



## ORGANIZATIONAL MOTION

1. This is the Two Hundredth Session of the North Central New York Annual Conference of the United Methodist Church.
2. The voting area of the session shall be the seating provided for members inside the Convention Center, or as designated by the Bishop. Visitors and other non-voting members may be seated around the outer perimeter of the Center.
3. Official Conference attendance shall be recorded by written roll call, on the forms provided, at the Plenary Sessions. Time permitting, verbal roll call for retired pastors will take place at the Clergy Session.
4. The Conference Secretary is instructed to send greetings to retired clergy members of this Annual Conference.
5. Lay members are those specified by The 2004 Book of Discipline, Para. 32 subject to the exceptions given in Para. 602.4 or 5.
6. Clergy entitled to vote are those specified in Para. 602.1 of The 2004 Book of Discipline, subject to the limitations contained in the same paragraph. For purposes of determining voting rights, current ordinands may assume the rights afforded their new status as soon as they have been *received into Annual Conference membership*. The only exception to this will be the balloting for General and Jurisdictional delegates (see 7, B below).
7. Members are expected to attend all sessions of the Conference (**2004 Book of Discipline**, para. 602.8), but may be excused for emergencies by reporting to the Conference Secretary and to their District Superintendent. There is no proxy or absentee balloting or voting.
8. The printed agenda shall be the official schedule of the Conference; provided that the Bishop, in consultation with the Floor Manager, may change the schedule as necessary.
9. The Bishop shall designate the Parliamentarian.
10. Motions and Amendments from the floor consisting of ten or more words shall be written out in full, legibly, on the prescribed form, and passed to the Secretary before the motion is voted upon.
11. The Director of Communications shall be responsible for reporting to the general periodicals of the United Methodist Church and the secular news media.

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2 12. The Committee on Conference Sessions Minutes shall be:

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4 13. Assistants to the Conference Secretary shall be:

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6 14. Announcements that are made to the plenary sessions are limited to items pertaining  
7 only to Conference activities. Emergency messages will be shared with the Conference  
8 via the overhead screens. Personal and agency announcements or promotions of  
9 upcoming events may be posted on the bulletin board in the display area, or on the  
10 overhead screens during breaks.

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13 **Recommendations Re: The Bishop Fisher Children's and Youth Ministries Fund**

14 Submitted by Joellyn Tuttle, convener for the "Violet's Garden" Task Force

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16 **Recommendation 1:** The Task Force for The Bishop Fisher Children's and Youth Ministries  
17 Fund Grants be established as a task force of the NCNY Conference Council on Ministries.  
18 Task Force membership terms of office to be determined by the NCNY Conference Council on  
19 Ministries and the NCNY Conference Nominating Team.

20  
21 **Recommendation 2.** We recommend that 15% of the received Christian Education Sunday  
22 Offering each year, beginning September, 2008 be forwarded to The Bishop Fisher Children's  
23 and Youth Ministries Fund (NCNY Conference Advance Special #1075) in order to assure the  
24 continued availability of these grants for local congregations.

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1 **CARING MISSIONS AREA**

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3 **Recommendation Re: New Conference Advance Specials**

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4 Submitted by Jeff Childs, Global Ministries

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6 The following four (4) Conference Advance Specials are recommended for approval by the  
7 Conference Board of Global Ministries. The page numbers referenced are found in the NCNY  
8 Conference Advance Special and Missionaries 2008-2009 booklet included in the registration  
9 packets.

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11 Senior Adult Ministry of Minoa First UMC

Page 12

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12 Southern Sudan Health Projects

Page 13

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13 Utica Eastside Mission (Name change from Utica Refugee Mission)

Page 15

14

14 Violet's Garden-The Bishop Violet Fisher Grants for Children's  
15 and Youth Ministries

Page 15

16

**CONGREGATIONAL DEVELOPMENT MINISTRY AREA**

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3 1. The minimum compensation for clergy for 2009 will be based on the Denominational Average  
4 Salary (DAS), which for 2009 is \$ 46,598 a 3.9% increase from 2008.

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<u>Status</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<b>82% Full Members of Conference</b>			
Serving Full Time	35,499	36,776	38,210
Serving 3/4 Time	26,624	27,582	28,658
Serving 1/2 Time	17,750	18,388	19,105
Serving 1/4 Time	8,875	9,194	9,552

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15 **79% Assoc. Members, Probationary Members, Licensed Local Pastors**

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Serving Full Time	34,200	35,431	36,812
Serving 3/4 Time	25,650	26,573	27,609
Serving 1/2 Time	17,100	17,716	18,406
Serving 1/4 Time	8,550	8,858	9,203

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22 **74% All other Local Pastors**

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Serving Full Time	32,035	33,188	34,483
Serving 3/4 Time	24,027	24,891	25,862
Serving 1/2 Time	16,018	16,594	17,242
Serving 1/4 Time	8,009	8,297	8,621

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29 Student Local Pastors and less than quarter time pastors' salaries will be negotiated between the  
30 charge, the pastor, and the district superintendent.

