

Section C



Conference
Reports

Conference Reports

A) Reports of action taken following the 2010 Annual Conference session

- 1) 2010 Conference Session Items for Action Implementation
- 2) Leadership Team Report
 - Approval of Items for Action:
 - Bridges to the Future Distributions
 - Board of Pensions and Health Benefits Recommendations
 - Affirmative Action Program and Other Items
 - Approval of Bylaws
 - Youthville
 - Board of Pensions

B) Reports of Conference Boards and Agencies

Board of Church and Society
Board of Discipleship
Board of Global Ministries

- Secretary of Global Ministries

Board of Pensions and Health Benefits
Camping Ministry Area Team
Campus Ministries (see area report in Section D)

- Baker University
- Emporia State University
- K-State Wesley
- Pittsburg State
- Washburn University

Commission on Diversity and Advocacy
Commission for New Church Development
Committee on Hispanic Ministries (HOLA)
Committee on Native American Ministries
Conference Council on Youth Ministries
Ethnic Local Church Concerns Committee
Growth Grants Committee
Personnel Committee
Sexual Ethics Policy Implementation Team
United Methodist Men
United Methodist Women
Volunteers in Mission and Disaster Response
Young Adult Ministries

C) District Reports

Five Rivers District Leadership Team
Flint Hills District Leadership Team
Kansas City District Board of Discipleship
Parsons District Council on Ministries
Topeka District Leadership Team

(Area, Jurisdictional and Institutional Reports are found in Section D)

Action Following the 2010 Session

These **Items for Action** required further work to implement them following the adjournment of the 2010 session.

- International Family Planning - The Conference approved a motion that the conference Board of Church and Society send a letter to Senator Sam Brownback urging him to support funding for International Family Planning as a member of the Senate Subcommittee on State, Foreign Operations, and Related Programs. A letter was sent and details about the letter and the response are contained in the Board of Church and Society report in this workbook section.
- Paul Henson volunteered to act as interim treasurer last year after the departure of Russ Hinshaw and the Conference Secretary was directed to write a letter of appreciation to Paul. The letter was written and given to him on his final day in June, 2010,
- 2000 Member Club - The Conference approved a motion to add a special Sunday to celebrate and promote the 2000 Member Club to the conference calendar. The motion was approved and the Leadership Team was directed to choose a date for this Sunday. At the October meeting, the Director of Connectional Ministries was asked to investigate and recommend a date. He selected March 6 and that date was approved by the Leadership Team by an e-mail ballot.
- A motion was approved on the last day of the 2010 annual conference session which directed the Council on Finance and Administration to bring at least one budget proposal that included the Board of Ordained Ministry Executive Registrar position. This has been done; see the budgets in Section F.
- Another motion on the last day of the 2010 annual conference session asked that the budget be amended to require CF&S to inform conference employees about salary increases and deductions prior to adoption of the budget at annual conference. The amendment passed, although Gary Beach pointed out that #10 under Conference Mission & Ministry Funds already covers this. The proposed budget for 2012 includes no salary increases for members of the Extended Cabinet. It includes a 2% raise for all other staff. In 2012 the withholding from such lay staff for their health insurance will rise from 2% of compensation to 3% of compensation (which equalizes it to the rate for clergy). The result of these two actions will result in a net increase of 1% for all lay staff (2% raise minus an increase of 1% of compensation for employee health insurance).

Leadership Team Action Report

Approved Capital Campaign Expenditures:

These Memos of Understanding were approved for distributions of funds from the Bridges to the Future account, pending confirmation from the Conference Treasurer that adequate funds have been received:

- \$4,797.74 to Camp Chippewa for a metal roof for the Coldsmith Bathhouse (approved 7/22/2010)
- \$20,000 to New Church Development for Holton Hispanic Ministry new church start (approved 7/22/2010)
- \$17,500 to Church Revitalization for a Preaching Seminar (approved 10/9/2010)
- \$100,000 to Campus Ministry for K-State Wesley (approved 10/9/2010)
- \$5,000 to Church Revitalization for the Center for Small Churches in 2010 (approved 10/9/2010)
- \$25,000 to Camp Chippewa for completion of Asbury Lodge (approved 10/9/2010)

