

## SECTION IV-A

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## RECOMMENDATIONS

### Rec-1 Advance Specials for 2022/2023

Action: *Approved*

The purpose of this Conference Advance list is to promote mission within the structure or bounds of the Susquehanna Conference of the United Methodist church. These groups have been reviewed by the Missional Board as worthy ministries for second mile giving consideration by the local congregations. These “Advances” are given access to the addresses and contact information for our congregations and are authorized to solicit funds from all United Methodist congregations within this Conference. No other groups are given such access.

#### 1.1 Beloved Community Fund (# 9300)

Contact: Kevin Witt [kwitt@susumc.org](mailto:kwitt@susumc.org)

The Beloved Community Fund will help Susquehanna United Methodists connect churches to their neighbors, resist racism, promote diversity, support cross-racial appointments and build strong race relations.

#### 1.2 Bolivia Mission Initiative (# 8105)

Contact: Rev. Jennett Wertz, [jwertz@susumc.org](mailto:jwertz@susumc.org) 307 South St, Lewisberry, PA 17739 (h)717-212-2550; (w)717-938-2093; (c)570-295-6389

The Bolivia Mission Initiative is a multi-faceted connection with our brothers and sisters in the vicinity of Cochabamba in central Bolivia and also with the medical clinic in the La Paz/El Alto area. Children’s, Medical, Evangelism, and Community developments programs are all a part of this ministry.

#### 1.3 Daystar Center for Spiritual Recovery (# 7030)

Contact: Fern Wilcox, Executive Director, 125 N. 18th Street Harrisburg, PA 17106 717-230-9898 [admin@daystarrecovery.com](mailto:admin@daystarrecovery.com)

This ministry provides addiction recovery services and requires clients to connect with the spiritual community. They offer daily devotions, individual and group counseling, life-skills training, case management, weekly Bible studies and small group ministries.

#### 1.4 Disaster Response (# 8055)

Contact: Douglas Hoy 717-766-7441 ext 3402 [drc@susumc.org](mailto:drc@susumc.org)

Through the connectional system of the United Methodist Church and in partnership with UMCOR, the Disaster Response Ministry provides training, assistance, resources, and financial support to the congregations and communities within the Susquehanna Conference to support disaster readiness, relief, recovery, and restoration efforts prior to, during, and after a disaster.

#### 1.5 Endless Mountain Mission Center (# 7020)

Contact: Tammie Storrs, PO Box 201 Troy, PA 16947 570-596-2039 [tstorrs@npacc.net](mailto:tstorrs@npacc.net)

Physical site address: 81 Mission Center Lane, Troy, PA

The EMMC reaches out to people in need in the Bradford County region and is committed to sharing the message of salvation in Jesus Christ. Through creating an atmosphere of trust and compassion people are ministered to in all areas of need.

#### 1.6 Haiti Partnership (# 8035)

Contact: Barbara Gay 331 Stinson Lane Tunkhannock PA 18657 570-836-3884 email: [skychaven@epix.net](mailto:skychaven@epix.net) Haiti Partnership Website: [www.haitipartnership.com](http://www.haitipartnership.com)

The Haiti Partnership’s mission is with the people of Haiti to form relationships with them based on mutual respect and love in Christ. VIM Teams are regularly sent, and updated information is available through the website above.

#### 1.7 Mission Central (# 7050)

Contact: 5 Pleasant View Drive Mechanicsburg PA 17050 Phone: 717-766-1533 Email: [missioncentral@susumc.org](mailto:missioncentral@susumc.org)

Since 2002, thousands of volunteers have come in service to “connect God’s resources with human need.” We process UMCOR “Relief Kits” for use around the world, provide all types of needed supplies for local and national ministries, and assist many projects that are sending God’s love, locally, nationally, and around the world.

#### 1.8 Neighborhood Center, Harrisburg, PA (# 7000)

Contact: Quetrina Sims-Sbelton 717-233-6541; [Qsims-sbelton@neighborhoodcenter.org](mailto:Qsims-sbelton@neighborhoodcenter.org)

Neighborhood Center serves at risk, low-income, and inner-city children, youth, and families with educational, cultural, human service, basic needs, and recreational programs in the name of Jesus Christ.

#### 1.9 Prison Ministries within Susquehanna Conference (# 7035)

Contact: Kris Sledge [ksledge@susumc.org](mailto:ksledge@susumc.org)

This ministry has expanded to include Exodus Ministry. The Prison Ministries has provided camp scholarships to children of those incarcerated within our congregations, has provided counseling to inmates re-entering the community, and supports local congregations and other groups ministering to those imprisoned.

**1.10 Retreat/Camping Ministries (# 9510)**

Contact: Kevin Witt, 717-766-7441 ext 3603, [kwitt@susumc.org](mailto:kwitt@susumc.org)

The Susquehanna Conference's camp and retreat ministry provides five sacred spaces whose goal is to cultivate authentic connections with Christ, community and creation. These places of holy common ground host our conference's summer camps and many religiously affiliated and nonprofit retreat groups throughout the year who are also doing good in the world. This advance supports the work of the conference at Camp Penn, Mount Asbury, Greene Hills, Wesley Forest and Sky Lake.

**1.11 Sierra Leone Initiative (# 8030)**

Contact: Pam Perna [pam04sierra@gmail.com](mailto:pam04sierra@gmail.com) or James Jacobs [jjacobs@susumc.org](mailto:jjacobs@susumc.org)

SLI provides financial assistance to clergy in Sierra Leone through an affirmed covenant relationship between the Susquehanna and Sierra Leone Conferences and the General Board of Global Ministries.

**1.12 The Center for Spiritual Formation (# 7040)**

Contact: Rhonda Strauss 717-249-1512 ext. 249 [centerformation1@gmail.com](mailto:centerformation1@gmail.com)

The Center for Spiritual Formation seeks to advocate and demonstrate the disciplines of Christian Spiritual Formation through retreats, seminars, continuing education events, a two-year Ministry of Spiritual Direction Course, a two-year Lay Seminary, and a family-systems tutorial for active clergy. The Center includes a retreat center where events are held as well as the ability to bring workshops to churches located throughout the Conference.

**1.13 Volunteers in Mission Advance Special (# 4055)**

Contact: Michelle Schwartzman, 717-766-7441 ext 3105, [vim@susumc.org](mailto:vim@susumc.org)

VIM is a grassroots movement of United Methodists who seek to put their "Christian Love in Action." VIM offers a connectional framework through which disciples can engage in short-term mission journeys locally, nationally, and globally.

VIM provides training, resources, insurance, and support to our VIM teams.

**1.14 Volunteers in Mission Materials Advance Special (# 7010)**

Contact: Michelle Schwartzman, 717-766-7441 ext 3105, [vim@susumc.org](mailto:vim@susumc.org)

This ministry helps with the costs of materials for VIM work including local mission, domestic and international VIM journeys.

**1.15 Wesley Foundation (# 7100)**

Contact: St. Pauls United Methodist Church, State College PA 814-237-2163 Sarah Voigt [svoigt.wesley@gmail.com](mailto:svoigt.wesley@gmail.com)

St. Paul's UMC & Wesley Foundation serves all students at Penn State University Park. The Abba Java Coffeehouse, a mission of campus ministry, serves an aggregate average of 1,000 students a week, providing free Equal Exchange Fair Trade coffee and tea as well as snacks. The Wesley Foundation also provides students a space for internship opportunities, for leadership and mission, faith exploration and worship. The Wesley Foundation at Penn State depends on Conference and Congregational support. Thank you in advance for helping us nurture and care for the students at Penn State. Please use #7100 in the memo for any donations coming through the conference.

**1.16 York City Day Camp (# 8140)**

Contact: Laura Graver, [laura.graver@wolfgangco.com](mailto:laura.graver@wolfgangco.com)

The York City Day Camp is a 4-week summer day camp for York City children entering grades 1 through 6. The vision of the Christian-based camp program is to share Jesus with children from York City while providing them with a structured and nurturing environment for 7 hours each weekday. The goals of the day camp are to develop a Christian community among the campers, to experience weekly field trips to community parks and public places for recreation and to learn life and leadership skills that will serve them throughout their lives.

**1.17 Give Ye Them to Eat (GYTTE) (# 2375)**

Contact: Rev. Marian Hartman, [mhartman@susumc.org](mailto:mhartman@susumc.org)

GYTTE was founded in 1977 as a social outreach project of the Methodist Church of Mexico to combat hunger and poverty in the rural sector. The purpose of the "Give Ye Them to Eat" program (GYTTE) is to strengthen the capabilities of marginalized people and communities to meet their basic needs, and to determine and sustain a just and integrated development process. Participatory methods and development tools are used to create conditions in which change can take place from within the communities. The "Tree of Life" training center in Tlanacualpican conducts workshops and hands-on opportunities in the areas of health, sanitation, animal care and breeding, agricultural methods such as terracing, composting and irrigation. Workshops also go "on the road" for VBS, Holy Week and Advent resources. The Susquehanna Conference has been sending work teams for over 20 years. Rev. Marian Hartman will lead several trips in 2020-2021.

**District Advance Projects for special promotion and support within those districts (2012 Book of Discipline para.655).**

## 2.1 ALTOONA DISTRICT

- **Breezewood Trucker's Ministry (# 8195)**

*Contact: Bruce Maxwell, Chaplain 814-977-6964 or maxwell.bruce@gatewaytravelplaza.com*

Mission Outreach Team for truckers and travelers, through a Chaplaincy Program at Breezewood. "A Friend on the Road" newsletter is available through Bruce Maxwell, Chaplain. You may reach Bruce at maxwell.bruce@gatewaytravelplaza.com or mobile number 814-977-6964. Personal, hands-on opportunities are available.

