam (1940-1943), First Evangelical EUB in Madison (1943-1956), Monroe (1956-1960), and Oak Creek (1960-1963).

After earning a Master of Science degree from the University of Wisconsin in the School of Education, he changed professions. The focus of this degree was on special education, in meeting the educational needs of the mentally challenged. He was also interested in understanding and meeting the needs of parents of the mentally challenged children. He worked in the Milwaukee County Schools. After taking additional training at Marquette University and the University of Chicago, the State of Wisconsin granted him a license as a psychologist. He spent the next 17 years working in state institutions and in public schools. Summer vacations were frequently spent at Southern Colony in Union Grove, a state sponsored institution for mentally

challenged persons. After several years he moved to Madison where he worked in the Cooperative Educational Service Agency. At the time of his retirement he worked in the McFarland and River Valley School Districts. He especially enjoyed working with troubled middle school pupils. Ben spent his entire lifetime on vocations that sought to help people.

Over the years Ben was a member of the Wisconsin School Psychologist Association; the Downtown Kiwanis Club; a former board member of MARC; and a life member of the Olbrich Botanical Society. During his presidency of the Olbrich Botanical Society expansion plans were begun, resulting in the building of the Conservatory, the Evjue Commons, a library and adjoining rooms.

Retirement was a special time for Ben. He firmly believed that unless elderly people continue to stimulate their minds, they will loose the skills they once had. He was still taking courses at Madison Area Technical College at the time of his passing.

His hobbies kept him busy year around. Growing dahlias occupied more of his time than his other interests. He enjoyed sharing his favorite flower with others and providing altar arrangements at First UMC during the fall. Both he and his wife, LaVerne, enjoyed competing in local, regional and national dahlia shows. Ben won the over-all sweepstakes award at the National Show in St. Louis in 1985. He had the best dahlia photograph at the National Show in Akron, Ohio in September, 2003. He received the American Dahlia Society Gold Medal, its highest award, in 2001 for outstanding contributions to dahlia culture.

Woodworking was another hobby that he enjoyed, especially if the wood came from trees grown on the family farm. He always looked forward to deer hunting on the Bartel Homestead. Ben was fond of trying to outsmart the lake trout in Green Lake, where he had a cottage. Photography also played an important role in his life. Many of his dahlia pictures were used on covers of the National Dahlia Society Bulletin. Ben never forgot his boyhood roots. One of his favorite pastimes was driving his restored Farmall tractor over the acres of the family farm he once worked with horses as a teenager.

Ben touched the lives of many. He is survived by his wife, LaVerne, three sons: Bruce, Timothy and Jon; seven grandchildren and one great grandchild.

S. Stephen Foster

Rev. S. Stephen Foster was serving as pastor of the Wesley United Methodist Church in Wausau, when he died unexpectedly on January 7, 2004. He suffered a heart attack while snorkeling on vacation in Mexico. He was 62. He was born in West Allis on November 3, 1941, the son of Samuel L. and Mary Foster. On June 15, 1963 he married Sherian Wilson in Bloomington, Minnesota.

Although he stood only 5 foot 4 inches tall, Foster had a booming voice that reached into the depths of a person's soul and touched the gates of heaven. "You could tell that it wasn't a guy singing a song – he was really feeling it," said his daughter Becky. He combined a personal touch and outgoing nature with an abundance of joy and energy to draw people to him, and as a result closer to God. He had a kind heart, a big smile and was willing to help anyone and everyone.

He entered the ordained ministry through the East Wisconsin Conference as a deacon in 1966, and was ordained an elder in 1967. He assisted at the churches in Minocqua and Mercer during the summers of 1966 and 1967, while he attended Asbury Seminary in Wilmore, Kentucky during the school year. He served in Elm Grove from 1969 to 1973, then the New Hope Larger Parish from 1973 to 1976. He was an Assistant Professor of Religion at Hamline University in

St. Paul, Minnesota during the 1976/1977 academic year. He returned to parish ministry, serving the churches of Ashland, Sanborn and Odanah between 1977 and 1987. In 1987 he moved to Lodi, serving there for eight years.

He was the pastor at Faith UMC in Neenah from 1995 until 2001. He began his pastoral work at Wesley UMC in Wausau in June of 2001.

In addition to his love for Christ and his family, Steve loved the outdoors and skied down the slopes of Granite Peak Ski Area as often as possible. One Christmas when he desperately wanted a bicycle, his parents gave him skis. As unhappy as he was at the moment, it became a lifelong love. Hugs, laughter and smiles were staples of daily life in the Foster family and reflected Steve's joy in the Lord everywhere he went.

He is in his heavenly home, but survived by his family: his wife Sherian and their four children, David (Meg) Foster, Tracy (Paul) Foster, Don Foster and Becky Foster, and four grandchildren.

Lowell L. Reykdal, Sr.

Rev. Lowell L. Reykdal, Sr. finished his earthly travels and went Home on August 12, 2003. He passed away at the hospital in Tomahawk, Wisconsin at the age of 91. Lowell Lawrence Reykdal was born June 5, 1912 in Lamartine, Wisconsin. He graduated from Neenah High School in 1930, received his Bachelor of Arts degree in 1934 from Lawrence College and his Bachelor of Divinity degree from Garrett Seminary in 1937. He married Margaret Faye Hahn on July 24, 1942, and they traveled together through 61 years of marriage. He entered pastoral ministry through the East Wisconsin Conference and served churches in Bear Creek (1931 – 1932), Weyauwega (1932 – 1937), Manawa (1937 – 1940), Greenbush and Glen Beulah (1940 – 1943), Yorkville and Franksville (1943 – 1947), Oshkosh: First (1947 – 1955), Lake Geneva (1955 – 1957), Antigo and Mattoon (1957 – 1963), Watertown (1963 – 1967). He transferred to the West Wisconsin Conference and served churches in Barron (1967 – 1972), and Whitehall, Arcadia and Montana (1975 – 1978). Lowell had only good things to say about each and every church. He was a director of a Jr. High Camp at Camp Byron for five summers (1940 to 1945), and was the volunteer Conference Youth Director from 1945 to 1947. He was also a Conference Laboratory School Director for four years.

The Reykdal family liked to travel. When their sons, Lowell Jr., Howard, Philip and Clifford were young, they camped in each of the 50 States. After the boys grew up and left home, Lowell and Margaret continued to camp, and they went on two cruises and three trips overseas.

In 1978 Lowell retired to their home on Deer Lake. Lowell did a lot of substitute preaching and fishing. He was busy with many repair and remodeling projects at the house, including the building of a new deck. He also made beautiful 'old stamp covered' wastebaskets. He liked to read, and did more during the later part of his 28 years of retirement. He especially enjoyed E. Stanley Jones' books.

He is survived by his wife, Margaret and their extended family, who continue to travel faithfully until they meet again in glory.

Eldon L. Riggs. Jr.

Rev. Eldon Riggs passed away peaceably into the arms of Jesus on July 24, 2003 of injuries suffered when he was hit by an automobile while riding his scooter two weeks earlier. He was 80 years old and had been living in Waupaca since his retirement in 1985. He was born November 24, 1922 in Witchita, Kansas and grew up in Muskogee, Oklahoma.

Eldon enlisted in the U.S. Coast Guard during World War II. While serving in Newfoundland, Canada, he met Kay Whiffen. They were married on February 12, 1946 in Bonivista, Newfoundland. He received his undergraduate degree at Ohio Northern College in Ada, Ohio, and his Masters of Divinity at Garrett Seminary in Evanston, Illinois. He was ordained a deacon in 1952 and an elder in 1957, and began his pastoral ministry in the Ohio Conference, serving the churches in Marseilles, Wesley Chapel and Salem from 1949 to 1953. He transferred to the Des Moines Conference and served the Musserville and Island charge from 1953 to 1955. After transferring to the East Wisconsin Conference he served the churches at Plover and Buena Vista (1955-1958), Algoma and West Kewaunee (1958-1962), Evansville (1962-1967), and Oneida and Angelica from 1967 until his retirement in 1985.

His favorite pastimes included spending time outdoors, riding his motorcycle, wood cutting, exercising at the Waupaca Fitness Center, performing weddings and spending time with his family and friends. Survivors include his wife, Kay Riggs, three daughters and two sons-in-law: Shirran (Richard) Rabenhorst, RuthAnn (Ken) Voelz, and Beth Tiederman and his five wonderful grandchildren. He was a man of great faith, who lived it and shared it.

Clergy Spouses

Nona Agema

Nona Agema, age 90, formerly of Altoona and Augusta, passed away on February 19, 2004 at Heritage Nursing Home in Rice Lake. Nona, a daughter of Jacob and Amelia Ostrander, was born November 2, 1913 in Boscobel and there married George Agema on June 10, 1934. The couple lived the first 30 years of their married life in Augusta, Menomonie and Hudson. After her husband attended seminary in Evanston, the couple moved to Altoona, where George served as pastor in the United Methodist Churches in Altoona and Lake Hallie from 1963 until his retirement in 1975. Rev. Agema and Nona were beloved by the parishioners they generously served. After retirement, the Agemas moved back to Augusta. Her husband passed away shortly after that, on February 22, 1998. Nona had been a resident of the nursing home for the last year of her life.

For nearly 70 years, Nona was a member of the Rebekah Lodge, serving in various local and state offices. She served eight years as the camp manager at the Odd Fellows and Rebekah's Youth Camp in Waupaca.

She is survived by her son, Rev. Larry Agema, of Eau Claire; and two daughters, Marie Olson of Webster, and Karen Furlong of Andover, Minnesota, six grandchildren and thirteen great grandchildren.

Marilyn Callahan

Marilyn Callahan, age 58, passed away on August 26, 2003 in Lancaster, Wisconsin. She was born in Ames, Iowa on November 21, 1944. She married Tom Callahan on June 26, 1965.

Marilyn was a gifted pianist and served the church for many years through her music. Tom answered the call to ordained ministry and began serving churches in 1990. Even before this Marilyn had been serving as church pianist and she continued to play at many of the churches to which Tom was appointed. Together they were in ministry at Soldiers Grove, North Clayton and Readstown (1990 – 1994), Algoma and West Kewanee (1994 – 1997), Zion in Chippewa Falls (1997 – 2002), and Lancaster since 2002. She has served churches as chairperson of Evangelism and Social Concerns. She was always involved in working for the rights of minorities. In the United Methodist Women, she served as president, and on the district level. She also served as a member of the Chippewa District Council on Ministries. On the conference level she served on the Commission of Religion and Race.

Besides her love of music, Marilyn enjoyed doing many crafts such as stamping, crocheting, knitting, etc. She deeply loved her Lord and her family. She is survived by her husband, Tom, and her grown children, Patrick and Jennifer, and three grandchildren. She was preceded in death by her parents and one grandchild.

Sheila Ann Ross Doering

Sheila was born April 3, 1925, the eldest child of her Scottish father, Alexander Ross, and her English mother, Ann Jennings Ross, in Knutsford, Cheshire, England. She came to the end of her 78 year walk on the narrow way that leads to life in Jesus Christ on December 23, 2003, and was greeted by Jesus with the words, 'Come on home, dear child of my heart.'

What a gift of God Sheila was to everyone whom she touched: her British family and friends, her husband, Rev. Paul H. Doering, their three sons, Donald, Malcolm, and David, and their families, including the 6 grandchildren. As faithful helpmate she worked with Paul serving with love the congregations in Belmont and Whig (1956-1960), Loyal and York Center (1960-1966), and Ladysmith, Tony and Glen Flora (1966-1983). After Paul retired in1983, they continued to minister in churches in Iron Mountain and Quinesee Michigan (1983-1984), in the Boyceville Charge (1984-1985), in the Whitehall Charge (1985-1987) and in Knapp (1990-1993).

She blessed many lives with God's love and grace, including her many American friends, students, colleagues, retired teachers, sorority sisters and brothers, her fellow writers, and her church families. Sheila Ann Ross Doering was faithful to the end of her earthly journey as a pilgrim 'just-a-passin'-through'.

Mary M. Fritz

Mary M. Fritz died February 19, 2004 at the age of 97 in Lakeland, Florida where she had been living since 1966. She was born on February 7, 1907 in Rush Lake, Wisconsin, the daughter of Fred and Elizabeth Betry. She graduated from the Berlin, Wisconsin Normal School.

She was a Certified Occupational Therapist and a teacher at the Fairwater Elementary School from 1924 until 1931. She married Rev. Clifford M. Fritz on June 16, 1931 in a country church near Ripon.

Mary was very actively involved in all the local churches that Clifford served. These included Elo and Rosendale; Hebron, Peasant Valley and Siloam; Delavan and Allen Grove; Stevens Point; and West Allis: First. She had served on the local, district and conference levels of the United Methodist Women. After Clifford's retirement in 1969, the couple moved to Lakeland, Florida, and become active in the community there.

In the mid to late 1960's she was the Program Director at Methodist Manor in West Allis. She used her Occupational Therapy training and skills with senior citizens in both Wisconsin and Florida. She also served as Activities Director for seniors at the Methodist Conference Center and Camp Leesburg in Florida.

Her husband, Clifford who passed away September 24, 1977, and their two sons, Donald and Roger, preceded her in death. She is survived by seven grandchildren and nine great grandchildren.

Kathryn Harvey

Kathryn Harvey, wife of retired minister, Rev. Elmer Harvey, passed away on April 19, 2004. Her funeral service was held at Algoma Boulevard United Methodist Church in Oshkosh with a later memorial service held at Evergreen Retirement Community.

Kathryn Pearson married Rev. Elmer R. Harvey on June 24, 1938. Their two daughters are Susan Kay Harvey Flanders and Sally Lee Harvey. Elmer served as the Administrator of Bellin Memorial Hospital in Green Bay for 10 years and then as the Administrator for Evergreen Manor Retirement Home from 1967 until his retirement in 1975. No further information was available at the time the Journal was printed.

Carol E. Rothgeb Kohlhepp

Carol E. Kohlhepp died on December 17, 2003 at Walker Methodist Health Care in Minneapolis, Minnesota. She had suffered a severe stroke in August and died at the age of 69. Carol Eileen Rothgeb was born on April 10, 1934 in Toledo, Ohio, the daughter of Rev. Earl and Pearl Rothgeb. Her grandfather, Rev. Will Zeller, served Evangelical Churches in Wisconsin until his retirement in 1940.

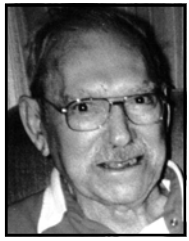
Carol met her future husband, Rev. Glenn O. Kohlhepp, at North Central College in Naperville, Illinois. They were married on August 27, 1955 in Greensburg, Ohio. She was a faithful companion to her husband as they served pastorates at Tomah and Tunnel City (1957-1964); Elk Mound and Iron Creek (1964-1968); Concordia in Prairie de Sac (1968-1979); Marion and Wittenberg (1979-1984); Berlin (1984-1993); and Lancaster (1993-1996). She was active in all the local churches to which her husband was appointed. In addition, she held offices in the United Methodist Women on the

local, district and conference levels, including active roles in annual Schools of Christian Mission. She was instrumental in developing and directing a Children's Mission Study Camp to coincide with the Annual School of Christian Mission.

She served as secretary of the Conference Council on Ministries for a quadrennium, as well as serving on the Boards of Christian Education and Higher Education. She also served as camp counselor for many years.

Following her husband's retirement in 1996, they moved to Bryan, Texas, where she continued to be an active volunteer for sharing the Good News of God's love in United Methodist Women, at Crestview Retirement Community, at Hospice, at Habitat for Humanity, and at the Wesley Foundation for students at Texas A&M University in College Station, Texas. Carol thoroughly enjoyed antique shopping, which gave birth to collections of angels, stamps and 'depression glass.' She also found pleasure in gardening and took pride in her flowers. Her favorite red and white roses were present at the services of Thanksgiving and Celebration held in her memory in Bryan, Texas and at Concordia UMC in Prairie du Sac. She is survived by Glenn, her husband of 48 years, and their son, Lyle.

Melvin Emery Waldron



Melvin Emery Waldron, age 85, passed away on June 25, 2003 at Vernon Manor in Viroqua. Mel was born in Youngstown, Illinois on March 21, 1918, the son of Emery and Ethel Waldron. Mel married Florence Beatrice Ulm on October 7, 1939 in Davenport, Iowa. She preceded him in death in 1982. On July 2, 1988, Mel married Jean Lesley Weatherbie Ott in Colorado Springs, Colorado.

Mel worked as a stripminer for 39 years for Midland Coal and drove school bus for many years before retiring. Mel was a member of the London Mills UMC, serving as Chair of the Board, Trustee, Adult Bible study leader, President of the Senior Citizens, and church maintenance man. He was a former Mayor of London Mills for four years; President of the Homecoming Committee and volunteer fireman. Mel enjoyed playing baseball, fishing, and gardening. In 1936, Mel was the high school baseball pitcher when the school team advanced to the State Tournament. He was active in the Future Farmers of America in school.

He is survived by his wife, Rev. Jean Waldron of La Farge, five children, Carol Day of Abingdon, IL, Jeffrey of Redlands, CA, and Paula Waldron of Galesburg, IL. Stepson Jason Ott of Hemet, CA, and stepdaughter Debra Miller of Fort Wainwright, AL., seven grandchildren and ten great grandchildren.

Roxanne Conrad Webster

Roxanne Conrad Webster died on January 27, 2004 at her home in Ladysmith of ovarian cancer. She was 49. Roxanne Conrad was born on January 19, 1955 in Waukesha, the daughter of Delbert and Beverly Conrad. She graduated from Waukesha High School in 1973 and attended the University of Wisconsin-Superior, where she graduated with a Bachelor of Science degree in Psychology in 1976. While at Central UMC in Superior, Roxanne was a Sunday School teacher and a Jr. High United Methodist Youth Fellowship advisor. She and Paul L. Webster were married in Superior on January 21, 1978.

Roxanne and Paul served in the United States Peace Corps in Guatemala

from 1980 to 1984, where she organized and advised 4-H clubs for village girls. Roxanne taught sewing, crocheting, nutrition, childcare, food preparation, and recreational skills to many dozens of girls and young women.

In 1984, Roxanne returned to the United States where she served as Social Worker for the Glenhaven Nursing Home in Glenwood City. Roxanne she was also a foster parent for many children in St. Croix County. She and Paul adopted their daughter, Summer, during this time. She was active in the Forest UMC (Willow River Parish) as a Lay Member of Annual Conference and in the local United Methodist Women. She was also an officer on the Chippewa District of the United Methodist Women.

In 1992, Roxanne again answered the call to mission. Paul and Roxanne were commissioned missionaries with the United Methodist Church where they were to serve the rural poor in Zaire (now the Democratic Republic of Congo) and Zambia. Roxanne continued in her missionary work until illness forced her to leave Africa. In 2003, Roxanne came to Ladysmith, where Paul was appointed as pastor. There she joined the Faith United Methodist Church.

Roxanne's last greatest joy was the birth of her grandson, Aaron Bradley in September, 2003. Roxanne was a quiet, fun-loving individual who saw only the good in people. She enjoyed her involvement in politics. She also liked to do crossword puzzles and trivia games. She read literature and art history. She was a person of great internal strength, patience, and courage. Death was only the last of many adventures she faced with optimism and expectation.

Bernita Mae Whitney

Bernita Whitney died on September 21, 2003 at Dove Healthcare in Glendale, Wisconsin at the age of 88. She was born on May 16, 1915 in Herrick, South Dakota. She graduated from Dakota Wesleyan College and taught elementary school in St. Charles, South Dakota and Ida Grove, Iowa. She married Kenneth E. Whitney on May 25, 1938. Kenneth was appointed to serve churches in South Dakota, Iowa, and these United Methodist Churches in Wisconsin: Bashford in Madison (1952-1962), Trinity in Beaver Dam (1962-1964), Fort Atkinson (1964-1969), and Summerfield in Milwaukee (1969-1974). Bernita was very active in all these churches. She taught Sunday School for many years and was active throughout her life with the United Methodist Women. She often worked in the church office of the churches served by her husband.

Bernita was an excellent seamstress and interior decorator. She was a wonderful and loving wife, mother, grandmother and great grandmother.

She is survived by their one child, H. Ann (Rev. Richard) Jones and two granddaughters, Julie (Dr. Robert) Whitney and Rev. Lori Lossie. She has five great grandchildren. Her husband preceded her in death on September 29, 1999.

Lay Members and Others

Donald L. Erickson

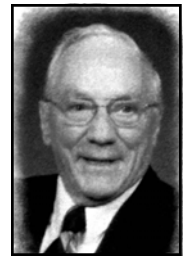
Donald Erickson died May 31, 2004 at his home at the age of 69. Don was born October 17, 1934 in Menomonie to Raymond and Agnes Erickson. He graduated from Menomonie High School in 1952, and enlisted in the Army. He served in Korea from 1952 to 1955. Don attended UW-Stout after being discharged from the Army, and graduated in 1959.

Don married Vivian Albright on June 19, 1957 at Tainter UMC. He worked for Flint Printing Company for 33 years and the Dunn County Reminder, retiring in 1966. Don was an active member of Tainter UMC, serving as church treasurer form many years, teaching Sunday School for over 40 years, and was the chair of the finance committee. He was a licensed lay speaker, doing pulpit supply in area churches. He served as Lay Member of Annual Conference several times and was a district president of the United Methodist Men.

He was also a registered Scouter for over 50 years, serving as Cub Master, Webelos leader and an assistant Scout Master. He held district offices in Boy Scouts and received the Silver Beaver award.

Don was devoted to his family, church and Scouting. He especially cherished his four children, ten grandchildren and his great grandson.

George V. Hanson



George Hanson, age 82, was found dead and covered with snow in his backyard on January 27, 2004. He was born in Racine, September 6, 1921, son of Ole and Adelyn (Veth) Hanson, and had been a lifelong resident of Racine.

He graduated from Park High School in 1939 and earned a degree in Journalism from the University of Wisconsin in 1948. During World War II, George served three years in the Navy as a lieutenant (junior grade) assigned to amphibious duty in the Pacific Theater.

He worked with the Racine Journal Times for over 35 years until his retirement in 1981. He began by covering sports for the first few years and then moved to general news reporting. His assignments included the police and county government beats and he wrote of education, medicine and religion before being named city editor in 1959. He became managing editor in 1969 and served there until his retirement.

He was an active member of First United Methodist Church of Racine and served in many capacities over the years, including being a Lay Member of Annual Conference. He also was a volunteer with Respite services and Ridgewood Care Center. He was described as “a volunteer organization’s dream” because of his generosity and enthusiasm. “I volunteer because I feel like I’m doing something worthwhile and meeting new people.” George said. He will be sadly missed by many.

Eldred L. Miertz

Eldred L. Miertz awoke in heaven September 18, 2003 at the age of 87. He was born October 21, 1915 in Milwaukee.

He represented his beloved Zion United Methodist Church as a Lay Member of Annual Conference for several years. He was a 'table parent' for the Wednesday night children's group and was a leading mischief-maker in the back row of the choir. He led weekly Bible Studies, and served his guests "killer desserts" on his night to host.

He loved vacations in Myrtle Beach, breakfasts at Cracker Barrel, and the lasagna at Mama Mia's. He enjoyed crossword puzzles, "Jeopardy", and speed-reading hundreds of books. He cheered the Packers, suffered with the Brewers, and was fascinated by boxing. He was the champion of table games, from "Uno" to "Rook". He loved to entertain and laughter was as plentiful as his home-cooked meals and his newest baking achievement. His Christmas card list was long, and his letters were filled with the latest family news. He spent a long winter living in a summer cottage while the house he had purchased for $4,000 at a 1949 auction underwent a second remodeling. He grew tomatoes, loved to watch the geese, and proudly wore a T-shirt bearing a picture of his cat Buzzy, whom he bottle-fed from a tiny kitten into a well-nourished cat which he declared to be "all-muscle".

Eldered could vividly recall the sound of church bells announcing the end of World War I, the Great Depression, and the dark days of World War II. His early years were difficult: his parents unable to care for him, two years in the County Children's Home, and teenage years spent as a farm hand in a foster home while not being allowed to attend high school despite his gift for learning. World War II took him to Normandy one month after D-Day, and his was in the Battle of the Bulge. It was while he was in Normandy that he felt God's call following a Sunday Service in an apple orchard.

These early experiences helped define his priorities. His love of God came first, and once home, he became a member of Zion Church in Colgate, a membership that he held for more than 50 years. Through the years he was a trustee, lay leader, choir member, youth counselor and Children's Sunday School Superintendent including writing and directing many Christmas Pageants, complete with special lighting effects.

Eldred married Grace Elizabeth Busse on December 31, 1946 and for 56 years they made a loving home. As a family man, he was determined to give his two daughters, Margie and Nancy (Schuster), not only the material things he never had, but also the attentive love of an involved father. He worked as a welder most of his life, but always made time for family vacations, swimming and sledding with his children, and helping with school and 4-H projects. His house was always open to family and friends. When Grace was stricken with rheumatoid arthritis in the 1960's, he learned to cook and clean. During her last illness in 1993, he was never far from her side during many months of hospital and nursing home care; despite his own comeback from quintuple bypass surgery two years earlier.

Eldred looked forward to heaven, but lived a full life in the remaining 10 years. He often spoke of his faith in his Lord and Savior. When God called him home, the outpouring of love from his many friends and church family was a witness to how many live he had touched with his kind spirit, wise counsel, sense of humor and big smile.

Evelyn Rose Moede

Evelyn R. Moede, age 84, of Reedsville, died unexpectedly on Feb. 13, 2004. She was born on Nov. 28, 1919 to Edward and Ella Streckert in the town of Eaton. Evelyn graduated from Kiel High School in 1937, and from UW-Milwaukee in 1941. She married Leslie Moede on Sept. 17, 1949.

She taught elementary school in Rhinelander, West Bend, Appleton and Reedsville, where she served as principal from 1968 to 1982. Evelyn held about every position in the church, including Sunday school superintendent, teacher, lay leader, various positions on the Administrative Board, Pastor-Parish Relations Committee and Lay Member of Annual Conference. She also took an active part in many Bible Study groups. The church was her life. She was an amazing, loving and devoted mother, wife, sister and friend. She was also a member of the Maple Rock Homemakers, American Legion Auxiliary, Manitowoc County Retired Educators Association, and was named Citizen of the Year by the Reedsville Lions Club.

Evelyn loved to spend time with her children, Bruce, Douglas and Mary (Pohl), 4 grandchildren and 3 great grandchildren. She volunteered many hours reading to the Head Start classes, serving meals to the elderly, serving as a tour guide at Pinecrest Historical Village, and also baking, canning and making meals for many neighbors and friends. She enjoyed gardening, reading, playing golf and spending winters in Arizona. Evelyn touched many lives in so many loving ways. Many have been richly blessed for having had the chance to know and love her. Her husband, children, grandchildren, great grandchildren and many, many friends will sadly miss her.

Hattie Rambo Polzin

Hattie R. Polzin went home to be with her Lord peacefully on December 31, 2003 after living through many changes during her 101 years. 13 presidents have held office during her lifetime. Hattie was born on July 20, 1902, near Big Falls, Wisconsin, the oldest of the eight children of Isabelle and Hans Rambo. The family lived on a farm with no electricity, plumbing or running water. Hattie worked hard as a child, milking cows and doing fieldwork with horse-drawn equipment. She attended a 3-room school with 1st through 9th grades. She lived 2 ¼ miles away, which meant she walked there and back most days except in winter, when they were sometimes taken to school by horse-drawn sleigh. When the weather was really bad, she stayed with her grandparents who lived in Big Falls. After completing grade school, she graduated from business college in Wausau in 1919. She was employed in the office at Marathon Shoe Company in Wausau.

She married Harvey Polzin on October 21, 1922. They lived in Big Falls until 1928, when they moved to Poysippi. The family moved to Plainfield between Christmas and New Years in 1929, where they spent the rest of their lives. They had six children: John, Ruth Stream, Eugene, Rosemary Schumann, Carol Odeen and Douglas.

Hattie taught Sunday School in the Plainfield United Methodist Church for 50 years and sang in the choir for 68 years. She was always active in the women's groups in the church and was church financial secretary and Lay Member of Annual Conference for many years. She was a member of the Order of the Eastern Star for 81 years. She was active in the County Homemakers, Plainfield Women's Club, Plainfield Senior Citizens and the VFW Auxiliary.

Hattie took many trips and tours with the Eastern Star during her life and, in her later years,

traveled with her son Doug and his family. She loved to travel and enjoyed every trip, especially from the front seat of the motor home! Rosemaling was one of her hobbies, and she belonged to the Waushara rosemaling group out of Wautoma. She made dozens of quilts. Many babies born in Plainfield and in the family were wrapped in one of Hattie's quilts. She had 22 grandchildren, 21 great grandchildren and 2 great, great grandchildren.

Hattie lived her life for her church and as she thought God would have wanted her to live. She was beloved by her entire family and by many foster children and the community and church family of which she was an active part, and will be missed by all.

Betty J. Thompson

Betty J. Thompson was a long-time resident of Milwaukee who served for 29 years as Executive Director of Project Equality of Wisconsin, a non-profit organization which the Wisconsin Annual Conference has supported for many years. Betty continually worked for equality, justice and promoting love for one another. Her leadership and tireless efforts made the Project Equality office in Milwaukee a strong and stable force in the community before her retirement in 2000. Through her professional career and personal relationships, Betty touched the lives of many and her legacy will live on through the many lives she touched during her 64 years.

Betty was born in Shreveport, Louisiana on January 5, 1939. Her family moved to Milwaukee where she said she was ashamed because she lived in the "worst house on the block." So she vowed that when she graduated form North Division High School, she would devote her life to improving conditions for her family and community. Her earliest jobs were at Northwestern Mutual Life Insurance Co. and as the project director for the Council on Urban Life's Juvenile Delinquency Division Program. In 1971 she began working at Project Equality as its deputy director and later its executive director. As head of the agency, she would encourage employers to recruit minorities and women who may not have been qualified but were "qualifiable", which she understood from her personal experience. She prided herself on having worked all her life, except for six weeks after the birth of each of her three children, Charmaine (Woods), Kimberly Harris, and Mark Harris, who died at the age of 32.

Betty Thompson worked with numerous boards, religious and civil rights organizations. One of the highlights of her storied career came in 1979, when she was chosen by representatives of the National Council of Churches as one of 50 people to go to Iran in an attempt to free American hostages there. In 1984 she helped found the National Interreligious Commission of Civil Rights, a group formed to "provide a counterbalance to the weakening of and general insensitivity to civil rights". She received many honors for her work. They included a YWCA Racial Justice Award, a community service award form the Archdiocese of Milwaukee and an honorary doctorate degree for public service from Carthage College. Betty considered it her deepest belief that "only by giving of yourself do you find true happiness and success." "I am convinced that the truest act of courage, the deepest act of humanness is to give of ourselves for others in a totally caring, non-violent struggle for equality and justice."

Betty passed away unexpectedly at her home in Montrose, Alabama on July 3, 2002. She is survived by her beloved husband, William H. Thompson, two daughters and eight grandchildren. The Milwaukee Journal Sentinel wrote that she "wasn't a star of stage or screen, but through her acts of kindness and caring, she helped to illuminate Milwaukee and lots of folks who would have otherwise disappeared into the city's shadows."

Anna Marie Weddle

Anna Marie Weddle, affectionately known as "Ree", went to heaven on October 24, 2003. She was the beloved wife of McArthur Weddle, Executive Director of the Northcott Neighborhood House in Milwaukee. They were married on May 23, 1998.

Anna Marie Hooker was born on October 7, 1953, the youngest child of Morgan and Annie Lee Hooker. She was raised and came to faith in the Canaan Missionary Baptist Church, where she served faithfully in many capacities throughout her life.

She graduated from Rufus King High School in 1971 and received a Bachelor's Degree in Early Childhood Education in 1979 from the University of Wisconsin – Milwaukee. She began her career as a schoolteacher in Kindergarten at Benjamin Franklin School. Other school assignments included Blaine School, Victor Berger School, High Scope Implementor and Implementor for Starms Early Childhood Center. After receiving her Master's of Education Degree in 1993 from National Lewis University, Anna was promoted to Assistant Principal for the Frances Starms Centers, where her gift of administration was realized.

Her talents were also evident in community activities, especially the Ms. Juneteenth Pageant, which she chaired in 2003. Anna leaves precious memories to be cherished by her husband, McArthur; sons, Marcus McClain, McArthur Weddle, Jr. and Martin Weddle, many relatives; and many children, their parents and co-workers whose lives she touched with her love, care and generous nature.

Roll of the Dead
Deceased Clergy Members of the Wisconsin Conference
Called to be Workers in the Church Triumphant

The East Wisconsin, West Wisconsin, and Wisconsin (EUB) Conferences merged their organizations in the state effective January 1, 1970. the listing of the deceased clergy members of those Conferences will be found in the 1969 edition of the respective yearbooks. Those whos passing occurred between the 1969 sessions of the Annual Conferences and the formation of the Wisconsin Conference are listed in the 1970 Journal of the Wisconsin Conference. Those whose passing occurred since January 1, 1970, begin a new listing of the Wisconsin Conference of The United Methodist Church.