For Distribution in 2011

- \$20,000 to Church Revitalization for ABIDE (approved 10/9/2010)
- \$5,000 to Church Revitalization for the Center for Small Churches in 2011 (approved 10/9/2010)
- \$120,000 to Camp Chippewa for renovation of Middle Cabin (approved 10/9/2010)
- \$56,000 to Camp Chippewa for entrance road improvements (approved 10/9/2010)
- \$8,000 to Camp Chippewa for Dining Hall cabinets (approved 10/9/2010)
- \$60,000 to Camp Chippewa for Dining Hall kitchen renovations (approved 10/9/2010)
- \$62,000 to Campus Ministry for WesleyKU (approved 10/9/2010)
- \$80,000 to Campus Ministry for K-State Wesley (approved 10/9/2010)
- \$30,000 to New Church Development for Holton Nueva Vida (approved 10/9/2010)
- \$20,000 to New Church Development for Conference Hispanic Coordinator (approved 10/9/2010)
- \$60,000 to New Church Development for Misión Restauración (approved 10/9/2010)
- \$50,000 to New Church Development for Shawnee: LifeBridge (approved 10/9/2010)
- \$65,000 to New Church Development for KC: Living Water (approved 10/9/2010)
- \$2,500 to Church Revitalization for a pilot leadership development program at First UMC of Topeka (approved 2/14/2011)

Board of Pensions and Health Benefits Recommendations:

At the Leadership Team's October 9, 2010 meeting, the following recommendations were presented by the Board of Pensions and approved:

Recommendation #1: Offer an additional high-deductible plan, increase the PPO deductible, and meet the other administrative requirements in order to get the lower premiums.

Recommendation #2: Pre-fund \$600 into each participant's account for 2011 using approximately \$100,000 of the Health Insurance Fund surplus. Include \$50 per month in HSA funding in the local church premium to give participants \$1,200 funding in HSA.

Recommendation #3: Increase the local church contribution by \$50 per month and keep clergy contribution at 3% of plan compensation with any difference subsidized by the Health Insurance reserves.

Recommendation #4: As the precedent has been set for the last two years to defer these approvals to Leadership Team, we recommend that the Leadership Team vote on the 2012-2015 health insurance option at their Fall 2011 meeting instead of taking it before Annual Conference in June.

Bylaws:

The Board of Pensions submitted by-laws revisions in July, 2010 which were not approved by the Leadership Team in a e-mail vote. The by-laws were amended at the October 9 Leadership Team meeting and approved. The amended by-laws are printed beginning on page C- 5.

Youthville - the Leadership Team approved revised by-laws for Youthville at its March 26, 2011, meeting. The revised by-laws can be found beginning on page C-12.

Other Leadership Team Items:

An e-mail vote in September, 2010, authorized Bishop Jones to submit a proposal to the Lilly Endowment requesting a grant of \$899,247 for 2011-2015 for a Transition into Ministry program.

An e-mail vote in April, 2011, approved the revising of the structure of the Camping Ministry Area Team. The revised structure is part of the report of the Committee on Nominations, Section H.

The Diversity & Advocacy Committee revised the conference Affirmative Action policy, which was approved by the Leadership Team at its March 26 meeting. The policy can be found on page C-21.

The Area Disaster Response Committee presented an interim Disaster Response Policy to the Leadership Team at its March meeting. Although the policy needed editing, it was approved by the Leadership Team as an interim report because a policy needed to be in place for the Disaster Response Committee to work with the GBGM. The complete revised policy will be included in the 2011 conference journal.

**BY-LAWS
OF
THE BOARD OF PENSIONS & HEALTHCARE BENEFITS OF
THE KANSAS EAST CONFERENCE OF
THE UNITED METHODIST CHURCH INC**

ARTICLE I

The name of the Corporation shall be The Board of Pensions & Healthcare Benefits of the Kansas East Conference of The United Methodist Church, Inc.

The Corporation shall have a seal which shall be in the following form: A COMMON CIRCULAR SEAL WITH THE NAME AROUND THE OUTER EDGE.

ARTICLE II PURPOSES

The following are the purposes for which this corporation has been organized: to collect, invest, reinvest, administer, pay benefits, and act as trustee for all funds and assets dedicated to the payment of pensions and healthcare benefits, and other emergency benefits, for the clergy, retired clergy, spouses, children, and other eligible beneficiaries of The Kansas East Conference of The United Methodist Church, Inc., or its successor. The Corporation shall follow the Book of Discipline of The United Methodist Church, and if there should be any conflict between these Bylaws and the Book of Discipline, the Book of Discipline shall prevail.