- **Faith Break Media Ministry (# 8085)**

*Contact: Rev. Carol Gathagan 814-742-8209 or cgathagan@susumc.org*

Mission Outreach Team for the Radio Ministry. This ministry began in October 1997. The goal is to be a gentle reminder to all people that God loves us and is with us and because of that we have hope for today and the future, no matter what. The radio ministry is heard on Q94 - 94.3 FM, WBRX-Mix- 94.7 FM, WTRN Classic Favorites 96.09, 100.7, 1340am between 10-10:45am and 3-3:35 pm on all three stations. Faith Break is also on the web at myfaithbreak.org and as Faith Break on Facebook. The writer and producer of Faith Break, Broadcasting Seeds of Hope, is Rev. Carol Gathagan.

- **Altoona District Volunteers in Mission Team (# 4060)**

*Contact: Joy Shields at vimaltoona@susumc.org*

The Altoona District Mission Team began in March 2006 with Hurricane Katrina and the subsequent need for drastic and ongoing aid. Our VIM team continues to assist victims of natural disasters on the eastern side of the USA. Our VIM (volunteers-in-mission) Teams have one common goal to be "God's Builders", reaching out to help neighbors in need after a flood, tornado, or hurricane. VIM Teams have made over 49 trips and traveled to 16 different states. Altoona VIM is also involved with the Blair County Emergency Management Office in response to local disasters should they occur.

- **Altoona District Mission Central HUB (# 8235)**

Altoona District Mission Central HUB works as our local division of Mission Central. Our focus is on assembling Baby Care Kits (sent to Mission Central), Cleaning Buckets, School Kits, and Hygiene Kits (all of which are sent to UMCOR). We strive to share with our local outreach programs which we have done with 115 different mission outreach, social service, and after school programs since we began 13 years ago! Some of these include Family and Teen Shelters, Precious Life, LOVE. INC, St. Vincent de Paul Ministries, and Bountiful Blessings. In addition, our own Jean Quilt Ministry has made and given 804 quilts to the homeless. Our work is supported by our annual blueberry sale and the donations from local churches and volunteers. See us on Facebook at Altoona District Mission Central or at <http://missioncentralaltoonahub.weebly.com/>. The Altoona District Mission Central HUB is located at 1738 N Branch Avenue, Altoona and is open Mondays & Wednesdays, 1pm-3pm.

## 2.2 HARRISBURG DISTRICT

- **Daystar Center for Spiritual Recovery (# 7030)**

*Contact: Fern Wilcox, Executive Director, 125 N. 18th Street Harrisburg, PA 17106 717-230-9898 admin@daystarrecovery.com*

This ministry provides addiction recovery services and requires clients to connect with the spiritual community. They offer daily devotions, individual and group counseling, life-skills training, case management, weekly Bible studies and small group ministries.

- **Neighborhood Center, Harrisburg, PA (# 7000)**

*Contact: Gary Fallings 717-233-6541 ext 301; gfallings@neighborhoodcenterumc.org*

Neighborhood Center serves at risk, low-income, and inner-city children, youth, and families with educational, cultural, human service, basic needs, and recreational programs in the name of Jesus Christ.

- **Beacon Clinic for Health and Hope (#7300)**

*Contact: Ruth I Stoll, Development Committee, 248 Seneca Street, PO BOX 5870, Harrisburg, PA 17110 717-775-1111*

Beacon Clinic is a not-for-profit, free, faith-based primary healthcare clinic serving adults ages 18-65 living in the Greater Harrisburg Community, including the working poor, homeless, prisoners-in-transition, diverse immigrant groups, unemployed and others.

- **Starfish Ministries: Compassion in Action (#7320)**

*Contact: Carol Crossley, 717-461-2568 or 717-379-9030, 4starfishministries@gmail.com, www.facebook.com/starfishministries.hbg*

Starfish Ministries, based on *The Starfish Story*, began with a retired grandmother who had a desire to reach out to the homeless of Harrisburg and supply them with their basic daily needs. While handing out toiletries and snacks, her second desire grew...to give them hope to return to society. On the second Sunday of each month Starfish Ministries is on the streets of Harrisburg handing out basic needs to the homeless, now serving about 75 homeless people.

## 2.3 LEWISBURG DISTRICT

- **The Gate House (# 8145):**

*Contact: 1 Gate House Drive, Danville PA 17821, 570-275-6766, gatehouse5@verizon.net. www.thegatehouseshelter.com*

Since 1997, the Gate House has provided shelter for residents of Montour and Columbia Counties who find themselves without a home. Gate House residents are often facing personal crises – such as unemployment, death in the family,

abandonment, divorce, illness, or accident – or have been victims of misfortunes such as fire, flood, rent increases, or evictions. The Gate House provides shelter for both homeless men and women, along with their children. Located on East Market Street in Danville, it sits at the southern entrance to the State Hospital.

- **Haven Ministries, Inc. (# 8130):**

*Contact: Christy Zeigler, Director, 1043 S. Front Street, Sunbury PA 17801, 570-286-1672, havenministriesinc@gmail.com.*

Haven Ministry is a non-profit organization guided by a Board of Directors composed of both clergy and lay people. The mission of Haven Ministry is to respond, through faith in God's covenantal relationship with us, to the basic needs of God's people by providing emergency shelter, nurturing, and advocacy for individuals and families in the Central Susquehanna Valley Area.

- **Heart to Hand Ministries (# 8110):**

*Contact: Woody Wolfe, 799 E Front St, Danville PA 17821, 570-271-0622, www.hearttohandministries.com*

Heart to Hand Ministries, Inc. was started in November 1992 by Woody Wolfe, Jr. and a few friends, after Woody had spent nearly eleven years visiting hospitalized children in a children's hospital in his hometown. Woody now ministers weekly in four Pennsylvania hospitals. Two in the Susquehanna Conference are: The Janet Weis Children's Hospital, Danville and Penn State Children's Hospital, Hershey. He also visits hospitals in other states. In addition to hospital outreach, Heart to Hand has been involved in outreach to the orphaned children, and those with special medical needs, of Ukraine since Woody's first visit there in 1998.

#### 2.4 SCRANTON WILKES-BARRE DISTRICT:

- **Shoemaker Mission Central HUB: (# 8210)**

*Contact: HUB Coordinators: Kristi Lyons, kristiliumc@gmail.com or 570-262-0382 and Sally Kennard (570-333-4218) for furniture needs*

The former Shoemaker Memorial Church, West Eighth Street, Wyoming, has been transformed into a Mission Central HUB of Mission Central, located in Mechanicsburg, PA. Under the leadership of the Kristi Lyons and the local Board of Directors, the Mission Central HUB will be a place where groups can come to assemble various types of response and relief kits, provide resources and furniture for persons in need, and eventually offer places to study and worship for folks who traditionally find it hard to enter the doors of our churches.

- **Elm Park African Ministry: (# 8230)**

*Contact: Rev. Mike Bealla, mbealla@susumc.org 570-342-8263*

With a growing number of Central African families finding homes in the Scranton Area, Elm Park has been blessed in its ministry with this community. This vital ministry provides for weekly worship services (in Swahili and English), assistance to refugee families, English as a Second Language tutoring as well as providing for a African student intern from Drew Theological School. Your gifts to this Advance Special will help support the current and evolving ministries with this growing local mission opportunity.

- **Greenhouse Project: (#7310)**

*Contact: Jane Risse 200 Arthur Ave. Scranton, PA 18510 570-344-9186; getGHPinfo@gmail.com <https://scrantongreenhouse.org/>*

Begun in 2002, The Greenhouse Project (formerly Shalom Scranton) evolved from a Shalom Ministry and is now growing a sustainable community through education, wholesome food and healthy living through programs such as: edible gardening and cooking, and focusing on a health and disease prevention through diet and exercise. We operate two community gardens and a 3000 sq. ft. greenhouse in Nay Aug Park. Recipients of 2019 Environmental Partnership Award and with many programs specially designed to serve senior citizens as well as school field trips, we offer free and low-cost education programs.

#### 2.5 STATE COLLEGE DISTRICT

- **The Mommy Shoppe (#7315)**

*Contact: Amy Ritter, Executive Director, amemorysaved@hotmail.com, 814-499-2287*

The Mommy Shoppe began as a vision to help pregnant mothers who needed a hand with essentials for their baby, up to kindergarten age, and to offer items free of charge. Soon after it's beginning, the age limit was quickly increased to include older children and pre-teens up to age 18. The Shoppe is open every Tuesday from 7 – 9 p.m., every Thursday from 11 a.m. to 2 p.m. and again at 7 – 9 p.m. for buy only shopping and volunteers. They are also open for free bag shopping every third Saturday each month from 10 a.m. to 2 p.m. and the Monday after that from 6 – 8 p.m.

Currently, the average attendance for shopping is 65-90 families a month with 150-200+ children served a month. There are over 700 registered families. Clients include single mothers, fathers, grandparents raising grandchildren and foster parents, as well as two parent families who struggle with unemployment or under-employment. In February of 2017, The Shoppe applied for 501(c)3 status and was approved.

The Shoppe is a store, with all clothing tagged and sized. The families registered for free items can choose up to a bag of clothes, per child per month at no cost. The volunteers with The Mommy Shoppe are excited and humbled in realizing that this is making a difference in the community.