	Entered UM Ministry					Years
Name	**Where**	**When**	**Date of Death**	**Place of Death**	**Age**	**Effective**
Matthews, Bishop						
Birchall, John W.	W. Wisconsin	1908	Jun 16, 1969		87	44
Nehrbass, Milton F.	Wis. (EUB)	1930	Jan 13, 1970	Milwaukee, WI	62	32
Lester, George W.	E. Wisconsin	1910	Jan 17, 1970	Milwaukee, WI	88	42
Lambright, Stephen J.	W. Wisconsin	1921	Jan 30, 1970	Long Beach, MS	81	36
Jeffrey, Ernest J.	W. Wisconsin	1913	Apr 14, 1970	Darlington, WI	83	41
Blum, Gustav H.	Wis. (EUB)	1909	Aug 6, 1970	Appleton, WI	72	45
Bess, Noah L.	St. Louis	1918	Aug 7, 1970	New Holstein,WI	76	39
Schackelford, Ralph L.	Oklahoma	1948	Sep 29, 1970	Mt Horeb WI	59	22
Barber, George F.	Cincinnati	1904	Oct 1, 1970	Cincinnati, OH	96	40
Fintel, Homer A.	Des Moines	1916	Apr 5, 1971		85	41
Long, William			Apr 14, 1971			
Ferch, Henry	Wis. (EUB)	1918	May 25, 1971		85	31
Beavin, Thomas S.	W. Wisconsin	1910	Jul 6, 1971	Lancaster, WI	86	
Logan, Fred	E. Wisconsin	1954	Aug 15, 1971	Arlington, VA	40	17
Gould, George A.	Wis. (EUB)	1954	Aug 27, 1971	Barron, WI	65	17
Jacobs, Robert L.	N. Indiana	1935	Sep 11, 1971	Huntington, IN	58	36
Jordan, Franklin T.	W. Wisconsin	1922	Jan 16, 1972	Naperville, IL	71	49
Foulke, Francis S.	E. Wisconsin	1936	Feb 22, 1972		60	35
Thomas, Martin G.	E. Wisconsin	1936	Apr 6, 1972		62	35
Litchfield, Floyd R.	W. Wisconsin	1941	Jun 7, 1972		53	31
Sells, Ernest L.	Kentucky	1921	Sep 8, 1972	Deer Creek, OK	73	44
Bursack, Gustav L.	Wis. (EUB)	1912	Oct 11, 1972		88	45
Krug, Harry E.	Wis. (EUB)	1913	Dec 1, 1972	Lomira, WI	85	45
Lembke, Walter A.	Wis. (EUB)	1911	Dec 1, 1972	Milwaukee, WI	85	42
Buxton, James M.	E. Wisconsin	1934	Dec 26, 1972	Friend, NE	66	38
Dahl, Ragnvald J.	Nor. Dan.	1916	Jan 18, 1973	Neenah, WI	83	38
Farmer, Eldon L.	N.W. Indiana	1944	Mar 4, 1973	Viroqua, WI	64	28
Hayne, Orlando	W. Wisconsin		Apr 23, 1973	California		8
Keck, Herbert A.	N.W. Iowa	1901	May 1, 1973		84	48
Boettcher, Arthur O.	N. Minnesota	1913	May 20, 1973	Milwaukee, WI	87	45
Shaw, Lelan M. (AM)	EUB	1947	May 20, 1973	Boscobel, WI	63	26
Jones, Thomas Perry	W. Wisconsin	1924	Jul 23, 1973	Sheboygan, WI	71	46
Johnson, David E.	E. Wisconsin	1925	Feb 23, 1974		75	41
Wiese, WIlliam H.	Chic. NW Ger	1913	Mar 3, 1974	Clintonville, WI	81	49
Matthews, Theo F.	W. Wisconsin	1921	Mar 16, 1974	Monroe, WI	85	36
Stanke, Oscar L.	W. Wisconsin	1934	Mar 19, 1974	Belleville, WI	69	35
Bailey, Reuben J.	E. Wisconsin	1913	Apr 4, 1974		83	43
Frederick, A.E.	W. Wisconsin	1908	Apr 7, 1974	Sparta, WI	88	44
Mathews, Ernest J.	E. Wisconsin	1911	Jun 11, 1974		89	46
Burkhard, John M.	EUB	1928	Jul 18, 1974	Milwaukee, WI	90	28

Name	Entered UM Ministry Where	When	Date of Death	Place of Death	Age	Years Effective
Orians, Howard L.	Ohio (EUB)	1924	Aug 28, 1974		73	41
Kolander, Carl H.	Wis. (EUB)	1908	Oct 21, 1974	Milwaukee, WI	94	43
Moore, Alvin B. (AM)	Iowa	1968	Jan 6, 1975	Ft. Wayne, IN	48	6
Holling, Burton L.	Wis. (EUB)	1940	Jan 30, 1975	Monroe, WI	57	35
Mader, Leo K.	W. Wisconsin		Feb 21, 1975	Wonewoc, WI	87	
Allison, John P.	EUB	1924	Mar 14, 1975		78	41
Simonsen, Melvin A.	Wis. (EUB)	1922	Apr 11, 1975	Milwaukee, WI	74	46
Wandschneider, D.L.	E. Wisconsin	1934	Jun 30, 1975	Hartford, WI	67	37
Storzer, David G.	E. Wisconsin	1961	Nov 24, 1975	PortEdwards WI	40	14
Zimdars, B.A.	Wis. (EUB)	1921	Dec 11, 1975	Appleton, WI	80	42
Berger, Marlo N.	EUB	1922	Jul 29, 1976	Dayton, OH	79	45
Roughton, William H.	Kansas	1925	Aug 11, 1976	Sandersville, GA	77	7
Everson, J. Chris (AM)	W. Wisconsin	1957	Sep 16, 1976		51	18
Retzlaff, Peter	Wis. (EUB)	1928	Oct 28, 1976	Lake Mills, WI	84	33
Welch, Harold	Wis. (EUB)	1938	Nov 11, 1976	Salem Ridge, WI	79	31
Browne, Charles W.	Detroit	1921	Dec 2, 1976		93	33
Oddsen, Thomas B. (AM)	Wisconsin	1976	Jun 23, 1977	Concord, WI	56	1
Langdon, Charles W.	S. Dakota	1914	Aug 23, 1977	Sarasota, FL	94	41
Folkestad, Hallvard	Nor. Dan.	1909	Aug 25, 1977	Deer Park, WI	92	40
Fritz, Clifford M.	E. Wisconsin	1929	Sep 24, 1977	Winnebago Cty	69	40
Singer, Harold	Iowa	1919	Oct 26, 1977	Baraboo, WI	73	41
Dawson, Cecil V.	E. Wisconsin	1931	Dec 31, 1977	Englewood, FL	80	32
Holmes, Lee H.	W. Wisconsin	1928	Apr 11, 1978	Marshfield, WI	80	40
Lambrecht, Paul A.	Wis. (EUB)	1918	Apr 12, 1978	Milwaukee, WI	86	42
Diekvoss, Hubert D.	Wis. (EUB)	1917	Apr 13, 1978	Beaver Dam, WI	87	42
Prust, Arthur C.	Chic NW Ger	1924	Apr 27, 1978	Appleton, WI	82	39
Nelson, Guy R.	N. Minnesota	1923	Jun 17, 1978		81	41
Phillip, Otto	Chic NW Ger	1925	Jun 27, 1978	Sturgeon Bay WI	84	35
Strong, Dale E.	Des Moines	1938	Jul 3, 1978		62	39
Bowden, John T.	E. Wisconsin	1914	Jul 7, 1978	Greencastle, IN	90	43
Talbert, Charles A.	Upper Miss.	1927	Nov 1, 1978	Detroit, MI	79	44
Olsen, Clifford E.	Wis. (EUB)	1929	May 22, 1979	Arcadia, WI		38
Hoad, Alfred	E. Wisconsin	1911	May 28, 1979	Whitewater, WI		36
Bender, Charles A.	Wis. (EUB)	1920	Jul 3, 1979	Prairie du Sac	88	41
Reisner, Enswort	New York	1934	Sep 21, 1979	Yorkville, MI	70	44
Hayes, William C.F.	Wis. (EUB)	1920	Oct 7, 1979	Milwaukee, WI	86	41
Berg, Roy W.	Wis. (EUB)	1922	Oct 11, 1979	Neenah, WI	80	43
Hovda, Jr., Myron Z.	E. Wisconsin	1950	Oct 25, 1979	Richland Center	58	29
Sund, Lester P.	W. Wisconsin	1923	Oct 27, 1979	California (d)		3
White, Howard D.	W. Wisconsin	1926	Nov 16, 1979	Madison, WI	88	32
Noble, Richard G.	E. Wisconsin	1950	Feb 20, 1980	Eng Settlement	57	29
King, William L.	Wis. (EUB)	1926	Feb 26, 1980	Westfield, WI	84	36
Schoss, Harvey W.	Wis. (EUB)		Feb 27, 1980	Lodi, WI	74	42
Block, Herman A.	WI Ev. Assn.	1902	Feb 29, 1980	S Milwaukee WI	100	48
Starkweather, Charles	N. Indiana		Sep 21, 1980		60	21
Henry, Archie	W. Wisconsin		Nov 23, 1980	Barron, WI	77	44
Zeitlow, Carl F.	Wis. (EUB)	1926	Dec 16, 1980	Sandusky OH	81	39
Germanotta, Angelo	Wis. (EUB)	1920	Jan 17, 1981	Campbellsport	86	33
Dafoe, A. Wesley	Michigan		Jan 25, 1981	Saginaw, MI	69	40
Carlson, Gene	W. Wisconsin		Mar 23, 1981	Ashland, WI	54	23
Priest, Robert F. (AM)	E. Wisconsin	1961	Sep 10, 1981	Terre Haute IN	81	11
Halberg, Reuben F.	Iowa	1923	Oct 18, 1981	River Falls, WI	85	38
Thomas, Herman F.	E. Wisconsin	1938	Oct 19, 1981	Kenosha, WI	69	40

Name	Entered UM Ministry Where	When	Date of Death	Place of Death	Age	Years Effective
Spear, Henry C.	E. Wisconsin	1927	Jan 10, 1982	Menominee, MI	92	32
Mekkelson, Paul S.	S. Calif. Ariz.	1939	Jan 21, 1982	San Diego, CA	67	41
Hagen, Carl E.	E. Wisconsin	1925	Jan 28, 1982	Hancock, WI	77	40
Helmerich, Wayne D.	S. Dakota	1955	Mar 31, 1982	Sun Prairie, WI	67	25
Hinzmann, Edward J.	W. Wisconsin	1967	Apr 5, 1982	Concord, WI	52	15
Everson, James C. (LP)	Minn Swedish	1930	Apr 20, 1982	Trade Lake, WI	83	34
Bennetts, Wendell	W. Wisconsin	1926	Apr 25, 1982	Plainfield, WI	88	33
White, Paul B.	W. Wisconsin	1921	Aug 17, 1982	Portage, WI	84	42
Carlson, M. Clifford	Wisconsin	1970	Nov 16, 1982	Minneapolis MN	54	12
Graubner, Horace	N.W. Iowa	1941	Nov 16, 1982	Phoenix, AZ	70	36
Leatherman, Wilbur (AM)	W. Wisconsin	1944	Dec 16, 1982	Cortland, IL	78	28
Hovda, Sr., Myron Z.	M.P. Illinois	1925	Dec 19, 1982	Richland Center	86	35
Lewis, Huntley	N. Miss.	1934	Mar 29, 1983	Jackson, MS	79	35
Kistler, Ernest D.I.	N.E. Ohio	1920	Apr 6, 1983	Thomasville, GA	90	38
Browe, Raymond	Wis. (EUB)	1930	Apr 14, 1983	Iron Creek, WI	88	34
Bender, Gordon R.	Wis. (EUB)	1945	Jun 26, 1983		59	36
Spear, David	E. Wisconsin	1950	Jul 4, 1983		58	33
Hulen, William	E. Wisconsin	1916	Aug 14, 1983			41
Hansen, Richard	E. Wisconsin	1958	Dec 11, 1983		53	23
Garcia, Peter Nelson	E. Wisconsin		Jan 22, 1984	Watertown, WI	65	21
McKibben, Frank	SW Kansas	1915	Feb 16, 1984		95	47
Headley, Roy	Minn(EUB)	1933	Feb 18, 1984		83	36
Botts, Otas	W. Oklahoma	1946	Apr 24, 1984		75	30
Isler, Robert	W. Wisconsin	1961	Jun 6, 1984		46	20
Gudegon, Lester	Wis. (EUB)		Oct 15, 1984		91	
Rossiter, Charles	E. Wisconsin	1948	Dec 27, 1984		73	27
Saito, Perry	N. Illinois	1947	Feb 5, 1985		63	38
Warren, George	New Mexico	1923	Apr 5, 1985		84	41
Petherick, William	E. Wisconsin	1927	May 11, 1985		93	31
Gray, Harold E.	Indiana	1956	Jun 7, 1985			28
Keller, Kenneth	E. Wisconsin	1963	Jun 21, 1985		45	21
Sumwalt, Donald E.	Wis. (EUB)	1949	Jul 25, 1985	Madison, WI	59	33
Langdon, Edward H.	E. Wisconsin	1926	Aug 31, 1985		88	39
Smith, Wallace B.	Colorado	1942	Oct 8, 1985		71	33
Kolbe, Henry E.	Virginia	1934	Oct 10, 1985		77	39
Grandy, Wm. Norman	W. Wisconsin	1924	Jan 2, 1986		86	43
Biggers, Ray E.	St. Louis	1946	Jan 9, 1986		59	39
Draeger, Erwin E.	Wis. (EUB)	1920	Jan 19, 1986		97	38
Barrett, Newton	Minnesota	1919	Mar 27, 1986		95	40
Finch, Gomer	W. Wisconsin	1931	May 25, 1986	Madison, WI (d)	79	43
Marjorie Swank	W. Michigan		Jun 30, 1986		70	
Irish, Dean	W. Wisconsin	1927	Aug 25, 1986		81	45
Warner, William B. (LP)	W. Wisconsin	1951	Sep 15, 1986	Sandstone, MN	82	18
Francis, John H.	E. Wisconsin	1942	Oct 24, 1986	China (d)	67	39
Rex, Wendell	Des Moines	1940	Oct 26, 1986	Arlington, VA	73	38
Fahlgren, Floyd A.	N. Swedish	1921	Nov 8, 1986		91	41
Adams, Karen L. Millner	Wisconsin	1977	Feb 19, 1987	Madison, WI	41	9
Stannard, Donald T.	E. Wisconsin	1935	Apr 12, 1987		78	39
Walker, Ralph W. (LE)	W. Wisconsin	1973	May 19, 1987	Fairchild, WI	79	22
Roehrdanz, Melvin J.	Wis. (EUB)	1930	Jun 6, 1987	Fond du Lac, WI	77	45
Steen, Roy P.	E. Wisconsin	1929	Sep 7, 1987	Union Grove	87	38
Brown, Virgil	W. Wisconsin	1932	Oct 29, 1987	Platteville, WI	83	39
Goehring, Merlin	Wis. (EUB)	1953	Nov 11, 1987	Marinette (d)	71	30

Name	Entered UM Ministry Where	When	Date of Death	Place of Death	Age	Years Effective
Mevis, Floyd	Wis. (EUB)	1955	Nov 20, 1987	Nashville TN (d)	68	31
Parroni, Antonia	W. Wisconsin	1929	Dec 7, 1987	Italy (d)	93	32
Walker, John L.	E. Wisconsin	1929	Jan 10, 1988	SaltLakeCity (d)	91	33
Parrish, William	Pittsburgh	1950	Feb 12, 1988	Milwaukee (d)	62	38
Grover, Wayne	W. Wisconsin	1932	Apr 9, 1988	Eau Claire, WI	80	41
Kintz, Guy H.	Wisconsin	1926	May 23, 1988	Richland Center	92	37
Hanley, Keith	N. Indiana	1942	Jun 3, 1988	Marion, IN	73	38
Holliday, Walter W.	E. Wisconsin	1928	Jul 24, 1988	Janesville(d)	91	34
Stephensen, Lyle D.	E. Wisconsin	1931	Aug 23, 1988		81	42
Reichert, Earl W.	Wis. (EUB)	1931	Sep 9, 1988	Fond du Lac	85	38
Viel, Lyndon	Wis. (EUB)	1958	Dec 4, 1988	Milwaukee	54	30
Nielsen, Arnold H.	Nebraska	1948	Jan 5, 1989	Janesville	75	31
Anderson, Hans (LP)	W. Wisconsin	1973	Jan 6, 1989	Minnesota	77	4
Jordan, Theodore	Wis. (EUB)	1934	Jan 15, 1989	Stevens Point	89	41
Wiese, Stanley P.	E. Wisconsin	1937	Jun 22, 1989	Madison, WI (d)		41
Beers, Samuel G.	W. Wisconsin	1929	Sep 1, 1989	Green Lake Cty	84	40
Kern, Lorenz A.	Wis (EUB)	1923	Nov 13, 1989		90	46
Lepien, Irvin	Wis (EUB)	1940	Dec 20, 1989	Turtle Lake	70	35
Holliday, Ralph	E. Wisconsin	1928	Jan 5, 1990	King, WI	95	30
Clement, Lowell	Wisconsin	1979	Jan 18, 1990	Niagara, WI	52	11
Kassilke, Bernard A.	E. Wisconsin	1944	Apr 5, 1990	Yorkville	71	41
Sheppard, Edwin P.	England	1936	Apr 28, 1990	Green Valley AZ	80	50
Thiel, Lester G.	Wisc(EUB)	1929	Jun 17, 1990	Appleton	82	44
DeSelms, Emmett T.	Oklahoma	1928	Aug 6, 1990		90	37
Huppert, Alma E.	E. Wisconsin	1944	Aug 13, 1990	Pardeeville	99	
Leisman, Milton B.	Chicago NW Ger	1927	Dec 12, 1990	Watertown	86	43
Schendel, Chester M.	Wisc(EUB)	1935	Jan 9, 1991	Chippewa Falls	83	37
Bale, Marie F.	E. Wisconsin	1959	Jan 18, 1991	Redlands, CA	90	
Jennings, Dale A.	E. Wisconsin	1943	Jan 31, 1991	Ripon	83	30
Allen, Earl E.	E. Wisconsin	1928	Feb 20, 1991		84	41
Crume, Harold G.	Kansas	1941	Sep 19, 1991	Madison	82	38
Lofton, Ernest (AM)	Lexington	1955	Sep 30, 1991	Polar, WI	69	34
Giese, Milton W.	Wisc(EUB)	1935	Oct 23, 1991	Beaver Dam	81	40
LeCount, James M. Sr.	Wisc(EUB)	1935	Nov 4, 1991	Westfield	84	39
Smith, Lee D.	Erie Conf.	1924	Dec 29, 1991	Milwaukee (d)		42
Collins, David H.	Wisconsin	1979	Feb 13, 1992	Gillett (d)	53	12
Stury, Anton H.	E. Wisc.	1921	Mar 16, 1992	LaGrange	97	42
Eliason, Al Burton	E. Wisc.	1950	Apr 4, 1992	Stoughton	68	38
Ridgeway, Phillip O.	Ala - W Fla	1981	Apr 15, 1992	Milwaukee (d)		11
Smith, Marlin E.	N Minn	1936	Apr 24, 1992	Minneappolis	79	43
Amphlett, T. Gordon	W Wisc.	1934	Jun 21, 1992	Madison	83	39
Klingensmith, Don J.	N Dakota	1928	Nov 7, 1992	Almont ND	91	24
Paulson, Carsten	W Wisc.	1931	Dec 26, 1992	Stoughton	91	34
Antrim, Eugene	Wabash	1934	Mar 23, 1993	Clintonville	81	45
Blake, William	E Wisc.	1929	Jun 1, 1993	Pardeeville	92	38
Gutknecht, Selo	Ev Assn	1934	Jun 7, 1993	Avoca	90	35
Sturm, Roy A.	NW Indiana	1923	Jul 5, 1993	Greencastle, IN	95	45
White, John L.	Iowa	1934	Jan 7, 1994	Phoenix, AZ (d)		34
Merritt, Gordon	Missouri Conf	1943	Jan 26, 1994	Watertown, WI	86	36
Barthel, F. Norman (AM)	W Wisc	1949	Apr 8, 1994	Richland Ctr (d)	80	22
Kojis, Thomas	Wisconsin	1984	Apr 18, 1994	Milwaukee (d)	52	8
Stahmer, Daniel H.	Chicago NW Ger	1929	Apr 22, 1994	Wausau	87	43
St. Amant, Francis C.	NW Indiana	1949	Apr 26, 1994	Prescott, AZ (d)	73	35

Name	Entered UM Ministry Where	When	Date of Death	Place of Death	Age	Years Effective
Stellmacher, Collette (LP)	Wis Conf	1971	May 12, 1994	Naples, FL	83	
Know, James	Ev Covenant Ch	1970	May 28, 1994		64	23
Manschreck, Clyde	Baltimore Conf	1945	May 31, 1994	Aurora, CO	77	37
Garel, Charles			Jul 28, 1994			
Alton, Bishop Ralph Taylor			Sep 7, 1994	Madison, WI		
Clark, Henry G.	Wisc (EUB)	1948	Sep 18, 1994	Cornell, WI	80	39
Sharpe, Wesley L.	E Wis Conf	1952	Sep 20, 1994	Milton, WI	75	32
Schulz, Willard W.	Wisc (EUB)	1937	Oct 6, 1994	Baraboo, WI	80	32
Rushing, W. Daniel	Wis Conf	1980	Oct 9, 1994	Montello, WI	63	9
McCormick, Lloyd L.			Dec 8, 1994			
Knoespel, Clarence M.	Wisc (EUB)	1952	Dec 17, 1994	Appleton, WI	79	41
Scott, Venton H.			Dec 19, 1994			
Moore, Alvin S.	W Wis Conf	1968	Dec 31, 1994	Shullsburg, WI	79	12
Berry, Carl W.	W Wisc Conf	1936	Feb 21, 1995	Paw Paw, IL	89	33
Trumbower, Merlyn	Wis Conf	1971	Mar 2, 1995	Pardeeville, WI	61	24
Johns, Thomas L.	Wisc EUB	1962	Mar 15, 1995	Cremated	65	27
Hett, William R.	Wisc EUB	1940	Jun 12, 1995		81	
Fleming, Raymond J.	Kentucky	1920	Jul 12, 1995		95	46
Stromberg, Carl W.	Nebraska	1927	Sep 24, 1995		90	45
Riggs, William A.	Indiana	1926	Oct 1, 1995		96	42
Nagler, Jerome H.	E. Wis Conf	1930	Oct 10, 1995		82	45
Denzer, Lloyd C.	Wisc (EUB)	1950	Dec 30, 1995		81	28
Smith, Rockwell C.	New England	1929	Jan 27, 1996		87	44
Koch, Karl F.	Wisc (EUB)	1934	May 2, 1996		84	42
Bosserman, Roy F.	Wisc (EUB)	1928	Jun 30, 1996	Oshkosh, WI	87	46
O'Neil, Richard A.	Wis Conf	1961	Sep 15, 1996	Shullsburg	61	35
Stevens, Paul E.	Wis Conf	1931	Oct 10, 1996	Illinois	87	40
Overlien, Calmer O.	Wis Conf	1964	Oct 14, 1996	Black River Falls	74	30
Bennett, H. Fletcher	Wis Conf	1951	Oct 18, 1996	Fennimore		30
Talledge, Benjamin J.	Wis Conf	1933	Dec 30, 1996	Norwalk	84	50
Verduin, James	Wisc (EUB)		Jan 8, 1997	Oshkosh	99	
MacKenzie, Frederick Frederick G.	Wis Conf	1935	Feb 10, 1997	Wauwatosa	89	37
Honeywell, Ray W.	Wis Conf	1924	Mar 4, 1997	Florida	96	40
Zebarth, Herbert E.	Wisc (EUB)	1930	Mar 11, 1997	Janesville		43
Ridnour, Glen H.	Wis Conf	1951	Apr 9, 1997		80	31
Bartel, John W.	Wis Conf	1924	Apr 16, 1997	Oshkosh	93	48
Wilson, Winslow N.	Wis Conf	1935	May 17, 1997	Madison	85	40
Taylor, Walter	Wis Conf		Aug 1, 1997	Columbia SC		
Anderson, Bettylu			Oct 1, 1997	Madison	77	
Outcalt, Lorne	Wis Conf		Nov 16, 1997	Barron		
McCutcheon, William	Wis Conf		Dec 20, 1997	Beloit	69	
Raduege, Harvey	Wis Conf	1937	Dec 25, 1997		90	36
Bradshaw, Constance	Wis Conf	1965	Jan 31, 1998	Adams	90	29
Hostetler, Richard	Wis Conf		Feb 13, 1998	Tiffin OH		
Agema. George	Wis Conf	1963	Feb 22, 1998	Augusta	87	12
Holder, Logan	Wis Conf	1973	Mar 7, 1998	Madison	47	25
Barnes, Kenneth	Wis Conf		May 5, 1998	Fennimore		
Messerschmidt, Lowell	Wisconsin (EUB)	1949	Jun 28, 1998	Stoughton, WI	80	32
Smith, Paul H.	N. Indiana	1940	Jul 7, 1998	Menomonie, WI	85	38
Nesmith, Newton H.	Illinois	1930	Aug 13, 1998	Chicago, IL	93	47
Steger, Raymond E.	E Wisconsin	1963	Oct 8, 1998	Plainfield, IL	76	25
Boettcher, Robert A.	Wisconsin (EUB)	1931	Jan 23, 1999	Sheboygan, WI	94	41

Name	Entered UM Ministry Where	When	Date of Death	Place of Death	Age	Years Effective
Caune, Kristaps	Detroit	1950	Jun 26, 1999	Illinois	90	25
Gonzales, Luis (LP)	Wisconsin		Jul 31, 1999	Milwaukee	49	
Whitney, Kenneth E.	Dakotas	1931	Sep 29, 1999	Milwaukee	91	43
Booher, Donald C.	Wis Conf	1984	Nov 28, 1999	Dubuque, IA	54	16
Knoespel, Kenneth S.	Wisconsin (EUB)	1946	Dec 27, 1999	Greenville, SC	77	38
Wolf, Frank G.	Wisconsin (EUB)	1934	Feb 28, 2000	Madison	94	38
Ebert, Alvin W.	Wisconsin (EUB)	1942	May 1, 2000	Eau Claire	86	38
Fox, Carl A.	Mississippi	1948	Aug 3, 2000	Laurel, MS	85	40
Mickelson, Conrad	Virginia	1962	Aug 13, 2000		95	10
Gustafson, Roger D.	Minnesota	1965	Sep 1, 2000	Appleton	69	31
Miller, Norbert H.	Wis Conf (Evang	1933	Nov 1, 2000	Hillpoint, WI	86	49
Lindgren, Alvin J.	E. Wisconsin	1941	Nov 10, 2000	N. Carolina	83	38
Thario, Joseph	Wisconsin	1973	Dec 30, 2000	Wisconsin	77	27
Watkins, Lesly Ann	Wisconsin	1978	Mar 14, 2001	LaCrosse, WI	68	17
Siedschlag, Herman	Wisconsin (EUB)	1947	Mar 17, 2001	Tennessee		35
Schweppe, Harvey W.	Wis (EUB)	1946	Jun 8, 2001	Menomonee Falls	82	36
Keen, Arthur J.	Wis (EUB)	1946	Sep 13, 2001	Oshkosh	77	40
Miller, Russell E.	Wis (EUB)	1962	Nov 1, 2001	Madison	77	25
Reed, George E.	NE Ohio	1943	Nov 13, 2001	Cambridge, MD	86	37
Schall, Harvey E.	W. Wis.	1945	Nov 18, 2001	Sheboygan	86	34
Zager, Edward H.	Illinois (EUB)	1948	Dec 21, 2001	Richland Center	75	40
Kelley, L. Clarence	S. Illinois	1942	Dec 31, 2001	Wauwatosa	81	46
Booher, Carl J.	Wisconsin	1965	Jan 17, 2002	Hillsboro, WI	82	16
Robinson, Raymond D.	Montana	1925	Feb 10, 2002	Madison	98	43
Frederick, Edgar R.	Wis (EUB)	1957	Feb 18, 2002	Markesan	76	30
Sanford, Lourinda M. Rhoades	W. Wis	1964	Mar 23, 2002	Neenah	83	20
Gauerke, Arthur G.	NW Canada (EU	1925	Apr 6, 2002	Escondido, CA	107	43
Weaver, Harold R.	Ohio	1939	May 26, 2002	West Bend	87	45
Scott, Bervie A.	W. Kansas	1946	May 31, 2002	Sauk City	91	30
Brice, Kenneth F.	Wis (EUB)	1937	Sep 15, 2002	Madison	95	36
Smith, Orvis B.	Wis	1968	Nov 26, 2002		94	6
Lyons, David P.	East Ohio	1961	Dec 1, 2002	Middleton, WI	66	39
Luebke, Galen A.	Wis (EUB)	1959	Feb 11, 2003	Baraboo	68	34
Fuller, David L.	W. Wis.	1958	Mar 11, 2003	Baraboo	68	39
Moorehead, Lee C.	Illinois	1943	Mar 21, 2003	Batavia, Illinois	84	41
Hein, David A.	Wis	1967	Apr 23, 2003	Madison	60	33
Sanford, Charles B.	W. Wis.	1964	Apr 30, 2003	Neenah	82	22
Hackett, Earl A.	Kansas West	1963	Jun 9, 2003		63	38
Davis, Richard	Maine	1955	Jun 18, 2003	Janesville	81	28
Riggs, Eldon	Ohio	1952	Jul 24, 2003	Waupaca, WI	80	33
Reykdal, Lowell	E. Wis.	1937	Aug 11, 2003	Tomahawk, WI	91	41
Bartel, Bernard	Wis (EUB)	1935	Nov 7, 2003	Madison, WI	89	28
Foster, S. Stephen	E. Wis.	1965	Jan 7, 2004	Mexico	63	39
Ash, Edith-Mary	Wis Conf		Apr 25, 2004	Elroy, WI	85	

Statistical Tables

	Table 1	Members Last Year	Received Confession of Faith	Restored/Affirmed	Rec from Other UMC	Rec from Other Denomination	Removed	Withdrawn	Trans to Other UMC	Trans to Other Denomination	Removed by Death	Total Full Members End Yr	Asian	Afr-Amer/Black	Hispanic	Native American	Pacific Islander	White	Gender: Female	Gender: Male	Average Attendance	Baptized This Year	Preparatory Members	Constituents	Confirmation Enrollment	Church School Leaders	Children (thru 6th Grade)	Youth (7th thru 12th)
		1	2a	2b	3	4	5a	5b	6	7	8	9	9a	9b	9c	9d	9e	9f	9g	9h	10	11	12	13	14	15	16	17
	Capital District																											
1	Albany	250	4		1			3	3		3	246	1					245			84	7	66	85	8	9	45	18
2	Beloit: Christ	80	1				5	1				75	2					73	55	20	38	1	19	21	6	5	10	10
3	Beloit: First	462	12		4		19	1		1	9	448		4				444	285	163	243	5	65	34	8	25	55	25
4	Beloit: New Hope	103	4		2	1	9		1		3	97		3				94	65	32	60	3	30	95	3	7	10	6
5	Brodhead	561	11		10			7	2	5	13	555						555	293	262	140	5	48	135	19	21	71	55
6	Brooklyn	117			1	4		1			2	119						119	75	44	50	3	36	41	10	7	29	10
7	Cambridge	112	5		5	5		4	1	3	1	118						118	64	54	110	4	45	59	2	15	40	19
8	Clinton: Faith Commun	54									2	52						52	30	22	26	2	17	26		3	7	
9	Darien	58									1	57						57	34	23	30	2	17	50	4	4	8	8
10	Delavan	254	1		5		16	6		5	5	228	2		1			225	137	91	92	6	28	17	3	4	8	1
11	Edgerton	258	10		2		15	3		1	10	241						241	158	83	130	9	91	74	16	23	33	31
12	Evansville	322	4		10	9		8			5	332		1				331	198	134	109	9	97	83	29	35	118	51
13	Evansville: Peace	30	2									32	2					30	16	16	15	2	13	20		1	9	
14	Fort Atkinson	509	8		2	5	6	1	4		10	503	1		1			501	303	200	249	6	98	259	14	25	81	28
15	Hebron	42		3		2	12		2			33							33	24	9	29	3	26			5	21	2
16	Janesville: Asbury	391	11		4	2	20	11	2	1	13	361						361	213	148	145	9	101	36	7	41	44	17
17	Janesville: Cargill	1338	33	2	32	7	97	10	4	2	18	1281		1				1280	735	546	466	17	338	324	16	90	258	55
18	Janesville: Mt. Zion	266			2	4		7	9	7	9	240		2	1			237	175	65	83	1	52		4	12	9	9
19	Jefferson	220		5	1	3		3	4		3	219					1	218	130	89	87	9	30	5	4	11	29	5
20	La Grange	96	3		1				5			95						95	50	45	54		22	36	2	4	21	8
21	Lake Mills	374	13		3	4			2	2	5	385						385	223	162	150	5	128	50	10	25	71	62
22	Lodi	520	22		5	3		15	5	12	3	515			2			513	295	220	220	2	179	202	22	35	101	71
23	Madison: Asbury	1000	46	1	25	16		49	12	8	6	1013	7	25	2		2	977	557	456	562	37	260	244	45	91	326	186
24	Madison: Bashford	449	2	2	5	1	5	4	3		12	435	1					434	269	166	195	2	71	64	2	31	65	23
25	Madison: Bethany	547	11	2	5	4	11	14	8	2	10	524	13	9	1		1	500	319	205	234	7	108	150	11	34	103	53
26	Madison: Divine Savior	280	10		12	2		8	6		1	289	1					288	166	123	160	4	43	83		25	33	40
27	Madison: First	1026	20	1	18	1	16	32	22	2	14	980	4	2	2	1		971	579	401	458	15	126	342	20	94	193	122
28	Madison: First Hispanic	32							3		1	28			28				16	12	20					7	15	6
29	Madison: Sherman Ave	131	1	2				1	4		7	122	1	5	2			114	77	45	53			27		9	11	8
30	Madison: Trinity	128	7		6	2	2	4	1		2	134	2	11	1			120	85	49	65	5				4	16	3
31	Madison: University Ave	72	7		1		18					62	1					61	38	24	43			5		2	5	
32	Milton	416	12		5			8	6	2	8	409						409	241	168	132	4	110	55	7	26	185	19
33	Monona	525	14		10	7	17	3	4	2	3	527					1	526	321	206	226	13	186	82	23	29	87	41
34	Oregon	394	23	1	1	1	17	5	9		4	385		1				384	207	178	192	12	126	199	17	34	92	24
35	Orfordville: New Horizo	106	1				1	1	2		2	101	3					98	57	44	45		9	7	1	6	7	3
36	Pleasant Valley	50	6								1	55						55	35	20	28		9			4	4	6
37	Plymouth	41										41						41	24	17	22	1	2	9				
38	Richmond	63	4									67						67	37	30	45				1	2	6	
39	Sharon	50	2								1	51						51	37	14	29	2	10	30		2	10	3
40	Stoughton	353	16	1	7	1	9	5			4	360		1			1	358	216	144	144	5	117	112	21	96	69	37

	Table 1	Adults (post HS)	Total Ch School Membership	Ave Attend Ch School	Ave Attend Ongoing Classes	Ave Attend Misc Groups	Ave Attend Support Groups	Ave Attend Short Term Classes	Ch School Mbrs Joining CF	UM Men Members	UM Men Paid	UM Women Members	UM Women Paid	UMYF Members	UMYF Paid	Value Ch Land/Bldgs/Equip	Value Parsonages/Furniture	Value Other Assets	Indebtedness on Items 32, 33, 34	Other Indebtedness	Table 1
		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	
	Capital District																				
1	Albany		72	46					4			9	1568	16	438	670000	141000	200000			1
2	Beloit: Christ	5	30	24		1	5	44	1			12	1448	5		847000	118500	120000	5000		2
3	Beloit: First	100	205	25	25			50	10			100	1705	20		3958000	143000	828041	14000		3
4	Beloit: New Hope	13	36	22		5	18	55	3			15	863	7		850000	140000	58108			4
5	Brodhead	36	183	112		25		11				25	1261			2299000	190000	154500		1000	5
6	Brooklyn	7	53	20		7										675000	150000				6
7	Cambridge	45	119	68	3	12	3	8				35	1145	40		1733000	225000	506000			7
8	Clinton: Faith Commun	7	17	8			8	9								704000	143000	79748			8
9	Darien		20	14								14	250			295000	90000	1000			9
10	Delavan	6	19	9				3		27	2173	41	1538	8	4134	2059600	210000	55572		20789	10
11	Edgerton	12	99	65					9			41	1969	10	3290	1650000	156000	241029	42031		11
12	Evansville	36	240	39	26	14	24	127				32	1279	36	45	83000	145000	104324			12
13	Evansville: Peace		10	3												100000		916			13
14	Fort Atkinson	23	157	96	10	7	97	118	4	10	307	61	1010	75		5000000	150000	2375590	83960		14
15	Hebron	13	41	15			8	15								326000	94000	14000			15
16	Janesville: Asbury	24	126	65	7	11		46	6					22	3023	2095000	197000	104412			16
17	Janesville: Cargill	22	425	134	79	20		47	15			200	10800	100	10947	5882000	338500	122000			17
18	Janesville: Mt. Zion	18	48	22	7	5		8				52	3769	6	133	1446780	216570	86422		1615	18
19	Jefferson	20	65	33				4				37				900000	128000	33000			19
20	La Grange		33	10					2	2		3		1		580000		22343			20
21	Lake Mills	30	188	75	7	25		8	10			30	1552	46	9500	1425000	145000	25000	32000		21
22	Lodi	25	232	92	64	102		377	12			71	1325	30	4764	1137500	114500	205000	70760		22
23	Madison: Asbury	500	1103	125						25		92	170	95		3462965	201681	359017	481166	51303	23
24	Madison: Bashford	30	149	66	15	143	71	66				49	575	14		1700000	300000	462884	425661	16555	24
25	Madison: Bethany	85	275	70	50	80	40	60	4	40	306	129	1233	53	22000	3300000	426500	559197			25
26	Madison: Divine Savior	25	123	64	13	20	13	39	8			37	18825	45	928	1696000	193500	38363			26
27	Madison: First	99	508	141	47	259	81	447	17			97	800	40	15000	7050000		1427658	335567		27
28	Madison: First Hispanic	15	43	8	6	8											20000				28
29	Madison: Sherman Ave	10	38	15	20	5	23	7		10		14		12		1133664	299630				29
30	Madison: Trinity	23	46	14	3	10	9	5						4		1282000		222763			30
31	Madison: University Av	15	22	20		8	11									30000					31
32	Milton	23	253	88	35			12	11			33	406			1050000	225000	400000			32
33	Monona	156	313	130			15	281	11	6		70	756	50	9197	1430200	182000	364861	336786	1412	33
34	Oregon	18	168	100			30		7					60	6825	675000	148500	1206406			34
35	Orfordville: New Horizo		16	3				3				11	277			500000		27690	53650		35
36	Pleasant Valley	4	18	7								19	2804	9		566000		6000			36
37	Plymouth	4	4													254000		16066			37
38	Richmond	9	17											1	301	572000		19120			38
39	Sharon	6	21				6					15	100			490000		2000			39
40	Stoughton	174	376	40	9	12	6	12	3			30	250			1475000	222500	71000		6189	40