These By-Laws shall conform to the following language from Sec. 2506 of the 2004 Book of Discipline of The United Methodist Church: Conformity of Discipline with Local Law. All provisions of the Discipline and these By-Laws relating to property, both real and personal, and relating to the formation and operation of any corporation, and relating to mergers, are conditioned upon their being in conformity with the local laws, and in the event of conflict therewith the local laws shall prevail; provided, however, that this requirement shall not be construed to give the consent of The United Methodist Church to deprivation of its property without due process of law or to the regulation of its affairs by state statute where such regulation violates the constitutional guarantee of freedom of religion and separation of Church and state or violates the right of the Church to maintain connectional structure; and provided further, that the services of worship of every local Church of The United Methodist Church shall be open to all persons without regard to race, color, or national origin. "Local laws" shall be construed to mean the laws of the country, state, or other like political unit within the geographical bounds of which the church property is located.

ARTICLE III MEMBERSHIP

Membership in this Corporation shall be open to persons who are enrolled members of a United Methodist Church in the Kansas East Conference who are elected by the Conference or its designated body to fill an expiring term or an unexpired term of a member who has resigned or has refused to fulfill the duties of a Member.

ARTICLE IV MEETINGS

All meetings of the Trustees are open to the public. No member of the public, or any other guest, shall have voice unless granted by vote of a majority of the Trustees present.

The Trustees may enter Executive Session by a vote of a majority of those present. Executive Session shall only include those Trustees elected by the Annual Conference with both voice and vote unless specifically invited by the Trustees and given voice. The purpose of Executive Session shall only be for the purposes of discussion of litigation, personnel issues, and grant requests. No decisions may be made during Executive Session. Any recommendations made during Executive Session must be voted on during open session.

The annual membership meeting of this Corporation shall be held annually after the Annual Conference Session.

The Secretary shall cause to be mailed to every member in good standing at his or her address as it appears in the membership roll book in this notice telling the time and place of such annual meeting.

Regular meetings of this Corporation shall be held at the Conference office, 4201 SW 15th Street, Topeka, Kansas. Notice of a change of regular meetings shall be given at least seven (7) days in advance to all members.

The presence of not less than sixty (60%) percent of the members shall constitute a quorum and shall be necessary to conduct the business of this Corporation; but a lesser percentage may adjourn the meeting for a period of not more than three (3) weeks from the date scheduled by these By-Laws and the secretary shall cause a notice of this scheduled meeting to be sent to all those members who were not present at the meeting originally called. A quorum as herein before set forth shall be required at any adjourned meeting.

Special meetings of this Corporation may be called by the president when said officer deems it for the best interest of the Corporation. Notices of such meeting shall be mailed to all members at their addresses as they appear in the membership roll book at least ten (10) days before the scheduled date set for such special meeting. Such notice shall state the reasons that such meeting has been called, the business to be transacted at such meeting and by whom it was called. At the request of fifty (50%) percent of the members of the Board of Trustees of this Corporation, the president shall cause a special meeting to be called but such request must be made in writing at least ten (10) days before the requested scheduled date.

No other business but that specified in the notice may be transacted at such special meeting.

ARTICLE V VOTING

At all meetings all votes shall be by voice.

At any regular or special meeting, if a majority so requires, any question may be voted upon by ballots and there shall not appear any place on such ballot that might tend to indicate the person who cast such ballot.

At all votes by ballot the chairman of such meeting shall, prior to the commencement of balloting, appoint a committee of three who shall act as "Inspectors of Election" and who shall, at the conclusion of such balloting, certify in writing to the Chairman, the results and the certified copy shall be physically affixed in the minute book to the minutes of that meeting.

No inspector of election shall be a candidate for office or shall be personally interested in the question voted upon.

ARTICLE VI ORDER OF BUSINESS

1. Roll Call.
2. Reading of the Minutes of the preceding meeting.
3. Reports of Committees.
4. Reports of Officers.
5. Old and Unfinished Business.
6. New Business.
7. Adjournments.

ARTICLE VII BOARD OF TRUSTEES

The business of this Corporation shall be managed by a Board of Trustees consisting of not more than twelve (12) members, including the officers of this Corporation. All of the trustees elected shall be a member of a local United Methodist Church or a member of the Kansas East Conference and a citizen of the United States.

The trustees to be chosen for the ensuing year shall be nominated by the Committee on Nominations of the Kansas East Conference of The United Methodist Church and elected by the Kansas East Conference of The United Methodist Church, Inc., at its regularly scheduled annual conference session. The trustees shall serve for a term in accordance with the Standing Rules of the Kansas East Conference of The United Methodist Church, Inc., and the Book of Discipline of The United Methodist Church.