- **Wesley Foundation (# 7100)**

*Contact: St. Pauls United Methodist Church, State College PA 814-237-2163 Sarah Voigt svoigt.wesley@gmail.com*

St. Paul's UMC & Wesley Foundation serves all students at Penn State University Park. The Abba Java Coffeehouse, a mission of campus ministry, serves an aggregate average of 1,000 students a week, providing free Equal Exchange Fair Trade coffee and tea as well as snacks. The Wesley Foundation also provides students a space for internship opportunities, for leadership and mission, faith exploration and worship. The Wesley Foundation at Penn State depends on Conference and Congregational support. Thank you in advance for helping us nurture and care for the students at Penn State. Please use #7100 in the memo for any donations coming through the conference.

## 2.6 WILLIAMSPORT DISTRICT

- **Sierra Leone Initiative (# 8030):**

Funds provide financial assistance to clergy in Sierra Leone through an affirmed covenant relationship between the Susquehanna and Sierra Leone conferences and the General Board of Global Ministries.

- **Sojourner Truth Ministries (# 8070):**

STM is a district mission into God's Frontier to build bridges between the traditional church and those disenfranchised and alienated by it. The initial portal is the Sojourner Cafe where Christ centered fellowship is shared around a table of food and drink. Touching lives with the love and care of Christ is our mission and vision.

- **Good Samaritan Fund (GSF) (# 9060):**

Founded in 1988, the former Wellsboro District GSF allows churches across our district to respond to the financial crises of our community members. Disbursements from the fund are made from the district office, upon request by pastors and laity. Send contributions to the conference treasurer's office # 9060 marked "Good Samaritan Fund".

- **Kasambira Scholarship Fund (KSF) (# 9055):**

Mercy Kasambira was an African pastor in our conference who was both recommended out of the former Wellsboro District and also served within its bounds twice before dying in an automobile accident in 1995. Mercy was born in Rhodesia (now Zimbabwe). The Kasambira Scholarship Fund continues her legacy at Mansfield University. Churches of the district can support the GSF by sending contributions to the conference treasurer's # 9055 marked "Kasambira Scholarship Fund"

## 2.7 YORK DISTRICT

- **York City Day Camp (# 8140)**

*Contact: Pastor Tanya Brubaker, tbrubaker@susumc.org*

The York City Day Camp is a 4-week summer day camp for York City children entering grades 1 through 6. The vision of the Christian-based camp program is to share Jesus with children from York City while providing them with a structured and nurturing environment for 7 hours each weekday. The goals of the day camp are to develop a Christian community among the campers, to experience weekly field trips to community parks and public places for recreation and to learn life and leadership skills that will serve them throughout their lives.

- **Genesis (#8250)**

*Contact: Pastor Tanya Brubaker, tbrubaker@susumc.org*

Genesis at Calvary UMC reaches the Latino population primarily in the York City area with a variety of high energy and spirit-led worship and Bible study efforts. We offer creative Sunday worship in the building as well as on-line services all in multiple languages--English and various dialects of Spanish to suite those who come from various Latino backgrounds. We have mid-week Bibles studies and Home Church opportunities. This is a great time for families--children, youth, and adults--to be involved together in worship and spiritual development.

- **School of Hope (First UMC Chambersburg) (#8255)**

*Contact: The Rev. Steve Livermore, slivermore@susumc.org*

School of Hope was formed out of an ecumenical partnership with First UMC and UB Salem Haitienne in Chambersburg. Both churches partner together to provide a school for 209 students in Petit Goave Haiti. The partnership also provides a home for a worshipping congregation in Chambersburg, offering ESL classes and other support for our Haitian community. In regular times, a team travels to Haiti at least once a year.

## Rec-2 Board of Pensions

Action: *Approved*

1. The Annuity rate for pre-January 1, 1982 service be set at \$662.00 for the calendar year 2023.
2. That the following ministers who will be granted retirement status as of July 1, 2022 (unless otherwise indicated) be credited for

Name	Age	Years with Pension Credit	Years of Service without Pension Credit	Total Years of Service	Interim Retirement Date
Richard F. Anderson	72	15	0	15	
Matthew Armstrong	69	4	4	8	1/18/2022
Nancy D. Firestone	65	31	0	31	
Richard B. Fluke II	65	6	11	17	
Deborah H. Harvey	68	0	4.75	4.75	
Terry L. Hughes	68	16	5	21	
James L. Jacobs	68	7	4	11	
Jeffrey A. Levy	68	17	0	17	
Dennis L. McCleary	67	22.5	0	22.5	1/1/2022
Sharon K. Miller	65	14.5	0	14.5	10/1/2022
Donald B. Perry	67	0	9	9	
Christopher E. Pfleegor	63	10	4	14	
Kimberly L. Phillips	62	11	1.75	12.75	
Susan O. Rogutski	65	8.75	8	16.75	
Gary A. Shockley	64	35.75	4.75	40.5	1/1/2022
Mark R. Shover	62	27	0	27	
Frederick C. Snyder II	65	8.25	11.75	20	
Dorothy L. Tarreto	63	18	2	20	
H. Janet Tiebert	66	15.75	0	15.75	1/1/2022
David W. Trostle	63	38	0	38	
Howard T. Woodruff	60	22.5	8	30.5	2/1/2022

these years of service rendered to this Annual Conference:

3. Resolutions relating to Rental/Housing Allowances for Retired or Disabled Clergy persons of the Susquehanna Conference:

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED:

SUSQUEHANNA CONFERENCE RECOMMENDATIONS AND RESOLUTIONS

3.1

THAT an amount equal to 100% of the pension or disability payments received from plans authorized under The Book of Discipline of The United Methodist Church (the "Discipline"), which includes all such payments from Wespath, during the year 2023 by each retired or disabled Clergy person who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergy person; and

3.2

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

NOTE: The rental/housing allowance that may be excluded from a Clergy person's gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations there under to the least of: (1) the amount of the rental/housing allowance designated by the Clergy person's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergy person to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

4. 2021 Comprehensive Benefit Funding Plan (On the following pages)



## Susquehanna Conference (321) – 2022 Comprehensive Benefit Funding Plan

This funding plan incorporates, to the best of our understanding, the plan sponsor’s obligations, and funding of the benefits provided to clergy and laity, as noted below.

It is understood by the signees that defined benefit plan liabilities [Pre-82 Plan, Ministerial Pension Plan (MPP) and Clergy Retirement Security Program Defined Benefit (CRSP DB) and other sponsored defined benefit plans] continue until the last benefit is paid to participants and their surviving spouses irrespective of the funding level of the plan. That is, even if the assets in the plan are larger than the liabilities in the plan, the plan sponsor still has a liability (obligation) and potential future contribution due to the plan.

### Benefit Obligations Summary

#### Plan Contributions for 2022

Clergy Retirement Security Program (CRSP) DB	\$1,981,735
Clergy Retirement Security Program (CRSP) DC	\$715,000
Ministerial Pension Plan (MPP)	\$0
Pre-82 Plan (Pre-82)	\$0
United Methodist Personal Investment Plan (UMPIP) Lay	\$98,000
United Methodist Personal Investment Plan (UMPIP) Clergy	\$0
Other Defined Contribution (DC) Obligations	\$9,000
Other Defined Benefit (DB) Obligations	\$0
Health—Active Participants	\$4,497,618
Health—Additional Sponsored Coverage	\$209,860
Post-Retirement Medical (PRM)	\$1,200,000
Comprehensive Protection Plan (CPP)	\$729,162
<b>Ongoing Funding Contributions</b>	
Pre-82 Plan (Pre-82)	\$0
Post-Retirement Medical (PRM)	\$984,959

Conference Benefit Officer (or equivalent)  
 Conference Treasurer  
 Conference Board of Pension Chair  
 Council on Finance and Administration Chair

Mark Knecht 11/08/2021  
 Mark Knecht 11/08/2021  
 Michelle Bodle 11/08/2021



Opinion on **Susquehanna Conference 2022** Comprehensive Benefit Funding Plan  
 The funding plan meets the standards for a Pre-82 funding plan as established by Wespath Benefits and Investments. However, the funding plan does not meet the favorable opinion requirements.

### Wespath Benefits and Investments

1901 W Chestnut Ave., Glenview, IL 60025

**Accounts**

<b>Wespath Accounts</b>		<b>Market Value as of 12/31/2019</b>		<b>Market Value as of 12/31/2020</b>	
CAMPAIGN FUND 02			\$9,018,106		\$10,660,180
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>			Long-term
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>		Equity	65.00%
				Fixed	35.00%
				Short-term	0.00%
DEPOSIT ACCOUNT			\$381,356		\$710,845
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>			Short-term
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>		Equity	9.96%
				Fixed	5.36%
				Short-term	84.68%
DEPOSIT ACCOUNT #2			\$6,073,221		\$10,685,990
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>			Intermediate term
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>		Equity	65.00%
				Fixed	35.00%
				Short-term	0.00%
ENDOWMENT ACCOUNT			\$2,776,674		\$3,282,269
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>			Long-term
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>		Equity	65.00%
				Fixed	35.00%
				Short-term	0.00%
HEALTH INSURANCE RESERVE			\$664,877		\$785,009
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>			Long-term
<b>PRM designated assets</b>	\$0	<b>Target Allocation</b>		Equity	64.56%
				Fixed	34.76%
				Short-term	0.68%
PASTORAL CARE FUND			\$144,069		\$169,306
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>			Long-term
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>		Equity	62.82%
				Fixed	33.82%
				Short-term	3.36%
PENSION RESERVE			\$1,024,808		\$1,210,982
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>			Long-term
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>		Equity	64.87%
				Fixed	34.93%
				Short-term	0.20%
<b>Non-Wespath Accounts</b>					
Mid-Penn			\$368,038		\$415,309
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>			Short-term
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>		Equity	0.00%
				Fixed	0.00%
				Short-term	100.00%

\$ A portion of this account has been designated as plan assets. The allocated amounts will be shown separately on the Allocation screen and will not be included in the Market Value for this account.