- 31  
32 2. Every full time pastor **receiving minimum compensation** is entitled to an increment of  
33 \$300 for every year of full time pastoral service within the United Methodist Church up  
34 to 18 years. The years will increase to 20, as per the decision on page 147 of the 2000  
35 Conference Yearbook. This amount is added to the base salary.  
36  
37 3. Full time pastors are entitled to housing, pension, health insurance, and utilities (which  
38 includes heat, electricity, water, sewage, garbage disposal, basic telephone and basic  
39 cable costs in parsonage and church, as well as long distance calls on church business).  
40  
41 4. As directed by the District Superintendent and in consultation with the Pastor Parish  
42 Relations Committee, every full time pastor is entitled to:  
43 1. Participate in a plan for continuing education which either supports their  
44 congregation's Ministry Plan or their plan for personal growth: two weeks annually  
45 and one month each quadrennium.  
46 2. Participate in spiritual growth programs: two weeks annually and one month each  
47 quadrennium.  
48

- 1 5. Full time pastors are entitled to:  
 2 A minimum of four weeks vacation annually for 0-9 years of full time service, five weeks  
 3 vacation for 10-19 years of full time service and six weeks vacation for 20 plus years of  
 4 full time service.  
 5
- 6 6. Full time pastors are expected to give a week annually to the conference camping  
 7 program.  
 8
- 9 7. All pastors are entitled to a Qualified Reimbursement Plan (QRP) for professional  
 10 expenses incurred while performing pastoral duties. Pastors shall submit a voucher for  
 11 reimbursement of professional expenses, which may include (but not be limited to) items,  
 12 such as, travel, church related entertainment, business meals, continuing education,  
 13 books, subscriptions, dues, internet service provider fees and vestments. After  
 14 consultation between the pastor and the Pastor Parish Relations Committee, the Pastor  
 15 Parish Relations Committee will recommend an appropriate amount to the church  
 16 conference. A minimum annual QRP budget for a full time pastor should be \$3,500.  
 17
- 18 8. Pastors and Pastor Parish Relations Committees are requested to utilize the favorable tax  
 19 advantages of a **housing exclusion**, formerly called furnishings allowance, (for pastors  
 20 living in a parsonage) or a **housing allowance** (for pastors living in his/her own home), as  
 21 well as a **salary reduction agreement** for retirement purposes.  
 22
- 23 The General Board of Pension & Health Benefits has standardized the terminology for  
 24 housing-related salary components as a result of General Conference action. Amounts  
 25 designated for housing *expenses* are “Housing Exclusion” and amounts used to *provide*  
 26 housing are “Housing Allowance”. A pastor living in a parsonage may have a Housing  
 27 Exclusion; a pastor living in his/her own home may have a Housing Exclusion and/or  
 28 Housing Allowance.  
 29
- 30 9. Pastors are strongly encouraged to participate in the **Social Security Program**. The  
 31 General Board and the Conference Board of Pensions & Health Benefits have structured  
 32 retirement, disability, and health benefit programs around the Social Security system.  
 33
- 34 10. Using the guidelines noted, “**less than full time**” pastors (3/4 or 1/2 or 1/4) shall consult  
 35 with the Pastor Parish Relations Committee and the district superintendent regarding  
 36 housing, utilities, pension, health insurance, vacation, and professional expenses.  
 37
- 38 11. All pastors under appointment must participate in the **Clergy Retirement Security**  
 39 **Program Defined Contribution (CRSP DC)**. The charge shall pay the **church account**  
 40 **portion** of the pastor’s monthly pension billing which will be set by the NCNY  
 41 Conference Board of Pension and Health Benefits for 2009. The pastor is responsible for  
 42 the **personal portion** of the pension billing (UMPIP). This amount can be “before tax”,  
 43 “after tax” or a combination. Payment to the General Board of Pension & Health  
 44 Benefits must be made with a church check.  
 45
- 46 12. Long term **disability and death benefits** are provided through the General Board of  
 47 Pension and Health Benefits (GBOPHB) for eligible clergy through the Comprehensive  
 48 Protection Plan (CPP). **Churches will be billed by the NCNY Conference at a rate of**

1           **3% of base compensation (there is no maximum limit).**

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3 13. Honoraria for guest preachers during a pastor's absence should be at least \$80 for one  
4 service, \$50 for each additional service, plus mileage reimbursement at the current IRS  
5 rate.

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7 Dora Schneider, Team Leader

8 Leon VanWie, CDMA Team Leader

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**SERVICE MINISTRY AREA**

**NCNY Conference Finance Team  
2009 Budget Assumptions**

- (1) Assumes 3% Increase per Finance Team Jan. 29, 2008
- (2) Assumes 82.0% Shared Ministry Collection.
- (3) Preliminary GCF&A numbers included at 2.7% decrease. May change after General Conference.
- (4) District, CCRM and Conference Office staff raises included at 3.0%. DAS published at 3.9%
- (5) One additional part-time employee in Connectional Ministries Staff.
- (6) Assumes that any shared ministry receipts over 82% or under-spent line items will be used toward the goal of paying 100% Shared Ministry to General Church.