	Table 1	Members Last Year	Received Confession of Faith	Restored/Affirmed	Rec from Other UMC	Rec from Other Denomination	Removed	Withdrawn	Trans to Other UMC	Trans to Other Denomination	Removed by Death	Total Full Members End Yr	Asian	Afr-Amer/Black	Hispanic	Native American	Pacific Islander	White	Gender: Female	Gender: Male	Average Attendance	Baptized This Year	Preparatory Members	Constituents	Confirmation Enrollment	Church School Leaders	Children (thru 6th Grade)	Youth (7th thru 12th)
		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
41	Sun Prairie	831	36	5	30	1	27	10	16	1	9	840		2				838	491	359	420	29	280	10	8	192	240	91
42	Waunakee: Crossroads	211	36		13		9	3				248	1	2				245	135	113	79	3	104	44	10	14	83	42
43	Whitewater	516	7	1	7		24		3		6	498	2	2				494	295	203	146	8	250		13	45	135	121
	District Total	**13638**	**405**	**26**	**235**	**85**	**355**	**228**	**143**	**56**	**206**	**13401**	**44**	**71**	**41**	**1**	**6**	**13238**	**7760**	**5405**	**5908**	**257**	**3357**	**3115**	**366**	**1154**	**2763**	**1319**
	Chippewa District																											
1	Altoona	108	2			4			3		2	109						109	66	43	50		41	19	2	9	23	6
2	Anson	50	1				5				2	44						44	26	18	26		7	15		1		2
3	Arkansaw	80	7		1	1					1	88	1					87	49	39	48	1	16	15	4	3	15	5
4	Ashland	92	1		2			8	1		2	84						84	52	32	25	1	10	25		2	6	
5	Atlas	70		5			2				4	69						69	42	27	30	1	6	18		3	5	3
6	Augusta	188					4		4		4	176						176	102	74	67	5	71	45	8	12	51	25
7	Balsam Lake: Holy Trin	130	4				2	2	1		6	123						123	68	55	58	2	22	27		4	16	8
8	Barron	447	7		1						5	450	2				2	446	249	201	154	6	120		8	16	75	45
9	Bay City	44					4					40						40	34	6	29		14	23		5	14	6
10	Birchwood	44	2		1			2				45						45	25	20	31	2	6	19		4	6	
11	Bloomer	171	5	2				1			4	173						173	99	74	95	4	43	34	1	10	21	16
12	Boyceville	91	4	3		3					1	100		1				99	64	36	48	2	26	36	4	3	5	5
13	Bruce	52	2			1					3	52						52	37	25	60	6	15	40	2	4	6	5
14	Cadott	77	1						3		1	74						74	46	28	41	1	11	17	1	4	11	
15	Canton	59	3								1	61						61	38	23	25	1	18	35		7	7	2
16	Chetek	223	6		10		2	7	5	1	6	218						218	138	80	118	2	20	100	3	7	17	3
17	Chippewa Falls: Trinity	483	15	1	6			6	4		4	491	1		1			489	271	220	208	2	13	64	17	58	116	54
18	Chippewa Falls: Zion	157	21	1	3			2			1	179						179	110	69	102	3	22	65		8	14	12
19	Clear Lake	115		1		2	7					111						111	65	46	53		20	13	4	5	11	15
20	Colfax	118	5		1		3		1	2	2	116						116	67	49	56	7	44	37	5	12	21	7
21	Connorsville	45	2								2	45						45	29	16	24	1	7	18	2	2	5	2
22	Cumberland: First	315	5	1		5	1	22	2	2	3	296						296	175	122	108	1			10	9	26	15
23	Danbury	43										43						43	29	14	23		13	38	1	3	4	
24	Deer Park	75					2	3			3	67						67	34	33	25		11	13	3	2	3	
25	Diamond Bluff	45										45						45	30	15	19		8	11		4	4	2
26	Dorchester: Salem	25				2		1	1			25						25	14	11	15	1	6	6		3	3	
27	Downing	24									1	23						23	14	9	11			17	3	1	3	
28	Durand	145	2							2	6	139	1				3	135	94	45	55		43	22	2	4	15	8
29	Eau Claire: Chapel Hgt	326	8		3	1	17	36	2		7	276						276	153	123	123	3	97	88		21	85	23
30	Eau Claire: Hope	253	3		5				6		2	253		2				251	141	112	131	5	74	95		40	74	34
31	Eau Claire: Lake Street	1126	23	3	15	8	1	25	12	11	10	1116	1	1		1		1113	662	454	397	17	326	300	20	47	165	50
32	Elk Mound	209	2					11	8	3	4	185				1		184	104	81	62	6	67	50	4	6	45	17
33	Ellsworth	46										46						46	31	15	20		10	11	3	5	2	4
34	Elmwood	138	5	2				1			2	142						142	70	62	42	1	21	27	6	5	14	2
35	Emerald	21									1	20						20	11	9	15		22	12				

	Table 1	Adults (post HS)	Total Ch School Membership	Ave Attend Ch School	Ave Attend Ongoing Classes	Ave Attend Misc Groups	Ave Attend Support Groups	Ave Attend Short Term Classes	Ch School Mbrs Joining CF	UM Men Members	UM Men Paid	UM Women Members	UM Women Paid	UMYF Members	UMYF Paid	Value Ch Land/Bldgs/Equip	Value Parsonages/Furniture	Value Other Assets	Indebtedness on Items 32, 33, 34	Other Indebtedness	Table 1
		18	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	
41	Sun Prairie	72	595	235		108		40	9					50	8780	3650000	177000	358000	260000		41
42	Waunakee: Crossroads	13	152	53												1047000		71658	465993		42
43	Whitewater	170	471	65		20	10	50	5	15		120		121		4100000	110000	500000	111438		43
	District Total	**1893**	**7129**	**2241**	**426**	**907**	**478**	**1952**	**151**	**135**	**2786**	**1494**	**57678**	**976**	**99305**	**70179709**	**5741381**	**11449688**	**2718012**	**98863**	
	Chippewa District																				
1	Altoona	36	74	20	11	12	5	4		10	1000					918000	133000	5000	37000		1
2	Anson	9	12						1					3		165500					2
3	Arkansaw		23	19				4	4							250000		135000			3
4	Ashland		8	4	6							24	508			680000		18000			4
5	Atlas		11	9				9								276000		37000			5
6	Augusta	22	110	43	22	19	41	18				15		19		755000	100000	54000			6
7	Balsam Lake: Holy Trin	10	38	10	10							23	206			470000	60000	153586			7
8	Barron	45	181	94	20	10		40	6			81	2644	55	200	2347600	143660	61294			8
9	Bay City	6	31	8				6				13	1075			97000		29969			9
10	Birchwood	6	16	16						1		9	650			200000		16280			10
11	Bloomer	15	62	34		8		10	3	3	10	43	5749	28		830000	141000	14776	90000		11
12	Boyceville	6	19	10	6	3		10	4			19	180	7	196	541000	128000				12
13	Bruce		15	11						1		1		1		250000	90500				13
14	Cadott	8	23	7				6				5	500			654000			80000		14
15	Canton		16	6			10					7	1036			313000		20418			15
16	Chetek	10	37	15	25	12	20	25	2							724500	65000	21746			16
17	Chippewa Falls: Trinity	60	288	61	224	296	40	215	13			57	435	20		3164000	200000	305788	689000		17
18	Chippewa Falls: Zion		34	27		16		48	14	19	1410	27	8446	17	1490	893000	123000	41308	20966		18
19	Clear Lake	8	39	10			3	8				14	649	8	1100	225000	64000	20143			19
20	Colfax	10	50	33			4	21	3	12	363	25	272	10		611000	97000	23529			20
21	Connorsville		9	4		3			2			12	911	4	112	275000					21
22	Cumberland: First	10	60	40		12			5			80	2200	10	1000	991348	132000	85000	68842		22
23	Danbury		7	4								12				279500					23
24	Deer Park	8	13	3				6				20	1000	4	50	427000		59514			24
25	Diamond Bluff	8	18	1	5	5		11				6	750			50000					25
26	Dorchester: Salem	4	10	8		3	3					3				200000	25750				26
27	Downing		4									9	1500			95000		8000			27
28	Durand		27	20	15				2			10	1037	10	100	1449000	75000				28
29	Eau Claire: Chapel Hgt	128	257	51	8		6	50	7			47	1756	12	4474	1427250	83000	233631			29
30	Eau Claire: Hope	22	170	62	6		6	130	3							715000		12000	300000		30
31	Eau Claire: Lake Street	55	317	162	61	57	60	254	13			119	4762	66	6476	5511000	260000	284044	330540		31
32	Elk Mound	14	82	24					1					11	650	895000	143000	38733	57515		32
33	Ellsworth	8	19	4	5			7				6	600			213000	45800				33
34	Elmwood		21	8				8	5			17	1334	14		417000	89000	134536			34
35	Emerald											4				115000					35

	Table 1	Members Last Year	Received Confession of Faith	Restored/Affirmed	Rec from Other UMC	Rec from Other Denomination	Removed	Withdrawn	Trans to Other UMC	Trans to Other Denomination	Removed by Death	Total Full Members End Yr	Asian	Afr-Amer/Black	Hispanic	Native American	Pacific Islander	White	Gender: Female	Gender: Male	Average Attendance	Baptized This Year	Preparatory Members	Constituents	Confirmation Enrollment	Church School Leaders	Children (thru 6th Grade)	Youth (7th thru 12th)
		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
36	Exeland	41					1				2	38						38	28	10	26	2	7	23		6	7	4
37	Forest	61					2		2			57	1					56	29	28	23	2	12	2	2	3	8	3
38	Frederic	129						5			7	117						117	70	47	67	5		43	8	8	37	10
39	Gilmanton	55	2		2	1		1			3	56						56	36	20	30		8	4	2			
40	Glenwood City	62	2		1						2	63						63			35		24	35		6		
41	Grandview	32					2	1				29						29	17	12	40		3	55	1	1	22	
42	Grantsburg	133	6	5			3	1	2	1		137	1					136	84	53	74	4	35	74	4	14	49	20
43	Hallie	109	1								1	109						109	69	40	50	4	22	18		6	13	
44	Hammond	67	1								2	66						66	39	27	30	2	10	28		3	4	2
45	Hartland	51			1		2				1	49						49	28	21	25			4		4	8	
46	Hawkins	57									2	55						55	34	21	11			18				
47	Hayward U M C	86	2		1						1	88					1	87	50	38	72	1	21	53	1	6	10	5
48	Holcombe	124	10			4	5				1	132						132	76	56	98	5	40	49		10	21	15
49	Hudson	743	27		8	2	33	1	2	2	4	738	6					732	443	295	271	7	200	350	37	47	163	126
50	Iron Creek	95	1						2		1	93						93	45	48	41	2			1	10	7	3
51	Jim Falls	73			3			4			2	70						70	37	33	39	1	12	27		1	6	5
52	Kennan	23										23						23	17	6	7							2
53	Knapp	101	8		1		2			2		106			1			105	57	49	29		22	65	7	5	13	10
54	Ladysmith	106	6		1		4	10	3	1	2	93						93	60	33	33	1	9	121		9	9	
55	Lakeview	48			2						3	47						47	29	18	40		10			3	9	
56	Lewis	57	4		1	2		5			3	56						56	35	21	50		15	54	1	6	9	3
57	Lorain	24	1								2	23						23	14	9	5		3	26			1	
58	Maiden Rock	24	1				3					22						22	14	8	15		13					
59	Martell	36								3	1	32						32	17	15	7	1	6	27		1	4	
60	Mc Kinley	35	2									37						37	20	17	27					4	7	
61	Medford	225	6			7	3	8	1	1	1	224			1			223	130	94	93	7	65	69	5	6	24	9
62	Menomonie	470	19		7	2	15	4	6	6	5	462	1	4				457	264	198	185	7	82	52		35	59	30
63	Mondovi	301	14	1				2	2		4	308						308	200	108	94	7	107	33	15	18	66	21
64	New Auburn	69	1								2	68				1		67	39	29	35		40	24	5	3	11	6
65	New Centerville	97	4					20		2	1	78						78	44	34	45	1	18	18	7	6	14	14
66	New Richmond	437	10		4	10	16	2			10	433		2				431	266	167	180	8	193	111	23	25	77	35
67	Odanah	12	2									14		1		13			10	4	7	2	3	2				
68	Ono	113	6				5				3	111						111	67	44	40	2	35		1	4	9	7
69	Osceola	157	1			2			4		4	152						152	94	58	73	3	24	40	1	22	27	12
70	Phillips	88									2	86						86	54	32	42		20	20		10	16	2
71	Pleasant Valley	86	3	1							4	86					1	85	49	37	43	1	18	30		4	10	11
72	Plum City	59	4								5	58						58	34	24	25	1	12		5	4	6	8
73	Prairie Farm	84			1		8				1	76	1					75	43	33	30	2	14			9	15	1
74	Rib Lake	95	6	2			1				2	100						100	56	44	60	3	37	12	2	10	38	3
75	Rice Lake	315	5		11	4		5	4	2	3	321						321	186	135	130	1	51	83	3	10	33	16
76	Ridgeland - Dallas	50			1						1	50						50	28	22	15		1	4	1			3

	Table 1	Adults (post HS)	Total Ch School Membership	Ave Attend Ch School	Ave Attend Ongoing Classes	Ave Attend Misc Groups	Ave Attend Support Groups	Ave Attend Short Term Classes	Ch School Mbrs Joining CF	UM Men Members	UM Men Paid	UM Women Members	UM Women Paid	UMYF Members	UMYF Paid	Value Ch Land/Bldgs/Equip	Value Parsonages/Furniture	Value Other Assets	Indebtedness on Items 32, 33, 34	Other Indebtedness	Table 1
		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	
36	Exeland	10	27	23			10			1		12	250	4		260000	117000	5000			36
37	Forest	3	17	10				2						3	422	300000		6852			37
38	Frederic	4	59	41		9		9		6	540	13	1900			1400000	100000	41000			38
39	Gilmanton											8				70000		4016			39
40	Glenwood City		6	30								11	3000			250000	75000				40
41	Grandview	12	35	15		4										196000		8357	1467		41
42	Grantsburg		83	31				7	6			15	96	15		1306500	115000	24384			42
43	Hallie	11	30	7	8	9	5	4		10	1000	14	1072			682000		115000			43
44	Hammond	10	19	15												290000	48000	8500			44
45	Hartland		12	3	4	4		5				8	250			102000					45
46	Hawkins											15				234500		39148			46
47	Hayward U M C	27	48	28		5	20	8		19		42	2341			561750	105000	34133	127418		47
48	Holcombe	17	63	21	13		32					29	210	21		580000		10000	121000		48
49	Hudson	14	350	119	24	12	31	52	22	27	699	66	3976	65	300	1955725		115943			49
50	Iron Creek	13	33	33	15				1			11	69	4	279	348000		3000			50
51	Jim Falls	8	20	19	5		5					9	555	4		250000	107000	58461			51
52	Kennan	2	4													45000					52
53	Knapp		28	6				5	7			37	3454	10	525	200000	50000	10200			53
54	Ladysmith		18	9								20		8		400000	78000	236073			54
55	Lakeview		12	4				12				6	579			75000		6500			55
56	Lewis	5	23	7			6			13	1673	16	817	3		208000		14939			56
57	Lorain		1	1					1							64000		4000			57
58	Maiden Rock	5	5					3				6	199			330000					58
59	Martell		5	3								8				100000					59
60	Mc Kinley		11	4								9	2312			75000	10000	20777			60
61	Medford	12	51	15		21			5			25	1667	15	275	500170		33985			61
62	Menomonie	58	182	75	25	101	10	25	10	15		45	1073	30	6200	1800000		511708		5000	62
63	Mondovi	16	121	86								64		21		945000	137000	91029			63
64	New Auburn		20	8				8	1	7	50	12	167	6		216000		8231			64
65	New Centerville		34	24								13	205.47			147000		31400			65
66	New Richmond	57	194	40	52	24	53	42	10			71	1665	52		1768000	197200	163000			66
67	Odanah															200000	45000	35000			67
68	Ono	3	23	7					5			26	139			170000	127000				68
69	Osceola	25	86	42	7			53	1			22	1349	10	767	1070000	231000	98206	9308		69
70	Phillips	10	38	26				9				35	962			473000	135300				70
71	Pleasant Valley		25	8		20		48	3			25	700			276500		3600			71
72	Plum City	6	24	4				5	2			22	193			407000					72
73	Prairie Farm	2	27	11								22	4618	1		267000	66000	3000			73
74	Rib Lake	13	64	18	8	8	8	38						3		296500		17408			74
75	Rice Lake	11	70	30			21		5			79	548	10		1040000	135000	85932	24900		75
76	Ridgeland - Dallas	3	6	3										3		115000		5125			76

	Table 1	Members Last Year	Received Confession of Faith	Restored/Affirmed	Rec from Other UMC	Rec from Other Denomination	Removed	Withdrawn	Trans to Other UMC	Trans to Other Denomination	Removed by Death	Total Full Members End Yr	Asian	Afr-Amer/Black	Hispanic	Native American	Pacific Islander	White	Gender: Female	Gender: Male	Average Attendance	Baptized This Year	Preparatory Members	Constituents	Confirmation Enrollment	Church School Leaders	Children (thru 6th Grade)	Youth (7th thru 12th)
		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
77	River Falls	873	22		3	4			7	2	7	886		3	1		1	881	502	384	290	9	178	94	13	79	135	55
78	Rock Elm	68	2						2			68						68	39	29	38		9	23	2	3	6	6
79	Sanborn	74					4	1				69						69	40	29	26	3	14	17	2	3	3	
80	Sarona	22							1			21						21	14	7	18	1	11	7		3	12	3
81	Shell Lake	177	11		5	3		1			4	191						191	110	81	88	4	42	36	11	14	28	14
82	Siren	122	19	2	1	5		3			2	144						144	92	52	122	10	37	147		12	29	12
83	Spooner	346	4	2		1	4		4		5	340						340	201	139	122	6	33	47	4	4	15	
84	St. Croix Falls	104	4		2	1					1	110		1				109	55	55	56	3	9	24		6	9	3
85	Stanley	83									5	78			4			74	53	25	51	2	19	26	11	3	7	6
86	Superior: Faith	351	5	1	1	2	4	2			7	347		1		2		344	223	124	176	9	149	215	11	53	194	21
87	Tainter	196	8	1	1		4			2	2	198	1					197	100	98	103	1	46	38	10	11	30	22
88	Thorp	68										68						68	45	23	27	1	9	4	1			
89	Tony	40			2						1	41						41	24	17	22	1	8	30		4	9	
90	Turtle Lake	274	12			1	2	5	2	2		276						276	164	112	122	4	111	94	5	12	95	24
91	Washburn	71	1	1				4	2	1	2	64		1				63	40	24	33		29	28		4	7	1
92	Webster	111	2								2	111						111	71	40	53	2	6	30	1	2	2	3
93	Weyerhauser	28			1		10					19						19	10	9	19		6	13		3	6	
94	Wheeler	44	1								1	44						44	32	12	20		14	19	1	1	3	1
95	Wolf Creek	32	2								2	32						32	19	13	18	1	7	7		2	7	3
	District Total	**13749**	**384**	**35**	**109**	**78**	**183**	**212**	**99**	**48**	**219**	**13594**	**17**	**17**	**8**	**18**	**8**	**13526**	**7985**	**5547**	**6040**	**220**	**3179**	**3828**	**317**	**867**	**2297**	**936**
	Coulee District																											
1	Argyle	53	2				1	3				51						51	34	17	27	3	18	15	3	5	12	3
2	Arthur	35	3				3	3				32						32	19	13	17	1	8	14	3	6	5	8
3	Ash Creek	60	2			1	1	1	2			59						59	30	29	29	5	13	11	1	6	12	6
4	Avoca	75					14				2	59						59	38	21	34			11		5	17	12
5	Bagley	22									2	20						20	12	8	14			56		1		
6	Baraboo: Emanuel	400	5	2	5		3	4	4		8	393		1				392	216	177	201	4	116	36	8	47	78	65
7	Baraboo: First	424	10		3	2		1	5	2	6	425	1					424	241	184	145	1	76	86	7	25	65	35
8	Beetown	44							1			43						43	25	18	16		6		2	2	4	
9	Belleville	105	4								2	107						107	64	43	53	3	25	14	7	10	22	10
10	Belmont	187									3	184						184	94	90	65	1	36			10	22	13
11	Benton	84							2		4	78						78	47	31	40	2	20	15	7	2	7	7
12	Bethel	58					5					53						53	31	22	33	2	27	23		6	9	4
13	Black Hawk	250	6						3		4	249	1					248	127	122	74	3	63		6	15	33	31
14	Blanchardville	73						1	1		2	69		4				65	33	32	31		36	30	6	2	17	6
15	Bloom City	29						1			1	27						27	18	9	24	6	24	26		3	27	1
16	Bloomington	73									3	70						70	41	29	30		25	30	9	1	11	
17	Blue River	97	9	3	2		1		4		2	104			1			103	57	47	43	3	76	32		13	30	11
18	Boaz	34	3			2						39	2					37	24	15	28		6	26		2	7	2
19	Boscobel	206	13		8	1			2		4	222						222	140	82	194	25	100	105		32	78	42

	Table 1	Adults (post HS)	Total Ch School Membership	Ave Attend Ch School	Ave Attend Ongoing Classes	Ave Attend Misc Groups	Ave Attend Support Groups	Ave Attend Short Term Classes	Ch School Mbrs Joining CF	UM Men Members	UM Men Paid	UM Women Members	UM Women Paid	UMYF Members	UMYF Paid	Value Ch Land/Bldgs/Equip	Value Parsonages/Furniture	Value Other Assets	Indebtedness on Items 32, 33, 34	Other Indebtedness	Table 1
		18	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	
77	River Falls	109	378	80	43	52	72	176	12			129	2183	40	400	1575000		582961	313568		77
78	Rock Elm	7	22	14				11				20	1011	4		280000	89000	134536			78
79	Sanborn	8	14	8				25				9	191			176000					79
80	Sarona	16	34	4	4	6	6					6				87000					80
81	Shell Lake	19	75	36	26	8	26	72	7	8	600	49	1502	13	1400	689070	62150	3311	145850		81
82	Siren	40	93	56			7			13	1594	29	1002	12		465000	90000	83082			82
83	Spooner		19	9				14		8		75	3900	6		695000	132000	13458	16000		83
84	St. Croix Falls	22	40	8		7		5				18	458	2		414200	84300				84
85	Stanley	4	20	15				5								378000	73500	4475			85
86	Superior: Faith	18	286	143	14	44		259		13	1000	64	459	18	1156	1093650	173000	261351		11263	86
87	Tainter	22	85	58				61	8	7	150	30	9119	25		798000		38527	150000		87
88	Thorp											6	350			350000		13523			88
89	Tony		13	10												374800		5367			89
90	Turtle Lake	32	163	44	18	19		70	2			30	1600	20	300	310000	80000		7000		90
91	Washburn	5	17	9				10								170000	58000				91
92	Webster	13	20	7					1			15	1016			749200	179145				92
93	Weyerhauser		9	4						1		6				156000					93
94	Wheeler		5	3		3		1	1			6	818	2	56	395000					94
95	Wolf Creek		12	3					2							289000					95
	District Total	**1180**	**5280**	**2165**	**690**	**812**	**510**	**1934**	**200**	**194**	**10089**	**2016**	**96175.5**	**729**	**27928**	**56844263**	**5098305**	**4807793**	**2590374**	**16263**	
	Coulee District																				
1	Argyle		20	14				6				10	1278			305000	90500	7733			1
2	Arthur		19		6	3			3							100000		14851			2
3	Ash Creek	12	36	16								15	253			164000	50000				3
4	Avoca		34	5						9	250	10	400			748000					4
5	Bagley	15	16	16	2			8								92800					5
6	Baraboo: Emanuel	110	300	81	12	7		100	5	12		30	112	30	779	2100000	161000	302120			6
7	Baraboo: First	44	169	50				15	7			50	841			2285000	210000	440000	10000		7
8	Beetown	3	9	4												76000					8
9	Belleville	17	59	28								9				430000	121000	47286	30000		9
10	Belmont	10	55	34			45	20						15		220000	65000	35000			10
11	Benton	7	23	7												583000	109000	575761			11
12	Bethel		19	10				5				14	1691			60000		24689			12
13	Black Hawk	5	84	33				6	6			23	253	28		1570000	112000	10000			13
14	Blanchardville		25	15								20	872			510000		21000			14
15	Bloom City		31	8								10	1416			70000	60000	21028			15
16	Bloomington	10	22	21												275000	107000	26500			16
17	Blue River	6	60	32				76	9			24	1475			391000	67000				17
18	Boaz		11	5				7				13	514			60000	12000	15569			18
19	Boscobel	12	164	101				75				8	458	40	42696	758000	115000	51623	24091		19

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		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
20	Cassville	40							1		2	37				1		36	23	14	16		12	2		4	14	9
21	Clarno	105	3								1	107						107	65	42	50	1	10	10	1	5	9	8
22	Cobb	95	3				2				3	93						93	50	43	41		19	28	3	2	25	11
23	Cuba City	225									5	220						220	130	90	82	2	47	82	4	5	43	24
24	Darlington	334	3	2	1			10	7		10	313						313	192	121	100	6	78		8	14	65	12
25	Davis Corners	75									2	73						73	43	30	43		24	54		1		5
26	Dell	88	1						1		2	86						86	43	43	33	1	11	10	2	3	9	1
27	Denzer	64	1					1			1	63						63	33	30	31	2	13	8	2	3	5	6
28	Dodgeville	420	17		3		16	17		2	2	403			2			401	223	180	133	13	60	25	6	13	37	31
29	Eastman	84	2				2				1	83						83	44	39	54	5	62	104	15	9	27	23
30	Faith U.M. Church	73	7		1	1			1	1	1	79						79	53	26	91	5	48	97	2	10	8	4
31	Fayette	85	5				3	1			4	82						82	39	43	28					1		
32	Fennimore	393	23	1	4	3	18	2	2	2	8	392						392	245	147	193	7	100	91	14	22	82	51
33	Gays Mills	49					5					44	8					36	29	15	18	1	8	26		2	2	
34	Gotham	45										45						45	29	16	14	2		16		2	12	
35	Hazel Green	121	1		5		1	5			2	119				1		118	69	50	40	3	16	6		4	8	6
36	Ironton	34					5		2			27						27	18	9	22	1	10	20		2	2	
37	Juda: Zion	234	8	16		2	9		6	1	2	242						242	132	110	134	6	88	134	7	13	65	21
38	La Farge	221	7					10	1		3	214						214	122	92	78	7	84	106	7	12	15	12
39	Lamont	51				1			1	4		47						47	29	18	19	1	15	13	1			
40	Lancaster	373	9				2	18	2		11	349						349	204	145	118	5	80	99	10	25	58	27
41	Lavalle	39					1					38						38	26	12	22		4	18	4	1		3
42	Liberty Pole	151	2					1		1	1	150						150	80	70	55	2	50	19		6	25	8
43	Lime Ridge																											
44	Linden	121					3	2			1	115						115	81	34	36	2	72	110		12	33	8
45	Livingston	184	2				2	1			6	177						177	101	76	71	4	57	56	4	21	36	25
46	Merrimac	80	2				3				1	78						78	52	26	58	3	30	19		7	23	10
47	Midland	152	4					2	2		2	150							88	62	76	4	54	39	5	28	19	5
48	Mineral Point	155	1	2	1	1	2	4		1	3	150		1				149	91	59	65	4	50	43		18	29	2
49	Monroe	842	22		9	1	15	14	2		6	837			5			832	515	322	461	12	210	150	27	75	125	69
50	Montfort	174	1					2		2	7	164						164	87	77	40		65	68	1	5	38	33
51	Mount Hope	54						4			1	49						49	28	21	9		20	70		6	14	4
52	Mount Horeb	252	16				5	8			5	250	1					249	140	110	104	12	76	81	22	27	79	33
53	Mt. Zion	36	1						1			36						36	22	14	30	1	11	26		3	8	6
54	New Hope	103	2							2	3	100					1	99	56	44	42	3	18	31	3	3	11	6
55	North Clayton	27				2					1	28						28	19	9	18	1	7	16				
56	North Freedom	78	3	1	3			1				84						84	51	33	35	2	19	21	2	5	15	6
57	Oakley: Union	63		1	1		4					61	2					59	32	29	41	5	25	38	1	2	8	2
58	Patch Grove	19	1					1				19						19	12	7	12	1	9	37	1	1		
59	Platteville	555	8		2		8	2	3	8	11	533	3	13				517	298	235	215	2	149	147		22	61	66
60	Prairie Du Chien	282	8	1	4			1	7		6	281		1		2		278	181	100	105		40	115	7	11	18	9

	Table 1	Adults (post HS)	Total Ch School Membership	Ave Attend Ch School	Ave Attend Ongoing Classes	Ave Attend Misc Groups	Ave Attend Support Groups	Ave Attend Short Term Classes	Ch School Mbrs Joining CF	UM Men Members	UM Men Paid	UM Women Members	UM Women Paid	UMYF Members	UMYF Paid	Value Ch Land/Bldgs/Equip	Value Parsonages/Furniture	Value Other Assets	Indebtedness on Items 32, 33, 34	Other Indebtedness	Table 1
		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	
20	Cassville	5	32	18								7				217000		11000		300	20
21	Clarno	20	42	13	12			35	1			8	120	8		336000	125000	67500			21
22	Cobb		38	3					3			25	468			381300					22
23	Cuba City	10	82	35				9		13	840	33	5926	67	3200	675550	110340	30000			23
24	Darlington	12	103	66				10	3			78	5000	10		336000	112000	9000			24
25	Davis Corners	3	9	9				2				16	65			352000		37000			25
26	Dell	4	17	10	4	13	16	9				35	100			250000	65000	40000			26
27	Denzer		14	12	3	3		12						6	2500	140000	150000	25000			27
28	Dodgeville	8	89	49		5			6			51	2305	31		2186000	145000	8300			28
29	Eastman		59	14		3		70				9		15	400	668000		26135			29
30	Faith U.M. Church	25	47	21		18		30				12	929			420000		14000	18700		30
31	Fayette	7	8	6				6	1			12	150			250000		10000			31
32	Fennimore		155	61				260	14			67	1480	31		1240000	159000	648375	47476		32
33	Gays Mills		4	1				4				13	1200			219000	60000	15600			33
34	Gotham		14	5								12	50			135000	22000				34
35	Hazel Green	14	32	22			12					10	600			330000	94000	40860			35
36	Ironton	2	6	2												392000		28828			36
37	Juda: Zion	12	111	71	15	5	27	49	8			18	347	34	606	1461200	173800				37
38	La Farge	34	73	25	29	18	12	7				18	400	15		905000	134000	63065			38
39	Lamont											13	266			84500		54216			39
40	Lancaster	29	139	55		21	27	19	8	11		91	2492	30		1575000	270000	45000			40
41	Lavalle	3	7				1	4								354000		45452			41
42	Liberty Pole	6	45	25			25	30				60	3155	6		330000		13000			42
43	Lime Ridge																				43
44	Linden		53	24				75				16	1641	11		327000		37016			44
45	Livingston	19	101	34		7		101	2			33	1530	14	2401	450000	104000	51327			45
46	Merrimac	6	46	23		21		25				30	4363	18	660	273000	142000	105029	99524		46
47	Midland	9	61	17		8	5	9				51	315	5		165000	135000	65000			47
48	Mineral Point		49	20				13								867200	114800	59879			48
49	Monroe	53	322	190	23	160	3	284	9	25	500			70	3000	3725000	215000	172000			49
50	Montfort		76	5				25	1			50	575	3		802000	112000				50
51	Mount Hope		24	10			5	15								221000	105000				51
52	Mount Horeb	34	173	74	28	18	16	98	13			29	4982		1100	810000	192000	41920	86276		52
53	Mt. Zion	3	20	6				60				4	830	6		29900		431			53
54	New Hope		20	11		6	16	9	1			30				227000		69973		10800	54
55	North Clayton											11	804			170000					55
56	North Freedom		26	15	3	4		12						6	2500	500000	100000	67000			56
57	Oakley: Union		12	6	2							11	45	1		175500					57
58	Patch Grove	3	4	4			7	3	1			8	75			171000					58
59	Platteville	58	207	53	50	15		100	8			88	700	30		1422000	147000	170000	61164		59
60	Prairie Du Chien	10	48	32	7	10	13	19	7			23	699	26	2011	2000000	130000	3573			60

	Table 1	Members Last Year	Received Confession of Faith	Restored/Affirmed	Rec from Other UMC	Rec from Other Denomination	Removed	Withdrawn	Trans to Other UMC	Trans to Other Denomination	Removed by Death	Total Full Members End Yr	Asian	Afr-Amer/Black	Hispanic	Native American	Pacific Islander	White	Gender: Female	Gender: Male	Average Attendance	Baptized This Year	Preparatory Members	Constituents	Confirmation Enrollment	Church School Leaders	Children (thru 6th Grade)	Youth (7th thru 12th)
		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
61	Prairie Du Sac	373		5	1	2		4	1	5	7	364			1	1		362	190	174	139	4	53	93	11	23	31	20
62	Readstown	14							1	2		11						11	8	3	10		5	8				
63	Reedsburg	635	15		4	4	3	2	2		10	641						641	367	274	234	15	145	97	13	37	108	96
64	Retreat	56	1	1	2	1	1	1		1	1	57						57	32	24	25	3		32		3	9	1
65	Rewey	40	5									45						45	26	19	30	5	24	45	7	10	40	10
66	Richland Center: Peace	349	12		2		7		3		14	339						339	206	133	175	8	50	142	8	16	25	36
67	Richland Center: Trinity	233					9		4		4	216						216	159	57	70	1	55	70	5	9	10	8
68	Ridgeway	46									1	45						45	28	17	18	1	8	33		3	10	
69	Sandusky																											
70	Seneca	47				1	4					44		2				42	30	14	20	1	20	39		5	7	1
71	Shullsburg	236	4	1				1	3		3	234				1		233	141	93	81	10	38	54	10	8	19	27
72	Soldiers Grove	40			1	2		2			1	40						40	25	15	53	1	21	31		6	15	2
73	South Wayne	60						4			2	54						54	30	24	23	2	15	18	2			
74	Staver	56	2									58						58	30	28	42		10	12		6	15	6
75	Stitzer	69							3		1	65						65	35	30	31	2	12	17	4	15	19	6
76	Viola	139	3	1			10		1		3	129	1					128	81	48	78	1	47		13	18	39	13
77	Viroqua	253	13		1	1		3			8	257	3		1			253	156	101	89	2	50	70	3	7	12	12
78	Waldwick	41									1	40						40	24	16	18			6				
79	Wauzeka: St. Paul's	35										35						35	24	11	27	4	19	89	2	12	11	4
80	West Lima	16					1					15						15	10	5	11		4	34				
81	Westby	78	5			2				1		84						84	48	36	65	5	48	62	4	9	18	19
82	Whig	110							1		2	107						107	58	49	37	1	5	5		1	3	3
83	Willow Valley	158	4		3	4	4		2		2	161						161	91	70	74	4	41	45	10	6	20	48
84	Wisconsin Dells	130	2				8	5			3	116						116	67	49	43		12	53		4	5	
85	Wonewoc	138	10	1	4	1		4		1	2	147						147	85	62	48	2	28	62	6	6	9	4
86	Wyoming Valley	20									1	19						19	14	5	12			10				
	District Total	**12257**	**296**	**38**	**70**	**35**	**181**	**147**	**84**	**36**	**223**	**12025**	**22**	**22**	**10**	**6**	**1**	**11814**	**7031**	**4989**	**5384**	**257**	**3136**	**3692**	**316**	**802**	**1909**	**1118**
	Heartland District																											
1	Alma	51				1	6					46						46	25	21	30	1	4	12				
2	Alma Center	95	2								3	94					1	93	48	45	33		30	15	5	3	15	6
3	Almond	137	2				1	12	1		3	122						122	69	54	37	2	29	38	3	2	6	
4	Black River Falls	572	12		4	1		25	2		6	556					1	555	322	234	177	4	117	245	9	18	70	6
5	Camp Douglas	52	2		1	1					1	55						55	33	22	33	2	17	10		3	13	4
6	Cataract	91	1		5						2	95						95	51	44	44	1	74	91	4	5	16	11
7	Chili: Immanuel	42					1	3			1	37						37	22	15	19	1	8			3	5	
8	Christie	15										15						15	11	4	7							
9	Colby	53						3			2	48	1					47	26	22	10	1	5	10		2	5	
10	Coloma	72					2	3			2	65						65	33	32	50					5	5	
11	Elroy	197			2		7	1			1	190						190	113	77	138	6	59	43	5	21	42	15
12	Fairchild	37	3				8				3	29						29	17	12	16	3		11	3	2	15	