Susquehanna Conference (321) – 2022 Comprehensive Benefit Funding Plan

**Incoming Money**

**Primary Sources**

**Estimated amount for 2022**

Apportionments

\$2,246,022

Annual Apportionment \$2,246,022  
 x Expected Collection Percentage 100%

Direct Billing

*Refer to the following "Allocate Funding Sources" pages for actual amounts allocated from the above funding sources.*

**Allocate Funding Sources to Benefit Obligations**

<b>Funding Sources</b>	<b>Campaign Fund 02</b>	<b>Deposit Account</b>	<b>Deposit Account #2</b>	<b>Endowment Account</b>	<b>Health Insurance Reserve</b>	<b>Pastoral Care Fund</b>
<b>Available Balance</b>	\$10,660,180	\$710,845	\$10,685,990	\$3,282,269	\$785,009	\$169,306
<b>Total Allocated</b>	\$984,959	\$0	\$0	\$0	\$0	\$0
<b>Remaining Balance</b>	\$9,675,221	\$710,845	\$10,685,990	\$3,282,269	\$785,009	\$169,306
<b>Plan Contributions for 2022</b>						
CRSP DB	\$1,981,735					
CRSP DC	\$715,000					
MPP						
Pre-82						
UMPIP Lay	\$98,000					
UMPIP Clergy						
UNUM Life & Disability	\$9,000					
Health Active	\$4,497,618					
Health Additional	\$209,860					
Post-Retirement Medical	\$1,200,000					
CPP	\$729,162					
<b>Ongoing Funding Contributions</b>						
Pre-82						
Post-Retirement Medical	\$984,959	\$984,959				

Susquehanna Conference (321) – 2022 Comprehensive Benefit Funding Plan

**Allocate Funding Sources to Benefit Obligations**

Funding Sources		Pension Reserve	Mid-Penn	Apportionments	Direct Billing	Pre-82 Surplus	PRM In-Plan & Outside Assets
<b>Available Balance</b>		\$1,210,982	\$415,309	\$2,246,022		\$8,921,565	
<b>Total Allocated</b>		\$0	\$0	\$2,246,022	\$7,194,353	\$0	
<b>Remaining Balance</b>		\$1,210,982	\$415,309	\$0		\$8,921,565	
<b>Plan Contributions for 2022</b>							
CRSP DB	\$1,981,735				\$1,981,735		
CRSP DC	\$715,000				\$715,000		
MPP							
Pre-82							
UMPIP Lay	\$98,000			\$98,000			
UMPIP Clergy							
UNUM Life & Disability	\$9,000			\$9,000			
Health Active	\$4,497,618				\$4,497,618		
Health Additional	\$209,860			\$209,860			
Post-Retirement Medical	\$1,200,000			\$1,200,000			
CPP	\$729,162			\$729,162			
<b>Ongoing Funding Contributions</b>							
Pre-82							
Post-Retirement Medical	\$984,959						

Plan Contributions for 2022		Funding Needed
CRSP DB	\$1,981,735	\$0
CRSP DC	\$715,000	\$0
MPP		
Pre-82		
UMPIP Lay	\$98,000	\$0
UMPIP Clergy		
UNUM Life & Disability	\$9,000	\$0
Health Active	\$4,497,618	\$0
Health Additional	\$209,860	\$0
Post-Retirement Medical	\$1,200,000	\$0
CPP	\$729,162	\$0
<b>Ongoing Funding Contribution for 2022</b>		
Pre-82		
Post-Retirement Medical	\$984,959	\$0

## Susquehanna Conference (321) – 2022 Comprehensive Benefit Funding Plan

### Clergy Retirement Security Program (CRSP)

**Plan Overview:** The Clergy Retirement Security Program (CRSP) is an Internal Revenue Code section 403(b) retirement program providing lifetime income and account flexibility designed for those who serve as clergy of The United Methodist Church. The plan is designed to provide participants with one portion of their overall retirement benefits. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007.

CRSP consists of two components:

- A defined benefit (DB) plan--provides a monthly benefit at retirement based upon years of credited service to the Church
- A defined contribution (DC) plan--provides a retirement account balance established and funded by the annual conferences

#### Elections and Estimates

	<b>Final</b>
<b>Eligibility requirement</b>	50%+
<b>Conference Full Time Equivalents (FTE)</b>	362.50
<b>CRSP Defined Benefit (DB)</b>	
Required contribution for 2022	\$1,981,735
<b>CRSP Defined Contribution (DC)</b>	
Expected average future annual increases	2.00%
Estimated contribution for 2022	\$715,000

#### Rationale for each change

Actual for 2021 should be about \$700,000 (most pastors did not receive a pay raise). After a 2% increase, that puts us about \$715,000

#### CRSP DB Denominational Information as of 1/1/2020

Total plan liability	\$(2,075,403,337)
Total plan assets	\$2,237,383,068
Total plan funded status	\$161,979,731
Total plan funded ratio	108%
Plan sponsor's liability percentage	2.2650%

#### Key Actuarial Assumptions Used in CRSP DB Cost Calculations

Discount rate	7.00%
Future Denominational Average Compensation (DAC) increases	2.50%
COLA increases for actives	2.00%
Mortality	RP2014, generational projection using MP2016

*Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September 2020.*

## Susquehanna Conference (321) – 2022 Comprehensive Benefit Funding Plan

**Ministerial Pension Plan (MPP)**

**Plan Overview:** Supplement Three to the Clergy Retirement Security Program (CRSP), also known as the Ministerial Pension Plan (MPP) provides clergy with a pension benefit for their years of ministry with The United Methodist Church from 1982 through 2006. MPP is an Internal Revenue Code section 403(b) retirement plan. MPP requires that exactly 65% of the account balance must be annuitized when it is to be distributed. The remainder may be rolled over to UMPIP, another qualified plan or an IRA, or paid in a lump sum.

**Elections and Estimates**

	<b>Final</b>
Required contribution for 2022	\$0

**MPP Denominational Annuities Information as of 1/1/2020**

Total MPP annuities liability	\$(3,721,464,249)
Total plan assets	\$4,147,098,325
Total plan funded status	\$425,634,076
Total plan funded ratio	111%
Plan sponsor's liability percentage	2.2049%

**Future MPP Denominational Annuitants Information as of 1/1/2020**

Total participant account balances	\$3,373,198,931
Plan sponsor's participant account balances	\$70,828,598

**Key Actuarial Assumptions Used MPP Annuities Cost Calculations**

Discount rate	6.25%
Benefit increases	Based on increases selected by participant
Mortality	RP2014, generational projection using MP2016

*Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September 2020.*

## Susquehanna Conference (321) – 2022 Comprehensive Benefit Funding Plan

### Pre-82 Plan (Pre-82)

**Plan Overview:** Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan, provides clergy with a pension benefit for their years of ministry with The United Methodist Church prior to 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. If a clergyperson retires within the conference (and does not terminate), the minimum benefit payable is based on two factors:

- 1) Years of service with pension credit--approved by each conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and The Book of Discipline.
- 2) The conference pension rate (past service rate) -- the dollar amount chosen by the conference as the amount payable for each approved year of service with pension credit (may change from year to year).

The number of years of service with pension credit is multiplied by the PSR, and the product is the minimum annual benefit payable to those clergy eligible for Pre-82 Plan benefits. In certain situations, the benefit received from the Pre-82 plan may vary based on the applicability of what is referred to as Defined Benefit Service Money (DBSM), which is the defined contribution feature of the Pre-1982 Plan. At the time that a participant retires, the DBSM account is converted to a life-based benefit. At that point, the clergy's benefit is the greater of the PSR benefit or DBSM benefit. If the conference increases the PSR, the clergy's benefit is recalculated; however, the DBSM-based benefit does not change.

### Elections and Estimates

	<b>Final</b>
Past Service Rate (PSR)	654
Estimated PSR cost-of-living increase	1.14%
Contingent Annuitant Percentage (CA%)	75%
Discount rate	5.5000%
Minimum contribution for 2022	\$0
Advanced funding contribution for 2022 payable in 2021	\$0

### Funding Plan Contribution

Funding plan liability as of 1/1/2020	\$(43,446,250)
Total of in-plan and outside assets	\$50,512,547
Funded status	\$7,066,297
Funded ratio	116%
Funded status projection as of 12/31/2021	\$7,864,965
Proposed ongoing funding contribution for 2022	\$0

### Pre-82 Denominational information as of 1/1/2020

Total plan liability	\$(1,942,016,256)
Total plan assets	\$1,980,170,672
Total plan funded status	\$38,154,416
Total plan funded ratio	102%

*Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September 2020.*

Susquehanna Conference (321) – 2020 Comprehensive Benefit Funding Plan

**Health—Active Participants**

**Elections and Estimates**

	<b>Final</b>
Health plan offered to actives	Self-Funded - HealthFlex
Actual annual plan benefit cost paid in 2020	\$3,928,393
Budgeted annual plan benefit cost for 2021	\$4,203,381
Projected annual plan benefit cost for 2022	\$4,497,618
Expected average future annual increases	7.00%

**Health—Additional Sponsored Coverage**

Categories of participants who are provided health benefit coverage during periods of non-employment. Without plan sponsor-funded premiums, these participants would not be provided coverage or benefits.