		2009 Pass Thru to General Ch	Team Requests	Total Budget
<b>200</b>	<b>IA. World Service</b>	<b>478,834</b>		<b>478,834</b>
<b>220</b>	<b>Council</b>		<b>34,585</b>	<b>34,585</b>
<b>221/25/26</b>	<b>Connectional Ministries</b>		<b>425,967</b>	<b>425,967</b>
<b>251-255</b>	<b>Five District Block Grants</b>		<b>30,000</b>	<b>30,000</b>
<b>260</b>	<b>Commission on Futures</b>		<b>1,000</b>	<b>1,000</b>
<b>300</b>	<b>Lay Ministry Area</b>		<b>12,050</b>	<b>12,050</b>
<b>310</b>	<b>Youth Ministries</b>		<b>4,150</b>	<b>4,150</b>
<b>320</b>	<b>Older Adult Ministries</b>		<b>3,000</b>	<b>3,000</b>
<b>321</b>	<b>Young Adult Ministries</b>		<b>1,500</b>	<b>1,500</b>
<b>325</b>	<b>District Lay Leaders</b>			<b>-</b>
<b>330</b>	<b>Lay Speaking Ministries</b>		<b>2,500</b>	<b>2,500</b>
<b>335</b>	<b>United Methodist Men</b>			<b>-</b>
	<b>Area Subtotal</b>		<b>23,200</b>	<b>23,200</b>
<b>350</b>	<b>Congregational Development Area</b>		<b>8,000</b>	<b>8,000</b>
<b>355</b>	<b>Urban Academy/Urban Strategy</b>		<b>4,500</b>	<b>4,500</b>
<b>370</b>	<b>Revitalizing Congreg/Mission Priorities</b>		<b>61,000</b>	<b>61,000</b>
<b>375</b>	<b>Director's Office</b>		<b>89,239</b>	<b>89,239</b>
<b>380</b>	<b>New Church Starts</b>		<b>15,000</b>	<b>15,000</b>
<b>385</b>	<b>Boundaries Task Force</b>		<b>30,000</b>	<b>30,000</b>
<b>386</b>	<b>Vital Church Team</b>			<b>-</b>
<b>390</b>	<b>Town &amp; Country</b>		<b>5,000</b>	<b>5,000</b>
	<b>Area Subtotal</b>		<b>212,739</b>	<b>212,739</b>
<b>400</b>	<b>Caring Missions Area</b>		<b>500</b>	<b>500</b>
<b>401</b>	<b>Global Ministries</b>		<b>7,000</b>	<b>7,000</b>
<b>410</b>	<b>Bishop's Emergency</b>			<b>-</b>
<b>403</b>	<b>Regnl Min/Sch Christian Min</b>		<b>3,000</b>	<b>3,000</b>

		2009		
		Pass Thru to	Team	Total
		General Ch	Requests	Budget
411	Bishop's Init on Children & Poverty		3,000	3,000
420	Disaster Response		4,000	4,000
421	Volunteers in Mission		2,000	2,000
422	HIV/AIDS Task Force			-
441	Bounty's Crossing			-
	<b>Area Subtotal</b>		<b>19,500</b>	<b>19,500</b>
<b>Social Ministries Area</b>				
450	NYS Council of Churches		10,500	10,500
455	Church and Society Ministry Team		500	500
460	Christian Unity & Interrel Concerns		2,880	2,880
470	Disability Concerns		4,500	4,500
475	Dismantling Racism Team			-
477	Religion & Race		4,500	4,500
480	Native American Ministries (CONAM)		5,750	5,750
485	Peace With Justice Spec Sunday		500	500
486	Task Force PWJ Pal/Israel		3,750	3,750
487	Eco-Justice			-
	<b>Area Subtotal</b>		<b>32,880</b>	<b>32,880</b>
<b>Spiritual Leadership Ministry Area</b>				
600			1,000	1,000
610	Resource Ministry Team		17,900	17,900
615	Spir Ldrshp Director's Office		93,179	93,179
620	Higher Education & Campus Ministries		1,000	1,000
621	Interdenom Prot Campus Ministries		59,742	59,742
622	Higher Education Fund			-
623	Safe Sanctuaries		7,000	7,000
635	Faith Formation		1,000	1,000
636	Worship Ministries		2,500	2,500
638	Evangelism Ministries		500	500
639	Nominations Team		500	500
	<b>Area Subtotal</b>		<b>184,321</b>	<b>184,321</b>
700	Camps, Confer & Retreat Ministries		1,100	1,100
710	Aldersgate		39,486	39,486
720	Casowasco		44,000	44,000
730	CCRM Office		58,661	58,661
	<b>Area Subtotal</b>		<b>143,247</b>	<b>143,247</b>
<b>Service Ministry Area</b>				
860	Ministry Interpret & Communications		96,078	96,078
<b>IB. Total Conf. Benevolences</b>			<b>1,203,517</b>	<b>1,203,517</b>
<b>TOTAL WORLD SERV &amp; CONF BENEV</b>		<b>478,834</b>	<b>1,203,517</b>	<b>1,682,351</b>
201	Ministerial Education Fund	165,616		165,616
204	Episcopal Fund	130,065		130,065
651	Board of Ordained Ministry		17,125	17,125
653	25%MEF Kept at Conference	(33,951)	43,950	9,999
	Critical Response Team		2,500	2,500
691	Cabinet		674,553	674,553