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		18	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	
61	Prairie Du Sac	21	95	50				12				44	430	24	625	3535000	195000		173175	7000	61
62	Readstown															104000		2500			62
63	Reedsburg	26	267	85	26	14		19	13			41	1587	105		2600000	150000	119497	17443		63
64	Retreat	5	18	12		5		4				20	5421			29671		1000		6050	64
65	Rewey	5	65	10					5					5		190400		188940			65
66	Richland Center: Peace	70	147	65	66			65	8			70	123	20	177	1870000	143000	113154			66
67	Richland Center: Trinity	6	33	16	6	5		21				56	1055	22	750	2200000	130000	185000			67
68	Ridgeway		13									15	4500			542000		625			68
69	Sandusky																				69
70	Seneca		13	5				4								241000		1000			70
71	Shullsburg		54	31	9			50		3	2300	15	1000	20	2500	1412000	130000	130000			71
72	Soldiers Grove	14	37	32				11				18	1469			193300	16500				72
73	South Wayne															222900	81900	14600			73
74	Staver		27	13	10			8	2							323000	50000	6400			74
75	Stitzer	6	46	10				13				12				210000					75
76	Viola	38	108	25	12			5	3			33		15		2552000	131000			169141	76
77	Viroqua	17	48	28		5		11	1			79	1200	3	50	2552000	131000	168000			77
78	Waldwick				7			6								100000		8250			78
79	Wauzeka: St. Paul's		27	6				9				12	25			603000		8907			79
80	West Lima					6										243576		4946			80
81	Westby	10	56	30	38			51	4			25	1500	15		680500	112850	16542	45868		81
82	Whig	8	15	4				6				22	1000			150000	30000				82
83	Willow Valley	12	86	36						15	491	25	1285	19		737000	107000		42000		83
84	Wisconsin Dells	3	12	2				2				20	150			438000		33375			84
85	Wonewoc	29	48	37			2	16	10			10	15			723000	181000	27545			85
86	Wyoming Valley															300000	5000	16700			86
	District Total	**910**	**4739**	**2024**	**370**	**380**	**232**	**2035**	**162**	**88**	**4381**	**1725**	**71935**	**804**	**65955**	**59123297**	**5990690**	**4715620**	**655717**	**193291**	
	Heartland District																				
1	Alma											10				165000	10000				1
2	Alma Center		24	14				10	2							472500		15000			2
3	Almond		8	6								15	1052			220000	39222	24012			3
4	Black River Falls		94	42			25	40	8			85	1618	12	100	1717865	110000	67867	11275		4
5	Camp Douglas	4	24	14	4			4								195000	155000				5
6	Cataract	9	41	17				7	1			9	245	8		405000					6
7	Chili: Immanuel	3	11	8			6					8	1050			784000	54000	75000			7
8	Christie											5	150			77700	8000				8
9	Colby	2	9	6				6		1						550000		17967			9
10	Coloma	5	15	9			8	20				22	1110			300500	175000				10
11	Elroy	20	98	44	41		32	131				8	428			572700	90200	4250			11
12	Fairchild		17	12								12	700			102000					12

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		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
13	Granton	21										21						21	14	7	17	2	11	14				
14	Greenwood	72					20		1			51						51	40	11	19	2	16	35				
15	Hixton	79	4				10	4		3	2	64				4		60	47	17	30		33	30	4	5	7	1
16	Humbird	12						1			3	8						8	4	4	6			1				
17	Lacrosse: Asbury	429	6					7	2	1	4	421	6	3				412	245	176	123		61	127	7	8	34	24
18	Lacrosse: St Luke's	231	1						6	1	12	213						213	113	100	65	6	31	25		1	11	20
19	Lacrosse: Wesley	376	12	1	1	6	13		2		7	374						374			168	13	70	29	4	27	60	15
20	Loyal	130	2	1	1		4	1			3	126				3		123	77	49	57	3	24	40		4	19	7
21	Marshfield: Wesley	332	1		1	1			1	6	5	323					2	321	177	146	100	1	42	62	9	10	20	11
22	Marshfield: Zion	248	2		6	2	1	4			4	249			4			245	142	107	139	4	59	89	12	30	50	22
23	Mauston	239	10				4	1	3	2	8	231						231	145	86	167	3	89	65	6	25	48	37
24	Melrose	169	2		2				2		2	169						169	94	72	65	3	65	159	9	10	24	9
25	Mercer	100						2	6	2	2	88						88	56	32	65	4	29	9		10	16	13
26	Merrill	236	4	1	4	1		1			8	237		1		1		235	131	106	83	12	38	109	7	15	42	5
27	Merrillan	91	2		2		3				3	89				1		88	42	47	46	6	24	25	1	2	12	2
28	Minocqua	598	6		5		7	4	5		12	581			1	1		579	350	231	238	9	138	125	4	16	81	54
29	Montana	41			2		2	1				40						40	19	21	23					2		
30	Mosinee	173	19		7	8			4		2	201			1			200	120	81	127	6	76	138	15	10	35	15
31	Necedah	77	3					3	1			76						76	45	31	46	1	19	30		4	11	4
32	Neillsville	111									4	107						107	80	27	44	3	21	30		5	15	3
33	New Lisbon	133	5		1			9	2	2	4	122						122	70	52	70		32	63		7	23	16
34	Norwalk: Immanual	57			3	1	4			1	1	55	2					53	34	21	40	1	12	17	4	6	10	6
35	Norwalk: Salem	20										20						20	9	11	13		3	4		2	5	
36	Onalaska	775	35		15	8	23	1	4	3	6	796	3	3	1	1		788	469	327	340	14	229	103	12	106	128	85
37	Pepin	118							12		5	101						101	72	29	45		8	35		4	8	11
38	Plainfield	194	8		3	1	1	16		2	8	179						179	112	67	68	2	63	89	5	6	16	14
39	Plover	116	1		1			10	3		1	104	3					101	64	40	57	2		31		3		4
40	Port Edwards	222	3		6		1	3	2		6	219	2		2			215	120	99	91	3	56	39	5	20	45	5
41	Rib Falls	39	2		2						1	42						42	24	18	20		9	6		2	7	2
42	Rockland	78	3		7						2	86						86	52	34	36	3	18	8	4	5	10	4
43	Rothschild	58	2				5	2		1		52	1					51	31	21	32		13	26		4	11	3
44	South Burr Oak	56	5						4			57						57	29	28	33	1		65		1	2	
45	Sparta	546	17	1	2		10	24		3	13	516	2					514	309	207	178	5	129	106	16	23	92	98
46	Spencer	137	7		2			2		1	3	140				1		139	75	65	66	1	27	10	7	10	20	6
47	Spirit	35	1				9				1	26						26	19	7	17		9		1	1	2	1
48	Steven's Point: St Paul'	712	18		6	2	3	8	19		4	704	9	4	2	1		688	413	291	266	10	145	136	24	92	60	11
49	Stoddard	101	8	1	1						1	110						110	65	45	42	3	23	52		6	16	10
50	Tomah	409	16		4	3	10		1	1	6	414						414	243	171	130	8	94	182		20	61	48
51	Tomahawk	175	5			1	10	15		9	1	146	1					145	94	52	63	2	18		6	2	6	10
52	Trempealeau	133	2	2	4	2	2	1	4			136						136	84	52	82	7		62	5	9	22	12
53	Trout Run	52				2					2	52						52	33	19	30	3	11	39		3	6	

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		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	
13	Granton															286000		12000	14260		13
14	Greenwood															255000	92500	37000			14
15	Hixton		13	5				8	4			20	3546			250000		30000			15
16	Humbird															26000					16
17	Lacrosse: Asbury	40	106	17		6		12	6			69	820	15		2000000	165000	141789			17
18	Lacrosse: St Luke's		32	5		18		10				80	1880			1850000	178000	46000			18
19	Lacrosse: Wesley	29	131	36	20	16			3							4040000	250000	178000			19
20	Loyal		30	20		8	8	3				16	582	15	1360	685000	100000	1000	42000		20
21	Marshfield: Wesley	12	53	29		6		15		10	219					1875346	152000	68000	20185		21
22	Marshfield: Zion	14	116	50	10		12	70	2			20	180	22	636	2630500	175000	62653			22
23	Mauston	18	128	79	46	85		148	2			35	250	38	860	1635000		288098		3182	23
24	Melrose	12	55	35	3			7				49	165	12		300000	95000				24
25	Mercer	12	51	9								10	2824			708000	110000				25
26	Merrill	7	69	39				8	2	7		33	439	13	92	953000	134700	186930			26
27	Merrillan		16	10		6		10				20	2600			275000	50000	4000			27
28	Minocqua	19	170	40	25	41	46	30	4			115	2205	8	50	1199000	195800	228112		3055	28
29	Montana		2									5	100			297000		3696			29
30	Mosinee	25	85	35	11	30	8	12	4			11	737	18	315	1080961	151865		398240	10205	30
31	Necedah	9	28	17	9			9				15	185			225000	155000	20045			31
32	Neillsville	5	28	11				5		9	500	1	200			757000	110000	36000			32
33	New Lisbon	22	68	28	17	9		17		9	3887	26	761			395000	169000				33
34	Norwalk: Immanual	17	39	33			3	21				15	251	6	207	734000	103000	59765			34
35	Norwalk: Salem	1	8	3			1	3				1	17			32500	103000				35
36	Onalaska	32	351	285	136	15	14	825	20	22	1038			90		2750000	125000	182350	392060		36
37	Pepin	5	28									12		11		440400	99600				37
38	Plainfield	9	45	38								13	870			889500	94900	21000			38
39	Plover	15	22	20		10										656239	100000				39
40	Port Edwards	22	92	13		12	8		2			39	2125	7	40	1937000	138000				40
41	Rib Falls		11	5				6								40000		7496			41
42	Rockland		19	11				5	2			7	1500			250000		39405			42
43	Rothschild	6	24	15	7			10						2	250	350000		19424			43
44	South Burr Oak		3	3												155000		45998			44
45	Sparta	22	235	94	14	18	11	133	14			73	2950	15		2516000	143500	143626	7300		45
46	Spencer		36	26				8				16	1296			580000	82000	7000	10134		46
47	Spirit		4	2								4				170000					47
48	Steven's Point: St Paul'	382	545	347	127	6		196	13			67	1700	16	1200	4190000	160000	216458	566344		48
49	Stoddard		32	10								6	125			441000	70000	30665			49
50	Tomah	5	134	47			10	100				72	3872			1360000	117000				50
51	Tomahawk		18	6	5		27	5				15	350	10		660000	90000	69000			51
52	Trempealeau		43	25				15	2			20	454	12		827000	133000	60000			52
53	Trout Run	8	17	4			6	6				7	429			148500		500			53

	Table 1	Members Last Year	Received Confession of Faith	Restored/Affirmed	Rec from Other UMC	Rec from Other Denomination	Removed	Withdrawn	Trans to Other UMC	Trans to Other Denomination	Removed by Death	Total Full Members End Yr	Asian	Afr-Amer/Black	Hispanic	Native American	Pacific Islander	White	Gender: Female	Gender: Male	Average Attendance	Baptized This Year	Preparatory Members	Constituents	Confirmation Enrollment	Church School Leaders	Children (thru 6th Grade)	Youth (7th thru 12th)
		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
54	Wausau: First	650	27		14	11	19	25	7	9	13	629	8				2	619	350	279	259	11	151	122	10	42	82	81
55	Wausau: Hmong Ameri	105						5			1	99	99								95	8						
56	Wausau: Wesley	564	18		7	6	2	4	6	16	11	556						556	301	255	245	9	92	59	8	42	65	51
57	Westfield	89									3	86						86	55	31	35					2	8	
58	Whitehall	33			1		1					33						33	20	13	15		2			1	1	1
59	Wildwood Chapel	59	4		1	1	1	3				61						61	29	32	34	4	34	33	1	6	10	2
60	Wisconsin Rapids	515	7		9	4	2	9	2		11	511	1					510	308	203	186	7	93	122	15	28	62	27
61	Withee	16										16						16	7	9	14		1	2		2		1
62	York Center	46	3				1				1	47						47			33	4	10	15		3	7	2
	District Total	**11422**	**293**	**7**	**132**	**63**	**193**	**213**	**102**	**63**	**210**	**11136**	**138**	**11**	**11**	**13**	**6**	**10957**	**6202**	**4411**	**4857**	**207**	**2471**	**3043**	**230**	**706**	**1462**	**795**
	Metro North District																											
1	Batavia: Zion	242	6			2		3		2	3	242						242	133	109	104	3	71	29	9	21	58	30
2	Brookfield: First	118	6		1			3			4	118					2	116	68	50	67	1	31	24	2	8	21	6
3	Brookfield: Trin-Pil	347	16		3		7	17	20	7	4	311	2	2				307	185	126	157	7	135	52	15	36	78	33
4	Brown Deer	317	13				1	3	6	3	4	313	4	16			1	292	170	143	182		62	36	12	29	46	25
5	Campbellsport	38			4			5				37						37	21	16	12	1	2	2				
6	Cedarburg: Community	522	18		5		6	1	6	6	1	525	5	1				519	282	243	206	8	145	61	14	114	152	104
7	Colgate: Zion																											
8	Elm Grove: Community	957	17		40	6		17	4	31	2	966	21		2		1	942	539	427	370	10	249	214	23	73	330	140
9	Greenbush: New Hope	108	9	2			4	3			3	109						109	64	45	67	1	26	5	5	7	15	5
10	Hartford: First	690	24		3	2	32		5		6	676	1		1	2		672	370	306	272	15	290	87	12	45	136	141
11	Jackson:Still Waters Co	206	19		20	11	13	2				241	2					239	133	108	266	3	72	513	9	17	80	18
12	Menomonee Falls: Emr	829	23	2	23	10	17	7	8	1	7	847		1		1		845	457	390	393	21	299	310	17	122	165	135
13	Mequon	409	34		11	3	2	17			3	435	1	5	1			428	237	198	191	10	208	91	16	75	132	76
14	Milwaukee: Albright	142	9	12	2			2	1	1	5	156	4	44				108	93	63	97	1	24	46		15	28	24
15	Milwaukee: Aldersgate	111					5	2	2	1	3	98		2				96	74	24	57	2	8	10		8	7	5
16	Milwaukee: Central	190									6	184		64	2	5	2	111	123	61	62	4	24	30		3	15	9
17	Milwaukee: Good Hope	84	4		3		4				1	86	1	70				15	55	31	60	3	27	30		10	23	4
18	Milwaukee: Emanuel	42					1	1			1	39		3	15			21	27	12	20	4	18			6	10	4
19	Milwaukee: Kenwood	201			4		7	7	10		4	177	3	7	5			162	127	50	69	4	38	32	3	15	20	14
20	Milwaukee: Solomon	88	2	1		2	26				1	66		65				1	41	25	30	2	10			20	9	7
21	Milwaukee: St James	224	6	1		3		3			5	226		226					159	68		6	27	15		9	12	8
22	Milwaukee: Summerfiel	141	4					7	6	1	3	128	4	17	4	2	2	99	87	41	57	3	27	47		5	25	14
23	Oconomowoc: Good Sh	364	3	2				10		4	7	348	1					347	205	143	168	6	40	13	3	20	49	18
24	Pewaukee: Gethseman	306	22	3				8			2	321						321	185	36	146	8	122	106	17	18	48	30
25	Port Washington: Gran	258	5		5			7	7	2	3	249						249	105	2	81	10	6	11	31	20	16	60
26	Richfield: Emmanuel	95	2	9		1	2		4	2	2	97						97	58	39	39	2	33	12	3	11	22	7
27	Sheboygan Falls: Faith	174	8				7	6	2	2	4	161						161	90	71	70	3	30	60		9	20	12
28	Sheboygan: Fountain F	333	8		7	6	6	7		2	4	335	1			3		331	189	146	175	7	85	74	7	17	40	17
29	Sheboygan: St. Luke's	826	12		3	1	37	24	5	5	15	756	13					743	435	321	269	12	248	135	31	22	132	48

	Table 1	Adults (post HS)	Total Ch School Membership	Ave Attend Ch School	Ave Attend Ongoing Classes	Ave Attend Misc Groups	Ave Attend Support Groups	Ave Attend Short Term Classes	Ch School Mbrs Joining CF	UM Men Members	UM Men Paid	UM Women Members	UM Women Paid	UMYF Members	UMYF Paid	Value Ch Land/Bldgs/Equip	Value Parsonages/Furniture	Value Other Assets	Indebtedness on Items 32, 33, 34	Other Indebtedness	Table 1
		18	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	
54	Wausau: First	34	239	97	38	36		45	10	6		102				3450000		1091872			54
55	Wausau: Hmong Ameri					4	35			42		46		38							55
56	Wausau: Wesley	22	180	64	5	30		45	8				2505	32		3160000	190000	1257545	201755		56
57	Westfield		10	5												1000000	125000		30156		57
58	Whitehall		3			5						6	100			450000		80000			58
59	Wildwood Chapel		18	9				8	1			7	202	4		69500		17356			59
60	Wisconsin Rapids	25	142	45	25	3		31	6	9		73	1896	35		1860296	114178	387289	77550	26475	60
61	Withee		3	2			2			4		4				108000					61
62	York Center		12	11		6	2	6				13	809	5	503	132000		27550			62
	District Total	**872**	**3835**	**1857**	**543**	**370**	**264**	**2050**	**116**	**119**	**5644**	**1317**	**45278**	**444**	**5613**	**56642007**	**4913465**	**5311718**	**1771259**	**42917**	
	Metro North District																				
1	Batavia: Zion	7	116						6			10	300	16		1660000					1
2	Brookfield: First	22	57	30				5	2			22		5		1170000		54320			2
3	Brookfield: Trin-Pil	21	168	45	6		58	56	13					27	1018	1100000	150000	38016	165767		3
4	Brown Deer	26	126	85	27	30	87	146	5					30		2200000					4
5	Campbellsport															88100					5
6	Cedarburg: Community	126	496	88	24	37	25	61	15			15	800	65	419	1438750	202000	25567			6
7	Colgate: Zion																				7
8	Elm Grove: Community	128	671	177	79		9	97				80	710	78	12000	4200000	200000	445675	242824		8
9	Greenbush: New Hope	6	33	19	6		5	7				14	165			499000	162010		70811		9
10	Hartford: First	110	432	110	41	15	19	119	13			75	3200	40		2661000		358220	878164		10
11	Jackson:Still Waters Cc	45	160	52	15	14	18	42	7	20	500	25	800	16		950000	215000			590000	11
12	Menomonee Falls: Emr	18	440	138		13		6	15			5	600	132	6472	2632671	300760	254769	505205		12
13	Mequon	150	433	70	15	12	9	30	16					28		2620000	230000	84676		1325	13
14	Milwaukee: Albright	28	95	61				24	9			22	1523	21		3900000	145000	18500	26225		14
15	Milwaukee: Aldersgate	16	36	3		7		10					1124	5	750	1065900		120550	7339		15
16	Milwaukee: Central		27	20	8	5		8				12	1950	7	1500	1707500		815749			16
17	Milwaukee: Good Hope	20	57	35	20	12	40	20	4			37		21		600000	100000				17
18	Milwaukee: Emanuel	4	24	15		3		15								1100000	65000			5000	18
19	Milwaukee: Kenwood	17	66	30		6	9	40				16	305	12	270	4075900	205000	155328	235000		19
20	Milwaukee: Solomon	2	38	15	5	8				10	500	185	5848			1252000	180000	15615	29547		20
21	Milwaukee: St James	24	53					20		12		20	300	10	100	114000	20000	21000	76000		21
22	Milwaukee: Summerfiel	51	95	17	8	10	15	19	2			12	268	10		3572000		457562	38619		22
23	Oconomowoc: Good Sl	24	111	24		48		15				110	1375	27	6850	3282850	189600	29777	148910		23
24	Pewaukee: Gethseman	50	146	70				40	13			10	700	45	12762	1522500		257309			24
25	Port Washington: Gran		96	6	12	36	5							20	450	2002000	185000	11003		3821	25
26	Richfield: Emmanuel	8	48	8			4	4	2							429000	124000	10500			26
27	Sheboygan Falls: Faith	20	61	28	20	8		6								1500000	120000			37000	27
28	Sheboygan: Fountain F	17	91	50	50	30		190	8			20	1884	20	10000	245000	200000	175000			28
29	Sheboygan: St. Luke's	14	216	94	14	45		105	10			83	3500	30	20351	4000000	230000	400000			29

	Table 1	Members Last Year	Received Confession of Faith	Restored/Affirmed	Rec from Other UMC	Rec from Other Denomination	Removed	Withdrawn	Trans to Other UMC	Trans to Other Denomination	Removed by Death	Total Full Members End Yr	Asian	Afr-Amer/Black	Hispanic	Native American	Pacific Islander	White	Gender: Female	Gender: Male	Average Attendance	Baptized This Year	Preparatory Members	Constituents	Confirmation Enrollment	Church School Leaders	Children (thru 6th Grade)	Youth (7th thru 12th)
		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
30	Sheboygan: Wesley	84	4	1		2		5			1	85				2		83			39	2	13		4	5	4	6
31	Sussex	253	11		6	6	2	8	4		1	261						261	145	116	111	5	80	35	13	15	46	31
32	Waldo: Trinity	188	11	2	5		1	8	4	2	5	186						186	115	71	105	4	70	80	7	7	34	15
33	Watertown: Christ	417	7			1	9	9	3	2	13	389	3		3			383	214	175	112	4	49	31	11	20	50	21
34	Wauwatosa: Bethany-C	219	2	1			1	1	1		7	212		16	3			193	128	84	101	4	37			13	14	10
35	Wauwatosa: Wauwatos	599	34	1	9	3	11	14	1		20	600	1	2				597	355	245	316	28	155	87	30	51	199	36
36	West Bend: Fifth Avenu	914	18		12		21	30	37	5	17	834	5					829	530	304	254	8	178	78	9	29	44	49
37	Whitefish Bay	1571	52		22	20			9	8	17	1631	4	6	2		1	1618	911	720	695	28	556	920	75	206	359	197
	District Total	**12607**	**409**	**37**	**188**	**79**	**222**	**237**	**145**	**87**	**184**	**12445**	**76**	**547**	**38**	**15**	**9**	**11760**	**7110**	**5009**	**5420**	**240**	**3495**	**3276**	**378**	**1101**	**2439**	**1359**
	Metro South District																											
1	Bristol	120	6					2		1	2	121						121	72	49	50		10	25	4	7	10	15
2	Burlington	313	15				11	5	2		3	307	1					306	169	138	124	4	58	105	13	13	36	43
3	Caldwell	68	10		1	1				3	2	75						75	41	34	66	8	32	51	4	9	24	8
4	Concord	56					5	6				45						45	23	22	25		9	14	1	4	9	2
5	Cudahy	73			2	1	1				2	73						73	47	26	50	2	15	14	1	3	6	5
6	Eagle	97		9	1			9	2	1		95						95	55	40	82	1	34		8	11	34	8
7	East Troy	215	5		8	5		1	1		6	225						225	134	91	130	6	47	38	9	14	28	24
8	Elkhorn: Bethel	145				2	9	4	2		2	130			1			129	80	50	68	1	53	58	9	7	24	14
9	Elkhorn: First	229			3		3	7			1	221	2					219	126	95	80	3	47	98	6	18	40	30
10	English Settlement	105	1		1	3		3			3	104						104	60	44	57	3	55	100	3	13	23	4
11	Franksville	292	12	1	21	2	8	16	3	2	2	297	1	1				295	184	113	177	9	57	45	9	13	38	15
12	Genoa City	68						23			1	44				1		43	36	8	16	6	2	20		3	6	2
13	Greenfield: Christ	248	10					6	8			244	2		2		1	239	138	106	115	5	62	60		18	58	26
14	Greenfield: Memorial	298	5		6		10	2		1	5	291	4		5			282	174	117	110	4	54	39	2	15	47	6
15	Johnson Creek	57	8	5	1					1	2	68						68	36	32	33	1	17	34	4	3	13	2
16	Kenosha: First	647	9		5		147	3	5	6	17	483	1	3		1		478	230	253	250	15	43	208	4	35	47	24
17	Kenosha: Immanuel	70	7		2			1	3		1	74	1	1	1			71	52	22	42	1	12	17	1	4	8	3
18	Kenosha: Korean	54		1	2				3	1		53	53						35	18	90		18	90		8	12	26
19	Kenosha: Wesley	225	6				10	9	3	1	4	204		2				202	126	78	115	1	79	486	16	34	36	32
20	Lake Geneva	410	6		8			24	10	2	4	384	4	2	1			377	230	154	112	4	63	41	5	17	22	14
21	Lake Geneva: La Resu	67	2		2	1						72			72				42	30	125	2	41	50	5	10	25	12
22	Little Prairie	38				1						39						39	21	18	20		8	56		3	11	8
23	Milwaukee: Bay View	382	11	1	3			13			11	373	1	3	3			366	219	154	161	4	102	22	13	18	65	37
24	Milwaukee: Faith	85	2		1			1			1	86						86	55	31	37	2	3	16		1		
25	Milwaukee: Hmong	90										90	90						47	43	220	5	251	221		27	197	90
26	Milwaukee: Cristo En T	114	18			2		15	3			116			116				66	50	192	10	2	51		24	45	33
27	New Berlin: Bethel Hill	117					4	14	5		2	92						92	49	43	38	3	10	8		5	9	
28	New Berlin: Our Lord's	519	17		5	4	42		5	6	2	490	2					488	242	248	220	5	92	48	14	38	128	55
29	North Prairie	191	4		1		5	2			4	185				1		184	106	79	57	2	59	60		12	35	12
30	Oak Creek	414	18		9	4	4		1	1	5	434		2	3			429	261	173	227	7	233	41	15	39	93	39

	Table 1	Adults (post HS)	Total Ch School Membership	Ave Attend Ch School	Ave Attend Ongoing Classes	Ave Attend Misc Groups	Ave Attend Support Groups	Ave Attend Short Term Classes	Ch School Mbrs Joining CF	UM Men Members	UM Men Paid	UM Women Members	UM Women Paid	UMYF Members	UMYF Paid	Value Ch Land/Bldgs/Equip	Value Parsonages/Furniture	Value Other Assets	Indebtedness on Items 32, 33, 34	Other Indebtedness	Table 1
		18	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	
30	Sheboygan: Wesley	8	23	10	5		3	9	3							800000		68715			30
31	Sussex	37	129	47		11	20	83	11	17	600			31		977500		167483			31
32	Waldo: Trinity	6	62	45		8		5				10	415	17	1200	1084000	156000				32
33	Watertown: Christ	25	116	42		18		6	5					12	800	2349000	124000	300000			33
34	Wauwatosa: Bethany-C	10	47	20												1580000	108000	570238	31014		34
35	Wauwatosa: Wauwatos	93	379	100	48	12	82	90	9			50	450			1010000	198000	650000			35
36	West Bend: Fifth Avenu	57	179	51	94	40	20	17	13			161	840	49		2858003	149588	1105014			36
37	Whitefish Bay	130	892	505	56	690	90	980	42			237	12300	280	29500	4655345	966864	278181	185087		37
	District Total	**1320**	**6219**	**2110**	**553**	**1118**	**518**	**2275**	**223**	**59**	**1600**	**1231**	**39357**	**1054**	**104442**	**66902019**	**4925822**	**6888767**	**2640512**	**637146**	
	Metro South District																				
1	Bristol	15	47	20				17				15	146	15	200	910000	172000				1
2	Burlington	25	117	43	8	11	15	12	13			17	610	24	2992	1655000	175000	327191	11500		2
3	Caldwell	16	57	34		3	3	18				6	159			590863	151000	361282			3
4	Concord		15	10								10				255000	100000				4
5	Cudahy		14	9	7	6	8	6		12	977	23	500			906000	160000	13974			5
6	Eagle	15	68	26	4							9		8		645668		27716			6
7	East Troy	21	87	42	30	14	69	287	3	17		30	4460	25	250	2083816	168500	13356			7
8	Elkhorn: Bethel	20	65	26	4	6	16	6				15	225	12	1127	600000	129000	57000			8
9	Elkhorn: First	16	104	43			125	15		15		28	2700	13	2414	1730000	168500	475000	115912		9
10	English Settlement	30	70	13		8	30	5				8	1825			500000	20000	25000			10
11	Franksville	20	86	50				25	5	24	777	63	2765	20	1870	1500000	182000	45000	176000		11
12	Genoa City	5	16	2			10	24				15	1000			421000		21086			12
13	Greenfield: Christ	15	117	22	13	15	10	6	10			14	135	21	6720	1318130	174250	45000	252319		13
14	Greenfield: Memorial	14	82	40				12	2			40	3041	6	2545	2042800	147400	296833			14
15	Johnson Creek	12	30	20								8	150			153050			550		15
16	Kenosha: First	48	154	74	20	78		25	4			74	1285	21	300	4350000		1243574	750000		16
17	Kenosha: Immanuel	18	33	19				5	1			20	100			960000		304000			17
18	Kenosha: Korean	12	58	32	40	4	20	40		15	2000	21	2450	30	1600		140000	78000	73000		18
19	Kenosha: Wesley	18	120	70	10		8	15	6			40	869	16		1629000	150000	184716			19
20	Lake Geneva	40	93	60					4	15				7		1650000	215000	160618			20
21	Lake Geneva: La Resu	25	72	56	58	30	66	29	2	26	300	40	500	15	300	17000		8000			21
22	Little Prairie		22	4				4								196200		16000			22
23	Milwaukee: Bay View		120	65	40			20				29	1000			3344000	175000		382361		23
24	Milwaukee: Faith	7	8					8				21	494			440000	150000	58500			24
25	Milwaukee: Hmong	185	499	150						85		89		90		772000	135000				25
26	Milwaukee: Cristo En T	117	219	89	12	21	39	114	16	20		32		29		176174			106504		26
27	New Berlin: Bethel Hill	6	20	11				11								1079000	160000	48624			27
28	New Berlin: Our Lord's	164	385	165		43		30	12			30	1138	66	3131	2443000	181000	133295	517846		28
29	North Prairie	24	83	17	7		3	25						14		673000	169000	171657			29
30	Oak Creek	44	215	103	25	18	20	73	8			33	50	35		270000		238161	1189153		30

	Table 1	Members Last Year	Received Confession of Faith	Restored/Affirmed	Rec from Other UMC	Rec from Other Denomination	Removed	Withdrawn	Trans to Other UMC	Trans to Other Denomination	Removed by Death	Total Full Members End Yr	Asian	Afr-Amer/Black	Hispanic	Native American	Pacific Islander	White	Gender: Female	Gender: Male	Average Attendance	Baptized This Year	Preparatory Members	Constituents	Confirmation Enrollment	Church School Leaders	Children (thru 6th Grade)	Youth (7th thru 12th)
		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
31	Palmyra	235	3		3				2		5	234	3	1				230	139	95	72	3	33	96		16	23	9
32	Paris Corners	54	2	1							1	56						56	28	28	27	1	10	60		2	9	1
33	Pleasant Prairie	46	2		4			2			1	49		1				48	26	23	41	6	15	22	1	3	9	2
34	Racine: Christ	571	17		4			9	29		8	546	2	2	1	1		540	298	242	216	6	170	440	10	12	28	11
35	Racine: Evangelical	608	25		4	8	41	16	4	2	4	578	1		1			576	324	254	394	8	265	250	10	82	143	69
36	Racine: Faith	93					1	9			3	80		23	1			56	55	25	42		5	16		4	5	
37	Racine: First	270	14			6			3		5	282		1	6			275	177	105	147	2	61	75	6	14	31	19
38	Racine: Trinity	313	15		2	4	6	4	6		7	311		3			1	307	164	147	152	6	90	50	9	30	52	47
39	Salem	185					2	3	1	1	2	176	1	1	1			173	109	67	120	10	119	91		30	68	19
40	Siloam	36		2	1	4	5				1	37						37	22	14	34	1	5	9				
41	South Milwaukee	474	8	4	2		2	3	3		5	475	1		3			471	274	201	132	7	165	65	6	14	27	7
42	Spring Prairie	27						2				25						25	15	10	23		1	8			2	3
43	Sullivan: Lonsdale	19										19						19	9	10	12				1			
44	Troy Center Ummc	25	2	1	2		2				1	27		2				25	16	11	21		4	20				
45	Union Grove	104			3	2	4	2			9	94				1		93	57	37	32	2	32	28	2	8	20	8
46	Waterford	246	7		2	10	5	8				252		2				250	153	99	274	12	101	173	5	90	110	91
47	Waukesha: El Buen Sa	41								4		37			37				27	10	55	1	1	12		2	3	1
48	Waukesha: First	934	36	5	19			83	9	1	17	884	14	3	1			866	505	379	337	11	242	136	22	63	121	87
49	Waukesha: Salem	275	9			2		2	1		3	280	7	6				267	157	123	135	2	75	98	6	13	46	25
50	Wesley Chapel	91	6				3	7			3	84						84	56	28	50	1	10	15	3	4	6	8
51	West Allis: Calvary	238	3		5			2	2		1	241	1					240	141	100	147	11	78	58	11	12	67	11
52	West Allis: First	689	26		1	1		6	4	4	10	693	2		2	3		686	421	272	339	9	229	191	7	92	115	83
53	Wilmot	160	8	3	3		13	3	6	1	3	148			2	1		145	93	55	69	2	47	48	5	8	28	16
54	Yorkville	204	7				3	1			3	204		2		1		201	110	94	97		72	83	7	21	41	25
	District Total	**11745**	**362**	**33**	**137**	**63**	**346**	**328**	**126**	**39**	**174**	**11327**	**194**	**61**	**259**	**10**	**2**	**10801**	**6532**	**4788**	**6057**	**215**	**3398**	**4160**	**257**	**946**	**2083**	**1131**
	Nicolet District																											
1	Abrams	101	4				3				3	99						99	56	43	40	1	19		4	5	19	4
2	Algoma	112	4				1		1	1	1	112						112	61	51	54		10	54		4	12	
3	Amherst	107	3		2		5	3		2	2	100						100	60	40	42	3	15	11		6	16	6
4	Angelica	86	4								1	89						89	50	39	40	6	21			3	14	3
5	Aniwa	42	1						1			42				2		40	25	17	25		11	2	4	5	1	8
6	Antigo	324	8		1	2	28	1	3	1	5	297	2					295	166	131	110	6	72	107	6	18	36	27
7	Argonne	33		1						1	2	31						31	21	10	31	2	11	26	6	4	12	3
8	Bonduel	134	7					15	3		1	122				2		120	71	51	42	4	42	46	6	5	21	11
9	Brillion	249	12		2		3		2	4	5	249	1					248	135	114	123	2	77	37	16	19	39	23
10	Buena Vista	55	2		2						1	58						58	33	25	30		33	41		7	11	
11	Center: Emmanuel	64	5					2			1	66						66	34	32	40	3	19	11	4	5	12	4
12	Cicero	128		1				3		2	2	122			1			121	67	55	80	2	48	15	5	9	17	14
13	Clintonville	342	4		5	2	4	4	6		7	332						332	192	140	120	6	76	46	8	15	76	53
14	Crandon: St. Luke's	126	1	1				1	2		4	121						121	74	47	76	4	14	72	1	4	5	8