<input checked="" type="checkbox"/> Clergy or lay on disability (including pending disability)
<input checked="" type="checkbox"/> Surviving spouses or children of deceased active participants

**Coverage Obligations**

Covered Category	Estimated obligation as of 12/31/2019	Estimated obligation as of 12/31/2020
Clergy or lay on disability (including pending disability)	\$117,000	\$1,158,850
Surviving spouses or children of deceased active participants \$51,900	\$36,000	\$86,400
<b>Total</b>	<b>\$153,000</b>	<b>\$1,245,250</b>

**Annual cost calculation**

*The following calculations are not a present value of future costs.*

Total estimated obligation as of 12/31/2020		\$1,245,250
Average number of years of remaining coverage	÷	6.7935
Estimated annual cost as of 12/31/2020	=	\$183,300
Expected average future annual increases	x	7.00%
Projected annual cost as of 12/31/2022	=	\$209,860



Susquehanna Conference (321) – 2022 Comprehensive Benefit Funding Plan

**Post-Retirement Medical (PRM)**

**Valuation**

The most recent actuarial valuation was provided by Towers Watson as of 12/31/2020.  
 Per The Book of Discipline, your next PRM biennial actuarial valuation is required as of 12/31/2022.

**PRM Actuarial Valuation as of 12/31/2020**

Valuation report (in-plan) assets	\$0
EPBO net plan sponsor cost	\$18,632,845
APBO net plan sponsor cost	\$16,775,708
Service cost net plan sponsor cost	\$146,174
Annual plan benefit cost	\$1,200,000
Intention regarding PRM	Retain current plan benefit

<b>Participant counts by category</b>	
Active participants	299
Active dependents	218
Retirees	310
Surviving spouses	103
Dependents of retired participants	182
<b>Total participants</b>	<b>1,112</b>

<b>Key actuarial assumptions</b>	
Census date	01/01/2021
Discount rate	2.20%
Expected return on assets	0.00%
Valuation year medical trend or inflation rate	6.50%
Ultimate medical trend or inflation rate	5.00%
Fiscal year for ultimate medical trend	2027

**Elections and Estimates**

**Description of Benefit**

HRA by years of service.

	<b>Final</b>
Health plan benefit offered to retirees	Via Benefits
Expected average future annual increases	0.00%
Projected annual plan benefit cost as of 2022	\$1,200,00

**Funding Plan Contribution**

*The following calculations are not a present value of future costs.*

Net PRM assets		\$0
APBO net plan sponsor cost	-	\$16,775,708
Funded status	=	\$(16,775,708)
Number of annual payments	÷	20
Portion of funded status payable (\$0 if Funded status ≥ \$0)	=	\$838,785
Funding Plan Service cost (\$0 if Net PRM assets ≥ EPBO)	+	\$146,174
Ongoing funding contribution for 2022	=	\$984,959

**Rationale for each change**

Retiree HRA Account Balance as of 12/31/2019

**Susquehanna Conference (321) – 2020 Comprehensive Benefit Funding Plan**

**Comprehensive Protection Plan (CPP)**

**Plan Overview:** The Comprehensive Protection Plan (CPP) provides death, long-term disability and other welfare benefits for eligible clergy of The United Methodist Church and their families. It is an Internal Revenue Code 414(e) “church plan” funded by plan sponsor insurance premiums. Generally, clergy are eligible to participate in CPP if they satisfy the eligibility requirements, including full-time appointment with plan compensation of at least 25% of the Denominational Average Compensation (DAC). Plan sponsors may elect to cover participants with three-quarter time appointments and/or to continue to cover clergy who, due to certain leaves or appointments, are not otherwise eligible to continue coverage.

The CPP adoption agreement executed by the SUSQUEHANNA contains its elections to cover or not to cover categories mentioned above.

**Elections and Estimates**

	<b>Final</b>
Expected average future annual increases	2.00%
Estimated premium for 2022	\$729,162

**United Methodist Personal Investment Plan (UMPIP)**

**Plan Overview:** The United Methodist Personal Investment Plan (UMPIP) is an Internal Revenue Code section 403(b) defined contribution retirement savings plan for clergy and lay employees of The United Methodist Church and affiliated organizations. Participants may make before-tax, Roth and/or after-tax contributions through payroll deductions. Participant contributions, various optional plan sponsor contributions and investment earnings comprise the individual’s retirement account balance.

**United Methodist Personal Investment Plan (UMPIP) Lay**

**Elections and Estimates**

	<b>Final</b>
Expected average future annual increases	2.00%
Estimated contribution for 2022	\$98,000

**Rationale for each change**

Based on anticipated for 2021.

**United Methodist Personal Investment Plan (UMPIP) Clergy**

**Elections and Estimates**

	<b>Final</b>
Expected average future annual increases	0.00%
Estimated contribution for 2022	\$0

Susquehanna Conference (321) – 2022 Comprehensive Benefit Funding Plan

**Other Defined Contribution (DC) Obligations**

Name	Estimated annual contribution
UNUM Life & Disability	\$9,000

**Description**  
UNUM Life & Disability

	Final
Expected average future annual increases	2.00%
Estimated contribution for 2022	\$9,000

**Rationale for each change**  
Reduced Conference Staff

Michelle Bodle, Chair of Board of Pensions and Health

**Rec-3 Commission on Equitable Compensation  
Susquehanna Conference**

*Action: Approved*

The Commission on Equitable Compensation supports full-time clergy serving as pastors and those clergy members appointed to less than full-time serving charges of the Susquehanna conference by:

1. Recommending standards for pastoral support.
2. Administering funds for pastoral support.
3. Providing counsel and advisory material on pastoral support.
4. Arrearage Policy Adopted by Annual Conference.

**Pastoral Support & Compensation Recommendations-2022**

1. That the **minimum** salary in 2023 for full-time clergy serving as pastors in the charges of the Annual Conference shall be:

2023 Minimum Salary Years of Service	Full Members & In-Service Provisionals	Associate Members	Full-Time Local Pastors
Less than 3	\$49,178	\$46,997	\$44,821
After 3	\$50,175	\$47,946	\$45,718
After 6	\$51,172	\$48,831	\$46,614
After 9	\$52,179	\$49,841	\$47,511
After 12	\$53,171	\$50,794	\$48,416
After 15	\$54,145	\$51,739	\$49,295

Note: The years of service of a pastor are to be computed not only on the service in the Conference, but rather on the total full-time service in the United Methodist Church or its antecedents. ***The 2023 Minimum Salary reflects a 6% increase over 2022.*** The Commission strongly encourages merit-based increases and for those with advanced degrees in ministry.

2. That the compensation for all part-time pastors and less than full-time appointments shall be negotiated by the Staff-Parish Committee and the District Superintendent.
3. That in addition to the cash salary paid to each full-time pastor, an amount equal to one half of the current Self-Employment tax as determined by the Internal Revenue Service shall be paid by the local church to offset the difference between self-employed and employee Social Security Tax rates. Such amount shall be identified in local church and conference reports as a separate line item under pastoral compensation. All pastors are encouraged to participate in the Social Security Program. ***This supplemental amount is only available to those participating in the social Security Program.***

4. That pastors supplying a pulpit on a temporary basis shall receive at least \$100 per single church charge, at least \$25 additional per church or service in a multiple church charge, plus mileage reimbursement, at current Internal Revenue Service rates, in each instance.
5. That travel provisions shall be made for all full-time pastors and student pastors and shall be considered as part of the local church/charge budget under administrative expenses. The local church/charge, after consultation with the pastor, shall select one of the following options to ensure adequate travel provisions for the pastor while involved in church business:
  - Option 1:** The local church/charge shall rent or purchase a vehicle for the pastor and shall be responsible for all ownership and operating costs of the vehicle. Ownership costs shall include gasoline, oil, tires, maintenance and repair of the vehicle. It shall be understood that the vehicle is to be available to the pastor at all times, with the cost of personal use being reimbursed at current Internal Revenue Service rates.
  - Option 2:** The local church/charge shall pay the pastor an annual amount of at least \$1,700 for ownership costs, and reimburse the pastor for operating costs at the minimum rate of 14 cents per mile which is the current IRS rate, both payable at least monthly upon the submission of travel vouchers. The \$1,700 will be considered as salary for tax purposes.
  - Option 3:** The local church/charge shall reimburse its pastors for vouchered travel expenses at Internal Revenue Service rates, as defined by current IRS regulations. This may be contained within an Accountable Reimbursement Policy.
6. That travel expenses for pastors under special appointment shall be negotiated with the agency to which they are assigned. Travel expenses of pastors in less than full-time appointments shall be negotiated between the District Superintendent and the Staff-Parish Committee.
7. That a parsonage shall be provided for the appointed pastor and his/her family and furnished according to the standard adopted in the *2016 Book of Discipline of the United Methodist Church*.
  - a. That utilities, which include gas, electricity, TV antenna or basic cable installation, high speed Internet service, water, sewer, basic private telephone bill and equipment, heat, refuse collection, smoke and carbon monoxide detectors shall be furnished and paid for by the local church/charge.
  - b. Each pastor shall report the fair rental value of the parsonage as income for Social Security purposes. The fair rental value of the parsonage shall be negotiated by the pastor and the Staff-Parish Committee and approved by the appropriate Church/Charge Conference.
  - c. That each charge is encouraged to designate, each year, at the Church/Charge Conference, a portion of the pastor's cash salary as parsonage exclusion for use as the pastor sees fit for the purchase of furnishings for the church/charge owned parsonage.
  - d. When a housing allowance is granted in lieu of a parsonage, it shall be done only by approved Conference policy.
8. That continuing education shall be provided for all full-time and part-time pastors under appointment. It shall be cumulative and used only during the current assignment. It shall be payable upon submission of vouchers. It shall be payable at the minimum rate of \$750 per year for full-time pastors and \$500 per year for part-time pastors. Other educational assistance may be available through the Board of Ordained Ministry.
9. That vacations and time away from the parish be granted on the following basis:
  - a. Vacation time shall be granted based on the Conference year (July 1-June 30) and negotiated with the Staff-Parish Committee.
  - b. Full-time service: Minimum of four weeks of vacation, which shall include four Sundays.
  - c. Less than full-time pastors: Minimum of two weeks, which shall include two Sundays.
  - d. Pulpit supply during vacation periods shall be arranged by the Staff-Parish Committee and paid for by the local church/charge.
  - e. All Staff-Parish committees shall encourage their pastors to take a minimum of one day off a week.
  - f. Some involvement if pastors in ministries beyond the local church is expected as an aspect of our connectional ministry, e.g. evangelistic missions, camping programs, work camps, etc. Such time is not to be considered as vacation. However, the extent of such involvement is to be negotiated by the pastor and the Staff-Parish Committee.
  - g. Staff-Parish Committees are encouraged to pay special attention to the recommendations of the Board of Ordained Ministry and Study Leave, Sabbatical Leaves and Short-Term educational opportunities.
10. That the church portion of health insurance for clergy couples will continue to be paid by their respective churches/charges for their full requested contribution for each pastor. Only one clergy in the clergy couple will have the clergy portion of health insurance deducted and billed to the church. Each full-time pastor will contribute the difference between the actual cost of the plan selected and the premium credit provided by the Conference. This contribution will be a payroll deduction by the local church.
11. That the primary responsibility for pastoral base compensation, subject to the above minimum recommendations, remains with the individual pastoral charge. Special assistance is available to congregations unable to pay the pastor's minimum base compensation by application to their District Superintendent and through the resources of the Equitable Compensation Commission.