		2009 Pass Thru to General Ch	Team Requests	Total Budget
692	Equitable compensation		115,112	115,112
693	Sustentation		6,000	6,000
694	Moving expense		10,000	10,000
820	Board of Pension & Health		44,348	44,348
828	Veterans of the Cross			-
<b>II. Total Clergy Support</b>		<b>261,730</b>	<b>913,588</b>	<b>1,175,318</b>
205	General Administration Fund	53,355		53,355
210	Northeastern Jurisdiction		10,563	10,563
211	New York West Area		57,030	57,030
<b>800</b>	<b>Service Ministry Area</b>			
809	Finance Team		3,000	3,000
810	Finance Department		257,800	257,800
840	Annual Conference Sessions		12,450	12,450
850	Archives & History		2,680	2,680
855	Personnel Team		14,500	14,500
	<b>Area Subtotal</b>		<b>290,430</b>	<b>290,430</b>
<b>III. Total Administration</b>		<b>53,355</b>	<b>358,023</b>	<b>411,378</b>
202	Black College Fund	66,069		66,069
203	Africa University Fund	14,787		14,787
206	Interdenominational Coop. Fund	12,907		12,907
<b>IV. Total Other Apport Benevolences</b>		<b>93,763</b>		<b>93,763</b>
<b>Total</b>		<b>887,682</b>	<b>2,475,128</b>	<b>3,362,809</b>
Anticipated Uncollected Shared Ministry Revenue (assume 82% collection)			660,954	660,954
<b>Gross Total</b>		<b>887,682</b>	<b>3,136,082</b>	<b>4,023,763</b>
				<u><b>3.00%</b></u>

## CONFERENCE BOARD OF PENSION & HEALTH BENEFITS

The Conference Board of Pension and Health Benefits is the fiduciary of the conference's benefit funds in the form of pensions, health insurance, disability and death benefits. These are weighty matters that the Board takes very seriously. Members have spirited conversations and ask deep, far reaching questions in their quest for complete information prior to making decisions that affect these funds.

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1            *Our report will be divided into benefit categories with the corresponding reporting and*  
 2 *recommendations within its respective category.*

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 4 Incapacity Benefits/Leave:

5            Since January 1, 2002, the structure of the Comprehensive Protection Plan (CPP) benefits  
 6 has changed. In most cases, it provides a richer benefit for those who are approved for  
 7 Incapacity benefits. However, we want to make perfectly clear that the benefit received from  
 8 CPP is very dependent upon the anticipated Social Security benefit. It is essential that our clergy  
 9 be enrolled in Social Security in order to receive the maximum benefit from CPP, as well as the  
 10 health insurance program. In addition, we would like to clarify that the granting of the  
 11 Incapacity Leave status does not necessarily provide an Incapacity benefit. It does, however,  
 12 qualify the clergy person for access to HealthFlex if they were enrolled at the time of their  
 13 change in status.

- 14  
 15            1.        **Recommendation:** Effective July 1, 2008, the Board recommends that the following  
 16 persons be continued on Incapacity Leave: Kathryn Austin, Rene Carrillo, Patricia  
 17 Carpenter, Paula Hart, Robert Lewis, Jessie Marafioti. It is further recommended that  
 18 the following persons be approved for Incapacity Leave with retroactive initial  
 19 effective dates and be continued effective July 1, 2008: Mario Gazzilli, January 1,  
 20 2008; Lorraine Zimmerman, January 28, 2008; Steven Ingerson, April 1, 2008.

21  
 22 Pension Benefits:

23            In accordance with Para. 1506.14 of the 2004 Book of Discipline, the Board reports and  
 24 **recommends** that special pension grants are provided to the following persons based on years of  
 25 service, at the current annuity rate: Ella Harrison – 20.25 years; Robert Grant – 6 years; L. Dean  
 26 Miller – 1 year; Virginia Robinson – 3 years; Robert Pennock – 17 years.

27  
 28            The 2004 General Conference approved the implementation of the Clergy Retirement  
 29 Security Program (CRSP) effective January 1, 2007. It is expected the CRSP will provide a  
 30 more secure and equitable benefit for retired clergy.

31  
 32            *The Board continues to monitor our CRSP obligations against our plan assets, pension*  
 33 *liabilities, and retiree health care liabilities. We wish to continue to promote good stewardship*  
 34 *in the use of our assets and to promote good stewardship in our member churches. To this end,*  
 35 *the Board voted unanimously to lower the CRSP billing amount from 11% to 6% of*  
 36 *compensation for 2008. This 6% of compensation, with additional funds drawn from the reserve*  
 37 *funds in our portfolio, will cover both the liability for the defined benefit portion of CRSP and*  
 38 *the 3% of compensation that goes to the defined contribution portion of CRSP. CPP will*  
 39 *continue to be billed at 3% of compensation.*

40  
 41            *CRSP billing for 2009 has not yet been determined. However, the Board does not*  
 42 *anticipate billing the churches at a rate higher than 11% of compensation. We also do not*  
 43 *anticipate billing CPP at a rate higher than 3% of compensation.*

44  
 45            Because we continue to be in an over-funded position in regards to our pre-1982 pensions  
 46 liability and because we wish to move toward the benefit received by clergy in our sister  
 47 conferences, the Board makes the following recommendations:

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- 1           2.     **Recommendation:** The Board recommends to the Annual Conference that the past  
2 service annuity rate for pre-1982 service be set at \$458 for the year 2009. This is an  
3 increase of 10.1%. This increase moves us approximately half-way to the highest  
4 compensation received by clergy in our four sister conferences (see pension funding  
5 plan – 2008 below).
- 6           3.     **Recommendation:** The Board recommends that the Conference Treasurer be  
7 authorized to draw on the reserve funds of the Conference Board of Pension and  
8 Health Benefits, upon approval of the Board, for the amounts budgeted for pensions  
9 and health benefits, as necessary to meet those benefit obligations during the 2009  
10 fiscal year.
- 11          4.     **Recommendation:** The Board recommends the approval of the Rental/Housing  
12 Allowance Resolution presented below.

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15 **RESOLUTION RE: RENTAL/HOUSING ALLOWANCES FOR RETIRED OR**  
16 **DISABLED CLERGYPERSONS OF THE NCNY CONFERENCE**  
17

18 WHEREAS the religious denomination known as The United Methodist Church, (the “Church”)  
19 of which this Conference is a part, has is the past functioned and continues to function  
20 through Ministers of the Gospel (within the meaning of Internal Revenue Code section  
21 107) who were or are duly ordained, commissioned, or licensed ministers of the church  
22 (“Clergypersons”);

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

26 WHEREAS pensions or other amounts paid to active, retired, and disabled Clergypersons in  
27 consideration of previous, active service;

28 WHEREAS the Internal Revenue Service has recognized that the North Central New York  
29 Conference (or its predecessors) as the appropriate organization to designate a  
30 rental/housing allowance for Clergypersons who are or were members of this Conference  
31 and are eligible to receive such deferred compensation;

32  
33 NOW THEREFORE BE IT RESOLVED:

34 That an amount equal to 100% of the pension payments or disability payments received from  
35 plans authorized under *The Book of Discipline of The United Methodist Church* (the  
36 “*Discipline*”), which includes all such payments from the General Board of Pension and Health  
37 Benefits (“GBOPHB”), during the year 2008 and 2009 by each active, retired, or disabled  
38 Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is  
39 designated as a rental/housing allowance for each such Clergyperson; and

40  
41 That the pension or disability payments to which this rental/housing allowance applies will be  
42 any pension or disability payments from plans, annuities, or funds authorized under the  
43 *Discipline*, including such payments from the GBOPHB and from a commercial annuity  
44 company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity,  
45 or fund authorized under the *Discipline*, that result from any service a Clergyperson rendered to  
46 this Conference or that an active, a retired, or a disabled Clergyperson of this Conference  
47 rendered to any local church, annual conference of the Church, general agency of the Church, or  
48 other institution of the Church, former denomination that is now part of the Church, or any other

1 employer that employed the Clergy person to perform services related to the ministry of the  
 2 Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under,  
 3 such a plan, annuity, or fund for such active, retired, or disabled Clergy person's pension or  
 4 disability as part of his or her gross compensation.

5  
 6 NOTE: The rental/housing allowance that may be excluded from a Clergy person's gross income  
 7 in any year for federal income tax purposes is limited under Internal Revenue Code section  
 8 107(2) and regulations there under to the least of: 1) the amount of the rental/housing allowance  
 9 designated by the Clergy person's employer or other appropriate body of the Church (such as this  
 10 Conference in the foregoing resolutions) for such year; 2) the amount actually expended by the  
 11 Clergy person to rent or provide a home in such year; or, 3) the fair rental value of the home,  
 12 including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

- 13  
 14 5. **Recommendation:** The Conference Board recommends acceptance of the 2008  
 15 Funding Plan for Supplement One of the Ministerial Pension Plan as presented below.

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 17 **North Central New York Conference**  
 18 **Pension Funding Plan – 2008**  
 19 **For the Pre-82 (Supplement One to CRSP) Plan**

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 21 The 2008 Past Service Rate (PSR) for the North Central New York Conference is \$416 or 0.82%  
 22 of Conference Average Compensation (CAC). Due to the possibility of a four-conference  
 23 merger, the NCNY Conference has been carefully reviewing the estimated actuarial valuations  
 24 provided by the General Board of Pension and Health Benefits, as well as the reserve funds  
 25 under the control of the Conference Board, with an eye toward needing to dramatically increase  
 26 the Conference PSR in 2010.

27  
 28 Although the CAC and PSR increase has been approximately 4% over the past several years, the  
 29 Board has reviewed the implications of a 10% and 16% increase in PRR. These increases were  
 30 considered because the Wyoming Conference has a PSR of \$528 in 2008, which is significantly  
 31 higher than the NCNY Conference PSR.

32  
 33 The increase in PSR has been evaluated but the Conference Board of Pension and Health  
 34 Benefits, in accordance with the available funding information, and in consultation with the  
 35 Actuarial Department of the general Board of Pension and Health Benefits. In consideration of  
 36 the North Central New York Conference's current and anticipated future funding status, the  
 37 Board has determined that it will recommend an increase in PSR of 10.1% to \$458., for 2009.