	Table 1	Adults (post HS)	Total Ch School Membership	Ave Attend Ch School	Ave Attend Ongoing Classes	Ave Attend Misc Groups	Ave Attend Support Groups	Ave Attend Short Term Classes	Ch School Mbrs Joining CF	UM Men Members	UM Men Paid	UM Women Members	UM Women Paid	UMYF Members	UMYF Paid	Value Ch Land/Bldgs/Equip	Value Parsonages/Furniture	Value Other Assets	Indebtedness on Items 32, 33, 34	Other Indebtedness	Table 1
		18	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	
31	Palmyra	11	59	33		9	22	8		40	1342	34	1525	11		1530000	265000	37500			31
32	Paris Corners	12	24	10												280000		25000			32
33	Pleasant Prairie	15	29	9			20					2				360000		15492			33
34	Racine: Christ	30	81	40	42	25		10	3			90	3000	10		2500000	325000	500000			34
35	Racine: Evangelical	85	379	235	55	36	179	438	20	40	2282			60	7563	3775000	207000	290266			35
36	Racine: Faith	17	26	11				10				18	887			607000	115000	19568			36
37	Racine: First	11	75	36		20	11	15	6	7		49	1988	17	600	4653000		412723	149000		37
38	Racine: Trinity	50	179	68	40	12	15	12	9					12	6000	3610000	165000	131642	3906642		38
39	Salem	13	130	80	30	12	185	148				6	6	5	1894	1101000	169000	35014		783	39
40	Siloam											7	250			70000					40
41	South Milwaukee	9	57	27	14			49			4200					2545000	180000	439037		8073	41
42	Spring Prairie	6	11	11				11								235000	70000	60000			42
43	Sullivan: Lonsdale															225000		8095			43
44	Troy Center Ummc								1							203093		5000			44
45	Union Grove	15	51	18		6										801500	70000	105816			45
46	Waterford	90	381	112	17	30	57	200	7	20	2330	30	2139	196	4695	2793000		137782	341000		46
47	Waukesha: El Buen Sa		6	25		8		20								350000		71449			47
48	Waukesha: First	169	440	176	24	25	23	88	21			108	2800	28	2261	5172480		79000	1446000	180000	48
49	Waukesha: Salem	15	99	60	19		35	135	6	15	200	58	1419	16	200	4127000	210000	190000	172193		49
50	Wesley Chapel	8	26	12				8				15	300	8	100	436700	16000				50
51	West Allis: Calvary		90	23		32		195		10		27	30	15		1755000	132000	46894			51
52	West Allis: First	119	409	160	15	54	95	205	7			74	983	98	879	4226000	393000	170172	355627		52
53	Wilmot	16	68	55				12	5			2		22		707000	120000	54402			53
54	Yorkville	15	102	51	35			6	7	12	2369	27	1095	25	2399	1478800	149000	14434	325000		54
	District Total	**1638**	**5798**	**2567**	**569**	**526**	**1084**	**2402**	**178**	**373**	**16777**	**1277**	**42024**	**990**	**50040**	**76852274**	**5808650**	**7202869**	**10270607**	**188856**	
	Nicolet District																				
1	Abrams		28	5					3			15	1500			500000		45000			1
2	Algoma	5	21	15				13	4	10		18	408			1046000	138500				2
3	Amherst	7	35	6		4		6	3			12	300	6	1600	336090		57480			3
4	Angelica		20	8					4			23	300			160000		8700			4
5	Aniwa	12	26	8								12	170	10		73900		8000			5
6	Antigo	30	111	60	30	6			6			10	1700	30		1237000	158000	180000	103000		6
7	Argonne	3	22	16			12	11						7	257	255000		32644			7
8	Bonduel	28	65	16	12	8	13	22	2			26	2130			955000	57000	71000			8
9	Brillion	8	89	40	20		84	42	8			28	560	30	1122	1345000	159000	43588			9
10	Buena Vista		18	7								9	120			186500		88924			10
11	Center: Emmanuel	10	31	31					4			7				267000		20971			11
12	Cicero	10	50	37						12		16	500	10		225000	52000	18000			12
13	Clintonville	20	164	64								41	7100			1800000	130000	179000			13
14	Crandon: St. Luke's	25	42	24		5	43	35	1			16	2098	11	404	584000	111000	16133			14

	Table 1	Members Last Year	Received Confession of Faith	Restored/Affirmed	Rec from Other UMC	Rec from Other Denomination	Removed	Withdrawn	Trans to Other UMC	Trans to Other Denomination	Removed by Death	Total Full Members End Yr	Asian	Afr-Amer/Black	Hispanic	Native American	Pacific Islander	White	Gender: Female	Gender: Male	Average Attendance	Baptized This Year	Preparatory Members	Constituents	Confirmation Enrollment	Church School Leaders	Children (thru 6th Grade)	Youth (7th thru 12th)
		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
15	Crystal Lake	58	8		3						3	66						66	33	33	50	1	2		2		1	1
16	Denmark	96	2				6				1	91						91	49	42	39	2	35	20	3	8	15	7
17	Egg Harbor	125		1	2	2	3		2		3	122			1			121	73	49	75	3	13	32		16	7	15
18	Forest Junction	188	2			1	19	3	1		4	164						164	96	68	87	5	33	18	10	12	20	13
19	Gibralter	63			2				1			64						64	33	31	45	1	14	18		15	6	1
20	Gillett	88	1			1			1		2	87						87	47	40	28	1	14	6	5	3	9	5
21	Goodman	45	1		2		1	5			3	39						39	24	15	27		6	37		4	2	1
22	Green Bay: Bethany	649	22	1	14			8	8	2	4	664			1	3		660	401	263	272	16	177	153	21	28	151	102
23	Green Bay: First	1446	50	3	15	11	30	12	10	5	16	1452	10		3			1439	819	633	500	31	273	65	32	161	225	127
24	Green Bay: Peace	155			1	1	11	6	2		1	137						137	84	53	68	7	59	14	3	21	30	10
25	Green Bay: St. Paul's	873	10	1	3	4		13	4	7	10	857	2	2		6		847	504	353	277	16	224	37	23	35	157	64
26	Harmony	158	10								5	163						163	94	69	61	3	37	20	6	5	31	
27	Hickory	45									1	44			1			43	28	16	32	2	9	27	4	1	5	5
28	Iola	143	9		2		35	2			7	110			2			108	82	28	62	2	25			5	35	5
29	Jacksonport	36	1	1	2							40						40	22	18	70		7			1	6	2
30	Kiel: Bethel	48	2								1	49						49	30	19	25		12			5	9	3
31	Lark	76	5						1		3	77						77	43	34	38	1	11	23	5	5	5	9
32	Lena	42							2		2	38						38	20	18	25		8	34	2	2	6	2
33	Manawa	92	2				12		1		5	76						76	51	25	35		10			2	10	
34	Manitowoc: St Paul's	355	5	6			8	4	4	2	8	340				1		339	199	141	218	9	102	59	9	16	76	29
35	Manitowoc: Wesley	262			1	1			9	2	4	249						249	149	100	130	2	57	51	6	18	41	15
36	Marinette	271	5	2			5	3	1		9	260					1	259	141	119	86	3	58	57	12	29	41	19
37	Marion	55						9		1	4	41						41	31	10	24	1	6	5	2	5	3	2
38	Mattoon	47										47						47	30	17	32	1			2	2	2	5
39	Mishicot	89	5				2	2			1	89	3					86	47	42	49	3	18	24		14	12	7
40	New London	302	5	3	2	1	16	3			1	293		1	4	1		287	162	131	130	13	137	26	9	30	71	17
41	Niagara	174	1		1		8	2		1	3	162						162	100	62	59	1	29	38	6	6	15	11
42	Oconto	125	2		1		1				1	126						126	77	49	65	3	14		3	5	14	3
43	Oconto Falls	179	7	3				20		1	3	165						165	104	61	88	7	64	100	5	14	45	20
44	Oneida	314	6	6		1		1		1	3	322			1	301		20	225	97	110	8	75	100	4	10	50	20
45	Parfreyville	267	5				3	2	6		3	258						258	154	104	118	7	124	225	4	29	91	20
46	Peshtigo	237	5	1				4	1	7		231					3	228	141	90	62	3	39	31	4	6	35	10
47	Red River	81	2		5							88						88	47	41	40	2	18	22	1	3	18	2
48	Reedsville: Zion	60		5			1				1	63						63	39	24	27		10	3				
49	Rhinelander	381	7		3		4	23	4		8	352	1		1			350	226	126	153	6	46	72	4	23	35	9
50	Rural Brillion	38					3				1	34						34	13	21	19		4	2		1		
51	Seymour	356	9	2		4			4		8	359	1			10		348	205	154	133	5	115	20	8	25	60	10
52	Shawano	263			1	2		2	9		7	248				2		246	154	94	130	1	24			5	28	7
53	Sturgeon Bay	438	5	1	3			7	2		6	432						432	270	162	197	4	64	60	14	22	45	26
54	Suamico	212		1	10	2		14	5		1	205						205	121	84	120	5	7		18	14	45	32
55	Suring	78	3	1		1					4	79				1		78	46	33	39	1	10	20	1	4	9	9

	Table 1	Adults (post HS)	Total Ch School Membership	Ave Attend Ch School	Ave Attend Ongoing Classes	Ave Attend Misc Groups	Ave Attend Support Groups	Ave Attend Short Term Classes	Ch School Mbrs Joining CF	UM Men Members	UM Men Paid	UM Women Members	UM Women Paid	UMYF Members	UMYF Paid	Value Ch Land/Bldgs/Equip	Value Parsonages/Furniture	Value Other Assets	Indebtedness on Items 32, 33, 34	Other Indebtedness	Table 1
		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	
15	Crystal Lake		2													100000	30000	63206			15
16	Denmark	2	32	16			17	6	2	10		17	436	6	116	880000				2489	16
17	Egg Harbor	25	63	11	14			9		7		22	1121	13	261	1053000		469338			17
18	Forest Junction	18	63	55			32	39	2			25	1870	12		896000	86000	146217			18
19	Gibralter	9	31	10				39				9	408			450000		73800			19
20	Gillett	6	23	4			12	12				17	132			616000	101000	65000			20
21	Goodman	9	16	9	1	3		1								150000		65670			21
22	Green Bay: Bethany	8	289	122			27	42	13			58	655	116		2322000	304343	73185			22
23	Green Bay: First	178	691	270	210	410	283	521	32			114	1212	41	784	6776000		969341			23
24	Green Bay: Peace	17	78	41	7		23	15						10	2817	1758000		47361	121649	7517	24
25	Green Bay: St. Paul's	27	283	101	27	18	50	64	8	12		88	781	64	458	3770000	123000	282825	36005		25
26	Harmony	8	44	17					8			13	403			431000					26
27	Hickory	11	22	20		8	1	3				10		1		231000		47489			27
28	Iola	10	55	50					9							379500		53000			28
29	Jacksonport		9	5					1							106000		8672			29
30	Kiel: Bethel		17	10				8								375000		27000			30
31	Lark	12	31	18								7	445	9	240	1105500	111000	25972			31
32	Lena		10	8				1				8	617		129500		24263				32
33	Manawa		12	9												260000	117000	22000			33
34	Manitowoc: St Paul's	48	169	129	21	42	18	19				40	710	18	164	1500000	118000	140194			34
35	Manitowoc: Wesley	63	137	58	21	16	8	62						12		1500000		200298			35
36	Marinette	23	112	34	36	15	13	27	5	12		58		28		1177000	135000	500000			36
37	Marion	18	28	2				20				10	500			745000		139000			37
38	Mattoon		9	8			3					13	2085			323000					38
39	Mishicot	5	38	12				9						5		320000		17500			39
40	New London	44	162	52	8	21	19	28		15	3585	42	200	19	170	1530000	96000	28965	70251		40
41	Niagara	3	35	11		3	6	17				15	1553	5	220	963000	100000	6477		369	41
42	Oconto		22	6				7	2							2100000	98000	15000			42
43	Oconto Falls	20	99	44	6	3	15	40	1			16	525	4		1795755	146102	16500	102687		43
44	Oneida	20	100	30	15	15	10	10		20	50	10		20		500000	79000				44
45	Parfreyville	23	163	60		15		27		10		29	350	11		733000	158000	156140			45
46	Peshtigo	7	58			12			4					10		720000	113000	90000			46
47	Red River		23	5								12	6575			265000	29000	22000			47
48	Reedsville: Zion											11				300000		10000			48
49	Rhinelander	26	93	45		17	21	92				45	550	5		1960000	160500	42226	188621		49
50	Rural Brillion	5	6	6			3	8		9	75					911000	96000	11026			50
51	Seymour	10	105	65	15	12	26	12		16		15	200	18		1500000	155000	130000			51
52	Shawano		40	19				15				73	1725	12		1393500	120000		368000		52
53	Sturgeon Bay	35	128	71	10		6		4	42	5438	64	740	27	355	2150000		352820			53
54	Suamico	6	97	26			21					24	1677	19	2629	1075000	160000	44466	172461		54
55	Suring	13	35	33										8		350000	95000	13255			55

	Table 1	Members Last Year	Received Confession of Faith	Restored/Affirmed	Rec from Other UMC	Rec from Other Denomination	Removed	Withdrawn	Trans to Other UMC	Trans to Other Denomination	Removed by Death	Total Full Members End Yr	Asian	Afr-Amer/Black	Hispanic	Native American	Pacific Islander	White	Gender: Female	Gender: Male	Average Attendance	Baptized This Year	Preparatory Members	Constituents	Confirmation Enrollment	Church School Leaders	Children (thru 6th Grade)	Youth (7th thru 12th)
		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
56	Two Rivers: Emmanuel	188	9	5			2	3	2		3	192		1	1			190	117	75	111	8	67	32	5	18	40	6
57	Waupaca	363	4		2		1		3	1	13	351						351	204	147	110	2	69	60	11	13	34	18
58	West Kewaunee	23										23						23	11	12	10			9				
59	Wittenberg	32										32						32	19	13	18			7				
	District Total	**11519**	**265**	**46**	**87**	**36**	**215**	**177**	**101**	**41**	**198**	**11221**	**20**	**4**	**16**	**329**	**4**	**10848**	**6610**	**4611**	**4947**	**225**	**2594**	**1995**	**304**	**750**	**1831**	**833**
	Winnebago District																											
1	Appleton: Emmanuel	312	2		3			1			3	308	305	3					179	129	124	1	69	47		12	56	21
2	Appleton: First	1298	67	10	10	6	17	25	4	4	21	1320	1	2	1			1316	750	570	540	28	388	94	26	109	401	50
3	Appleton: St James	242	6		3		9	3	6	1	1	231						231	132	99	129	5	104	71	8	16	61	22
4	Appleton: Zion	48	2	1			2	2	2	2	2	41	35					6	25	16	67	2	7	13		7	32	8
5	Arlington	136	3	14			8	3	1	2	2	137	2	1				134	79	58	50		32	30	3	8	9	2
6	Beaver Dam: Trinity	746	19	6	5	16		8	5	7	9	763	2		1	2		758	440	323	325	15	199	115	9	43	115	85
7	Berlin	177	8		1		4	12	3		1	166						166	105	61	99	1	30	21	5	9	23	18
8	Borth	144	4	1			1	1	2		1	144						144	81	63	76	2	37	30	9	12	20	22
9	Brandon	90										90						90	48	42	44	1	14			8	17	4
10	Briggsville	129	3		2	2			1	3		132						132	76	56	72	5	46	53		9	47	14
11	Columbus	334	19		11	2	8	28	5	1	10	314						314	188	126	103	6	103	235	18	21	72	68
12	Courtland	19	1	4					3		1	20						20	11	9	14		2		1			
13	Eden	122	7				2		1	1	1	124						124	70	54	61	2	33	20	3	14	24	12
14	El Dorado	46										46						46	26	20	31		6	21	2	5	7	8
15	Eureka	88	1			5		1			3	90						90	54	36	78	2	7	60	3	14	16	12
16	Fall River	130	10				1				2	137						137	76	61	50	3	26	36		5	15	
17	Fond Du Lac: Covenan	587	5	5	12	8	1	9	10		16	581			4	8		569	332	249	240	10	146	127	8	33	62	46
18	Fond Du Lac: Salem	548	18		25	7		30	2	10	7	549	1					548	321	228	290	15	117	291	24	60	98	76
19	Green Lake: Federated	82					4				1	77			1			76	39	38								
20	Greenville: Faith	222	6	2	6	7	1	1	2	1	2	236			1			235	124	112	154	7	122	69	6	17	101	32
21	Horicon	152	6				1		1		1	155						155	90	65	73	2	42	48		10	25	12
22	Inch	49	1		2	1					1	52						52	25	27	27	1	40	30		25	40	20
23	Juneau	39				2						41				1		40	21	20	29		6	11		4	6	3
24	Kaukauna	331	24		2	2	13	1	4	3	6	332	2				3	327	202	130	189	7	98	75	9	20	86	66
25	Kingston	76	4		5	2	6		1		1	79						79	42	37	333	2	10	3	3		10	
26	Lomira: Trinity	442	7			5	1	5	6	1	4	437	1		3			433	231	206	195	8	117	69	19	12	65	73
27	Lowell	69									1	68						68	34	34	44	1	31	15		7	15	9
28	Markesan	356	9		1		15	15	10		5	321			1			320	191	130	170	5	55	45	5	17	41	38
29	Marshall	166	12	12	3		3		6	1	4	179		3				176	95	81	70	3	73	57		16	29	7
30	Mayville	110	3						2	2	1	108			1	1		106	58	50	47		33	15	4	8	14	9
31	Montello	230	6	1			10	2	1		3	221					1	220	129	92	94	2	38	108	8	11	27	
32	Moundville	99	3						1			101						101	56	45	61		53	66		7	40	20
33	Neenah: Faith	419	3		8	11		10	3	1	1	426		1				425	231	195	325	12	309		26	153	46	168
34	Neenah: First	571	11	2	7	6	14	5	8	5	6	559						559	324	235	174	5	224	54	8	39	63	26

	Table 1	Adults (post HS)	Total Ch School Membership	Ave Attend Ch School	Ave Attend Ongoing Classes	Ave Attend Misc Groups	Ave Attend Support Groups	Ave Attend Short Term Classes	Ch School Mbrs Joining CF	UM Men Members	UM Men Paid	UM Women Members	UM Women Paid	UMYF Members	UMYF Paid	Value Ch Land/Bldgs/Equip	Value Parsonages/Furniture	Value Other Assets	Indebtedness on Items 32, 33, 34	Other Indebtedness	Table 1
		18	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	
56	Two Rivers: Emmanuel	34	98	9		5	25	15	5			23	4000	9	620	2349000	139000	34786			56
57	Waupaca	20	85	65		12		20	4			63	2069	32		1800000	126000	30000			57
58	West Kewaunee															72000		32000			58
59	Wittenberg															236000		14900			59
	District Total	**921**	**4335**	**1903**	**453**	**650**	**791**	**1317**	**135**	**175**	**9148**	**1184**	**48425**	**638**	**141717**	**58897745**	**3825708**	**5257069**	**1162674**	**10375**	
	Winnebago District																				
1	Appleton: Emmanuel	75	164					21	2			85	1646	7		720000	135000	270000	70000	35000	1
2	Appleton: First	215	775	260	67	20	39	491	26	25	25	100	2300	50		7215000	167000	1310667		9254	2
3	Appleton: St James	36	135	88		12	10	20	3			7		10		1897000	155000	39839	86866		3
4	Appleton: Zion	26	73	26	32	32	38	28		5		21	3400	7	500	545000	100000		645000	160000	4
5	Arlington	17	36	20				20	2			23	1012	2		440000	84000	5500	4448		5
6	Beaver Dam: Trinity	104	347	98		5	8	20	19					20		3173000	439000	200	120694	16000	6
7	Berlin	5	55	39					6			28	1100	17		775000	116000	55000			7
8	Borth	6	60	21				8	4			10	486	20		591000		150000			8
9	Brandon		29	20		8						12	1500			440000	140000	65000			9
10	Briggsville	12	82	82	32			45		15		23	1453	14	2000	670000	135000	46813	45000		10
11	Columbus		161	21					12			75	1498			1636000		764203		27397	11
12	Courtland											2	150			61000		5000			12
13	Eden	32	82	36				49				27	1159	11	310	400000					13
14	El Dorado	7		8	8			15								159500		47725			14
15	Eureka	25	67	49												285000		15350	41636		15
16	Fall River		20	13				28	3			11	1640			480000		21993	8345		16
17	Fond Du Lac: Covenan	14	155	62	13	33	16	25	1	8	853	68	2657	31	8117	3443000	166000	542735			17
18	Fond Du Lac: Salem	70	304	132		40	56	32	11	15		63	679	101	1022	2275000		106600	108375	42000	18
19	Green Lake: Federated																				19
20	Greenville: Faith	31	181	85	32			89	4			11	566	35	3207	1705236	90000	35327	119100		20
21	Horicon	6	53	30				24	4				60	12	100	1630000	100000		114000		21
22	Inch	15	100	35				12				10	1150			209000		26500			22
23	Juneau	8	21	12	8			5				10	280			360000		9738			23
24	Kaukauna	15	187	67	8	10	10	12	7			32	5852	4		2288350	172810	37390	1431	176553	24
25	Kingston		10				5	10	3			7				250000					25
26	Lomira: Trinity	12	162	82		10	12	12				36	2278	56	1056	1390000	150000	225000			26
27	Lowell	4	35	23	4							7	526	5	417	530000	95000	15951			27
28	Markesan	32	128	35	32	21	5	46	6	28	784	36		22		1865000		460122	24000		28
29	Marshall	25	77	17		14		5	9					12		564200	154400	196391			29
30	Mayville	15	46	35	8			10	3					14		1161000	140000	50000		4813	30
31	Montello	44	82	25	18			110		18	1807	15	2803			1124000	112170	31000	47816		31
32	Moundville	8	75	33				45	1	15				19	2000	360000		68033			32
33	Neenah: Faith	169	536	75	25	15	220	3				13	1493	90		3118000		112322	482250		33
34	Neenah: First	64	192	60	36	26		94	8			77	2562	30	15738	2700000	260000	50000			34

	Table 1	Members Last Year	Received Confession of Faith	Restored/Affirmed	Rec from Other UMC	Rec from Other Denomination	Removed	Withdrawn	Trans to Other UMC	Trans to Other Denomination	Removed by Death	Total Full Members End Yr	Asian	Afr-Amer/Black	Hispanic	Native American	Pacific Islander	White	Gender: Female	Gender: Male	Average Attendance	Baptized This Year	Preparatory Members	Constituents	Confirmation Enrollment	Church School Leaders	Children (thru 6th Grade)	Youth (7th thru 12th)
		1	**2a**	**2b**	**3**	**4**	**5a**	**5b**	**6**	**7**	**8**	**9**	**9a**	**9b**	**9c**	**9d**	**9e**	**9f**	**9g**	**9h**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**
35	Neshkoro	61					1				1	59						59	39	20	44		13	23	1	5	10	4
36	North Fond Du Lac	75	4		4		12	2			3	66	1	1				64	40	26	46	2	14	12		3	11	2
37	North Windsor	50	2		1		1				1	51						51	28	23	35	1	16	15	2	10	13	6
38	Oakfield	120	2				8	2	4	1	1	106						106	69	37	52	5	41	22	2	11	27	14
39	Oshkosh: Algoma Blvd	654	18	1	5		63	26	7		9	573	4	3	1			565	336	237	225	12	106	117	7	84	121	64
40	Oshkosh: First	354	4	2	5	1	8	4	6		11	337	1	1		1		334	177	160	143	9	79	49		11	74	12
41	Oshkosh: Wesley	313	6	1	13		16	10	1		7	299						299	164	135	122	5	91	34		23	48	27
42	Pardeeville	376	11		3			14	1	2	7	366						366	213	153	147	2	97	70	7	19	63	27
43	Portage	651	21	1	2				2	2	12	659	2	1				656	401	258	253	6	162	123	6	23	99	31
44	Poy Sippi	80	4				4				2	78						78	45	33	50		14	18	4	6	13	6
45	Poynette	82					4	1	3	1	2	71						71	45	26	35	4	40	75	12	25	40	20
46	Princeton	48	1			3					3	49						49	33	16	28	3	15	8		1	5	
47	Randolph	142	8	9	4	2		5	1	2	1	156			1			155	83	73	57	6	79	39	8	9	29	9
48	Ripon	399	5	3	4			12	3	3	9	384		1				383	235	149	280	9	123	69	7	25	61	40
49	Waterloo	196	12	1	2	1	2				1	209			2			207	115	94	69	6	63	66	8	9	28	36
50	Waukau	114	6								5	115						115	58	57	71	5	31		5	9	10	10
51	Waupun	310	14		2	1	5	1	3	2	5	311						311	180	131	120	6	124	69	14	19	53	27
52	Wautoma: Grace	327	8	1		1			2	1	8	326						326	191	135	142	6	69	54	5	11	24	20
53	Wild Rose	123	13	3	5	1	1		7	2	6	129			1			128	81	48	64	2	22	51	3	4	22	3
	District Total	**13084**	**409**	**80**	**156**	**92**	**246**	**239**	**130**	**61**	**211**	**12929**	**357**	**17**	**18**	**13**	**4**	**12520**	**7418**	**5508**	**6361**	**242**	**3816**	**2843**	**298**	**1038**	**2434**	**1309**
	Conference Miscellan																											
	Summary																											
	Capital	13638	405	26	235	85	355	228	143	56	206	13401	44	71	41	1	6	13238	7760	5405	5908	257	3357	3115	366	1154	2763	1319
	Chippewa	13749	384	35	109	78	183	212	99	48	219	13594	17	17	8	18	8	13526	7985	5547	6040	220	3179	3828	317	867	2297	936
	Coulee	12257	296	38	70	35	181	147	84	36	223	12025	22	22	10	6	1	11814	7031	4989	5384	257	3136	3692	316	802	1909	1118
	Heartland	11422	293	7	132	63	193	213	102	63	210	11136	138	11	11	13	6	10957	6202	4411	4857	207	2471	3043	230	706	1462	795
	Metro North	12607	409	37	188	79	222	237	145	87	184	12445	76	547	38	15	9	11760	7110	5009	5420	240	3495	3276	378	1101	2439	1359
	Metro South	11745	362	33	137	63	346	328	126	39	174	11327	194	61	259	10	2	10801	6532	4788	6057	215	3398	4160	257	946	2083	1131
	Nicolet	11519	265	46	87	36	215	177	101	41	198	11221	20	4	16	329	4	10848	6610	4611	4947	225	2594	1995	304	750	1831	833
	Winnebago	13084	409	80	156	92	246	239	130	61	211	12929	357	17	18	13	4	12520	7418	5508	6361	242	3816	2843	298	1038	2434	1309
	Other																											
	Totals	**100021**	**2823**	**302**	**1114**	**531**	**1941**	**1781**	**930**	**431**	**1625**	**98078**	**868**	**750**	**401**	**405**	**40**	**95464**	**56648**	**40268**	**44974**	**1863**	**25446**	**25952**	**2466**	**7364**	**17218**	**8800**

	Table 1	Adults (post HS)	Total Ch School Membership	Ave Attend Ch School	Ave Attend Ongoing Classes	Ave Attend Misc Groups	Ave Attend Support Groups	Ave Attend Short Term Classes	Ch School Mbrs Joining CF	UM Men Members	UM Men Paid	UM Women Members	UM Women Paid	UMYF Members	UMYF Paid	Value Ch Land/Bldgs/Equip	Value Parsonages/Furniture	Value Other Assets	Indebtedness on Items 32, 33, 34	Other Indebtedness	Table 1
		18	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	
35	Neshkoro	9	28	9	9	10						15				540000					35
36	North Fond Du Lac		16	8				10								365500	111900				36
37	North Windsor	1	30	10				20				7	1976	6		177000		59700			37
38	Oakfield	13	65	25				65						13	850	800000	150000	6500	42000		38
39	Oshkosh: Algoma Blvd	115	384	125	13	15	13	18	7			48	554			5160000		694786	398015		39
40	Oshkosh: First	9	106	47		12		15				56	1500	4	840	3750000	183000	227194			40
41	Oshkosh: Wesley	10	108	27				79	6	20	934	62	2498			1863000	146000	125024			41
42	Pardeeville	30	139	75	12			33	7			90	2953			550000	100000		38400		42
43	Portage	15	168	107				12	6	9		84	2250	11		2300000	120000	114682	153150		43
44	Poy Sippi	6	31	11				3								394412	152877	172711			44
45	Poynette	7	92	35	6			12								780000	106000	30000	13468		45
46	Princeton	6	12	3												330750	90000				46
47	Randolph	3	50	23								15		6		112672	82000	83187			47
48	Ripon	41	167	107				11	5	30	212	61	530	73		2315000	150000	400000	11000		48
49	Waterloo	8	81	29	9		10		8							984000	86100	29371			49
50	Waukau	9	38	29					5				1119			258000		94500			50
51	Waupun	10	109	53			14	12	10			28	810	20		1699500	106000	395178	8531		51
52	Wautoma: Grace	15	70	31	14	6		13	7			35	25	11	404	1702525		67254			52
53	Wild Rose		29	5					3			26	1133			507000	116000	91855			53
	District Total	**1399**	**6153**	**2348**	**386**	**289**	**456**	**1582**	**198**	**188**	**4615**	**1336**	**53598**	**733**	**36561**	**69049645**	**4611257**	**7356341**	**2583525**	**471017**	
	Conference Miscellan																				
	Summary																				
	Capital	1893	7129	2241	426	907	478	1952	151	135	2786	1494	57678	976	99305	70179709	5741381	11449688	2718012	98863	
	Chippewa	1180	5280	2165	690	812	510	1934	200	194	10089	2016	96175.5	729	27928	56844263	5098305	4807793	2590374	16263	
	Coulee	910	4739	2024	370	380	232	2035	162	88	4381	1725	71935	804	65955	59123297	5990690	4715620	655717	193291	
	Heartland	872	3835	1857	543	370	264	2050	116	119	5644	1317	45278	444	5613	56642007	4913465	5311718	1771259	42917	
	Metro North	1320	6219	2110	553	1118	518	2275	223	59	1600	1231	39357	1054	104442	66902019	4925822	6888767	2640512	637146	
	Metro South	1638	5798	2567	569	526	1084	2402	178	373	16777	1277	42024	990	50040	76852274	5808650	7202869	10270607	188856	
	Nicolet	921	4335	1903	453	650	791	1317	135	175	9148	1184	48425	638	141717	58897745	3825708	5257069	1162674	10375	
	Winnebago	1399	6153	2348	386	289	456	1582	198	188	4615	1336	53598	733	36561	69049645	4611257	7356341	2583525	471017	
	Other																				
	Totals	**10133**	**43488**	**17215**	**3990**	**5052**	**4333**	**15547**	**1363**	**1331**	**55040**	**11580**	**454470**	**6368**	**531561**	**514490959**	**40915278**	**52989865**	**24392680**	**1658728**	

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	Table 2	WSS-Africa University	General Advance Specials	Youth Service Fund	General Church Offerings	Special Offerings	Conference Advance Specials	Higher Education	Benevolences Sent Direct	MPP/CPP	Insurance Paid by Church	Pastor's Salary	Associate Pastor's Salary	Utilities/Housing Allowance	Reimbursements Paid	Other Cash Allowances	Diaconal Ministers Salary
		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
	Capital District																
1	Albany								1455	7177	8575	25094		3963	3572	1121	
2	Beloit: Christ		40		265	58	38		239	2845	2722	10304	3942	2835	1251		4398
3	Beloit: First		790		529	200			4100	14871	20682	46466	28655	17819	5923		
4	Beloit: New Hope		342		396	81	700		700	3912	3744	14168	5420	2494	1720		6048
5	Brodhead						1640		3750	8797	11196	34208		4363	4864		
6	Brooklyn		373						208	2381		14400		1661	3861		
7	Cambridge		1360				180		8993	7000	12079	30514		6121	2453	600	
8	Clinton: Faith Community		50		191	64	20		35	2135	2042	7728	2956		938		3299
9	Darien						50			1270		9238			1200		
10	Delavan		4008		1555		50		705	6855	10341	33600		3411	3707		
11	Edgerton		573		45				6478	6485	12019	36134		4536	1181		
12	Evansville		120		623		225		413	6545	10341	37900		2821	4330	400	
13	Evansville: Peace									1132		3900				2425	
14	Fort Atkinson	15	685		795	132			6473	10127	12019	52084		3463	4200		
15	Hebron						81		50	1539		13395		4000	261	277	
16	Janesville: Asbury		410		699	219	300		3816	7213	10341	37280		3330	3071		
17	Janesville: Cargill	156	3994		1697	70	1769		16430	22267	34379	57150	62657	19084	8419		
18	Janesville: Mt. Zion		225		644	118	179		1777	8831	13012	35535		5137	1802		
19	Jefferson		170		73	116	221			3981	9307	28230		2948	2588		
20	La Grange		2197		511				5079	1350				12275	444	1049	
21	Lake Mills		2337		464	292	983		2324	12300	12572	37805		2842	3241		
22	Lodi		2497		1694	189	173		3130	3865	4275	49581			3564		
23	Madison: Asbury	1626	22709		634	195	1380		47433	21429	26039	58435	38000	16071	9605		
24	Madison: Bashford		510		692		544		29860	7787	12019	37000		13140	3000		
25	Madison: Bethany	1335	12206		3007	225	3048	100	34156	13389	20763	57799	30253	4345	4256		
26	Madison: Divine Savior		9517		944		1000		3864	8480	10466	51453		11844	3454	537	
27	Madison: First	3149	4604		3961	64	1711		27131	16488	22441	60096	31500	36604	628		40456
28	Madison: First Hispanic									4600	8400	22840		9600	1369		
29	Madison: Sherman Avenue		45		148	57	36		11698	4169	4965	23080		3563	1344	1600	
30	Madison: Trinity		170		120				1315	6551	8508	28000		13495	2425		
31	Madison: University Ave		1810		511		130		1678			16631		7200	198		
32	Milton		72				107		2286	5029	8908	38994		9525	2934		
33	Monona		1327		673		692		14200	7362	9988	36672		9325	3377		
34	Oregon		9455		791	152	25		12135	7950	12019	42700		7700	2960	2225	
35	Orfordville: New Horizon								200	5388	8575	27990		7529	452		
36	Pleasant Valley		140		54					806		6600				709	
37	Plymouth				1027				300			6000			670		
38	Richmond				260				50		741	9829				1198	