Rev. John Overman

## Rec-4 Council on Finance and Administration

Action: *Approved*

To the Members of Susquehanna Annual Conference:

Greetings in the name of Jesus the Christ! We are a people who in all things give thanks and praise God! This is especially true as we continue to be in ministry and mission despite the disruption of an ongoing pandemic! Certainly, without doubt, we are blessed and thankful! Your Council on Finance and Administration wants to take this opportunity to share its joy and thanks with the people of Susquehanna Conference, who during a very difficult time continue to make a difference in lives near and far. On so many levels and in so many ways, 2021 was filled with multiple challenges. But, thanks be to God, the Susquehanna Conference remained in ministry and mission – caring for people physically, mentally, emotionally, and (most importantly) spiritually! Story after story have been shared time and time again of how new opportunities emerged to embody the love of Jesus the Christ through local churches. The same is true of the Annual Conference as through our collective efforts we engaged ministry and mission together – making possible what none of us would have been able to do individually! Thank God for our work together that has been a blessing to so many!!!

As you consider the proposed 2023 Annual Conference Financial Plan (budget), please note the following:

1. In the midst of the challenges of the pandemic, our churches supported the 2021 Annual Conference Financial Plan at 93.85% Praise God!!! At the same time, the expenses of the Annual Conference were lower, mostly due to boards and agencies meeting virtually (resulting in lower meeting expenses), boards and agencies temporarily curtailing/postponing plans, some staff reductions, etc.
2. For overall consistency and alignment, you will see some additional line items. This is the continuation of “breaking out” lines that heretofore were “catch-all” lines which were hard to understand and confusing in terms of “Cost Centers”.
3. The major areas increasing the dollar pressure in the financial plan are personnel related. Increases in wages and the associated increases in health insurance costs, pension costs, etc. represent a large part of the overall picture. These dollars are investments in our greatest resource – people!
4. The major areas decreasing the dollar pressure in the financial plan continue to be: Reduction and/or realignment of ministries and missions of various Boards and Agencies; Reduction in costs of meeting/gathering as a result of learning to transact some business digitally rather than always in person; and Reduction in personnel costs (e.g. recently the Finance Department has been able to move two positions from full-time to part-time because of the competence/expertise of committed staff. This presently works to the employee’s benefit and the Conference’s benefit, which may not always be the case.).
5. We have supplemented the CPP line with \$210,266.00 taken from the reserve that the Annual Conference created when there was a “CPP Holiday” a couple years ago. The reserve is being used to buffer the full cost until the reserve is depleted.
6. For the 2023 Financial Plan we have used \$500,000.00 from reserves – essentially from the unspent funds of the 2021 plan. Thus, we are using money already garnered through Shares of Ministry, to cover expenses, which otherwise would increase the current Shares of Ministry.

Your Council on Finance and Administration is pleased to present the Proposed 2023 Annual Conference Financial Plan (Budget). Despite some significant line-item increases, along with using some reserves, this proposal reflects a spending plan of \$10,156,310.00 – a half million dollars less than the approved 2022 Financial Plan (which incidentally was approximately 1,000,000.00 less than the year of 2020!).

Rev. Dr. Timothy R. Baer, President  
Conference Council on Finance and Administration

Susquehanna Conference – PLAN FOR FUNDING MINISTRY

Description	2021 Budget Approved	2021 Actual	2022 Budget Approved	2023 Budget Requested	2023 Budget Proposed	2023 Prop- 2022 Appr Difference
Gross Shares of Ministry	11,336,500	11,336,500	11,336,500	11,533,523	10,920,763	(415,737)
Deficit	(680,190)	(697,686)	(680,190)	(692,011)	(764,453)	(84,263)
Percent Paid	94%	93.85%	94%	94%	93%	-1%
Net Income	10,656,310	10,638,814	10,656,310	10,841,512	10,156,310	(500,000)
<b><u>BENEVOLENCE EXPENSES</u></b>						
A. World Service Fund	1,319,949	1,319,949	1,328,066	1,291,654	1,291,654	(36,412)
B. Africa University	42,952	42,952	43,216	42,031	42,031	(1,185)
C. Black College Fund	191,505	191,505	192,225	186,955	186,955	(5,270)
D. Conference Program	440,000	328,480	407,895	404,711	404,711	(3,184)
1. Camping Admin Salary & Benefits	58,897	61,708				
E. GBGM						
1. Harrisburg Neighborhood Center	85,000	85,000	85,000	110,000	110,000	25,000
2. Social Ministries	85,000	83,750	85,000	85,000	85,000	-
F. Benevolent Care						
1. UM Home for Children and Family Services	33,000	33,000	-	-	-	-
G. Congregational Development						
1. New Church Planting	322,675	110,507	280,000	280,000	280,000	-
2. Revitalization	40,000	55,861	40,000	40,000	40,000	-
3. Training & Resources	45,000	13,922	40,000	40,000	40,000	-
<b>TOTAL BENEVOLENCE BUDGET</b>	<b>2,663,978</b>	<b>2,326,634</b>	<b>2,501,402</b>	<b>2,480,351</b>	<b>2,480,351</b>	<b>(21,051)</b>
<b><u>CONNECTIONAL MINISTRIES</u></b>						
A. General Administration Fund	162,551	162,551	163,551	159,067	159,067	(4,484)
B. Interdenominational Cooperation Fund						
1. General Church	5,714	5,714	5,749	5,591	5,591	(158)
2. Pennsylvania Council of Churches						
a. Pennsylvania Council	1,000	1,000	2,000	2,000	2,000	-
b. Summer Park Ministry	5,000	5,000		-	-	-
C. Northeastern Jurisdiction Conference Apportionment	36,466	36,466	36,466	36,466	36,466	-
D. Finance Office Administration Fund						
1. Finance Office Staff Salaries	345,325	330,785	320,139	338,363	338,363	18,224
2. Finance FICA			20,373	22,564	22,564	2,191
3. Finance Pension			31,590	33,928	33,928	2,338
4. Finance HI	149,600	119,522	59,361	53,052	55,093	(4,268)
5. Staff Administrative Expenses	6,000	16,294	11,000	17,000	17,000	6,000
6. Travel		-	1,000	1,000	1,000	-
7. Continuing Education	1,000	94	1,000	1,000	1,000	-
8. Audit	40,000	14,180	38,750	39,525	39,525	775
9. Council on Finance & Administration Meetings	1,500	103	1,500	1,500	1,500	-
10. Accounting Computer Service	22,000	19,793	22,000	22,000	22,000	-
E. Grow Connectional Ministries Administration Fund						
1. Grow Salaries	375,538	387,218	132,330	135,215	135,215	2,885
2. Grow FICA	128,005	116,945	2,775	2,928	2,928	153
3. Grow Pension			11,897	12,235	12,235	338
4. Grow HI			15,000	24,647	26,218	11,218
5. Grow Travel			8,250	10,000	10,000	1,750
6. Grow Continuing Education			1,500	2,500	2,500	1,000
7. Connect Salaries	151,225	-	268,506	305,613	305,613	37,107
8. Connect FICA		-	13,193	15,627	15,627	2,434
9. Connect Pension			23,408	26,269	26,269	2,861
10. Connect HI	-	-	51,177	52,624	55,271	4,094
11. Connect Travel			9,750	10,000	10,000	250
12. Connect Continuing Education			2,500	1,000	1,000	(1,500)
13. Camping Admin Salary			37,794	38,948	38,948	1,154
14. Camping Admin FICA			2,891	2,980	2,980	89
15. Camping Admin Pension			3,401	3,505	3,505	104
16. Camping Admin HI			17,625	18,330	19,035	1,410
17. Travel	20,000	3,257	-	-	-	-
18. Continuing Ed for Staff	2,000	32	-	-	-	-
19. Capital Funds for Camp Properties	60,000	60,000	60,000	55,000	55,000	(5,000)
F. Finance/Connecting Ministry Office						
1. Office Expenses						
a. Stationery & Supplies	8,000	4,470	8,000	8,000	8,000	-
b. Postage	23,000	9,367	23,000	18,500	18,500	(4,500)
c. Printing	13,000	14,346	22,000	22,000	22,000	-
d. Telephone/Internet	7,000	4,843		-	-	-