38  
 39 The General Board of Pension and Health Benefits has determined that the portion of the pre-82  
 40 plan liability attributable to North Central New York Conference is \$25,140,787 based on the  
 41 Conference's Funding Plan and a 2008 PSR of \$416. Our plan assets with the General Board as  
 42 of January 1, 2008 are \$27,060,234. The difference between the plan assets and the total plan  
 43 liability as of 1/1/2006 for 2008 is \$1,919,447. This represents an "over funded" status for 2008.

44  
 45 Based on the General Board's valuation, there will be no required contributions to the Pre-82  
 46 Plan in 2008. In order to maintain the fiscal strength of the pensions funds going into the  
 47 proposed merger, the Conference will not utilize the ability to transfer its excess funds at the  
 48 General Board to the funding of the defined benefit portion of the Clergy Retirement Security

1 Program at the end of 2008. The Conference is direct billing a portion of the needed funds, and  
 2 will transfer the amount needed from the reserve funds to satisfy the defined benefit obligation  
 3 for 2008.

4  
 5 Our conference continues to invest benefit plan funds through several sources. Both the interest  
 6 and principal of non-plan funds are available for retirement funding needs. Below is a  
 7 description of assets available to pay the present value of future contributions:

- 8
- 9 1. The Conference maintains accounts with the General Board of Pension and Health  
 10 Benefits that had a value of \$9,075,818 as of January 1, 2008.
- 11
- 12 2. As of January 1, 2008, the United Methodist Frontier Foundation is holding \$681,038  
 13 in pension assets within its Funds.
- 14
- 15 3. The North Central New York Conference does not apportion the local churches for  
 16 pre-82 pension funding.
- 17

18 The funding plan is summarized below:

19 Supplement One Liability	\$(25,140,787)
20 Plan Assets	<u>27,060,234</u>
21	
22 Funded Status	\$ 1,919,447
23	
24 Plus Pension Reserves:	
25     • General Board of Pension & Health Benefits \$ 9,075,818	
26     • Foundation Foundation of the UMC <u>681,038</u>	
27	
28 Defined Benefit Income from Direct Billings 2008	278,500
29 Payment 12/31/2008 to CRSP Defined Benefit	(1,047,014)
30	
31 Total Pension Assets	\$ 10,907,789
32	
33	
34	

#### 35 Health Insurance:

36 At the 2005 Annual Conference we recommended, and it was passed, that our conference  
 37 sponsor HealthFlex as our health care program. It became effective January 1, 2006. The Board  
 38 is encouraged by the connectedness of the administration and financial aspects, as well as the  
 39 overall benefit structure.

40  
 41 *HealthFlex has provided preliminary rate information for 2009. They will provide us*  
 42 *with final figures in July. We can announce at this point that due to our high rate of claims*  
 43 *among our active clergy, our rates will be increasing, preliminary figures point to an increase of*  
 44 *12% for our active clergy health insurance rates. Our claims in this category have been at*  
 45 *147% of our premiums (for every \$100 we have paid in premiums, Healthflex has paid \$147 in*  
 46 *claims). Due to a favorable claims rate among our retired clergy, our retiree health premiums*  
 47 *are likely to remain the same as this past year. Rates to local churches will be determined after*  
 48 *we receive the rates from Healthflex in July. We hope to be able to announce them in the*

1 *Pastor's Compensation Package materials that are mailed mid-summer. The Board needs to*  
 2 *evaluate payment history and the census of enrolled pastors, after appointment changes are*  
 3 *made, prior to announcing rates.*

4  
 5 The Conference Board urges clergy to carefully review the Summary of Policies Related  
 6 to the Health Care Program as adopted by the Conference Board of Pension and Health Benefits,  
 7 which can be found in the Conference Journal, and on the Conference web site. Below is a  
 8 revision to the policies which was adopted by the Conference Board in 2008.

9  
 10 Eligibility:

11  
 12 **4. All participants who desire coverage in retirement must be enrolled in the**  
 13 **Conference plan a minimum of five (5) years prior to retirement or as of 1/1/06 or**  
 14 **be persons retiring before 1/1/2011. (3/11/2008)**

15  
 16  
 17 **6. *Recommendation: the Conference Board recommends the acceptance of the following***  
 18 ***resolution.***

19  
 20 **NCNY CONFERENCE**  
 21 **Board of Pension & Health Benefits**  
 22 **Retired Clergy Benefits**  
 23 **Resolution for 2008 Annual Conference**

24  
 25 Whereas,

26  
 27 1. The Conference Board of Pensions and Health Benefits ("CBOPHB") is responsible  
 28 for making recommendations regarding the welfare of the retired clergy of the North Central NY  
 29 Conference (the "Conference"), with respect to their pension, health care and disability care; and  
 30

31 2. The Conference holds its clergy in the highest regard, and wants to provide equitable  
 32 retiree benefits to its clergy in recognition of their devoted service to the members of our  
 33 Conference; and  
 34

35 3. The many pension plans covering Conference clergy include both defined benefit  
 36 plans and defined contribution plans; and  
 37

38 4. The defined contribution plans have been fully funded on a annual basis since 1982;  
 39 and  
 40

41 5. The "Pre-82" defined benefit plan (the "Pre-82 Plan") was forecasted to be under-  
 42 funded until 2021; and  
 43

44 6. The former Northern NY Conference and Central NY Conference prudently raised  
 45 funds for retired clergy pensions and invested those funds; and  
 46

47 7. These funds were identified in some instances as being expressly for the pension  
 48 benefits of clergy ("Restricted Funds") and in other instances as drawn from a campaign to

1 address the under funded needs of the Pre-82 Plan (the “Campaign Account”).