	Table 2	Other Staff Salaries	Program Expenses	Current Operating Expenses	Principal/Interest on Indebtednes	Paid on Buildings/Improvements	UMW Sent Direct	General Conf Apportionment	Gen Conf Apport Paid	Conference Program Apportioned	Conference Program Paid	Ministerial Apportioned	Ministerial Paid	Administration Apportioned	Administration Paid	Total Local Expenses	Grand Total Paid	Table 2
		69	70	71	72	73	74	76	77	78	79	80	81	82	83			
	Capital District																	
1	Albany	9080	7241	15948			1138	4068	1852	3636		2316		6432		84364	86216	1
2	Beloit: Christ	10579	2128	14283		10959	250	1764	1764	1572	1572	1008	1008	2784	2784	66735	74339	2
3	Beloit: First	103729	13573	62745		9190	5168	10512	7372	9396	6264	6012	4008	16656	12492	332921	364576	3
4	Beloit: New Hope	14169	5032	9767		12391	572	2508	2508	2244	2244	1440	1440	3972	3972	80137	91820	4
5	Brodhead	49905	7808	50040		23185	1800	9084	3028	8124	2708	5196	1732	14388	4796	199916	213954	5
6	Brooklyn		5957	6038	3099	50870		2328	2328	2088	2088	1332	1332	3696	3696	88475	98292	6
7	Cambridge	10355	4392	16473		35212	774	2448	2448	2184	2184	1392	1392	3876	3876	134966	146406	7
8	Clinton: Faith Community	7130	1048	9455		1300		1416	1416	1260	1260	804	804	2244	2244	38066	44132	8
9	Darien		1808	8086		200		1032	1032	912	912	588	588	1632	1632	21802	26016	9
10	Delavan	16015	2475	41820	22782		3551	4908	4908	4380	4380	2796	2796	7764	7764	145262	170740	10
11	Edgerton	22367	2357	22200	16499	26478	2331	4716	4716	4212	4212	2700	2700	7476	7476	159065	178787	11
12	Evansville	10067	7103	16275		1907	1140	4740	4740	4236	4236	2712	2712	7512	7512	99242	119510	12
13	Evansville: Peace		100	2667				480	480	432	432	276	276	768	605	10224	12017	13
14	Fort Atkinson	134417	29298	52879	14407	15545	2000	11136	11136	9948	9948	6360	6360	17640	17640	336912	383815	14
15	Hebron	3200		10544		12628		494	494	442	442	282	282	782	782	45894	47975	15
16	Janesville: Asbury	41984	9294	28711		51699		6756	6756	6036	6036	3864	3864	10704	10704	196739	225727	16
17	Janesville: Cargill	190947	19192	103943		34152	10800	24900	24900	22248	22248	14220	14220	39432	39432	579420	687906	17
18	Janesville: Mt. Zion	19590	4288	20871			3756	5352	2721	4776	2388	3060	1530	8472	4236	114599	126640	18
19	Jefferson	17006	4795	19230	6963		1131	3948	3948	3528	3528	2256	2256	6252	6252	96179	112829	19
20	La Grange	4400	906	5880		1320		1380	1380	1236	1236	792	792	2184	2184	32703	41003	20
21	Lake Mills	20324	3827	14021	55200		1797	5796	5796	5172	5172	3312	3312	9180	9180	166253	193789	21
22	Lodi	79791	20879	20916	3837		6254	9120	7600	8148	6790	5208	4340	14448	12040	196092	232022	22
23	Madison: Asbury	261829	136858	23487	46001	130628	4800	20724	20724	18528	18528	11844	11844	32832	32832	820615	931107	23
24	Madison: Bashford	117669	8102	44929	302	180372	3550	10092	10092	9012	9012	5760	5760	15984	15984	457730	500324	24
25	Madison: Bethany	137519	67710	93686		54384	620	11868	11868	10608	10608	6780	6780	18792	18792	518880	586849	25
26	Madison: Divine Savior	61698	14089	41953	107	31005	3343	6156	6156	5508	5508	3516	3516	9756	9756	242293	279190	26
27	Madison: First	343768	62390	180034	38507	30776	5365	22272	22272	19908	19908	12720	12720	35280	35280	896184	999984	27
28	Madison: First Hispanic			13946				432	432	384	384	240	240	684	684	60755	62495	28
29	Madison: Sherman Avenue	8190	8044	17404		312	600	3348	3348	2988	2988	1908	1908	5304	5304	84969	98931	29
30	Madison: Trinity	16000	2710	23378		4600		2484	2484	2220	2220	1428	1428	3948	3948	106982	117352	30
31	Madison: University Ave	20033	4427	24576	7356			1500	1500	1344	1344	864	864	2376	2376	82099	90634	31
32	Milton	34015	7942	35385		1296		7524	7524	6720	6720	4296	4296	11916	11916	146314	176949	32
33	Monona	72183	16935	30674	113440	24392	2384	8784	8784	7848	7848	5016	5016	13908	13908	340932	379180	33
34	Oregon	95242	22936	37200		3112		8652	8652	7728	7728	4944	4944	13692	13692	246179	291951	34
35	Orfordville: New Horizon		606	5165	6718	1794	377	2148	2148	1920	1920	1224	1224	3396	3396	64794	73482	35
36	Pleasant Valley		3368	6777		1132	560	828	828	732	732	468	468	1308	1308	19952	23482	36
37	Plymouth		96	12449		3049		756	756	672	672	432	432	1188	1188	22564	26639	37
38	Richmond	4460	1883	6064	13166	20087		912	912	816	816	528	528	1452	1452	57478	61446	38

	Table 2	WSS-Africa University	General Advance Specials	Youth Service Fund	General Church Offerings	Special Offerings	Conference Advance Specials	Higher Education	Benevolences Sent Direct	MPP/CPP	Insurance Paid by Church	Pastor's Salary	Associate Pastor's Salary	Utilities/Housing Allowance	Reimbursements Paid	Other Cash Allowances	Diaconal Ministers Salary
		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
39	Sharon				60	50				1270		9238			1300		
40	Stoughton		3269		2679		164		8484	5029	8575	40125		6865	3736		
41	Sun Prairie		8510		2069	397	5448		16833	15049	23832	49890	30382	20000	4125		
42	Waunakee: Crossroads		64		1000		50		2435	8475	10212	28241		17295	929	812	
43	Whitewater		719		1525				2939	12771	17078	43345		4005	5560		31455
	District Total	**6281**	**95298**		**30336**	**2679**	**20944**	**100**	**283152**	**294900**	**403175**	**1309672**	**233765**	**301209**	**114912**	**12953**	**85656**
	Chippewa District																
1	Altoona		140		10				755	3145	5970	13978		2100	999		
2	Anson		20		12				87	1209	2404	5601		533	1267		
3	Arkansaw		805		159				125	1786	3402	11600		680	1680		
4	Ashland		20		380		263			3269	5842	7672		3712	1559		
5	Atlas				75				75	2600	3608	10269		762	1051		
6	Augusta									3916	6840	19171		2762	3458		
7	Balsam Lake: Holy Trinity		302		123				505	4659	9290	29110		4850	1537		
8	Barron		2900		2868	41	700		5874	7487	11508	41606		7524		4560	
9	Bay City								450	486		6671			150	50	
10	Birchwood		91		73	28				1189	1808	9030		735	2412		
11	Bloomer		85		100		176		778	4920	8443	24385		1664	1019		
12	Boyceville				308				951	1372	4254	12318		1100	1575		
13	Bruce									1219	3707	10080		1260	1920		
14	Cadott								1134	2101	3147	9656		1000	753		
15	Canton		50		46					1210	1451	6469		1459	950		
16	Chetek		302		724		119	760	1907	5770	12019	26857		7200	3740		
17	Chippewa Falls: Trinity				483	35			3844	5029	12019	37787		5975	1730	592	
18	Chippewa Falls: Zion		353		568		75		1064	6160	8575	32036		3079	1732		
19	Clear Lake		60		260				2127	2577	4617	12600		1215	1854		
20	Colfax						60		2763	2684	4759	11575		2122	1282		
21	Connorsville				95					1185	2127	6159		512	1216		
22	Cumberland: First		1000		10			325	2528	6655	11245	34553		2697	4216		
23	Danbury									1325	2127	5928		750	843		
24	Deer Park		5		52	10			75	1718	3078	8400		810	1236		
25	Diamond Bluff								123	2052	2808	9535		1386	1856		
26	Dorchester: Salem				10				138	662	1225	2713		1234	565		
27	Downing									914	2290	5225		584			
28	Durand								150	2680	5105	17400		1020	2520		
29	Eau Claire: Chapel Hgts.		70		228	28			1910	8791	11916	37803		3792	1500		
30	Eau Claire: Hope		1288		359				1277	7313	8575	37780		14131	1105		
31	Eau Claire: Lake Street		310		734		25		11044	14441	19780	53045	32858	6723	4244		

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		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
39	Sharon	1040	1790	7060		8908		1056	1056	948	948	600	600	1668	1668	30606	34988	39
40	Stoughton	65502	16896	38317			1000	6852	6852	6120	6120	3912	3912	10848	10848	194529	228373	40
41	Sun Prairie	103850	35079	87969	123000	19000		18060	18060	16140	16140	10332	10332	28608	28608	529009	618777	41
42	Waunakee: Crossroads	15785	29236	15327	25658	3890		4356	4356	3888	3888	2484	2484	6900	6900	158295	177037	42
43	Whitewater	108017	41620	53387	354805	14418	2470	12384	12384	11064	11064	7068	7068	19608	19608	691870	744238	43
	District Total	**2231855**	**636218**	**1351959**	**851847**	**820191**	**67531**	**270074**	**254511**	**241306**	**225376**	**154290**	**144108**	**427742**	**400747**	**8998995**	**10181919**	
	Chippewa District																	
1	Altoona	1440	600	11000	6000	4300		1824	1824	1632	1632	1044	1044	2892	2892	50287	57829	1
2	Anson	1092	49	3009				780	780	696	696	444	444	1224	1224	15251	18427	2
3	Arkansaw	1500	1093	4007		564		1272	1272	1140	1140	732	732	2016	2016	26437	32561	3
4	Ashland		4385	6891			805	1524	1524	1356	1356	864	864	2412	1081	34135	39623	4
5	Atlas	1585	2869	6505				1176	1176	1056	1056	672	672	1872	1872	29324	34175	5
6	Augusta	12904	5161	9539			450	2808	2808	2508	2508	1596	1596	4440	4440	64201	75553	6
7	Balsam Lake: Holy Trinity	3759	891	17843			653	2772	2772	2484	2484	1584	1584	4392	4456	73097	84818	7
8	Barron	34576	7623	25535		3529	3250	7368	7368	6588	6588	4224	4224	11676	11676	153072	189437	8
9	Bay City		700	4032			75	792	792	708	708	456	456	1260	1260	12614	15830	9
10	Birchwood	3701	2000	5500			300	576	576	516	516	324	324	912	912	26675	29195	10
11	Bloomer	3893	7542	9146		181585	715	2772	2772	2472	2472	1584	1584	4392	4392	244090	255671	11
12	Boyceville	3484	661	6466			400	1440	1440	1296	1296	828	828	2292	2292	32581	38745	12
13	Bruce	4576	480	5603				828	828	732	732	468	468	1308	212	28845	31085	13
14	Cadott	450	990	12293	7260	500		1476		1320		840		2340		39284	39284	14
15	Canton	1074	447	4459			506	1044	1044	924	924	600	600	1644	1644	18025	22333	15
16	Chetek	4311	5291	14981		1977		3348	3348	2988	2988	1908	1908	5304	5304	84053	99506	16
17	Chippewa Falls: Trinity	75153	6093	38432	28744	426004	2081	8604	8604	7680	7680	4908	4908	13620	13620	643483	678813	17
18	Chippewa Falls: Zion	20882	3518	27542	3429	12120	1123	3180	3180	2832	2832	1812	1812	5028	5028	121260	135108	18
19	Clear Lake	3230	296	6784		574	146	1752	1752	1572	1572	1008	1008	2784	2784	36020	43456	19
20	Colfax	2637	2657	9229	45	1416	629	1992	1992	1776	1776	1140	1140	3144	3144	41798	49910	20
21	Connorsville	1383	331	3537		192	200	672	280	600	250	384	160	1056	440	16842	18067	21
22	Cumberland: First	7485	950	17382	9610	479	3395	5052	5052	4512	4512	2880	2880	7992	7992	101195	122966	22
23	Danbury	1725	100	3015			700	696	696	624	624	396	396	1104	1104	16513	19333	23
24	Deer Park	2153	95	6360		158	1322	1200	1200	1068	1068	684	684	1896	1896	25405	30320	24
25	Diamond Bluff		350	2318			100	696	696	624	624	396	396	1104	1104	20528	23348	25
26	Dorchester: Salem	2535	491	4295				444	444	396	396	252	252	696	696	13858	15656	26
27	Downing		220	4500			250	432	432	384	384	252	252	684	684	13983	15735	27
28	Durand	3517	519	7503		16050	675	2232	1375	2004	775	1272	385	3540	1065	57139	60739	28
29	Eau Claire: Chapel Hgts.	59316	12775	43770			1780	8388	1607	7500	1550	4788	1091	13284	2409	183353	190336	29
30	Eau Claire: Hope	34199	5102	22249	35604	1070		5364	5364	4788	4788	3060	3060	8496	8496	168405	191760	30
31	Eau Claire: Lake Street	115790	28483	88702	55590	32204	8336	18852	14582	16836	12832	10764	8166	29844	22747	471240	530636	31

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		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
32	Elk Mound		736		110	25	164		565	4758	7718	22469		3250	3081		
33	Ellsworth								133	1741	2382	8090		1176	1575		
34	Elmwood				100		50	666		3151	4677	16372		1373	1051		
35	Emerald									748	1874	4275		478			
36	Exeland									1189	1808	9830		735	2100		
37	Forest		150		109				76	1432	2565	7000		675	1030		
38	Frederic		202				1568		1360	5592	10457	26100		3305	3094		
39	Gilmanton									1262	2236	5673		850	717		
40	Glenwood City									2494	6245	14250		1594			
41	Grandview				281							7920		1763	1021		
42	Grantsburg		1320		1006		205		1084	4042	5583	20997		1331	2077		
43	Hallie				50		39		839	3145	5970	13978		2100	999	35	
44	Hammond		289		125		106		558	1523	3412	8946		1459	1190		
45	Hartland								160	2425	3318	11270		1638	1755		
46	Hawkins									1563	2628	7874		616	2099		
47	Hayward U M C		10		448				1676	6486	12019	27463		7249	3775		
48	Holcombe		331		65		459		1960	2537	5005	11760		1081	2758		
49	Hudson		2091				518		23003	15019	21037	34854	33852	32962	3310		
50	Iron Creek		1486		11		879		400	1823	2406	7781		994	1161		
51	Jim Falls		33		42				88	2297	4567	10641		1013	2408		
52	Kennan										459	4031		103			
53	Knapp				29				50			7470			654		
54	Ladysmith		1460		120	40			670	6448	9574	22929		2724	1697		
55	Lakeview				25	5	15			500	950	4225		275	664	61	
56	Lewis		54		62				655	2260	3575	8677		1083	1687		
57	Lorain		30							836	1562	3900		598	1238		
58	Maiden Rock									339	1083	7466		640	308		
59	Martell		125		10		75			809	1806	4736		586	630		
60	Mc Kinley				568				568	739	114	3839		300	468		
61	Medford		205		489	17				4125	10691	23681		10766	3589		
62	Menomonie		5818		452	86	2705		2138	7753	11916	38100		19765	3220		
63	Mondovi									6161	9312	27695		4150	1908	1352	
64	New Auburn				200	25	50		1950	2088	3576	9900		1200	1046		
65	New Centerville		613		385		210			2156	4816	12630		2061	1680		
66	New Richmond		1444		762	82	25		1011	3956	11931	37794	3445	9873	4391		
67	Odanah											14100					
68	Ono									1583	4555	11509		2985	1435		
69	Osceola		758		607	136	282			5519	8575	28796		2804	1796		
70	Phillips									5582		28121		2575	3659		

	Table 2	Other Staff Salaries	Program Expenses	Current Operating Expenses	Principal/Interest on Indebtednes	Paid on Buildings/Improvements	UMW Sent Direct	General Conf Apportionment	Gen Conf Apport Paid	Conference Program Apportioned	Conference Program Paid	Ministerial Apportioned	Ministerial Paid	Administration Apportioned	Administration Paid	Total Local Expenses	Grand Total Paid	Table 2
		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
32	Elk Mound	4376	2598	19337	10080	1050		3660	3660	3264	3264	2088	2088	5784	5784	79282	95338	32
33	Ellsworth		25	2890			125	756	756	672	672	432	432	1188	1188	18137	21185	33
34	Elmwood		67	8157		268	987	2364	2364	2112	2112	1344	1344	3744	180	36103	42939	34
35	Emerald			2556				372	372	336	336	216	216	588	588	9931	11443	35
36	Exeland	3200	1580	2500			25	792	396	708	354	456	228	1260	630	22967	24575	36
37	Forest	1794	150	4265		3790		996	996	888	888	564	564	1572	1572	22777	27056	37
38	Frederic	7142	8538	17972		14337	500	3156	1378	2820	1250	1800	250	4992	1516	98397	104561	38
39	Gilmanton	590		1332		144		900	900	804	804	516	516	1428	1428	12804	16452	39
40	Glenwood City		600	6145			250	1128	1128	1008	1008	648	648	1788	1788	31578	36150	40
41	Grandview	1350	750	3590	3734	13498		588	588	528	528	336	336	936	936	33626	36295	41
42	Grantsburg	7325	3402	11372		16327	150	2268	2268	2028	2028	1296	1296	3588	3588	73690	85401	42
43	Hallie	2600	231	11750		500	350	1740	1740	1560	1355	996	955	2760	2070	42497	48706	43
44	Hammond	725		4625				1068	1068	948	948	612	612	1692	1692	22438	27278	44
45	Hartland		200	3416			250	936	936	840	64	540		1488	1000	24432	26432	45
46	Hawkins		603	3326			535	900	900	804	804	516	516	1428	1428	19244	22892	46
47	Hayward U M C	2505	5088	12762	12160			1932	1932	1728	1728	1104	1104	3060	3060	91183	99465	47
48	Holcombe	2823	1186	12318	44500	20789	835	1824	1824	1632	1632	1044	1044	2880	2880	107552	115787	48
49	Hudson	107926	24241	55873		24760	5135	7248	7408	6474	6480	4140	4140	11478	11484	381972	414093	49
50	Iron Creek	4019	1415	5887	4320	761	698	1572	1572	1404	1404	900	900	2496	2496	31665	40888	50
51	Jim Falls	2165	745	17469		4864	591	1452	1452	1296	1296	828	828	2292	2292	46848	52791	51
52	Kennan			1133				324		288		192		516		5726	5726	52
53	Knapp	70	350	9927		6467	100	1620	1620	1440	1440	924	924	2556	2556	25088	31657	53
54	Ladysmith	5394	1464	6964		5325	365	2292	625	2052	625	1308	485	3636	815	63554	67724	54
55	Lakeview	550	250	6689		2007		828	828	732	732	468	468	1308	1308	16171	19552	55
56	Lewis	1675		5057		835	817	852	852	768	768	492	492	1356	1356	26321	29905	56
57	Lorain	570	680	1813				432	353	384		252		684		11197	11580	57
58	Maiden Rock			5150			800	408	408	360	360	228	228	636	636	15786	17418	58
59	Martell	394	100	3712				576	192	516	172	324	108	912	304	12773	13759	59
60	Mc Kinley		397	1434		8236	312	576	576	516	516	324	324	912	912	16407	19303	60
61	Medford	15197	2833	9145	294	1780	1123	4128	4128	3696	3696	2364	2364	6552	6552	83224	100675	61
62	Menomonie	52685	15788	26992		9451	2615	8460	5713	7560	5403	4836	4836	13404	5403	190423	221209	62
63	Mondovi	11406	2023	20639		1535	1500	4716	3930	4224	3520	2700	2250	7476	6230	87681	103611	63
64	New Auburn	2600	3088	3972		300	418	1068	1068	960	960	612	612	1692	1692	30138	34745	64
65	New Centerville	1024	1012	5159		5449	786	1476	1476	1320	1320	840	840	2340	2340	36773	43957	65
66	New Richmond	50245	5431	32662	11083	1546		7980	7315	7128	6534	4560	4180	12648	11594	173368	205304	66
67	Odanah	5500	400	5650				240	240	216	216	132	132	384	384	25650	26622	67
68	Ono			5093			600	1692	1692	1512	1512	972	972	2676	2676	27760	34612	68
69	Osceola	5414	3168	28836	2730	4068	1064	3072	3072	2736	2736	1752	1752	4860	4860	92770	106973	69
70	Phillips		300	4808				1284	642	1152	576	732	366	2040	1020	45045	47649	70

	Table 2	WSS-Africa University	General Advance Specials	Youth Service Fund	General Church Offerings	Special Offerings	Conference Advance Specials	Higher Education	Benevolences Sent Direct	MPP/CPP	Insurance Paid by Church	Pastor's Salary	Associate Pastor's Salary	Utilities/Housing Allowance	Reimbursements Paid	Other Cash Allowances	Diaconal Ministers Salary
		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
71	Pleasant Valley								86	1958	3447	9600		960	1594	240	
72	Plum City									835	2569	6075		1575	737		
73	Prairie Farm				25				82	1806		12595		1361	838		
74	Rib Lake				82					1794	3711	13514			2856		
75	Rice Lake		1549		388		997		4842	5911	7084	31783		1659	4534		
76	Ridgeland - Dallas				25				112	1018		8380		300	751		
77	River Falls		20		563	141				12869	20520	44000	31800	27588	6017		
78	Rock Elm				183			666		2579	3828	13396		1373	1051		
79	Sanborn				85					2785	4979	4849		5750	1297		
80	Sarona									580	856	3625		294	222		
81	Shell Lake								2152	5223	7708	32627		2941	2282		
82	Siren		835							5488	8413	20245		2701	3937		
83	Spooner		1294		321	53	943		3612	7229	8508	35000		3193	5125		
84	St. Croix Falls		214		145		74		2873	2345	8937	18904		4767	4102		
85	Stanley		849				43			2101	3147	9656		1000	735		
86	Superior: Faith		82		1481		249			7183	12247	37661		5771	5489		
87	Tainter		920		105	517	200		9847	5007	7150	17053		3408	2040		
88	Thorp									1477	3157	6786		600	511		
89	Tony		245		23	7	128		254	1477	2145	7663		642	638		
90	Turtle Lake								1220	8028	8423	30112		2950	1131	98	
91	Washburn				320				10			23971		2468	2041		
92	Webster				223	153				3974	6381	19852		1688	2531		
93	Weyerhauser									701	1410	3640		455			
94	Wheeler				33				425	1185	2127	6159		512	1216		
95	Wolf Creek				28				227	654	2508	5945		1540	962		
	District Total		**30964**		**17763**	**1429**	**11402**	**2417**	**104370**	**308812**	**503596**	**1557245**	**101955**	**286997**	**167877**	**6988**	
	Coulee District																
1	Argyle		135		10				197	1758	2197	9558			1550		
2	Arthur				10					637	1192	3000		285	237		
3	Ash Creek		570		64	10				1891	3001	9796		952	1634		
4	Avoca				279	20											
5	Bagley									1162	2360	5376		606	754		
6	Baraboo: Emanuel		2543		707		1919		5377	7803	12019	46045		3030	3756		
7	Baraboo: First		1920		489	375			10148	7325	10342	40000		2486	1779		
8	Beetown		50							673	1064	8499		375	625		
9	Belleville		1246		9		347		1501	3441		22000		3736	762		
10	Belmont									5020	7307	20475		1921	1356		
11	Benton				463		40		2000	3316		21702		2532			

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		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
71	Pleasant Valley	730	2094	4491		3854	460	1164	1164	1044	1044	660	660	1848	1848	29514	34230	71
72	Plum City		300	5095		6000	225	900	900	804	804	516	516	1428	1428	23411	27059	72
73	Prairie Farm	3593	1743	7327		3000	1031	1356	1356	1212	1212	768	768	2136	2136	33376	38873	73
74	Rib Lake	1198	2727	10492		39712		1656	1656	1476	1476	948	948	2616	2616	76004	82782	74
75	Rice Lake	19224	6008	23541	9427	12813	4776	4788	4788	4272	4272	2736	2736	7584	7584	131602	153916	75
76	Ridgeland - Dallas	1256	318	4381		1540		804	201	720	180	456	114	1284	321	18056	18897	76
77	River Falls	49792	14237	37519				13656	13656	12204	12204	7800	7800	21624	21624	244342	300350	77
78	Rock Elm		137	9862		7821	1073	1164	1164	1044	1044	660	660	1836	1836	41120	46673	78
79	Sanborn		6284	4253		2000	150	1164	1164	1044	1044	660	660	1848	1848	32347	37148	79
80	Sarona			4305		2343		408	408	360	360	228	228	636	636	12225	13857	80
81	Shell Lake	10748	1683	15056	51506	22844	650	3264	3264	2916	2916	1860	1698	5172	2214	155420	165512	81
82	Siren	6526	2977	9994		1548	1002	2412	2412	2160	2160	1380	1380	3816	3816	62831	73434	82
83	Spooner	25	3905	32829		13601	1050	5640	5640	5040	5040	3216	3216	8928	8928	114077	139512	83
84	St. Croix Falls		6441	5261		3920	400	1812	1812	1620	1620	1032	1032	2868	2868	57950	65715	84
85	Stanley	450	1007	7447		7500		1320	440	1176	392	756	252	2088	696	33043	35715	85
86	Superior: Faith	49396	8963	32359	1804	2736	2091	7380	7380	6600	6600	4212	4212	11688	11688	165700	197392	86
87	Tainter	7940	2407	10554	96163		862	3024	3024	2712	2712	1728	1728	4800	4800	162431	176437	87
88	Thorp	429	814	6142		5995	200	1044	1044	924	924	600	600	1644	1644	26111	30323	88
89	Tony	2245	2204	3753		441		708	708	636	636	408	408	1116	1116	21462	24733	89
90	Turtle Lake	7066	8304	12670	836	7915	250	3972	3972	3552	3552	2268	2268	6300	6300	89003	105095	90
91	Washburn	5931	904	11525		1370		1057	1057	945	945	603	603	1672	1672	48220	52817	91
92	Webster	5175	1181	11169			632	2100	2275	1872	2028	1200	1138	3324	3055	52583	61455	92
93	Weyerhauser	1700	100	4191				456		408		252		708		12197	12197	93
94	Wheeler	1373	545	4357		375	420	684	684	612	612	396	396	1080	1080	18694	21499	94
95	Wolf Creek	1250	110	2236		6100		564	564	504	504	324	324	888	888	21532	23840	95
	District Total	**885661**	**266858**	**1105613**	**394919**	**984237**	**64094**	**231529**	**206681**	**206883**	**183081**	**132219**	**117613**	**366610**	**309762**	**6739222**	**7621424**	
	Coulee District																	
1	Argyle	1440	813	4460		440	200	960	960	864	864	552	552	1524	1524	22613	26658	1
2	Arthur	895	109	3033		7125		312	312	276	276	180	180	492	492	16513	17783	2
3	Ash Creek	3501	830	4392		1000	829	1164	1164	1044	1044	660	660	1848	1848	27826	33186	3
4	Avoca	520				1428	365	1164	1164	1044	1044	660	660	1848	1069	2313	6549	4
5	Bagley			3210				372		336		216		588		13468	13468	5
6	Baraboo: Emanuel	42618	9244	35756	3797		2214	7572	7572	6768	6768	4332	4332	12000	12000	171659	207648	6
7	Baraboo: First	76622	1028	29626		1277	1417	6828	6828	6108	6108	3900	3900	10824	10824	182050	212494	7
8	Beetown		42	118		6560		684	684	612	612	396	396	1080	1080	17956	20778	8
9	Belleville	570	1100	7233	4344	922		1812	1812	1620	1620	1032	1032	2868	2868	45609	54743	9
10	Belmont	2460	1951	6799		9036		2844	2844	2544	2544	1620	1620	4500	4500	56325	67833	10
11	Benton	4039	3069	8761				1872	1872	1668	1668	1068	1068	2952	2952	45419	53482	11

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		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
12	Bethel				15				266	694	1119	5644		571			
13	Black Hawk		700				200		1100	5615	7866	26940		2047	4100		
14	Blanchardville		50		80		300		785	2224	2127	12093			1550		
15	Bloom City				515	95			160			4200				1050	
16	Bloomington									1346	5878	13803		1500	1500		
17	Blue River				77				1650	630	1482	23202		2455	425		
18	Boaz				810	70			340			4200				1050	
19	Boscobel		656		523		274		4370	4831	11451	25520		4947	4853		
20	Cassville				22					674	3081	6537		375	375		
21	Clarno		994		228				530	2919	5489	14780		2038	1313		
22	Cobb									2642	4136	11436		1278	812		
23	Cuba City		587		376		102		654	7364	10260	29250		3850			
24	Darlington									7386	10469	35531		3596		3813	
25	Davis Corners		375		138		125		423	1829	2890	7990		3740	1298		
26	Dell				4	5				1598	2467	8304		480	1238		
27	Denzer				185	95			764	2033	4254	12245		2307	2626		
28	Dodgeville		2993		459		500		805	7276	8258	32640		2698	2184		
29	Eastman				52	1			53	3113	4047	15521			2326		
30	Faith U.M. Church		380						2515	2849	4700	13056		3938	4967		
31	Fayette									1266	1550	4620		300	898		
32	Fennimore		926		68	364	339		3569	6965	12019	32772		2520	4455		
33	Gays Mills				158	22	240			1056		7500		978	630	184	
34	Gotham				63					324		5436		563	1261		
35	Hazel Green				63					2886	122	20992		2736	1134		
36	Ironton		80		53	7	10		291	1006	1662	5226		1350	821		
37	Juda: Zion		77		83	10			1474	6049	12019	23254		4634	1444		
38	La Farge				161	19				3914	6041	20330		3249	1920		
39	Lamont		78		11				207	1471	2127	7998			1550		
40	Lancaster		30		308	37			18322	5029	13447	35000		5446	1369		
41	Lavalle		20		34	3			318	900	1464	4676		1477	734		
42	Liberty Pole		274		156					4459	4134	12920		1614	658		
43	Lime Ridge		2470				1450										
44	Linden				5	3			484	1672	2695	13600		1376			
45	Livingston		3210		362	53			2002	4180	7812	19500		1931	1598		
46	Merrimac		190		148	106	91		750	3626	10260	18384		2475	2768		
47	Midland				333	109	96		249	7853	12019	29500		4563	2186		
48	Mineral Point		672		284	125	103		1750	2003	3228	16291		1648			
49	Monroe		12706		207		3077		10374	14029	23832	48240	24635	11756	10645	2400	
50	Montfort									3962	6205	17210		1916	1219		

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		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
12	Bethel	1321	42	1721		918	150	828	828	732	732	468	468	1308	1308	12446	15797	12
13	Black Hawk	2946	2017	15236		16837	795	3900	3900	3480	3480	2220	2220	6168	6168	85499	102167	13
14	Blanchardville	2000	509	7558		2030	185	1068	1068	948	948	612	612	1680	1680	31061	35799	14
15	Bloom City		2700	4261		1286	80	384	384	348	348	216	216	612	612	13737	15907	15
16	Bloomington		1100	7500				734	764	656	656	419	419	1161	1161	32627	35627	16
17	Blue River		2614	6882		2482		2028	2028	1812	1812	1152	1152	3204	3204	41822	50095	17
18	Boaz		1624	5158		1863		528	528	468	468	300	300	840	840	14235	17251	18
19	Boscobel	10616	11339	15042	1669	12669		3420	3420	3060	3060	1956	1956	5424	5424	107307	122536	19
20	Cassville		100	1925				172	172	154	154	98	98	272	272	13067	13785	20
21	Clarno		2160	4981		8595	273	1584	1584	1416	1416	900	900	2508	2508	43078	50708	21
22	Cobb	2712	479	6549			833	1524	1524	1356	1356	864	864	2412	2412	30877	37033	22
23	Cuba City	10300	2040	17355			1717	3576	3576	3192	3192	2040	2040	5652	5652	82790	98314	23
24	Darlington	10235	989	17313			500	5232	5232	4680	4132	2988		8292		89832	99196	24
25	Davis Corners		2392	5773		10695	65	1068	1068	960	960	612	612	1692	1692	37095	42065	25
26	Dell	582	409	1883		770	200	1416	1416	1260	1260	804	804	2244	2244	17931	23664	26
27	Denzer		1349	1900		352		996	996	888	888	564	564	1572	1572	27830	32130	27
28	Dodgeville	21988	2473	25031		7113	2785	6660	6660	5952	5419	3804	1725	10548	7482	113251	138489	28
29	Eastman	256	501	5215		500	150	1224	887	1092	800	696	696	1944	708	31682	34826	29
30	Faith U.M. Church		4500	12285	11070	33330		1236	852	1104		708	708	1968		93210	95150	30
31	Fayette	500		4420			250	1380	1380	1236	1236	792	792	2184	2184	13804	19396	31
32	Fennimore	37799	16261	26311	5951	10735	1760	6060	6060	5412	5412	3456	3456	9588	9588	161117	187330	32
33	Gays Mills		187	3963		253	350	732	732	648	648	420	420	1152	1182	15101	18503	33
34	Gotham		200			656	553	528	528	468	468	300	300	840	840	8993	11192	34
35	Hazel Green		188	10790		305		1932	1932	1728	1728	1104	1104	3060	236	39153	44216	35
36	Ironton	4205	1029	5306		15193		828	300	732	300	468	100	1308	1308	36089	38247	36
37	Juda: Zion	15538	3117	26232			420	3864	1732	3444	3444	2208	2208	6120	284	94181	102019	37
38	La Farge	4816	1380	12368			1227	3516	3516	3132	3132	2004	2004	5556	5556	55245	69633	38
39	Lamont	1440	14	2368		400	325	756	756	684	684	432	432	1200	1200	17900	21061	39
40	Lancaster	35893	3310	31663		5999	2194	6660	6660	5952	5952	3804	3804	10548	10548	157672	185011	40
41	Lavalle	2079	443	5496		771		696	696	624	624	396	396	1104	1104	18358	21235	41
42	Liberty Pole	7056	1036	6432		953	605	2388	2388	2136	2136	1368	1368	3792	3792	39867	49981	42
43	Lime Ridge							1212	1212	1080	1080	684	684	1908	1908		8804	43
44	Linden	4783	101	5668			125	1836	1836	1632	1632	1044	1044	2904	2904	30504	37928	44
45	Livingston	8402	4887	11447		5541	1140	3012	3012	2688	2688	1716	1716	4776	4776	68440	84257	45
46	Merrimac		7079	8937	9127		260	1584	1584	1416	1416	912	912	2520	2520	63666	70633	46
47	Midland	4671	5072	14854		17726	1546	3012	1107	2700	1790	1728	630	4776	1755	100239	106059	47
48	Mineral Point	8753	4483	13181		1817		2700	2700	2412	2412	1548	1548	4284	4030	53154	65122	48
49	Monroe	108109	14815	97770				15540	15540	13884	13884	8880	8880	24612	24612	366605	445511	49
50	Montfort	5650	719	9823			786	2808	702	2508	627	1608	402	4452	1113	47490	50334	50

	Table 2	WSS-Africa University	General Advance Specials	Youth Service Fund	General Church Offerings	Special Offerings	Conference Advance Specials	Higher Education	Benevolences Sent Direct	MPP/CPP	Insurance Paid by Church	Pastor's Salary	Associate Pastor's Salary	Utilities/Housing Allowance	Reimbursements Paid	Other Cash Allowances	Diaconal Ministers Salary
		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
51	Mount Hope		108		171				185	3141	5111	13107		1089	1633		
52	Mount Horeb		724				906		7695	7625	9989	29730		3650	2026		
53	Mt. Zion		29		62		55		360	659	1561	3480		675	662		
54	New Hope		56		401	100			650	2186	7027	16023		400	2844		
55	North Clayton				85				425	705		5544		905	3285	200	
56	North Freedom		182		132	116			440	2033	4254	12245		3600	2626		
57	Oakley: Union				13					1028	2026	4763		698	275	359	100
58	Patch Grove				72					1010	4675	4676		527	656		
59	Platteville		2650		1226	55			6200	13814	20424	35963	35963	15200	800		
60	Prairie Du Chien						100		1241	6951	9405	34361		2878	1132		
61	Prairie Du Sac		2932		764	152	1410		1185	6371	7157	43628		3666	785		
62	Readstown				85		50			366		2875		469	1702	104	
63	Reedsburg		2586		557	113	671		13996	7472	10341	40672		4621	2067		
64	Retreat				76	30	77			1093	3514	8012		200	1422		
65	Rewey								16	710		6750			1501		
66	Richland Center: Peace		4073		460	15	10		3659	6938	8575	36040		2503	2909		
67	Richland Center: Trinity		1940		669	42	278		1255	7098	11052	36305		6810	4320		
68	Ridgeway				75					992	1126	4450			734		
69	Sandusky		1450			10	600										
70	Seneca				246	20	240			1056		7500		978	630	184	
71	Shullsburg		350		171				635	3002	8508	21833		4219	2219		
72	Soldiers Grove				179		275		1371	1045		8214		1341	4865	296	
73	South Wayne		283		20				50	1722	2127	9364			1550		
74	Staver		240		40		200			2067	3661	9907		1670	1897		
75	Stitzer		28		69		30			1592	2979	7500		983	592		
76	Viola				44				140	7605	5708	30028		1865	3705		
77	Viroqua		4359		805				2915	4313	7404	21080		2226	1711	912	
78	Waldwick											6000			200		
79	Wauzeka: St. Paul's				65	24				1828	2514	9143			2092		
80	West Lima				50	10				573	530	2576		140	896		
81	Westby		180		45		20		969	3482	5641	16404		3938		2063	
82	Whig									2709	4510	9000		1001	927		
83	Willow Valley		1256		97	86	460		1305	3512	5574	18135		1768	3034		
84	Wisconsin Dells		42		245				104	3550	6825	17846		5922	1258		
85	Wonewoc		320		183	34	68		1306	3383	5490	17576		2338	2878		
86	Wyoming Valley		17		143		100		950	325		2315		418	586		
	District Total		**57737**		**15262**	**2336**	**14763**		**120480**	**272655**	**417800**	**1385837**	**60598**	**178973**	**137729**	**12615**	**100**
	Heartland District																