<b>G. Conference Computer/Service Office Equipment</b>							
1.	IT Support (NES Information Tech)	175,000	177,314	185,000	185,000	185,000	-
2.	Computer Peripheral Supplies	40,000	46,028	40,000	40,000	40,000	-
<b>H. General and Jurisdictional Delegates</b>							
		5,000	-	5,000	5,000	5,000	-
<b>I. AC Conference Honoraria/Expenses</b>							
1.	Conference Secretary	4,500	2,615	4,500	4,500	4,500	-
2.	Conference Secretary Expense	1,500	310	1,500	1,500	1,500	-
3.	Conference Archivist	3,000	3,000	3,000	3,000	3,000	-
4.	Conference Archivist Expense	2,500	2,500	2,500	2,500	2,500	-
5.	Conference Lay Leader Expense	6,500	6,500	6,500	6,500	6,500	-
6.	Conference Journal and Report	1,500	1,585	1,500	1,500	1,500	-
7.	Annual Conference Session Expense	195,000	36,060	195,000	195,000	195,000	-
<b>J. Episcopal Area Administration</b>							
1.	Office Administration	125,000	125,000	169,638	169,638	169,638	-
2.	Episcopal Residence	25,000	36,527	25,000	29,000	29,000	4,000
<b>K. District Superintendents' Office Administration</b>							
1.	Travel	75,000	38,350	70,000	65,000	65,000	(5,000)
2.	Administrative Expenses	67,000	40,447	67,000	60,000	55,000	(12,000)
3.	Discretionary Fund	10,500	10,500	10,500	10,500	10,500	-
4.	Administrative Assistants	170,000	173,335	173,500	188,750	188,750	15,250
5.	Office Services	43,000	29,851	43,000	32,000	32,000	(11,000)
6.	Telephone	24,000	23,737	23,000	23,000	23,000	-
7.	Stationery, Postage & Supplies	11,000	8,663	9,000	10,000	10,000	1,000
8.	Office Equipment	16,000	22,912	15,000	14,250	14,250	(750)
9.	Employer FICA & Pensions	28,000	27,129	30,000	31,500	31,500	1,500
10.	Assisting Elder Expense	70,000	87,149	85,000	91,000	91,000	6,000
<b>L. Risk Management</b>							
1.	Conference Legal Expense	105,000	62,055	100,000	100,000	100,000	-
2.	Bishop's Care Team						
a.	Response	14,900	6,235	7,000	8,000	8,000	1,000
b.	Counseling Program	15,000	1,999	13,000	10,000	10,000	(3,000)
<b>M. Authorized Boards and Agencies</b>							
1.	Board of Ordained Ministry						
a.	Board Expenses	32,500	24,839	32,500	32,500	32,500	-
b.	Ministerial Services	24,000	21,749	24,000	22,000	22,000	(2,000)
2.	Commission on Archives & History	9,000	8,165	9,000	9,000	9,000	-
3.	Commission on Equitable Salaries	300	-	-	-	-	-
4.	Conference Board of Pensions	21,000	10,607	15,000	15,000	15,000	-
5.	Other Authorized Conference Boards & Agencies	2,000	-	-	-	-	-
<b>N. Board of Trustees</b>							
1.	Parsonages						
a.	Maintenance	38,000	38,575	33,250	33,250	33,250	-
b.	Taxes	65,000	51,179	55,000	55,000	55,000	-
c.	Utilities	45,000	34,430	36,000	36,000	36,000	-
d.	Capital Improvements	10,000	10,000	21,875	21,875	21,875	-
2.	Capital Reserve for Conference Center	25,000	110,773	35,000	35,000	35,000	-
3.	Administration	2,000	883	2,000	2,000	2,000	-
4.	Workers Compensation Insurance	475,000	432,466	500,000	400,000	400,000	(100,000)
5.	Liability and Fire Insurance						
a.	Conference Properties	64,000	60,259	68,000	68,000	74,000	6,000
b.	Conference Camps	92,500	65,973	78,000	78,000	85,000	7,000
c.	Historical Properties	4,000	4,340	4,500	4,500	5,000	500
6.	Trustees Legal Expense	10,000	32,423	10,000	35,000	35,000	25,000
7.	Archive & History Rent	9,000	9,000	9,000	9,000	9,000	-
8.	Conference Center Facilities Expenses	60,000	61,093	75,000	75,000	75,000	-
<b>O. Equipping Vital Congregations</b>							
1.	EVC Staff Salaries	109,752	116,358	109,752	121,394	121,394	11,642
2.	EVC FICA Pension HI	34,382	27,716	34,382	26,685	27,885	(6,497)
3.	Travel & Administration	18,000	1,341	15,000	15,000	15,000	-
4.	Continuing Ed	1,000	1,570	1,000	1,000	1,000	-
5.	Equipment/Supplies	10,000	-	8,000	8,000	8,000	-
6.	Mission InSite	10,000	5,117	10,000	10,000	10,000	-
<b>TOTAL CONNECTIONAL MINISTRIES EXPENSES</b>		<b>3,969,258</b>	<b>3,410,637</b>	<b>3,900,872</b>	<b>3,899,319</b>	<b>3,915,983</b>	<b>15,111</b>

**CLERGY SUPPORT**

<b>A. Episcopal Fund</b>	530,009	530,009	533,268	518,647	518,647	(14,621)
<b>B. Ministerial Education Fund</b>						
1. General	310,058	310,058	311,966	303,412	303,412	(8,554)
2. Conference (BOOM)	103,353	32,575	103,989	101,137	101,137	(2,851)
<b>C. District Superintendents' Fund</b>						
1. Salaries	659,170	659,170	672,354	709,333	709,333	36,979
2. FICA Offset			-			-
3. Pension - Current Funding	64,969	64,969	65,364	66,474	66,474	1,110
4. Continuing Education	7,000	5,760	7,000	7,000	7,000	-
5. Health Insurance	102,900	102,900	105,000	105,000	113,400	8,400
<b>D. Salary Support</b>						
1. Equitable/Salary Assistance	90,000	108,328	90,000	90,000	90,000	-
2. Small Membership Fund	45,000	19,308	45,000	45,000	45,000	-
3. Sustainment Fund	14,000	4,674	14,000	14,000	14,000	-
<b>E. Pensions</b>						
1. Pension for Incapacity Leave	63,250	50,553	60,000	60,000	60,000	-
<b>F. Comprehensive Protection Plan</b>	600,000	600,000	750,000	720,000	720,000	(30,000)
<b>G. Health Insurance - Other</b>						
1. Retirees Supplemental Health Insurance	1,120,000	1,120,000	1,288,661	1,289,839	1,289,839	1,178
2. Seminary Student Health Insurance	9,600	7,660	-	-	-	-
3. Persons on Medical Leave Health Insurance	150,000	132,009	150,000	150,000	150,000	-
4. Retiree Health Insurance Grants	40,000	24,911	-	-	-	-
5. Retirees Insurance Administration	30,000	30,000	20,000	35,000	35,000	15,000
<b>H. Clergy Moving Expense</b>	235,000	209,329	250,000	247,000	247,000	(3,000)
<b>TOTAL CLERGY SUPPORT</b>	<b>4,174,309</b>	<b>4,012,213</b>	<b>4,466,601</b>	<b>4,461,842</b>	<b>4,470,242</b>	<b>3,641</b>
<b>Subtotal</b>	<b>10,807,545</b>	<b>9,749,484</b>	<b>10,868,875</b>	<b>10,841,512</b>	<b>10,866,576</b>	<b>(2,299)</b>
<b>CPP Holiday Reserves</b>			<b>(75,000)</b>		<b>(210,266)</b>	<b>-135,266</b>
<b>CF&amp;A General Unrestricted Reserves</b>			<b>(137,565)</b>		<b>(500,000)</b>	<b>-362,435</b>
<b>TOTAL</b>	<b>10,656,310</b>	<b>9,749,484</b>	<b>10,656,310</b>	<b>10,841,512</b>	<b>10,156,310</b>	<b>-500,000</b>

**Connectional Ministries  
2023 Block Grant Detail**

Connectional Ministries requests and receives a block grant from the Conference Council on Finance and Administration via the Plan for Funding Ministry. This block grant is created with the vision of:

- Growing spiritual, transformational leaders
- Equipping vital congregations and creating new places for new people
- And Connecting congregations with each other and the world

Over the past several years, Conference leadership has been working to realign resources in the pursuit of this vision. In this year’s budget, the Office of Growing Spiritual Transformational Leaders and Connecting Ministries have worked together to compile this Block Grant and next year we hope to further align and distinguish the important work of these two groups.

*The Book of Discipline* requires several areas be funded as specified or to fund equivalent structures. These specific ministries are marked with “+”

**STAFF OPERATIONS**

<b>Director and Associate Directors’ Training</b>	\$2,700
These funds will allow for new training to equip staff to fulfill this mission.	
<b>Director’s Contingency Fund</b>	\$2,250
For emerging issues with staff, program, etc.	
<b>Program Staff Resources</b>	\$2,745
Provides resourcing materials for staff and local churches.	

**DIRECT MINISTRIES**

<b>Conference Mission U (formerly School of Christian Mission)</b>	\$5,000
Mission U educates participants about the local church in foreign countries and teaches them about the latest social, cultural, and global issues facing the church today.	



**Discovery Place Resource Center** \$6,000  
We hope to create a network across the conference through which churches can share small group and other educational resources.