The Board of Trustees shall have the control and management of the affairs and business of this Corporation. Such Board of Trustees shall only act in the name of the Corporation when it shall be regularly convened by its chairman after due notice to all the trustees of such meeting.

Sixty (60%) percent of the members of the Board of Trustees shall constitute a quorum and the meetings of the Board of Trustees shall be held not less than quarterly.

Each trustee shall have one vote and such voting may not be done by Proxy. The Board of Trustees may make such rules and regulations covering its meetings as it may in its discretion determine necessary, including holding meetings by conference telephone call or voting by fax message or electronic mail.

Vacancies in the Board of Trustees shall be filled by the Committee on Nominations of the Kansas East Conference of The United Methodist Church, Inc.

The President of the Corporation by virtue of said office shall be Chairperson of the Board of Trustees.

The Board of Trustees shall select from one of their members a secretary.

A trustee may be removed when sufficient cause exists for such removal. The Board of Trustees may entertain charges against any trustee. A trustee may be represented by counsel upon any removal hearing. The Board of Trustees shall adopt such rules for this hearing as it may in its discretion consider necessary for the best interests of the Corporation.

ARTICLE VIII OFFICERS

The officers of the Corporation shall be as follows:

President
Vice President
Secretary
Treasurer

The President shall preside at all membership meetings. Said officer shall by virtue of office be Chairperson of the Board of Trustees, shall present at each annual meeting of the Corporation an annual report of the work of the Corporation, shall appoint all committees, temporary or permanent, shall see all books, reports and certificates required by law are properly kept or filed, shall be one of the officers who may sign the checks or drafts of the Corporation, shall have such powers as may be reasonably construed as belonging to the chief executive of any corporation.

The Vice President shall, in the event of the absence or inability of the President to exercise his or her office, become acting president of the Corporation with all the rights, privileges and powers as if Said officer had been the duly elected president.

The Secretary shall keep the minutes and records of the Corporation in appropriate books, to file any certificate required by any statute, federal or state, shall give and serve all notices to members of this Corporation, shall be the official custodian of the records and seal of this Corporation, may be one of the officers required to sign the checks and drafts of the Corporation, shall present to the membership at any meetings any communication addressed to him or her as Secretary of the Corporation, shall submit to the Board of Trustees any communications which shall be addressed to him or her as Secretary of the Corporation, shall attend to all correspondence of the Corporation and shall exercise all duties incident to the office of Secretary.

The Treasurer shall be the Kansas East Conference Treasurer, serving without vote. The Treasurer shall have the care and custody of all monies belonging to the Corporation and shall be solely responsible for such monies or securities of the Corporation. The Treasurer, must be one of the officers who shall sign checks or drafts of the Corporation. No special fund may be set aside that shall make it unnecessary for the Treasurer to sign the checks issued upon it. The Treasurer shall render at stated periods as the Board of Trustees shall determine a written account of the finances of the Corporation and such report shall be physically affixed to the minutes of the Board of Trustees of such meeting. The Treasurer shall exercise all duties incident to the office of Treasurer.

Officers shall by virtue of their office be members of the Board of Trustees.

No officer shall for reason of his office be entitled to receive any salary or compensation.

ARTICLE IX COMMITTEES

All committees of this Corporation shall be appointed by the Board of Trustees and their term of office shall be for a period of one year or less if sooner terminated by the action of the Board of Trustees.

The permanent committees shall be:

Investment committee
Emergency Grants committee

ARTICLE X SALARIES

This corporation shall not have the authority to hire employees without the express permission of the Personnel Committee of the Kansas East Conference of The United Methodist Church, Inc. It is intended that the employees of the Annual Conference shall provide all management service necessary for the operations of this organization through a management contract.

ARTICLE XI INDEMNIFICATION

For purposes of this article, the terms defined in this section have the meanings given them.