	Table 2	Other Staff Salaries	Program Expenses	Current Operating Expenses	Principal/Interest on Indebtednes	Paid on Buildings/Improvements	UMW Sent Direct	General Conf Apportionment	Gen Conf Apport Paid	Conference Program Apportioned	Conference Program Paid	Ministerial Apportioned	Ministerial Paid	Administration Apportioned	Administration Paid	Total Local Expenses	Grand Total Paid	Table 2
		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
51	Mount Hope		519	4837		699		1032	1032	924	924	588	588	1632	1632	30321	34776	51
52	Mount Horeb	26852	3048	17844	3504	74489		4416	4416	3948	3948	2520	2520	6984	6984	186452	205950	52
53	Mt. Zion	1008	211	1616		10909	115	564	540	504	210	324	210	888	360	21256	22722	53
54	New Hope		5008	10639	1200	624	250	1320	1336	1176	1204	756	762	2088	2086	46851	52958	54
55	North Clayton	440		2078				420		372		240		660		13582	13667	55
56	North Freedom	2136	523	6523		28705		1200	1200	1068	1068	684	684	1896	1896	63085	68363	56
57	Oakley: Union	1510	355	5591				756	756	684	684	432	260	1200	700	16705	19118	57
58	Patch Grove			3780			145	384	384	348	348	216	216	612	612	15469	17101	58
59	Platteville	57000	12500	39200	12000	24000	4590	8332	8332	7455	7455	4756	4756	13189	13189	277654	315317	59
60	Prairie Du Chien	14923	3676	22985		1700	1900	4692	4692	4200	4200	2688	2688	7440	7440	101152	120272	60
61	Prairie Du Sac	52882	7372	31593	67579		1092	6456	6456	5772	5772	3684	3684	10224	10224	223310	254704	61
62	Readstown	228	8928					228	100	204	25	132	25	360	100	14672	15057	62
63	Reedsburg	69721	9167	37311	8729	1000	2070	9540	9540	8520	8520	5448	5448	15108	15108	207167	249710	63
64	Retreat		3587	4674	650	600		744	502	672		420		1176	1004	23752	25441	64
65	Rewey		484	9143		663		696	475	624	475	396	175	1104	675	19267	21067	65
66	Richland Center: Peace	30662	12700	30093			4661	6204	6204	5544	5544	3540	3540	9828	9828	138740	168405	66
67	Richland Center: Trinity	14934	8750	26227		32000	3155	4176	799	3732	799	2388	799	6612	799	151906	158031	67
68	Ridgeway	250		2498			50	696	696	624	624	396	396	1104	1104	10100	12995	68
69	Sandusky							600	600	540	540	348	348	960	960		4508	69
70	Seneca		200	5567				804	804	720	720	456	456	1272	1272	16115	19873	70
71	Shullsburg	2253	2215	20382		7113	500	4068	3675	3636	2474	2328	1584	6444	4384	72879	85585	71
72	Soldiers Grove	652	200	5732			800	768	768	696	696	444	444	1224	1224	24516	28102	72
73	South Wayne	1440	60	3829		3653		936	936	828	828	528	528	1476	1476	23795	27866	73
74	Staver		309	6095				936	936	840	840	528	528	1476	1476	25606	29866	74
75	Stitzer	829	2215	7219		5398	353	1128	1128	1008	1008	648	648	1800	1800	29660	34371	75
76	Viola	8467	8383	10696	19357		400	2904	2904	2592	2592	1656	1656	4596	4596	96354	108146	76
77	Viroqua	23161	9195	968		31129		4320	664	3852	648	2472	751	6840	547	105014	112788	77
78	Waldwick	880	200	1570				588	588	528	528	336	336	936	936	8850	11238	78
79	Wauzeka: St. Paul's	288	566	2973			290	648	162	576	144	372	93	1032	258	19694	20440	79
80	West Lima	560	273	3473				228	228	204	204	132	132	372	372	9021	10017	80
81	Westby	1500	2500	5985	78	158392	100	1488	1364	1332	1220	852	780	2352	2156	201052	206817	81
82	Whig	1600	1800	4991		4118	1100	1740	1740	1560	1560	996	996	2760	2760	31756	38812	82
83	Willow Valley	4996	3125	5832	21747		1502	2328	2328	2076	2076	1332	1332	3684	3684	70530	81849	83
84	Wisconsin Dells		2624	13527			150	2196	2196	1968	1968	1260	1260	3480	3480	51806	60997	84
85	Wonewoc	4177	1490	11207		2927	340	2208	2208	1968	1968	1260	1260	3492	3492	53112	62645	85
86	Wyoming Valley			2928		450		372	372	336	336	216	216	588	588	7972	9744	86
	District Total	**768664**	**234027**	**933591**	**170802**	**576146**	**47862**	**204322**	**187533**	**182589**	**167072**	**116681**	**103053**	**323598**	**274738**	**5317879**	**6140951**	
	Heartland District																	

	Table 2	WSS-Africa University	General Advance Specials	Youth Service Fund	General Church Offerings	Special Offerings	Conference Advance Specials	Higher Education	Benevolences Sent Direct	MPP/CPP	Insurance Paid by Church	Pastor's Salary	Associate Pastor's Salary	Utilities/Housing Allowance	Reimbursements Paid	Other Cash Allowances	Diaconal Ministers Salary
		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
1	Alma		5341		662	40	1568		1038	1836	3894	8997		505	231		
2	Alma Center				63					1961	3744	9548		658	832		
3	Almond		5100		125		50		75	2443	3850	12338			504		
4	Black River Falls		50		434	104	1358		700	9436	10341	44100		11902	4009		
5	Camp Douglas								115	1368	2160	6760		680	1040		
6	Cataract		494		89				1805	2027	1022	8377		853	716		
7	Chili: Immanuel		515		120	960			1150	2694		13995			3250		
8	Christie								100	962	1311	3079	1539	385	495	120	
9	Colby		123		69				484	2038	3456	7129		1451	862		
10	Coloma		314		1390	1				1928	4965	12237		2704	2017		
11	Elroy								687	6491	13012	33634		4163		4478	
12	Fairchild								20			4799				80	
13	Granton								200	874	1192	2799	1399	350	450	100	
14	Greenwood				102	7			375	2359	3217	7557	3779	945	1215	300	
15	Hixton				111					1961	3744	9548		658	832		
16	Humbird											1596					
17	Lacrosse: Asbury		852		407	41	339		1525	8272	11916	40177		2749	899		
18	Lacrosse: St Luke's		477		297	34	58		1408								
19	Lacrosse: Wesley									9614	12019	42287		2100	1195		
20	Loyal		58		72	87			520	3933	8774	17945		1711	1722		
21	Marshfield: Wesley	350	546		490		192		3867	5029	12019	39059		2628	2147		
22	Marshfield: Zion		1668		728	943	500		12432	2708	9288	38769		6098	3570		
23	Mauston		1553		336				1932	7417	9401	41030		1000	5184		
24	Melrose									4629	7486	19176		1706	1432		
25	Mercer									4885	9312	25375		4500	2500		
26	Merrill		1312		270	49	479		1044	5517	9315	26735		1996	2114		
27	Merrillan				152					1961	3744	9548		658	832		
28	Minocqua	150	7699		2587	342	1215		17040	7521	12019	41900		4747	5165		
29	Montana				16						3146	3825			1274		
30	Mosinee				395	81			960	7280	13012	37500		1637	2750		
31	Necedah					56			160	1984	3132	9802		986	1508		
32	Neillsville				437	24			300	4545	6196	14555	7277	2300	2340	400	
33	New Lisbon		116		27	26			200	3420	5400	16900		1732	2574		
34	Norwalk: Immanual		311		460				21		1376	12240		2300	230		
35	Norwalk: Salem											4186			77		
36	Onalaska		1298		694	151			13086	15441	24024	54151	39400	16903	5629		
37	Pepin		198							6216	11916	17360					
38	Plainfield		625		244	26	5		1946	3631	5723	18507			827		
39	Plover		3012		74	36	72			6249	8508	30903		2609	1833		

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		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
1	Alma	350	688	3645			1385	744	744	672	672	420	420	1176	1176	22569	33192	1
2	Alma Center	1692	399	4326		350		1464	1464	1308	1308	840	840	2316	2316	23510	29501	2
3	Almond	3714	508	7975			1402	2220	2220	1980	1980	1272	1272	3516	3516	32809	47072	3
4	Black River Falls	67263	15994	43099	5600	2175	3501	9492	9492	8484	8484	5424	5424	15036	15063	218120	258529	4
5	Camp Douglas	1354	78	3590				804	804	720	720	456	380	1284	1088	17145	20137	5
6	Cataract	287	286	4905		11669	300	1380	1380	1236	1236	792	792	2184	2184	32247	38422	6
7	Chili: Immanuel		700	7900			750	900	900	804	804	516	516	1428	1428	30439	35682	7
8	Christie	356		3078				324	324	288	288	192	192	516	516	11425	12745	8
9	Colby	406		6517		783	692	1008	1008	900	900	576	576	1596	1596	23818	28100	9
10	Coloma		2432	5801			2101	1152	1152	1032	1032	660	660	1824	1824	34185	40558	10
11	Elroy	6649	1291	16515		1459	1367	3972	2648	3552	2368	2268	1512	6288	4192	89746	100466	11
12	Fairchild	624	283	3462		134	125	672	672	600	418	384	110	1056	252	9527	10979	12
13	Granton	324		6791				408	408	360	360	228	228	648	648	14479	16123	13
14	Greenwood	2725	925	13306				1356	1356	1212	1212	780	780	2148	2148	36703	42308	14
15	Hixton	1119	553	5069		3298	716	1332	1332	1188	1188	756	756	2100	2100	27498	32985	15
16	Humbird		55	98				192	192	168	168	108	108	300	300	1749	2517	16
17	Lacrosse: Asbury	48313	7563	32533		8590	2664	7032	5275	6288	4716	4020	3015	11148	8361	165201	188207	17
18	Lacrosse: St Luke's	19953		76474		5978	1420	4524	4524	4044	4044	2580	2580	7164	7164	105233	124411	18
19	Lacrosse: Wesley	83738	37615	4511				8280	8280	7392	7392	4728	4728	13104	13104	193079	226583	19
20	Loyal	1343	4046	7121	4144	2426	986	2052	2052	1836	1836	1176	1176	3252	3252	54671	63204	20
21	Marshfield: Wesley	31487	4304	35110	6833			6576	6576	5880	5880	3756	3756	10416	10416	142483	170689	21
22	Marshfield: Zion	63698	23856	46992	8948	11337	652	5148	5148	4596	4596	2940	2940	8160	8160	228348	253231	22
23	Mauston	8735	1545	24282		52075	1121	5520	4164	4932	3752	3156	3156	8736	3118	153722	169801	23
24	Melrose	2699	2473	11060		1328	514	2736	684	2436	609	1560	390	4332	1083	52503	55269	24
25	Mercer		4020	8588		21098	125	1848	780	1656	715	1056	740	2928	840	80403	83478	25
26	Merrill	12600	6240	21608			1898	3708	3708	3312	3312	2124	2124	5880	5880	89067	106201	26
27	Merrillan	2499	595	7547		2986	305	1284	1284	1152	1152	732	732	2040	2040	30675	36035	27
28	Minocqua	65264	14553	39986	7779	23880	4992	9936	9936	8880	8880	5676	5676	15732	15732	244846	297063	28
29	Montana			3583		4700	758	600	375	540	375	348	375	960	375	17286	18802	29
30	Mosinee	21697	9816	15062	59351	1926		3120	3120	2784	2784	1788	1788	4944	4944	170991	184103	30
31	Necedah	1964	770	3150		2850	974	1212	1212	1080	1080	696	696	1920	1920	27280	32244	31
32	Neillsville	3051	800	21795				2400	1048	2148	339	1368	215	3804	600	63559	66222	32
33	New Lisbon	3454	1753	6092	1221	14625	1114	1896	1896	1692	1692	1080	1080	3000	3000	58485	66634	33
34	Norwalk: Immanual		1614	4430		3000	273	1176	1176	1056	1056	672	672	1872	1872	25484	31031	34
35	Norwalk: Salem		102	2079		350		324	324	288	288	192	192	516	516	6794	8114	35
36	Onalaska	69524	30210	55642	31130	22907		13836	13836	12360	12360	7908	7908	21912	21912	378047	436206	36
37	Pepin	3325		1000			2400	2388	2463	2136	2211	1368	1443	3792	3867	42217	52399	37
38	Plainfield	14897	2133	18915		2467	1277	3216	3216	2868	2868	1836	1836	5088	5088	70323	84231	38
39	Plover		1970	15095			363	1620	1620	1452	1452	924	924	2568	2568	67530	77288	39

	Table 2	WSS-Africa University	General Advance Specials	Youth Service Fund	General Church Offerings	Special Offerings	Conference Advance Specials	Higher Education	Benevolences Sent Direct	MPP/CPP	Insurance Paid by Church	Pastor's Salary	Associate Pastor's Salary	Utilities/Housing Allowance	Reimbursements Paid	Other Cash Allowances	Diaconal Ministers Salary
		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
40	Port Edwards		1896		523	147	250		912	7132	13512	38233		6805	3351		
41	Rib Falls								100			7750				2000	
42	Rockland								320		2064	9214			3900		
43	Rothschild				160	41			1486		1200	10000		900	110		
44	South Burr Oak				85							6250		1900	1700	462	
45	Sparta		1048		466	251			3800	8808	8575	38702		4032	3359		
46	Spencer		195		360				1047	4988	8461	17453		1451	2110		
47	Spirit				81					1227	1600	4863		540	1550		
48	Steven's Point: St Paul's		9914		1096	271	838		21949	8219	12019	54813		3739	2430		
49	Stoddard								957	802	430	14000		1806	1508		
50	Tomah		340		404	293	334		1731	5029	12019	39000		3256	1573		
51	Tomahawk				384				1008	6662	10320	24409		1312	1272		
52	Trempealeau		221						1271	3490	10212	24823		5200	1200		
53	Trout Run											3000		3604	1138		
54	Wausau: First		170		736	70	1483		3242	13449	18985	49750	26000	18000	5444		
55	Wausau: Hmong American Mission									5653	8928	27499		8508			
56	Wausau: Wesley		981		759				986	7527	12019	41192		4795		1432	
57	Westfield				95				53	2418	5462	12237		1489	2138		
58	Whitehall				221	32			1120		3108	3900			1522		
59	Wildwood Chapel		232		125		15		577	470	1026	2615		250	1149		
60	Wisconsin Rapids		2565		373	175	570		2709	7530	8575	45482		7513	1757		
61	Withee															2505	
62	York Center				122	39			100	1454	3245	6637		633	637		
	District Total	**500**	**49224**		**16841**	**4327**	**9326**		**106558**	**233488**	**385394**	**1230245**	**79394**	**159347**	**100103**	**11877**	
	Metro North District																
1	Batavia: Zion		5105		874		2091		6468	5625	10341	30000		13200	2710		
2	Brookfield: First		1138		134		185		418	6254	8508	24683		15000	2587	5004	
3	Brookfield: Trin-Pil	20	1552		1106		1132		2614	6266	12156	38000	16085	2510	4221		
4	Brown Deer		100		808	100	769		4680	7984	10341	35959		19549	2495		
5	Campbellsport					14			261								
6	Cedarburg: Community		14732		2949	435	6934		7213	7768	12019	46400			1265		
7	Colgate: Zion		315				430										
8	Elm Grove: Community		16706		787	20	13180	1250	3750	15183	19473	51600	37700	30711	13177		13362
9	Greenbush: New Hope Cong.		632		173	85			228	3170		20318		2250	2385		
10	Hartford: First		2900		223	123	1320		2852	7508	10341	40000		14006	3003		34101
11	Jackson:Still Waters Community								408	7320	12618	41000		4526	1552		
12	Menomonee Falls: Emmanuel Comm		2916		1399		2585		20561	9115	21670	47630	27971	5921	5832		
13	Mequon		5573		815	40	412		4717	8512	12019	59440		5391	1211	803	

	Table 2	Other Staff Salaries	Program Expenses	Current Operating Expenses	Principal/Interest on Indebtednes	Paid on Buildings/Improvements	UMW Sent Direct	General Conf Apportionment	Gen Conf Apport Paid	Conference Program Apportioned	Conference Program Paid	Ministerial Apportioned	Ministerial Paid	Administration Apportioned	Administration Paid	Total Local Expenses	Grand Total Paid	Table 2
		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
40	Port Edwards	14653	7262	34431		9149	1833	4044	4044	3612	3612	2304	2304	6396	6396	137273	156445	40
41	Rib Falls	1971	551	1621		375		600	600	540	540	348	348	960	960	14368	16816	41
42	Rockland		2320	7430		22185	420	1116	1116	996	996	636	636	1776	1776	47853	52377	42
43	Rothschild	2680	1522	9679		3151		1128	1128	1008	1008	648	648	1800	1800	30728	35513	43
44	South Burr Oak	1062	269	4289		400	1068	864	864	780	780	492	492	1380	1380	17400	21001	44
45	Sparta	47456	7861	49170		18991	2879	8616	6462	7704	5780	4920	3690	13656	10240	193633	221620	45
46	Spencer	1659	1987	9195	2867		1029	2676	2676	2388	2388	1524	1524	4236	4236	52247	63626	46
47	Spirit	750	100	2280				600	600	528	528	336	336	948	948	12910	15403	47
48	Steven's Point: St Paul's	160340	12917	151441	105587	9295	4762	14472	14472	12924	12924	8268	8268	22920	22920	547511	618214	48
49	Stoddard	930	200	9946		2292	205	1464	1464	1308	1308	840	840	2316	2316	33076	39004	49
50	Tomah	26642	11216	27066		14842	2429	6372	6372	5688	5688	3636	3636	10080	10080	144803	171950	50
51	Tomahawk	6962	1974	19777			1600	3036	1404	2712	1509	1728	928	4800	2044	75296	81565	51
52	Trempealeau	2213	1919	9513		806	312	2532	2532	2268	2268	1452	1452	4020	4020	60959	71353	52
53	Trout Run		593	6933			166	960	960	864	864	552	552	1524	1524	15434	19334	53
54	Wausau: First	124394	50753	56208		97368	7030	13884	13884	12408	12408	7932	7932	21984	21984	470623	529290	54
55	Wausau: Hmong American Missio	2329	4137			4500		696	696	624	438	396	100	1092	556	61554	63344	55
56	Wausau: Wesley	60402	9301	60687	61021			10380	10380	9276	9276	5928	5928	16440	16440	259362	303126	56
57	Westfield		1008	10427	11064	24185		1656	1656	1476	1345	948		2616		70481	73577	57
58	Whitehall	2000	150	4000		3000	115	516	516	456	456	288	288	816	816	18915	21244	58
59	Wildwood Chapel	350	626	2313			225	984	984	876	876	564	564	1548	1548	9601	13931	59
60	Wisconsin Rapids	72376	20116	45584	2636		3691	9504	9504	8484	8484	5424	5424	15048	15048	217969	260112	60
61	Withee			1099			35	252	252	228	228	144	144	396	396	3639	4659	61
62	York Center	497	425	3734			185	744	744	672	672	432	432	1188	1188	17547	20744	62
	District Total	**1074770**	**317377**	**1125555**	**308181**	**412930**	**62159**	**204948**	**192103**	**183132**	**170903**	**117096**	**109174**	**324624**	**294775**	**5607378**	**6455010**	
	Metro North District																	
1	Batavia: Zion	18218	4020	21678			1025	5100	5100	4560	4560	2916	2916	8088	8088	113285	142019	1
2	Brookfield: First	9936	1202	17561		4432	295	2700	2700	2412	2412	1548	1548	4284	4284	95880	108281	2
3	Brookfield: Trin-Pil	54679	15884	37762	19527			7788	7788	6960	6960	4452	4452	12336	12336	209704	245050	3
4	Brown Deer	60012	15425	75835	22820	1575		6948	6948	6216	6216	3972	3972	11016	11016	256675	286704	4
5	Campbellsport	5300		4337		1423		624	624	552	552	360	360	984	984	11321	13855	5
6	Cedarburg: Community	45736	14438	55049				9336	9336	8340	8340	5328	5328	14784	14784	189888	252726	6
7	Colgate: Zion							2508	2508	2244	2244	1428	1428	3972	3972		10972	7
8	Elm Grove: Community	169369	22929	115406	18617	327770	4000	24336	24336	21744	21744	13896	13896	38544	38544	843047	988820	8
9	Greenbush: New Hope Cong.		1025	9878	10337	5600	415	1464	1464	1308	1308	840	840	2316	2316	55606	62434	9
10	Hartford: First	46035	11787	38066	39815	103156	4700	10560	10760	9432	9432	6036	6036	16728	16728	355370	402892	10
11	Jackson:Still Waters Community	44352	12576	41000	48000			2468	2468	2205	2205	1410	1410	3907	3907	213352	223342	11
12	Menomonee Falls: Emmanuel Co	118220	39458	56378	49581		600	14616	14616	13056	13056	8352	8352	23148	23148	402937	470009	12
13	Mequon	117497	19581	27002		150669		8988	8988	8040	8040	5136	5136	14244	14244	406842	450140	13

	Table 2	WSS-Africa University	General Advance Specials	Youth Service Fund	General Church Offerings	Special Offerings	Conference Advance Specials	Higher Education	Benevolences Sent Direct	MPP/CPP	Insurance Paid by Church	Pastor's Salary	Associate Pastor's Salary	Utilities/Housing Allowance	Reimbursements Paid	Other Cash Allowances	Diaconal Ministers Salary
		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
14	Milwaukee: Albright		4541		1443		653		987	1867	5596	9238	12718		6380	4254	
15	Milwaukee: Aldersgate		120		293		466		1124	6667	9891	28540		9600	1904		
16	Milwaukee: Central				323		100		8460	6348	10272	38569		17250	4650	456	
17	Milwaukee: Good Hope				565					11991	10341	40000		2500	2146		
18	Milwaukee: Emanuel											15000					
19	Milwaukee: Kenwood		6495		1416	119	2588			7577	9845	45000		3237	4667		
20	Milwaukee: Solomon						75			4812	9929	23663		5405		622	
21	Milwaukee: St James				145		325										
22	Milwaukee: Summerfield		150		642	226	408		2641	7023	10260	29430		3835	4500		
23	Oconomowoc: Good Shepherd		5327		686	122	673		3176	9073	10260	41395		3130	189		
24	Pewaukee: Gethsemane				15					7993	12019	37603		24000	4922		
25	Port Washington: Grand Avenue		2708		342		730		1262	8564	12019	35608		1500	2449		
26	Richfield: Emmanuel		175		149					2266	1529	16237		4569	614		
27	Sheboygan Falls: Faith	105	1754		695				200	8815	12019	35251		1923	1800		
28	Sheboygan: Fountain Park		5028		451	151	700	600	3047	7488	12019	41310		2053	3196		
29	Sheboygan: St. Luke's		2236		1336	134	750		4744	10517	12150	54630	20600	16000	3701	666	
30	Sheboygan: Wesley				332				2123	2900	2855	12350		7000	1200	50	
31	Sussex		2158		554	68	537		4018	7085	10260	31000		14000	1581		
32	Waldo: Trinity		240		373				1292	6119	9839	31278		3180	2204		
33	Watertown: Christ		100		249		1530		2604	9059	10341	38812		2823	2358		
34	Wauwatosa: Bethany-Calvary		195		89		299		2008	6429	8575	31600		4940	3970		
35	Wauwatosa: Wauwatosa Ave	100	6381		2001	258	700		22413	8448	12156	54600		3845	2279		
36	West Bend: Fifth Avenue		4660		894	114	1315		47158	10058	25363	38000	33500	19060	866		
37	Whitefish Bay	726	24280		1082	696	18264		34033	19382	25524	55667	56091	33014	6231		57589
	District Total	**951**	**118217**		**23343**	**2705**	**59151**	**1850**	**195460**	**255186**	**372548**	**1219811**	**204665**	**295928**	**102245**	**11855**	**105052**
	Metro South District																
1	Bristol				275		75		1811	3072	4424	15960		982	1117		
2	Burlington		939		393				8600	9854	12019	16700	28950	4161	3221		
3	Caldwell				83	4	35	3329	3280	4020		14560		2500	1917		
4	Concord									1860	3465	13786		1100	651		
5	Cudahy				152				200	6160	9014	16000		2619	167	1250	
6	Eagle				61				2188	3139	10488	11750		600	2364		
7	East Troy		6507		834	151	760		3058	4605	9600	35798		2436	2463		
8	Elkhorn: Bethel		452		940	10	73		2398	6843	8508	35844		3067	983		
9	Elkhorn: First				848	30			847	4897	7894	36150		1778	2270		
10	English Settlement		306		150					4312		13500		8000	1052		
11	Franksville				256	44			5780	8138	7880	35600		3069	480	1135	
12	Genoa City				223	26	30		110	2609	4254	13277		3750			

	Table 2	Other Staff Salaries	Program Expenses	Current Operating Expenses	Principal/Interest on Indebtednes	Paid on Buildings/Improvements	UMW Sent Direct	General Conf Apportionment	Gen Conf Apport Paid	Conference Program Apportioned	Conference Program Paid	Ministerial Apportioned	Ministerial Paid	Administration Apportioned	Administration Paid	Total Local Expenses	Grand Total Paid	Table 2
		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
14	Milwaukee: Albright	38338	15033	39321	6579	13675	1759	2461	2466	2202	2202	1405	1405	3895	3897	155745	172352	14
15	Milwaukee: Aldersgate	12626	1228	15036			1262	2664	2664	2376	2376	1524	1524	4212	4212	87878	99533	15
16	Milwaukee: Central	46880	6398	55350		11047	1950	4164	4506	3720	4030	2376	2567	6588	7101	207630	226257	16
17	Milwaukee: Good Hope	36358	7960	20200		24200	1428	2016	2016	1800	1800	1152	1152	3192	3192	157124	165849	17
18	Milwaukee: Emanuel		7000	25000	500			756	756	672	672	432	432	1188	140	47500	49500	18
19	Milwaukee: Kenwood	29718	4300	84058	52304	15860	1285	4248	4248	3792	3792	2424	2424	6732	6732	257851	289065	19
20	Milwaukee: Solomon	11689	15892	20779	12684	14864	185	1716	625	1536	400	984	300	2724	750	120524	122674	20
21	Milwaukee: St James							4812	4812	4296	4296	2748	2748	7608	7608		19934	21
22	Milwaukee: Summerfield	42610	2776	34926	5408	4043	638	3156	789	2820	705	1800	450	4992	1248	148090	152808	22
23	Oconomowoc: Good Shepherd	99508	11544	124045	11575	15328	2757	10236	10236	9144	9144	5844	5844	16212	16212	331980	380224	23
24	Pewaukee: Gethsemane	51852	10387	44191		7357		7116	7116	6360	6360	4068	4068	11268	11268	200324	229151	24
25	Port Washington: Grand Avenue	10551	2805	52645	12267	9198		4788	4788	4284	4284	2736	2736	7596	7596	148868	172052	25
26	Richfield: Emmanuel	2026	1573	9738		6791		1896	1896	1692	1692	1080	1080	3000	3000	45343	53335	26
27	Sheboygan Falls: Faith	13000	3000	20000	2800			3732	2625	3336	2310	2136	1470	5916	4095	98808	111862	27
28	Sheboygan: Fountain Park	63994	3939	36581		15577	1884	7164	7164	6396	6416	4092	4092	11340	11340	191088	227030	28
29	Sheboygan: St. Luke's	149545	35471	89877				16212	16212	14484	14484	9264	9264	25680	25680	397901	467997	29
30	Sheboygan: Wesley	11888	500	2000		2000		1884	479	1692	463	1080	412	2988	571	44866	47128	30
31	Sussex	18565	4750	32485		3784		5064	5064	4524	4524	2892	2892	8016	8016	127528	151341	31
32	Waldo: Trinity	13527	2751	15150			802	3744	1674	3348	1499	2136	956	5928	2660	86142	93544	32
33	Watertown: Christ	52152	9388	38761		11800		7740	7740	6912	6912	4416	4416	12252	12252	178098	211297	33
34	Wauwatosa: Bethany-Calvary	73577	42664	57348	3867			4956	4956	4428	4428	2832	2832	7848	7848	234978	255625	34
35	Wauwatosa: Wauwatosa Ave	196872	23143	123323		171714	3900	12420	12420	11100	11100	7092	7092	19680	19680	622693	682425	35
36	West Bend: Fifth Avenue	107653	28140	40671			4200	16476	16476	14712	14712	9408	9408	26088	26088	354669	428336	36
37	Whitefish Bay	377954	44980	149695	128755	55453	5250	35028	35028	31296	31296	20004	20004	55476	55476	1049618	1236470	37
	District Total	**2150237**	**443947**	**1631132**	**445436**	**977316**	**38335**	**261885**	**254392**	**233991**	**226966**	**149599**	**145242**	**414770**	**401013**	**8449153**	**9703033**	
	Metro South District																	
1	Bristol		2106	14593			1391	2124	2124	1896	1896	1212	1212	3360	3360	45456	54398	1
2	Burlington	83147	10069	24555	1984	24535	1678	6636	6636	5928	5928	3792	3792	10512	10512	229473	257673	2
3	Caldwell	5006	5915	17359		18518	159	1224	1224	1092	1092	696	696	1932	1932	73234	81629	3
4	Concord		476	5244			888	1056	125	948	74	600	46	1668	130	27470	27845	4
5	Cudahy		413	25389			450	1632	1632	1452	1452	936	936	2580	2580	61662	68414	5
6	Eagle	5928	13078	9440				2496	2496	2232	2232	1428	1428	3960	3960	58975	69152	6
7	East Troy	28870	15050	44758			1088	4008	4008	3588	3588	2292	2292	6360	6360	147726	172251	7
8	Elkhorn: Bethel	14753	2917	31120	53830	788		3024	3024	2700	2700	1728	1728	4788	4788	161051	174766	8
9	Elkhorn: First	28305	3017	33638	12905	11224	3855	5148	5343	4596	4596	2940	2940	8148	8148	146780	168810	9
10	English Settlement		1319	6429				1524	1524	1356	1356	864	864	2412	2412	34612	41224	10
11	Franksville	27990	13699	33526	23916	12310	1000	4716	4716	4212	4212	2688	2688	7464	7464	174523	193985	11
12	Genoa City	1200	1414	7644		1000	410	1284	1284	1152	1152	732	732	2028	2028	35668	41143	12

	Table 2	WSS-Africa University	General Advance Specials	Youth Service Fund	General Church Offerings	Special Offerings	Conference Advance Specials	Higher Education	Benevolences Sent Direct	MPP/CPP	Insurance Paid by Church	Pastor's Salary	Associate Pastor's Salary	Utilities/Housing Allowance	Reimbursements Paid	Other Cash Allowances	Diaconal Ministers Salary
		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
13	Greenfield: Christ				414		342		2115	3633	8508	32400		5432	4458		
14	Greenfield: Memorial	500	1065		1554	230	1015		100	6632	10340	32700		3823	343		
15	Johnson Creek									2208	2105	8815		5072	770		
16	Kenosha: First								2280	11306	16248	50187	15000	21640	2695		
17	Kenosha: Immanuel		1007		659	140	267		1895	5520	3910	28083			259		
18	Kenosha: Korean									5730	8578	29954		3033	4174	578	
19	Kenosha: Wesley		1266		452		500		5262	7306	12019	38000		2161	3369		
20	Lake Geneva		5300		535	56	1040		475	7352	8192	42250		4068	1353		
21	Lake Geneva: La Resurreccion								2000	6048	8508	32760		6500	2500		
22	Little Prairie						150			666		6600					
23	Milwaukee: Bay View		1054		1048	84	400		2455	7602	9312	39568		3150	1200	1656	
24	Milwaukee: Faith		652		536		21		417	6170	9321	24882		8581	212		
25	Milwaukee: Hmong					404			442	4742	9405	24452		4286	4075		
26	Milwaukee: Cristo En Tu Ayuda								1213	3986	4099	40952		11800		1000	
27	New Berlin: Bethel Hill		217		202				506	6633	8502	34461		2520	1897		
28	New Berlin: Our Lord's		9342		666		2463		29914	8094	8575	46422		19500	1383	132	
29	North Prairie				474				577	4222	9284	27973		3039	1901		
30	Oak Creek		8631		3704					7247	6535	37850			175		
31	Palmyra		534		176	18	275		1289			28064		2994	1155		
32	Paris Corners		150		25				475	3140		1426		13096	1061		
33	Pleasant Prairie				243					2609	4254	13277		3750			
34	Racine: Christ		2000			120	2008		11000	15859	25031	70632	33692	4852	2000		
35	Racine: Evangelical		520				1554		23007	12201	12019	43907	18068	7455	5551		
36	Racine: Faith				436				2157	3822	8575	29326					
37	Racine: First		125		2859	70	125		3594	7344	12019	33200		16000	2366		
38	Racine: Trinity		1243		473				10614	5028	8675	45000			2127		
39	Salem		242		831				2459	7321	12019	28263		13043	3103		
40	Siloam								370	825		2736		5226		1550	
41	South Milwaukee		3040		383	33	944		990	13224	10341	38400		3192	1807		
42	Spring Prairie		175		255				385	734	516			6000	1863		
43	Sullivan: Lonsdale									746	905	4688		2982	944		
44	Troy Center Ummc				29				232			3809			107		
45	Union Grove		734						259	3672	6461	14933				572	
46	Waterford		560		145	28	130		27875	5682	10923	41230		14000	2832		
47	Waukesha: El Buen Samaritano		25				75		2000	6338	12542	22000					
48	Waukesha: First	50	180		258	300	2999		9492	16784	20259	45193	11577	55035	2352	2151	
49	Waukesha: Salem		1805		669	74	350		19941	6899	8575	41648		3166	2040		
50	Wesley Chapel				186		55		500	2835	4084	14732		1020	1044		
51	West Allis: Calvary		3121		616		1968		2724	7009	12019	33000		2036	1380		

	Table 2	Other Staff Salaries	Program Expenses	Current Operating Expenses	Principal/Interest on Indebtednes	Paid on Buildings/Improvements	UMW Sent Direct	General Conf Apportionment	Gen Conf Apport Paid	Conference Program Apportioned	Conference Program Paid	Ministerial Apportioned	Ministerial Paid	Administration Apportioned	Administration Paid	Total Local Expenses	Grand Total Paid	Table 2
		69	70	71	72	73	74	76	77	78	79	80	81	82	83			
13	Greenfield: Christ	23402	2957	20367	11771	4971	1137	4980	4980	4452	4452	2844	2844	7896	7896	121151	142079	13
14	Greenfield: Memorial	35120	10237	34689		14739	3944	5184	5184	4632	4632	2964	2964	8208	8208	152667	178319	14
15	Johnson Creek	230	320	3268	300	2748	80	924	924	828	480	528	238	1464	253	25916	27811	15
16	Kenosha: First	121595	14146	100235	71883			12552	12552	11220	11220	7176	7176	19884	19884	427215	478047	16
17	Kenosha: Immanuel	18564	2462	17167		25972	1080	1608	1608	1440	1440	924	924	2544	2544	104912	113501	17
18	Kenosha: Korean	18900	23770	6369	12858	6905		948	948	840	840	540	540	1500	1500	120849	124677	18
19	Kenosha: Wesley	35669	8287	30704		29862	1714	5064	4220	4524	3770	2892	2410	8016	6680	174353	193651	19
20	Lake Geneva	35871	10702	50768				7140	7633	6372	6372	4080	3927	11304	10964	161031	195859	20
21	Lake Geneva: La Resurreccion		16100	4000				321	321	288	288	183	183	510	510	78416	79718	21
22	Little Prairie	1550	363	3500		378		624	474	552	402	360	360	984	384	13057	14827	22
23	Milwaukee: Bay View	93405	2341	37991	55000			8472	8472	7572	7572	4848	4848	13428	13428	253680	290586	23
24	Milwaukee: Faith	5471	1223	8429			300	1956	1956	1740	1740	1116	1116	3096	3096	65006	74123	24
25	Milwaukee: Hmong	26634	25051	18938		17158		1932	1932	1728	1728	1104	1104	3060	3060	135183	143411	25
26	Milwaukee: Cristo En Tu Ayuda	2197	1175	51057	14000			468	468	417	417	267	267	738	344	131479	132975	26
27	New Berlin: Bethel Hill	2847	2703	14815				2592	1000	2316		1488		4116		74884	76303	27
28	New Berlin: Our Lord's	89712	16608	16697	52120	63417	729	9096	9096	8124	8124	5196	5196	14412	14412	353303	403963	28
29	North Prairie	17599	2247	9293				3468	3468	3108	3108	1980	1980	5496	5496	76135	90661	29
30	Oak Creek	63391	9153	99626	103777	11471	1455	7644	7644	6828	6828	4368	4368	12108	12108	340680	383963	30
31	Palmyra	28076	4394	9373		4840	2250	3876	3876	3456	3456	2208	2208	6132	6132	82435	99110	31
32	Paris Corners		1894	5184		1822		780	780	696	696	444	444	1224	1224	28098	31417	32
33	Pleasant Prairie	2125	1397	5915		4778		984	984	888	888	564	564	1560	1560	38105	42344	33
34	Racine: Christ	68654	16291	28090	14958	9712	3600	11580	11580	10344	10344	6612	6612	18348	18348	304371	355383	34
35	Racine: Evangelical	165750	53324	82800		94258		13020	13020	11640	11640	7440	7440	20628	20628	518340	573142	35
36	Racine: Faith	6786	5612	15832			887	2040	2040	1824	1824	1164	1164	3228	3228	72997	81689	36
37	Racine: First	72242	9663	51921	11400		4210	5664	5664	5064	5064	3240	3240	8976	8976	223959	250082	37
38	Racine: Trinity	58573	29733	74626	19138	21766		6972	6972	6228	6228	3984	3984	11040	11040	275280	305220	38
39	Salem	10315	7042	21602		26913	70	4524	4524	4044	4044	2592	2592	7176	7176	132150	151559	39
40	Siloam	275		3650				600	600	528	528	336	336	948	957	14632	17053	40
41	South Milwaukee	36763	6861	29028		8515		7296	7296	6516	6516	4164	4164	11556	11556	149121	183053	41
42	Spring Prairie		1885	5972		4873	9000	504	504	456	456	288	288	804	804	31228	33735	42
43	Sullivan: Lonsdale		636	3810				384	30	348		216		612		14711	14741	43
44	Troy Center Ummc	3435		4012		5000		408	408	360	360	228	228	636	636	16595	18256	44
45	Union Grove	1661	2336	18879				1884	1877	1680	1690	1080	1140	2988	2925	48773	57139	45
46	Waterford	88775	51915	51329	66008	40020		4896	4896	4368	4368	2796	2796	7752	7752	400589	421264	46
47	Waukesha: El Buen Samaritano		3200	1160		1500		756	756	672	672	432	432	1188	1188	48740	51938	47
48	Waukesha: First	129389	27185	105976	231639		8632	20544	6931	18360	3060	11736	1956	32544	5424	665664	686822	48
49	Waukesha: Salem	46332	8367	36015	32230	21415	4093	5724	5724	5124	5124	3276	3276	9072	9072	230721	256815	49
50	Wesley Chapel		1265	10500			700	1632	1632	1452	1452	936	936	2580	2610	36680	43551	50
51	West Allis: Calvary	17933	6858	21968	29276	2625	1671	4464	4464	3996	3996	2556	2556	7068	7138	138499	162368	51