**UM Advocacy in PA** \$17,000  
This is a joint venture with the other annual conferences in Pennsylvania to have a witness at the state capitol and to lobby for causes that are critical to the social commitment of United Methodism.

### **GROW MINISTRY TEAMS**

**Camping and Retreat Ministries** \$110,000  
Our Camp & Retreat Ministries are working to become self-sustaining. This amount has been decreasing and is now only used to cover administrative fees for advertising, registration, and donor development.

**+ Growing Spiritual Transformational Leaders** \$15,000  
Covering the Disciplinary work of Discipleship Resources, this group will work to develop lay and clergy leaders.

**+ Higher Ed & Campus Ministry** \$83,000  
Maintaining discipling relationships with students through college is essential. This money is used to collaborate with new and existing ministries to create a leadership pipeline.

**+Young People's Ministry Council** \$20,000  
The funding provides for district youth rallies as well as Youth and Young Adult programming, training and leadership development. Churches can seek training for youth leaders and can benefit from a presence on social media and webinars produced by YPMC and staff.

### **CONNECTIONAL MINISTRY TEAMS**

**+ Commission on Inclusiveness** \$2,000  
This provides for education in Disabilities Awareness, Gender Equality, and Ageism.

**+ Communications** \$60,000  
Effective marketing is communicated seven times for it to be “heard” once. Our team utilizes *The LINK*, *QuikLINK*, Facebook, YouTube and other print and electronic mediums. This line also provides audio and visual support for conference events.

**Disaster Response Preparedness** \$10,366  
Response, relief, & restoration are the fundamentals. These resources will provide professional development and the necessary seed money to be prepared in the case of an emergency.

**+Missional Board** \$18,900  
This line supports work in missions pertaining to grants for Community Development, Church & Society, Hunger Ministries, and the Secretary of Missions.

**NEJ Call to Action for Racial Equality** \$3,000  
We have a mandate from the jurisdiction to move the church and community forward in addressing institutional racism, white privilege, cultural conflicts and cultural competency.

**Training/Webinar Events** \$2,000  
This funding helps deliver staff persons and resources to each of our districts.

**Volunteers in Mission Funding** \$4,000  
We are creating a network of trainers that will foster a culture for missions locally, nationally, and internationally.

**OTHER CONNECTIONAL MINISTRIES SUPPORT**

- + **Commission on Native American Ministries (CoNAM)** \$1,000  
Used to support awareness and education regarding Native American concerns.
- Commission on Child Advocacy** \$1,500  
Funds local church children’s initiatives, Safe Sanctuaries, and the promotion of children’s issues throughout the Annual Conference.

**DIRECT BLOCK PROGRAM GRANTS TO 7 DISTRICTS:**

Through Connectional Ministries and ultimately Shares of Ministry, districts are provided block grants. These grants are the only program monies available to the districts. The money is used by the districts in a variety of ways to support and enhance ministries in congregations and districts. Districts are allowed to carry-over their block grant money up to \$10,000.

Altoona	\$5,750
Harrisburg	\$5,750
Lewisburg	\$5,750
Scranton/Wilkes-Barre	\$5,750
State College	\$5,750
Williamsport	\$5,750
York	\$5,750

**TOTAL 2022 CONNECTIONAL MINISTRIES BLOCK GRANT REQUEST - \$407,895**

**TOTAL 2023 CONNECTIONAL MINISTRIES BLOCK GRANT REQUEST - \$404,711**

**Please Note:**

As has been the case throughout the ongoing pandemic, your Council on Finance and Administration continues to closely monitor the receipts/expenses of the Annual Conference. Thankfully, with the continued faithful generous financial support of local churches across the conference and a decrease in some expenses, our Conference met all our budgetary financial commitments in 2021. Praise God! With very thankful hearts, even in the midst of the unusually difficult circumstances of a pandemic, together we have continued to engage people with the love of Jesus through ministry and mission in the name of Jesus the Christ!

**BENEVOLENT GOALS / SPECIAL SUNDAYS / GENERAL**

While the goal of your Council of Finance and Administration is to pay all the funding items of the annual Spending Plan at 100%, in the years when we do not receive 100% of our spending budget, our goal is to pay 100% of Benevolence Funding with the Conference Program Funding paid out at the percentage received. If and when money is available from other sources, the Conference Program Funding will be increased up to 100%. The Conference Treasurer in discussion with the Executive Committee of CF&A will make the decision as remitted funds allow.

**I. BENEVOLENT GOALS**

- Those churches, *which have paid their Shares of Ministry in full*, are encouraged to support the following benevolent goals:
- A. General Advance Specials. All churches, having paid their full shares of ministry, are urged to participate in some phase of second mile support for missionary programs of the United Methodist Church.
  - B. Benevolent Institutions. A goal of \$5.00 per member is recommended to each local church. Offerings will be received on Golden Cross Sunday and the Advent/Christmas seasons for these ministries. The offerings will be distributed on the following percentage basis:
    - 1. United Methodist Home for Children (Board of Child Care) – 30%
    - 2. Remaining 70% distributed to four benevolent entities (Albright, Quincy, Bethany Village and United Methodist Homes) historically related to the Susquehanna Conference, according to the formula previously developed by the Commission on Health Ministries and based on Medical Assistance Days.
  - C. Youth Service Fund. At least \$1.75 per youth member and constituent of the church and the church school be the goal of the Youth Service Fund.
  - D. Higher Education. Those churches which have paid their Shares of Ministries in full are encouraged to fulfill the General Conference intent of giving \$1.00 per member. These additional gifts (beyond the conference plan for funding ministry) may be designated for “Higher Education” and used as scholarship aid to schools related to the United Methodist Church.
  - E. World Hunger Sunday (At least \$1.00 per member).
  - F. U. M. Student Day (At least \$0.25 per member).

- G. Global Aids Fund (At least \$1.00 per member).
- H. Bishop's Partnership in Mission.

## II. SPECIAL SUNDAY OFFERINGS (As directed by the General Conference)

- A. Human Relations Day (Sunday before Martin Luther King, Jr's Birthday) - January 15<sup>th</sup>
- B. UMCOR Sunday (Fourth Sunday in Lent) – March 19<sup>th</sup>
- C. Native American Ministries Sunday (Third Sunday of Easter) – April 30<sup>th</sup>
- D. Peace With Justice and Prison Awareness Sunday (Second Sunday after Pentecost) – May 28<sup>th</sup>
- E. World Communion (First Sunday in October) – October 1<sup>st</sup>
- F. United Methodist Student Day (Last Sunday in November) – November 26<sup>th</sup>

## SPECIAL SUNDAY OFFERINGS (As directed by the Annual Conference)

- A. Youth/Children Offering (First Sunday in February) – February 5<sup>th</sup>
- B. Golden Cross Sunday (Sunday in May)
- C. Mental Health Awareness Sunday (Third Sunday in May) – May 21<sup>st</sup>
- D. Rural Life Sunday (First Sunday in August) – August 6<sup>th</sup>
- E. Christian Education Sunday (Third Sunday in September) – September 17<sup>th</sup>
- F. Volunteers in Mission Sunday (Third Sunday in October) – October 15<sup>th</sup>
- G. Harvest Home Offering for World Hunger (Third Sunday in November) – November 19<sup>th</sup>
- H. Christmas Offering for Benevolent Homes (During Advent Season)
- I. \*Mission Central Awareness Sunday (Sunday in April or May, date to be determined by the local church)

\*This is a Sunday with no designated offering

## III. GENERAL RECOMMENDATIONS

The Council on Finance and Administration makes the following recommendations to the Annual Conference for consideration and action:

- A. Recommended appeals for the 2022-2023 Conference year are as follows:
  - Conference Camp and Retreat Ministry
  - Mission Central
  - Preachers Aid Society
  - Task Force on Student Indebtedness
  - The Center for Spiritual Formation
- B. The 2022 Journal will be posted on the Susquehanna Conference website. Opportunity will also be made available to order a paper copy directly from the website at the individual's expense.
- C. The Susquehanna Conference of The United Methodist Church authorizes the Council on Finance and Administration to prevent large fluctuations in 2023 Shares of Ministry for local churches by limiting a local church's increase in Shares of Ministry to no more than 20% and limiting a local church's decrease in Shares of Ministry to no more than 20%.
- D. The Council on Finance and Administration will consider and recommend to the Susquehanna Conference any changes in the Shares of Ministry formula which would address our goals of equitable distribution of Shares of Ministry while decreasing the burden of Shares of Ministry on local churches.
- E. Those churches which do not submit End of Year Statistical Reports by the established deadlines as required by the General Church and the Susquehanna Conference, will receive a 25% increase in Shares of Ministry.

Rev. Dr. Timothy R. Baer  
President  
Conference Council on Finance and Administration

## 2022 Class of Retirees



**Back row, left to right:**

*Richard B. Fluke II, Pastor Frederick C. Snyder II, Pastor James L. Jacobs, Rev. Mark R. Shover, and Pastor Richard F. Anderson.*

**Front row, left to right:**

*Pastor Matthew Armstrong, Rev. H. Janet Tiebert, Pastor Dorothy L. Tarreto, Rev. Susan O. Rogutski, and Pastor Donald B. Perry.*

**Not Pictured:**

*Rev. Nancy D. Firestone, Pastor Deborah H. Harvey, Pastor Terry L. Hughes, Rev. Jeffrey A. Levy, Pastor Dennis L. McCleary, Rev. Sharon K. Miller, Pastor Chris E. Pfleegor, Pastor Kimberly L. Phillips, Rev. Gary A. Shockley, Rev. David W. Trostle, and Rev. Howard T. Woodruff.*