2  
3 8. The combined North Central NY Conference has continued to manage these funds  
4 since 1986; and

5  
6 9. The Pre-82 Plan became fully funded in 2004 and forecasts show that it will increase  
7 in its funding excess at current benefit levels; and

8  
9 10. After thorough analysis CBOPHB believes that the Campaign Account is no longer  
10 needed to address Pre-82 Plan under funding; and

11  
12 11. Clergy healthcare premiums are borne by the local churches and the individual clergy  
13 persons; and

14  
15 12. Healthcare premiums have increased dramatically over the past twenty years and are  
16 resulting in substantial burdens on local churches and clergy persons; and

17  
18 13. In order to better utilize funds in light of current clergy needs, and to give the  
19 CBOPHB flexibility it needs to reallocate the use of assets to better respond to future needs, the  
20 CBOPHB has determined that the following actions are in the best interest of the clergy and the  
21 Conference.

22  
23 **Therefore, be it resolved** that the Annual Conference be authorized to petition the NYS  
24 Attorney General for permission to modify the use of these funds. We request that the  
25 CBOPHB, as authorized by the annual conference, may use:

26  
27 THESE TWO GROUPS OF FUNDS:

28  
29 A. Campaign Funds (Promises to Keep and Pension Funding Campaign) for health care,  
30 disability care or adjusting pension benefits of those clergy and surviving spouses who have  
31 service included in the Pre-82 Plan; and

32  
33 B. funds that have been invested for general pension or retired clergy benefits  
34 (Preachers Permanent Fund) for health care, disability care, or adjusting pension benefits of any  
35 clergy, surviving spouses, or beneficiaries that are the responsibility of the conference at the time  
36 such funding is needed.

37  
38 Respectfully submitted,  
39 Robyn Wernham, Chair  
40 Vicki Putney, Pension Officer  
41

1 **Cabinet Resolution For The Discontinuation Of Rensselaer Falls United Methodist Church**  
2 Submitted by: The Cabinet of the North Central New York Annual Conference

3  
4 At a meeting of the presiding Bishop and the duly appointed District  
5 Superintendents held on December 18, 2007:

6  
7 WHEREAS, Rev. Beth Benham, the Northern Flow District Superintendent, has  
8 met with and guided the congregation of the Rensselaer Falls United Methodist Church, and has  
9 assessed the potential of the Rensselaer Falls United Methodist Church, including the past,  
10 present and potential ministry of the local church;

11  
12 WHEREAS, Rev. Beth Benham, District Superintendent, has determined that the  
13 Rensselaer Falls United Methodist Church no longer serves the purpose for which it was  
14 organized and/or incorporated, and has recommended that the Rensselaer Falls United Methodist  
15 Church be discontinued;

16  
17 WHEREAS, Rev. Beth Benham, District Superintendent, has recommended that  
18 upon discontinuation, all real and personal property of the Rensselaer Falls United Methodist  
19 Church be sold and the net proceeds of such sale be distributed at the Superintendent's discretion  
20 to the contiguous and surrounding United Methodist churches for continuance of mission and  
21 ministry in central St. Lawrence County, and

22  
23 WHEREAS, Rev. Beth Benham, District Superintendent, has recommended that  
24 the membership of the Rensselaer Falls United Methodist Church be transferred to the Heuvelton  
25 United Methodist Church or other United Methodist churches as the individual members select;  
26 and

27  
28 WHEREAS, the presiding Bishop and the duly appointed District Superintendents  
29 agree with the recommendations of Rev. Beth Benham, and consent to the recommendations; it  
30 is hereby

31  
32 RESOLVED, that the Rensselaer Falls United Methodist Church be discontinued;  
33 and it is further

34 RESOLVED, that Rev. Beth Benham, District Superintendent, recommend to the  
35 200th Session of the North Central New York Annual Conference that the Rensselaer Falls  
36 United Methodist Church be discontinued, and, upon discontinuation, all real and personal  
37 property of the Rensselaer Falls United Methodist Church be distributed at the Superintendent's  
38 discretion to the contiguous and surrounding United Methodist churches for continuance of  
39 mission and ministry in central St. Lawrence County; and it is further

40  
41 RESOLVED, that Rev. Beth Benham, District Superintendent, recommend to the  
42 200th Session of the North Central New York Annual Conference that the membership of the  
43 Rensselaer Falls United Methodist Church be transferred to the Heuvelton United Methodist  
44 Church or other United Methodist churches as the individual members select.

45  
46 IN WITNESS WHEREOF, we have executed this Resolution this 18th day of  
47 December 2007.