	Table 2	WSS-Africa University	General Advance Specials	Youth Service Fund	General Church Offerings	Special Offerings	Conference Advance Specials	Higher Education	Benevolences Sent Direct	MPP/CPP	Insurance Paid by Church	Pastor's Salary	Associate Pastor's Salary	Utilities/Housing Allowance	Reimbursements Paid	Other Cash Allowances	Diaconal Ministers Salary
		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
52	West Allis: First		4635		645	207	1290		6116	8305	10923	56153		5537	2833		56764
53	Wilmot		160		517		80		5660	7041	9312	34836		3820	2994		
54	Yorkville		1415		649				2235	7702	11916	30106		3497	3887		
	District Total	**550**	**57402**		**23854**	**2029**	**19024**	**3329**	**211297**	**309726**	**422355**	**1513793**	**107287**	**305368**	**88895**	**10024**	**56764**
	Nicolet District																
1	Abrams									2558	4108	12240		1640	1588		
2	Algoma		554		638				4320	4236	6807	22233		2020	1620		
3	Amherst		1022		392	100			961	2104		10600		4000	1019	3200	
4	Angelica				182	12			814	1112		8212		2700	286	250	
5	Aniwa		67		6				80	1238	1668	11334		1334	1357		
6	Antigo		447		21		3073		301	7008	12019	33000		3090	1320		
7	Argonne									1378	2764	6376		765	1033		
8	Bonduel								380	4246	8937	17626		3670	3765		
9	Brillion		763		746	111			1983	3138	5190	16300		2628	4554		
10	Buena Vista				100	36			1922	1785		5300		2000	981	1600	
11	Center: Emmanuel				313	68	100		775	2316		12318		1800	1466	300	
12	Cicero						265		1268	1866	2127	9694		1000	1175		
13	Clintonville		1470		356	175	431		2025	4736	6886	31063		2006	782		
14	Crandon: St. Luke's									4614	9176	21343		2561	3461		
15	Crystal Lake		100		272	25	100					9003			665		
16	Denmark		550		155				756	4396	7007	16640		5036	334		
17	Egg Harbor		3660		654	63	67		21359		6894	18667		9000	1081		
18	Forest Junction		645		53	39			10349	4122	7614	25674		2745	2022		
19	Gibralter		13878		1373	70	400		14617		3447	9333		4500	541		
20	Gillett		188		91	32	108		350	807	5802	11070		4050	800	1050	
21	Goodman		500		188	39	215		300	1199	2278	5799		657	1580	350	
22	Green Bay: Bethany		1234		1736		416		8686	13794	23215	37215	30997	26899	2055		
23	Green Bay: First	666	2265		290		2862		44631	16080	17016	55452	37236	44173	3824		66971
24	Green Bay: Peace		1163		740	45	244		4219	4195	3009	20600			1058		21720
25	Green Bay: St. Paul's		100		333				4515	9051	8508	44814		12000	1800		29361
26	Harmony				68	22	47		382	3446	4747	13831		1268		1469	
27	Hickory		64		25	27			1344	793		5545		1883	1023		
28	Iola									1500	2707	19950		3300	2400		
29	Jacksonport	100	450		50				5250	364	432	1713			296		
30	Kiel: Bethel		150		20				250	1113	1064	5042		2333	850		
31	Lark		164		91				620	6160	5550	15360		4709	525		
32	Lena		435		85	83			276	1451	2677	7346		563	815		
33	Manawa				47					1000	1805	13300		2200	1600		

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		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
52	West Allis: First	56517	15095	57481	53340	8465	4955	14268	14268	12756	12756	8148	8148	22608	22608	342484	409341	52
53	Wilmot	11490	10588	11299		18542		3336	3336	2988	2988	1908	1908	5292	5292	115582	129863	53
54	Yorkville	13581	8286	20083	2816	1500	1603	4188	4188	3744	3744	2388	2388	6636	6636	107212	126232	54
	District Total	**1606028**	**493145**	**1458113**	**875149**	**522540**	**63029**	**230169**	**213366**	**205665**	**185585**	**131502**	**118599**	**364572**	**327351**	**8043513**	**8997881**	
	Nicolet District																	
1	Abrams	997	1206	4982		900		1584	890	1416	425	900	145	2508	1010	30219	32689	1
2	Algoma	2988	960	11957	5221	7438	648	2172	2172	1932	1932	1236	1236	3432	3432	70448	80412	2
3	Amherst	1970	1312	8311		5666	300	1644	1644	1476	1476	936	936	2604	2604	39443	47617	3
4	Angelica		675	6369			475	1272	1272	1140	1140	732	732	2016	2016	20893	26247	4
5	Aniwa		330	3300		1418	90	648	648	588	588	372	372	1032	1032	22149	24862	5
6	Antigo	26772	3778	23690	7041		250	5976	5976	5340	5340	3420	3420	9468	9468	118269	146014	6
7	Argonne	929		5145		110		696	100	624	100	396	100	1104	100	18500	18900	7
8	Bonduel	15464	1550	19471			625	2820	2820	2520	2520	1608	1608	4476	4476	75734	87158	8
9	Brillion	45008	6255	24498		25000	538	5148	5148	4608	4608	2940	2940	8160	8160	135092	157568	9
10	Buena Vista		231	3182		4932	400	852	852	768	768	492	492	1356	1356	22333	25937	10
11	Center: Emmanuel		2259	5851			200	1044	1044	936	936	600	600	1656	1656	27285	32002	11
12	Cicero	4052	1759	19468			222	2064	2064	1848	1848	1176	1176	3276	3276	42631	51260	12
13	Clintonville	20593	5283	48365		19929	4645	4705	4705	4210	4210	2686	2686	7447	7447	146313	167793	13
14	Crandon: St. Luke's	5730		13716		564	350	2652	2257	2376	562	1512	357	4200	993	61515	65684	14
15	Crystal Lake	886	550	4577				888	888	792	792	504	504	1404	1404	15681	19766	15
16	Denmark		1573	6589		8593	636	1644	750	1476	400	936	220	2604	925	51560	54560	16
17	Egg Harbor	15687	759	38167		14690	252	2532	2532	2268	2268	1452	1452	4008	4008	126556	141260	17
18	Forest Junction	5957	1826	24696			426	3192	3192	2856	2856	1824	1824	5052	5052	85431	99092	18
19	Gibralter	5257	4851	4247			126	1200	1200	1068	1068	684	684	1896	1896	46919	67139	19
20	Gillett	2700	1100	16000		600	700	2064	1305	1836		1176	225	3264		45029	47175	20
21	Goodman		1639	6543		3405		972	972	876	876	564	564	1548	1548	23750	28652	21
22	Green Bay: Bethany	51729	7857	71021	3724	1277	3050	9876	9876	8832	8832	5640	5640	15648	15648	281519	324901	22
23	Green Bay: First	235822	61775	106573		28571	4867	31176	31176	27864	27864	17808	17808	49380	49380	722991	855302	23
24	Green Bay: Peace	25364	8939	23264	4322	55305		2554	2554	2285	2285	1458	1458	4043	4043	171995	184576	24
25	Green Bay: St. Paul's	77805	9365	59167	5443	28124	3781	13668	13668	12216	12216	7812	7812	21648	21648	293734	349511	25
26	Harmony	3454	1722	3366		3485	190	1196	1276	1070	1192	683	670	1893	1704	37360	42339	26
27	Hickory	1675	1114	6163		2557	100	540	540	480	480	312	312	864	864	22197	24509	27
28	Iola	4200	7000	9500				2508	2508	2244	2244	1440	1440	3972	3972	50557	60721	28
29	Jacksonport	600		2343				576	576	516	516	324	324	912	914	10998	13928	29
30	Kiel: Bethel		1758	5836				1032	1032	924	924	588	588	1632	1632	18246	22592	30
31	Lark	6816	2025	6661		10603	300	1548	300	1380	300	888	200	2448	700	59329	61084	31
32	Lena	2853	840	4830			607	804	804	720	720	456	456	1272	1272	22258	26113	32
33	Manawa	2800	2500	6000				1704	1704	1524	1524	972	972	2700	2700	31205	38152	33

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		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
34	Manitowoc: St Paul's		344		194	21			776	7672	12019	44524		4195	3925		
35	Manitowoc: Wesley				200	116			2682	7334	12019	40692		715	2586		
36	Marinette		639		236		100			6659	11916	32888		3308	1025		
37	Marion				261	10			287	807	5802	11070		4050	800	1050	
38	Mattoon				57					624	1668	8834		1334	1527		
39	Mishicot		43		40		31		416	2614	3078	10968		977	994		
40	New London		240		143	42	190		1824	7120	10260	36272		2476	4095		
41	Niagara		680		232	97	220		267	3597	6836	17371		1875	2418		
42	Oconto		2314							3837	6163	18360		2250	1323		
43	Oconto Falls	150	451		622		290		1572	7020	12936	21840		3430	2361		
44	Oneida									8597	9384	31200			3400		
45	Parfreyville		2418		338		1534		459	8072	12019	29904	17579	2709	3184		
46	Peshtigo						64		128	8724	12019	21189		1904	2380		
47	Red River		204		72		169		849	1415	2979	5875		1222	1255		
48	Reedsville: Zion		800		500	300			1489			10000			1317		
49	Rhinelander		3079		667	107	1036		2047	7145	10260	36730		2562	2474		
50	Rural Brillion		198		187	64			569	1031	1904	6419		609	21	125	
51	Seymour									5598	6381	29080		3000	3975		
52	Shawano		2328		304		961			6861	8508	32232		6372	5150		
53	Sturgeon Bay	1700	11986		460	94	920		14953	7270	11587	30687		25032	3538		
54	Suamico		1001		755				2818	4295	6840	28000		2028	4192	240	
55	Suring		42		83	17			1638	1359		10145		3084	1847		
56	Two Rivers: Emmanuel		510		283	143	232		2957	4713	6584	24162		2686	1729	293	
57	Waupaca		3071		1123		1075		7865	7461	8940	44230		2312	192	115	
58	West Kewaunee				59					1058	1701	5502		505	405		
59	Wittenberg									624	1668	11534		1334	1443		
	District Total	**2616**	**60217**		**15841**	**1958**	**15150**		**176329**	**233313**	**346925**	**1153701**	**85812**	**236499**	**105232**	**10042**	**118052**
	Winnebago District																
1	Appleton: Emmanuel	53	1220		401	97	800		1383	9352	11916	36526	9450	6000	3000		
2	Appleton: First		7827		1081	324	4404		6663	15832	20903	56859	37022	18439	4874		
3	Appleton: St James		806		531		181		2668	7235	11743	38357		2614	812		
4	Appleton: Zion								1000	6923	8508	34968		1800			
5	Arlington				66	87	30		729	5437	8048	20712		2336	415	180	
6	Beaver Dam: Trinity		1282		393	156	7101		2743	16912	22360	42000	25120	31700		1001	
7	Berlin		409		140		174		1357	6930	8505	36050		2000	700		
8	Borth		663		116	29			271	5209	6005	19989		1249	1765	337	
9	Brandon		2144		218		128			3317	2200	23126		4450	2622		
10	Briggsville		1121		175		165		335	3027	4392	15204		1670	2188		

	Table 2	Other Staff Salaries	Program Expenses	Current Operating Expenses	Principal/Interest on Indebtednes	Paid on Buildings/Improvements	UMW Sent Direct	General Conf Apportionment	Gen Conf Apport Paid	Conference Program Apportioned	Conference Program Paid	Ministerial Apportioned	Ministerial Paid	Administration Apportioned	Administration Paid	Total Local Expenses	Grand Total Paid	Table 2
		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
34	Manitowoc: St Paul's	36483	9264	28561		5991	300	5868	5868	5244	5244	3348	3348	9300	9300	153710	178029	34
35	Manitowoc: Wesley	38885	2845	30317		1821		5580	5580	4980	4980	3192	3192	8832	8832	139896	162796	35
36	Marinette	24077	8744	24426			2252	5880	5808	5256	5192	3360	3319	9312	9198	115295	139787	36
37	Marion	1215	1340	11404		5210	400	1140	1140	1020	1020	648	648	1800	1800	43435	48314	37
38	Mattoon		303	4090		16430	50	636	636	564	564	360	360	1008	1008	34860	37485	38
39	Mishicot	1846	3287	2603				1356	1356	1212	1212	768	768	2136	1421	26783	31654	39
40	New London	31881	2806	35224	16344	11437	2260	5892	5892	5268	5268	3372	3372	9336	9336	161999	186482	40
41	Niagara	4549	707	10452		13574		2520	1012	2244	972	1440	567	3984	1498	61646	66924	41
42	Oconto	696	944	10240		4103		1872	1872	1680	1680	1068	1068	2976	2250	47916	57100	42
43	Oconto Falls	15507	254	14645	590	472		3816	2032	3408	1850	2184	1450	6048	1750	80627	89222	43
44	Oneida		52423	9600				4968	2209	4440	360	2844	211	7872	786	114604	118170	44
45	Parfreyville	19109	3371	17918	527		1200	5004	5004	4476	4476	2856	2856	7932	6243	116051	138920	45
46	Peshtigo	3829	1310	8650		1809		3780	3780	3372	3372	2160	2160	5976	5976	61942	77294	46
47	Red River	1008	1202	10916		8872	1250	1392	1392	1236	1236	792	792	2196	2196	36843	42904	47
48	Reedsville: Zion	1595		5826			131	1176	1176	1056	1056	672	672	1872	1872	20358	26734	48
49	Rhinelander	41555	3286	29356	49710	8943	2406	6888	6888	6156	6156	3948	3948	10920	10920	196474	229275	49
50	Rural Brillion	1212	175	5569		50		732	793	660	715	420	401	1164	1067	17684	21109	50
51	Seymour	18300	12400	23542		7000	300	5712	5712	5112	5112	3264	3264	9048	9048	109576	132712	51
52	Shawano	15424	3422	27302	52094		2597	2964	2964	2652	2652	1692	1692	4692	4692	159962	175555	52
53	Sturgeon Bay	51367	7837	38782	6215	20256	2564	7620	7620	6804	6804	4356	4356	12072	12072	220088	263901	53
54	Suamico	13555	17094	5373	44771	375	1236	2557	2780	2287	2489	1459	1586	4047	4400	130817	143828	54
55	Suring	1609	1803	5247		3087		1176	1176	1056	1056	672	672	1872	1872	29819	34737	55
56	Two Rivers: Emmanuel	17549	2040	24250	2681	11029	260	3048	3048	2724	2724	1740	1740	4824	4824	100933	114437	56
57	Waupaca	37298	10707	29423			4474	6756	6756	6036	6036	3864	3864	10704	10704	153017	185646	57
58	West Kewaunee			3038				396	396	348	348	228	228	624	624	12209	13864	58
59	Wittenberg		300	4800		2600		732	732	648	648	420	420	1152	1152	24303	27255	59
	District Total	**946657**	**290655**	**1025402**	**198683**	**346226**	**45458**	**202412**	**192067**	**180948**	**167032**	**115654**	**106907**	**320622**	**291177**	**5318986**	**6169649**	
	Winnebago District																	
1	Appleton: Emmanuel	73514	13370	35050		15500	3187	6540	6540	5844	5844	3744	3744	10368	10368	218248	247233	1
2	Appleton: First	262861	31688	129530		192210	2670	24780	24780	22140	22140	14160	14160	39240	39240	779551	893507	2
3	Appleton: St James	50781	10330	32658	1175	849	539	5088	5088	4548	4413	2904	2904	8052	3597	159761	177281	3
4	Appleton: Zion		2415	4330	20340	2207		984	984	888	888	564	564	1560	1560	82491	86487	4
5	Arlington	2417	654	14563		4041	695	2280	2280	2040	2040	1308	1308	3612	3612	60227	69650	5
6	Beaver Dam: Trinity	95813	19929	26750	53924	22800		13788	6746	12312	6026	7872	3851	21840	10689	361052	397296	6
7	Berlin	9251	3450	13100		400	1867	3552	3552	3168	3168	2028	2028	5628	5628	83610	98709	7
8	Borth	1002	1004	8635		4446		2364	2364	2112	2112	1344	1344	3744	3744	49912	60284	8
9	Brandon		10075	17249		2400	400	1356	1356	1212	1212	768	768	2136	2136	65839	73801	9
10	Briggsville	4480	968	11258	47	29988	250	2124	2124	1896	1896	1212	1212	3372	3372	73807	83872	10

	Table 2	WSS-Africa University	General Advance Specials	Youth Service Fund	General Church Offerings	Special Offerings	Conference Advance Specials	Higher Education	Benevolences Sent Direct	MPP/CPP	Insurance Paid by Church	Pastor's Salary	Associate Pastor's Salary	Utilities/Housing Allowance	Reimbursements Paid	Other Cash Allowances	Diaconal Ministers Salary
		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
11	Columbus		2044		707	405	672		2692	6819	9538	35700		6000	1145	201	
12	Courtland				120	20				867	1418	4503		446	992		
13	Eden		1072		86	14	360		505	3455	4254	17950		1688	2193		
14	El Dorado		355		80	20			274	2063	3076	11127		979	500		
15	Eureka		651						9586	5178	10260	23230		11164	3606		
16	Fall River		975		288	140	500		270	2311		15763		5250	634		
17	Fond Du Lac: Covenant		2378		1108	86	1267		5888	9689	12019	39010	10383	15267	4888		
18	Fond Du Lac: Salem		3862		1509	634	1720		5063	8509	16186	34277		12500	3469		
19	Green Lake: Federated		1012		835		225				1086	4882		2167		739	
20	Greenville: Faith		1758		584	259	455		6346	7044	8582	32909		16500	3022		
21	Horicon		1653		212	78			2524	5736	9697	27164		2413	1763		
22	Inch		205		142	47				1606		9328		4080	228		
23	Juneau		509		115		25		636	1752	3606	10763		1562	1058		
24	Kaukauna		1413		734	42	149		1524	6934	11329	33520		9000	2031		
25	Kingston				247	64						6900				388	
26	Lomira: Trinity		2859		871	90				12973	12019	37045	18024	10361	2793		
27	Lowell		474		450				201	2629	5408	16144		2544	1312		
28	Markesan		4322		897	657	409		8891	7291	12019	31792		16800	2915	1000	
29	Marshall		571		926	338			1690	6044	11916	27991		3220	3943		
30	Mayville		5		126					3733	7164	12873	10373	4303	2100		
31	Montello		1563		400	112			2118	7067	12019	30710		2116	1907	2515	
32	Moundville								402	2378	3450	11946		3243	1719		
33	Neenah: Faith		15053		1305	150	5835		36073	15307	24038	41400	30899	40272	10146		
34	Neenah: First		6375		770	270	293	270	15014	10185	10260	26249	6250	44920	6054		28842
35	Neshkoro		119		180	37	48				1836	14310		3375	2400		
36	North Fond Du Lac		311		52	67				3233	5145	16830		1786	1109		
37	North Windsor				13	53			367	1401	2212	7278		1068	247		
38	Oakfield		1945		633	23	2440		1159	3455	4254	17950		1688	2193		
39	Oshkosh: Algoma Blvd		3130		1401	116	2953		9248	7812	9040	43872		19390	1357		
40	Oshkosh: First		2996		871		565		1550	7929	11916	46228		5310	1200		
41	Oshkosh: Wesley				328	33	220		5378	6759	9405	33412		3272	396		
42	Pardeeville				282	172			1725	7254	10260	37400		1860	2420		
43	Portage		1783		186		418		280	7731	8575	42130		9961	7367		
44	Poy Sippi		266		60	21	242		648	2792	3557	10983		673	953	182	
45	Poynette		600		37		64		1255	2410		13992		6120	342		
46	Princeton									1745	1000	12690		1500	1200		
47	Randolph		200		78	101			261	4334	7090	22514		2229	1569		
48	Ripon		6406		2670	200	573		6600	8397	11916	37560	6000	7889	6700		
49	Waterloo		47		333	86			1165	7617	10260	39820		2252	3627		

	Table 2	Other Staff Salaries	Program Expenses	Current Operating Expenses	Principal/Interest on Indebtednes	Paid on Buildings/Improvements	UMW Sent Direct	General Conf Apportionment	Gen Conf Apport Paid	Conference Program Apportioned	Conference Program Paid	Ministerial Apportioned	Ministerial Paid	Administration Apportioned	Administration Paid	Total Local Expenses	Grand Total Paid	Table 2
		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
11	Columbus	33041	5023	5707			3654	6036	6036	5388	5388	3444	3444	9552	9552	109520	137789	11
12	Courtland	453		1700			150	312	312	276	276	180	180	492	492	10529	11929	12
13	Eden	3837	1574	8517		4320	799	1956	1786	1752	1752	1116	1116	3108	300	49092	55578	13
14	El Dorado	3486	390	7912				852	852	768	593	492		1356		29807	31707	14
15	Eureka	2700	4436	16668	7020			1800	1800	1608	1608	1032	1032	2856	2856	93848	101795	15
16	Fall River	3302	1745	10942	15644	4764		2040	2040	1812	1812	1164	1164	3228	3228	60625	70772	16
17	Fond Du Lac: Covenant	69180	20459	65828		28401	3908	12384	12384	11064	11064	7068	7068	19608	19608	284920	340320	17
18	Fond Du Lac: Salem	117230	14399	39283	29131	13397	2786	9432	7007	8436	4600	5400	4500	14952	5200	296230	325262	18
19	Green Lake: Federated	6474	4704	3439				1224	986	1092	901	696	558	1944	1531	23491	29539	19
20	Greenville: Faith	18253	13798	35431	25162	2116	1107	4416	4416	3948	3948	2520	2520	6996	6996	170270	191206	20
21	Horicon	4306	3010	16400	3738	12178		3072	3072	2736	2736	1752	1752	4860	4860	88929	103292	21
22	Inch		797	3693		1500	369	864	864	780	780	492	492	1380	1380	21601	25497	22
23	Juneau		551	7398		5926	336	732	732	648	648	420	420	1152	1152	33588	37189	23
24	Kaukauna	39599	4822	28469	10230	10567	1570	5916	5916	5280	5280	3372	3372	9360	9360	159595	185861	24
25	Kingston	600	3346	1860				1152	1152	1032	1032	660	660	1824	1824	13094	18073	25
26	Lomira: Trinity	16679	21950	28155		7135	1587	6816	6816	6096	6096	3900	3900	10800	10800	168721	200153	26
27	Lowell	1692	928	6412		31287	315	1368	1368	1224	1224	780	780	2172	2172	68872	75340	27
28	Markesan	30429	7051	27618			1221	7008	7008	6264	6264	4008	4008	11100	11100	147027	181692	28
29	Marshall	2969	3508	14796		161484		3036	3036	2712	2712	1728	1728	4812	4812	237561	251684	29
30	Mayville	6987	1435	1189	775	18272		2484	468	2220	418	1428	270	3948	745	69204	71236	30
31	Montello	12999	4536	18370	19545	20834	1650	4392	1500	3924	1500	2508	1500	6960	1500	136386	144461	31
32	Moundville	2589	1504	6454				1584	1584	1416	1416	900	900	2508	2508	33685	40093	32
33	Neenah: Faith	148935	49366	59629	55800		1163	9372	9372	8376	8376	5352	5352	14856	14856	513028	573327	33
34	Neenah: First	63279	14931	71547		9764	3562	13152	13152	11748	11748	7512	7512	20832	20832	310857	372079	34
35	Neshkoro		3450	7615				1212	1212	1080	1080	696	696	1920	1920	32986	38278	35
36	North Fond Du Lac	3453	1203	8791				1500	1500	1332	1332	852	852	2364	1702	41550	47366	36
37	North Windsor		2962	3301		7000	205	780	780	696	696	444	444	1224	1224	26041	29251	37
38	Oakfield	1471	2766	7190	20300			1800	1800	1608	1608	1032	1032	2856	2856	62426	74763	38
39	Oshkosh: Algoma Blvd	159116	13895	91792	66779	18908	3319	14484	14484	12948	12948	8280	8288	22944	22944	444528	510792	39
40	Oshkosh: First	54513	2164	2681		10316	3000	8160	8160	7284	7284	4656	4656	12912	12912	146807	184251	40
41	Oshkosh: Wesley	28698	9754	42286		19298	1600	5520	5520	4932	4932	3156	3156	8748	8748	160258	183195	41
42	Pardeeville		14178	4345	19675	5559		5688	5688	5076	5076	3252	3252	9000	9000	104676	128146	42
43	Portage	66283	16462	55590	26586		4717	10548	10548	9420	9420	6024	6024	16704	16704	245682	290765	43
44	Poy Sippi	2233	307	12415		2394		1368	1368	1224	1224	780	780	2160	2160	37137	43258	44
45	Poynette	2220	3706	11912	3600	4360		1344	1344	1200	1200	768	768	2136	2136	49917	56066	45
46	Princeton		8500	2000				1092	1092	972	972	624	624	1728	1728	28635	33051	46
47	Randolph	4040	2480	6350			1596	2124	1770	1896	1580	1212	1016	3360	2800	52463	60008	47
48	Ripon	70203	10984	33490	6600	52000	8149	8436	8436	7548	7548	4824	4824	13368	13368	266488	310513	48
49	Waterloo	8599	4559	17462		2199		4044	4044	3612	3612	2316	2316	6408	6408	97560	114406	49

Statistical Table 2

	Table 2	WSS-Africa University	General Advance Specials	Youth Service Fund	General Church Offerings	Special Offerings	Conference Advance Specials	Higher Education	Benevolences Sent Direct	MPP/CPP	Insurance Paid by Church	Pastor's Salary	Associate Pastor's Salary	Utilities/Housing Allowance	Reimbursements Paid	Other Cash Allowances	Diaconal Ministers Salary
		41	**42**	**43**	**44**	**45**	**46**	**47**	**50**	**57**	**58**	**63**	**64**	**65**	**66**	**67**	**68**
50	Waukau		632		106				158	6475	12019	23500		14542	251	1191	
51	Waupun		1573		386	74			1391	7282	12019	37556		3122	1970		
52	Wautoma: Grace		2064		823		490	100	795	7238	12019	36765		3338	1651		
53	Wild Rose				110		35		2008	4683	6930	24327		2008	974		
	District Total	**53**	**86653**		**24182**	**5102**	**32941**	**370**	**150834**	**308291**	**433377**	**1386084**	**153521**	**380436**	**112720**	**7734**	**28842**
	Conference Miscellaneous	**3100**	**61923**	**851**	**550**	**2100**	**61292**										
	Summary																
	Capital	6281	95298		30336	2679	20944	100	283152	294900	403175	1309672	233765	301209	114912	12953	85656
	Chippewa		30964		17763	1429	11402	2417	104370	308812	503596	1557245	101955	286997	167877	6988	
	Coulee		57737		15262	2336	14763		120480	272655	417800	1385837	60598	178973	137729	12615	100
	Heartland	500	49224		16841	4327	9326		106558	233488	385394	1230245	79394	159347	100103	11877	
	Metro North	951	118217		23343	2705	59151	1850	195460	255186	372548	1219811	204665	295928	102245	11855	105052
	Metro South	550	57402		23854	2029	19024	3329	211297	309726	422355	1513793	107287	305368	88895	10024	56764
	Nicolet	2616	60217		15841	1958	15150		176329	233313	346925	1153701	85812	236499	105232	10042	118052
	Winnebago	53	86653		24182	5102	32941	370	150834	308291	433377	1386084	153521	380436	112720	7734	28842
	Other	3100	61923	851	550	2100	61292										
	Totals	**14051**	**617635**	**851**	**167972**	**24665**	**243993**	**8066**	**1348480**	**2216371**	**3285170**	**10756388**	**1026997**	**2144757**	**929713**	**84088**	**394466**

Statistical Table 2

	Table 2	Other Staff Salaries	Program Expenses	Current Operating Expenses	Principal/Interest on Indebtedness	Paid on Buildings/Improvements	UMW Sent Direct	General Conf Apportionment	Gen Conf Apport Paid	Conference Program Apportioned	Conference Program Paid	Ministerial Apportioned	Ministerial Paid	Administration Apportioned	Administration Paid	Total Local Expenses	Grand Total Paid	Table 2
		69	**70**	**71**	**72**	**73**	**74**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**			
50	Waukau		2785	8053		313		2376	2376	2124	2124	1356	1356	3768	3768	69287	79649	50
51	Waupun	25808	5308	20179	18000	9626	1945	5268	4540	4704	3920	3012	2510	8340	6950	144206	164159	51
52	Wautoma: Grace	46230	34174	22627		3500	1861	6432	6432	5748	5748	3672	3672	10188	10188	170198	199715	52
53	Wild Rose	3088	1852	8601		447	240	2316	2316	2076	2076	1320	1320	3672	3672	55158	64687	53
	District Total	**1565093**	**419635**	**1147220**	**404071**	**742706**	**60417**	**248748**	**232883**	**222240**	**206291**	**142104**	**133697**	**394008**	**352798**	**7300981**	**8376313**	
	Conference Miscellaneous																**145222**	
	Summary																	
	Capital	2231855	636218	1351959	851847	820191	67531	270074	254511	241306	225376	154290	144108	427742	400747	8998995	10181919	
	Chippewa	885661	266858	1105613	394919	984237	64094	231529	206681	206883	183081	132219	117613	366610	309762	6739222	7621424	
	Coulee	768664	234027	933591	170802	576146	47862	204322	187533	182589	167072	116681	103053	323598	274738	5317879	6140951	
	Heartland	1074770	317377	1125555	308181	412930	62159	204948	192103	183132	170903	117096	109174	324624	294775	5607378	6455010	
	Metro North	2150237	443947	1631132	445436	977316	38335	261885	254392	233991	226966	149599	145242	414770	401013	8449153	9703033	
	Metro South	1606028	493145	1458113	875149	522540	63029	230169	213366	205665	185585	131502	118599	364572	327351	8043513	8997881	
	Nicolet	946657	290655	1025402	198683	346226	45458	202412	192067	180948	167032	115654	106907	320622	291177	5318986	6169649	
	Winnebago	1565093	419635	1147220	404071	742706	60417	248748	232883	222240	206291	142104	133697	394008	352798	7300981	8376313	
	Other																145222	
	Totals	**11228965**	**3101862**	**9778585**	**3649088**	**5382292**	**448885**	**1854087**	**1733536**	**1656754**	**1532306**	**1059145**	**978393**	**2936546**	**2652361**	**55776107**	**63791402**	

ABBREVIATIONS

AC ..... Annual Conference
AAF ..... Asian American Fellowship
BCRM .. Board of Camp and Retreat Ministry
BCS ..... Board of Church and Society
BD ..... Board of Discipleship
BGM ..... Board of Global Ministries
BHESM .....
. Board of Higher Education and Student Ministry
BMCR Black Methodists for Church Renewal
BOD ..... Board of Discipleship
BOOM ..... Board of Ordained Ministry
BOM ..... Board of Ordained Ministry
BP ..... Board of Pensions
BT ..... Board of Trustees
CAH .... Commission on Archives and History
CAC ..... Conference Average Compensation
CAP ..... Capital District
CAS ..... Conference Average Salary
CC ..... Commission on Communications
CCYAM .....
Conference Council on Young Adult Ministry
CH.SOC. ..... Church and Society
C&S ..... Church and Society
CCYM .....
. Conference Council on Youth Ministries
CE ..... Christian Education
CEF ..... Christian Educator's Fellowship
CES ..... Commission on Equitable Salaries
CHI ..... Chippewa District
CF&A .....
.. Council on Finance and Administration
CPP ..... Comprehensive Protection Plan
CRR ..... Commission on Religion and Race
COSROW .....
.. Commission on the Status and Role of Women
COU ..... Coulee District
CUIRC .....
Commission on Christian Unity and Inter-Religious Concerns
DAC .....
Denominational Average Compensation
DCE ..... Director of Christian Education
DCOM ..... District Council On Ministries
DM ..... Director of Music
DS ..... District Superintendent
EMLC ..... Ethnic Minority Local Church
EMLC-DC .....
Ethnic Minority Local Church Development Committee
FO ..... Faith and Order Commission
FMC ..... Family Ministries Council
GC ..... General Conference
GCFA ..... General Council on Finance and Administration
G-ETS ..... Garrett-Evangelical Theological Seminary
GMCRUA Greater Milwaukee Conference on Religion and Urban Affairs
HEA ..... Heartland District
JC ..... Jurisdictional Conference
LC ..... Local Church
MCE ..... Minister of Christian Education
MEN ..... Metro North District
MES ..... Metro South District
MM ..... Minister of Music
MPP ..... Ministerial Pension Plan
NCC ..... North Central College
NIC ..... Nicolet District
P&A . Program and Arrangements Committee
PPRC .... Pastor Parish Relations Committee
PSR ..... Prior Service Record
SFM ..... School for Ministry
SOCM ..... School of Christian Mission
UCRC ..... United Christian Resource Center
UCC ..... United Church of Christ
UMC ..... United Methodist Church
UMCOM .. United Methodist Communications
UMCS . United Methodist Children's Services
UMCOR .....
... United Methodist Committee on Relief
UMM ..... United Methodist Men
UMW ..... United Methodist Women
UMYF ..... United Methodist Youth Fellowship
WCC ..... Wisconsin Council of Churches
WIN ..... Winnebago District
WUMF Wisconsin United Methodist Foundation
YAC ..... Young Adult Coordinator
YAK ..... Youth Annual Konference
YSF ..... Youth Service Fund

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CORRECTIONS PAGE

Editing a book such as the Annual Conference Yearbook and Journal is a major task. Errors and omissions are likely to occur in any project of this size. If you find errors or omissions, the Conference Secretary would like to know about them, so that they can be corrected prior to publication of the 2005 Annual Conference Yearbook and Journal. Please use this form to report corrections to the Secretary

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