- (a) "Organization" includes any domestic or foreign company that was the predecessor of this Organization in a merger or other transaction in which the predecessor's existence ceased upon consummation of the transaction.
- (b) "Official capacity" means
 - (i) with respect to a board member or officer, the position of the officer in the Organization,
 - (ii) with respect to a person other than a officer, the elective or appointive office or position held by an officer, member of a committee, if any, or the efforts undertaken by a Officer of the Organization who acts on behalf of and at the request of the Organization, or the employment or agency relationship undertaken by an employee or agent of the Organization, and
 - (iii) with respect to a officer, board member, employee, or agent of the Organization who, while a officer, officer, employee, board member or agent of the Organization, is or was serving at the request of the Organization or whose duties in that position involve or involved service as a officer, board member, partner, trustee, or agent of another or employee benefit plan, the position of that person as a officer, board member, partner, trustee, employee, or agent, as the case may be, of the other or employee benefit plan.
- (c) "Proceeding" means a threatened, pending, or completed civil, criminal, administrative, arbitration, or investigative proceeding, including a proceeding by or in the right of the Organization.

(d) "Special legal counsel" means counsel who has not represented the Organization or a related company, or an officer, officers, member of a committee, if any, employee, or agent whose indemnification is in issue.

Mandatory Indemnification; Standard

- (a) The Organization will indemnify a person made or threatened to be made a party to a proceeding by reason of the former or present official capacity of the person against judgments, penalties, fines, including, without limitation, excise taxes assessed against the person with respect to an employee benefit plan, settlements, and reasonable expenses, including attorney fees and disbursements, incurred by the person in connection with the proceeding, if, with respect to the acts or omissions of the person complained of in the proceeding, the person
- (i) has not been indemnified by another or employee benefit plan for the same judgments, penalties, fines, including, without limitation, excise taxes assessed against the person with respect to an employee benefit plan, settlements, and reasonable expenses, including attorney fees and disbursements, incurred by the person in connection with the proceeding with respect to the same acts or omissions;
 - (ii) acted in good faith;
 - (iii) received no improper personal benefit; and
 - (iv) in the case of a criminal proceeding, had no reasonable cause to believe the conduct was unlawful; and
 - (v) in the case of acts or omissions occurring in the official capacity described in Section 11.01(b)(i) or Section 11.01(b)(ii), reasonably believed that the conduct was in the best interests of the Company, or in the case of acts or omissions occurring in the official capacity described in Section 11.01(b)(iii), reasonably believed that the conduct was not opposed to the best interests of the Organization. If the person's acts or omissions complained of in the proceeding relate to conduct as an officer, officer, trustee, employee, or agent of an employee benefit plan, the conduct is not considered to be opposed to the best interests of the Organization if the person reasonably believed that the conduct was in the best interests of the participants or beneficiaries of the employee benefit plan.
- (b) The termination of a proceeding by judgment, order, settlement, or conviction or upon a plea of nolo contendere or its equivalent does not, of itself, establish that the person did not meet the criteria set forth in this Section 11.02.

Advances

If a person is made or threatened to be made a party to a proceeding, the person is entitled, upon written request to the Organization, to payment or reimbursement by the Organization of reasonable expenses, including attorney fees and disbursements, incurred by the person in advance of the final disposition of the proceeding,

- (a) upon receipt by the Organization of a written affirmation by the person of a good faith belief that the criteria for indemnification set forth in Section 11.02 have been satisfied and a written undertaking by the person to repay all amounts so paid or reimbursed by the Organization, if it is ultimately determined that the criteria for indemnification have not been satisfied, and
- (b) after a determination that the facts then known to those making the determination would not preclude indemnification under this article.

The written undertaking required by paragraph (a) above is an unlimited general obligation of the person making it, but need not be secured and will be accepted without reference to financial ability to make the repayment.

Reimbursement to Witness

Subject to the qualification under the standards described in Section 11.02, the Company will reimburse expenses, including attorney fees and disbursements, incurred by a person in connection with an appearance as a witness in a proceeding at a time when the person has not been made or threatened to be made a party to a proceeding.

Determination of Eligibility

(a) All determinations as to whether indemnification of a person is required because the criteria stated in Section 11.02 have been satisfied and as to whether a person is entitled to payment or reimbursement of expenses in advance of the final disposition of a proceeding as provided in Section 11.03 will be made:

(i) by the Board members by a majority of a quorum (officers who are at the time parties to the proceeding shall not be counted for determining either a majority or the presence of a quorum);

(ii) if a quorum under clause (i) cannot be obtained, by a majority of a committee of the Board Members, if any, consisting solely of two or more board members not at the time parties to the proceeding, duly designated to act in the matter by a majority of all board members, if any, including board members who are parties; Section 11.06 Insurance The Organization may purchase and maintain insurance on behalf of a person in that person's official capacity against any liability asserted against and incurred by the person in or arising from that capacity, whether or not the Organization would have been required to indemnify the person against the liability under the provisions of this article.