1  
2 **SOCIAL MINISTRY AREA**  
3  
4

5 **Resolution Re: The Designation and Observance of an Annual Disability Awareness**  
6 **Sunday**

7 Submitted by Disability Concerns Committee  
8

9 Whereas: Paragraph 266.4 of the 2004 Book of Discipline of the United Methodist Church  
10 calls for the observance of a Disability Awareness Sunday on a date to be  
11 determined by the Annual Conference, *and*  
12

13 Whereas: October 26, 2008 is designated by The General Board of Global Ministries as  
14 Disability Awareness Sunday, *and*  
15

16 Whereas: The Church is called to celebrate the gifts and graces of persons with disabilities  
17 and calls the Church and society to full inclusion of persons with disabilities in  
18 the community, *and*  
19

20 Whereas: Disability Awareness Sunday may be designated as a special offering Sunday  
21 with funds received used to promote the creation of architectural and attitudinal  
22 accessibility in local churches, *therefore*  
23

24 Be it resolved that:  
25

26 The North Central New York Annual Conference designates the last Sunday in  
27 October each year as Disability Awareness Sunday with a special offering.  
28  
29  
30

1  
2 **SPIRITUAL LEADERSHIP MINISTRY AREA**  
3

4 **Resolution Regarding Christian Education Sunday & Offering**

5 Submitted by the Conference Education team  
6

7 **Whereas:** it has been shown that church vitality is most often linked to a vital Christian  
8 Education program.  
9

10 **Whereas:** we as an annual conference wish to appropriately train and support the next  
11 generations of Christians in our care.  
12

13 **Whereas:** we believe that part of our mission as an Annual Conference is to train local churches  
14 how to provide adequate, up-to-date, engaging resources for Christian Education.  
15

16 **Therefore: Be it resolved that as an Annual Conference we direct that 1 Sunday in**  
17 **September be designated annually and observed as Christian Education Sunday** per 2004  
18 UM Discipline ¶266.1 (the Sunday to be chosen by the local church as it seems most convenient)  
19 On that Christian Education Sunday Observance the local congregation's Education program  
20 should be highlighted. Further, **a Christian Education Sunday Offering shall be received.**  
21 10% of the offering shall remain in the local church to fund education ministries locally. The  
22 remainder shall be sent to the annual conference where 15% will fund "Violet's Garden" grants  
23 and the balance will be used by the conference education team to help train and fund education  
24 ministries across the conference.  
25

26  
27 **Resolution Re: Wesley House At Cornell University**

28 Submitted by: Fred S. Kelsey, President – Wesley Foundation  
29

30 To fulfill the intent and spirit of last year's amendment to our 2007 report (Page 203 of the 2007  
31 Journal), which reads, "Further: In the event that the Protestant Cooperative Ministry is  
32 discontinued, the assets, trust funds and conveyance of the Wesley House Property will be  
33 returned to the NCNY UMC Annual Conference or its successor(s) for use in re-establishing a  
34 campus ministry at Cornell University" we present the following motion for your approval:  
35

36 WHEREAS the Board of the Wesley Foundation of Ithaca wishes to meet its fiduciary  
37 responsibilities and NYS church corporation law, as well as the wishes of the NCNY  
38 Conference, and  
39

40 WHEREAS a Wesley Endowment Account exists at Cornell University with \$255,000 (6/30/07)  
41 principal from gifts of alumni, faculty and friends, which provides competitive earnings plus  
42 capital growth to maintain the purchasing power of the gifts over time, with no explicit  
43 management fee; and  
44

45 WHEREAS all of PCM's denominational accounts are managed by Cornell, managing the funds  
46 from the sale of Wesley House would be simplified by placing them in the existing Wesley  
47 Account at Cornell; and  
48

1 WHEREAS it is possible to negotiate a “cascading list of uses” for income from the Wesley  
2 endowment at Cornell, in the unlikely event PCM were to dissolve, so that such income can be  
3 used to support a replacement on-campus United Methodist-related ministry; and  
4

5 WHEREAS the original purpose of the Wesley Foundation in Ithaca and the funds in 1929 were  
6 for campus ministry at Cornell and have consistently been used for this purpose ever since; and  
7

8 WHEREAS the motion passed at last year’s annual conference had the intent to designate the  
9 house sale funds for “re-establishing a campus ministry at Cornell” so that some form of  
10 Methodist ministry will be continuous in the event that PCM were to be discontinued, the Board  
11 of the Wesley Foundation of Ithaca recommends and I move:  
12

13 THAT THE NET PROCEEDS FROM THE SALE OF WESLEY HOUSE LOCATED IN  
14 ITHACA, NY BE PLACED IN THE WESLEY ENDOWMENT ACCOUNT AT CORNELL  
15 UNIVERSITY FOR THE PURPOSE OF SUPPORTING THE PROTESTANT  
16 COOPERATIVE MINISTRY AT CORNELL, OR IN THE EVENT OF ITS DEMISE, A  
17 METHODIST-RELATED CAMPUS MINISTRY, BUT SUCH GIFT BEING CONDITIONAL  
18 ON THE NEGOTIATION OF AN ACCEPTABLE LETTER OF AGREEMENT AMONG THE  
19 WESLEY BOARD, PCM, AND CORNELL UNIVERSITY  
20  
21