Disclosure

The amount of any indemnification or advance paid pursuant to this article and to whom and on whose behalf it was paid will be included in the Required Records.

ARTICLE XIII AMENDMENTS

These By-Laws may be amended by a two-thirds majority of the Trustees and with approval of the Kansas East Annual Conference of the United Methodist Church, Inc. or its designated body.

Suggested changes must be presented in written or electronic form to all Trustees at the time of the call of a regular or special meeting.

Revised October 9, 2010

**BYLAWS OF
UNITED METHODIST YOUTHVILLE, INC.**

ARTICLE I

NAME

The corporation organized and existing under the laws of the State of Kansas shall be known as United Methodist Youthville, Inc., hereinafter called "Youthville."

ARTICLE II

PLACE OF BUSINESS

The principal office of the corporation shall be at 4505 E. 47th St. So. Wichita, Sedgwick, Kansas, but the corporation may also have offices and branch offices at such other places within and without the State of Kansas as the Board of Directors may from time to time appoint and the business of the corporation may require.

ARTICLE III

PURPOSE

SECTION 1. NOT FOR PROFIT/PURPOSE. This corporation is organized not for profit; the purposes for which it is formed are:

1. To establish, equip, operate and maintain clinical, developmental and rehabilitative treatment services in a Christian atmosphere for children, youth and families who have problems in adjusting to their living situation. Said corporation shall have the power to establish residential facilities for children and youth; to accept custody of children and youth; to place children and youth for foster care or for the purpose of adoption; to determine problems and develop intervention service programs for children, youth and their families; to develop both treatment and prevention programs; and to conduct research projects; and sponsor educational programs.
2. To engage in any lawful act or activity for which corporations may be organized under the Kansas general corporation code.

SECTION 2. AUSPICES. The program shall be conducted under the auspices and with the support and approval of and in accordance with the Discipline of the United Methodist Church and according to the laws of the State of Kansas or any other state in which business may be conducted.

SECTION 3. EQUAL OPPORTUNITY EMPLOYER. The corporation, its members, officers, directors, employees, agents or representatives, carrying out the purpose of the corporation, shall in no manner unlawfully discriminate against any person, minor or adult, because of race, religion, color, gender, age, physical handicap, national origin, or ancestry.

ARTICLE IV

MEMBERSHIP - BOARD OF DIRECTORS

SECTION 1. MANAGEMENT AND NUMBER. The property, business, and affairs of the corporation shall be governed according to policies set by a Board of Directors. A range of Twelve (12) to Eighteen (18) members shall constitute the Board of Directors: a) at least four of whom shall reside in the Kansas West Conference of the United Methodist Church; b) at least four of who shall reside in the Kansas East Conference of the United Methodist Church; c) at least four of whom shall be elected at large... d) the Bishop of the Kansas Area of the United Methodist Church; and e) Two (2) District Superintendents of the United Methodist Church, one (1) from the Kansas West Conference and one (1) from the Kansas East Conference, appointed by the Bishop, all of whom shall have voting power. Members of the Board of Directors shall also by virtue thereof be members of the corporation. Membership shall terminate upon the expiration of such member's term of appointment as director, without re-election, or upon such member's resignation or removal as a director under these Bylaws. Memberships in the corporation shall be nontransferable.

SECTION 2. ELECTION. Except as otherwise provided under Article IV, 6 and 3, the Directors of the Corporation shall be elected upon being nominated by a Development Committee, upon receiving a majority vote of the members at a Board meeting, and approved by the appropriate annual conference of the United Methodist Church.

SECTION 3. VACANCIES. Vacancies in newly created Directorships resulting from an increase in the authorized number of Directors may be filled by a majority of the Directors then in office, although less than a quorum. When one or more Directors shall resign from the Board of Directors, effective at a future date, a majority of the Directors then in office, including those who have so resigned, shall have power to fill such vacancy or vacancies, the vote thereon to take effect when such resignation or resignations shall become effective.

SECTION 4. TERM. Directors shall assume office at the close of the annual meeting of the Board of Directors, or a special meeting at which time their election is declared, and shall serve for a three (3) year term and thereafter until their successor shall have been duly elected by the Board. Directors may serve for up to three (3) terms. Terms will end at the close of the annual meeting. A Board member may be elected for up to three (3) consecutive terms.

The only exception to this regulation of terms shall be; a) when the outgoing Board Chair shall have served three (3) complete terms, as that Director shall continue to serve until the succeeding Board Chair has completed the term of President: or b) when a member is no longer a District Superintendent, yet is voted to the Board as a regular member.

SECTION 5. ATTENDANCE. Directors shall attend Board meetings regularly. Two (2) consecutive absences from Board meetings without notice shall be deemed an immediate resignation from the Board. Three (3) absences from the Board meetings during any one-year period, without notice, shall be deemed an immediate resignation from the Board.

SECTION 6. PARTICIPATION. All Board Members shall be prepared for and participate in Board Meetings, special briefings, standing committees, ad hoc committees and policy-decision making. Board Members shall invest personal energy and skills in the purposes and objectives of the organization, and shall make themselves familiar with organizational documents.

SECTION 7. RESIGNATION. Any Director may withdraw from the Board after fulfilling all obligations to it by giving written notice of such intention to the Secretary of the Board, which notice shall be presented to the Board by the Secretary at the first meeting after its receipt.

SECTION 8. SUSPENSION/EXPULSION. A Director may be suspended for a period or expelled for violation of any of the Bylaws, or provisions of the Board Policy Manual, or conduct prejudicial to the best interests of Youthville. Suspension or expulsion shall be by two-thirds vote of the membership of the Board, provided that notice of the proposed action and the time when and place where the Board will take action is given to the Director by registered mail to the Director's last known address at least fifteen days before final action is taken thereon. The Director shall be given an opportunity to present a defense at the time and place mentioned in the notice. This section shall not apply to Directors who are deemed to have resigned pursuant to Section 5 above.

SECTION 9. DUTIES OF DIRECTORS. The governance of the corporation shall be vested in the Board of Directors who shall have the following powers and duties, exercised in congruence with a Board Policy Manual adopted by the Board and amended from time to time:

To carry out its duties in a manner not inconsistent with "The Discipline of the United

Methodist Church" and the laws of the State of Kansas or any other state where business may be conducted. An annual report covering the conduct of the corporation shall be made to the sessions of the Kansas East Conference and Kansas West Conference of the United Methodist Church.

To give of their personal energy and skills to fulfill the mission of the organization through their interactions with each other, their communities, UMY's stakeholders, and UMY's employees.

To maintain written policies reflecting the values and governance of the structure of the organization.

To represent the stakeholders of United Methodist Youthville in the exercise of its governing authority.

To conduct an annual Board self-appraisal in order to discipline itself and its efforts.

To hire and regularly evaluate the President/CEO.

To participate and assist in fund-raising efforts.

To maintain fiscal responsibility in a manner consistent with the governing structure.

To hold such meetings at such time and place as the Board of Directors deems proper.

To admit members and suspend or expel them by election.

To appoint committees for particular subjects from the members of the Board.

To devise and carry into execution such other measures as the Board deems consistent with the governing structure and expedient to promote the purposes of the corporation.

To make informed decisions and support such decisions once they have been resolved.

SECTION 10. ADMINISTRATION. The Board of Directors shall employ a President/CEO who is a member of the United Methodist Church or an acting member of church in sympathy with the aims and ideals of the United Methodist Church, and endowed with personal characteristics, education and experience appropriate for carrying out the policies adopted by the Board, and who shall officially represent the Board of Directors in the management of the corporation. The President/CEO shall be

given the necessary authority and held responsible for the administration of the corporation and all its departments, subject to the policies enacted by the Board of Directors and to such orders as may be issued by the Board. More specifically, the authority and duties of the President/CEO shall be contained in a written job description and approved by the Board of Directors. The President/CEO shall, unless otherwise directed by the Board, attend all Board and committee meetings as an ex-officio member of the Board, without any other warrant or appointment, and without the right to vote. The President/CEO shall serve as an ex-officio member of the United Methodist Youthville Foundation Board of Trustees.

SECTION 11. VESTED INTERESTS. Board members shall identify all conflicts of interest and cause the Board to resolve conflicts that are unacceptable. Board members shall have no direct or indirect financial interest in the assets or leases of United Methodist Youthville, Inc. No contact or transaction between this corporation and one or more of its Directors or officers, or between this corporation and any other corporation, partnership, association or other organization in which one or more of its Directors or officers are officers or Directors or have a financial interest, shall be void or voidable solely for this reason, or solely because the Director or officer is present at or participates in the meeting of the Board which authorizes the contract or transaction, or solely because his/her or their votes are counted for such purpose, if:

- A. The material facts as to his/her relationship or interest as to the contract or transaction are disclosed or are known to the Board of Directors and the Board in good faith authorized the contract or transaction by the affirmative votes of a majority of the disinterested Directors even though the disinterested Directors be less than a quorum.
The contract or transaction is fair as to the corporation as of the time it is authorized, approved
- B. or ratified by the Board of Directors.

Any such contracts shall not be violative of the relevant prescriptions against use or application of Youthville funds or assets for private benefit. No contract, transaction or act shall be taken on behalf of Youthville which would result in the denial of the tax exemption under the Internal Revenue Code and its Regulations as they now exist or as they may be amended.

This Corporation shall not have or exercise any power or authority either expressly, by interpretation, or by operation of law, nor shall it directly or indirectly engage in any activity that would prevent this Corporation from qualifying (and continuing to qualify) as an organization described in 501(c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue law). No substantial part of the activities of this corporation shall consist of carrying on propaganda or otherwise attempting to influence legislation, nor shall the corporation intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

This corporation shall never be operated for the primary purpose of carrying on a trade or business for profit.

No compensation or payment shall ever be paid or made to any member, officer, director, trustee, creator, or organizer of this corporation, or substantial contributor to it, except as an allowance for actual expenditures or services actually made or rendered to or for this corporation, and neither the whole nor any portion of the assets or net earnings, current or accumulated, of this corporation shall ever be distributed to or divided among any such persons; provided, further, that neither the whole nor any part or portion of such assets or net earnings shall ever be used for, accrue to, or inure to the benefit of any member or private individual within the meaning of 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue law)."

SECTION 12. NEPOTISM. When a Board member has a relative on the staff of United Methodist Youthville, Inc., he/she will refrain from being part of any action involving financial expenditures which, in any way, relate to this staff person's responsibilities.

SECTION 13. REIMBURSEMENT. Board members will be reimbursed for expenses incurred in performing official duties but no honorariums or fees for services will be paid.

SECTION 14. MEETINGS. The annual business meeting of the Board of Directors and the other members of the corporation shall be held in September at the registered office of the corporation or at such other place as may be designated by the Board. There will be quarterly meetings of the Board of Directors. The time and place of these meetings shall be set at the annual meeting. Notice of the annual business meeting, and such regular meetings, shall be given by mail at least ten (10) days prior to said meeting. Special meetings of the Board of Directors or of the Executive Committee may be called by the direction of the Chair or by the Board of Directors upon the request of five members of the Board, provided notice of such meetings shall be given by mail at least five days prior to said meeting.

SECTION 15. QUORUM. The meeting having been duly called on at least ten (10) days notice, or such notice being waived as set out in Section 14, the elected voting Directors present shall constitute a quorum.

SECTION 16. WAIVER OF NOTICE. The notice required by these Bylaws may be waived by any Board member in writing, whether before or after the time stated for notification of a meeting. The presence of any Board member at any meeting regularly called shall constitute a waiver by him/her of the notice of said meeting unless he/she shall specifically take exception thereof. Waiver of any notice of meeting by the Board shall be by vote of at least 50% of the members present.

SECTION 17. MEETINGS BY TELEPHONE. Members of the Board of Directors of the corporation, or any committee designated by such board, may participate in a meeting of the Board of Directors by means of conference telephone or similar communications equipment, by means of which all persons participating in the meeting can hear one another, and such participation in a meeting shall constitute presence in person at the meeting.

SECTION 18. ADJOURNMENT. A majority of the directors present may adjourn any directors meeting to meet again at a stated day and hour or until the time fixed for the next regular meeting of the Board.

ARTICLE V

COMMITTEES

SECTION 1. STANDING AND AD HOC COMMITTEES. The Board may designate, by resolution passed by a majority of the whole Board, one or more committees, each committee to consist of one or more of the Directors of the corporation. Standing committees appointed by the Board shall have committee chairs and membership appointed annually by the Board Chair. Ad hoc Committees may be appointed for specific, limited purposes, with the committee to disband when its assigned task or tasks are concluded. Committees shall have no executive or deciding authority, except when such authority has been specifically granted by the Board in a resolution. To the extent such authority is granted, any such committee, including Ad Hoc Committees, shall have and may exercise its powers in the governance of business and affairs of the corporation, and may authorize the seal of the corporation to be affixed to all papers which require it, but no such committee shall have the power or authority to reform or amend the Bylaws. Such committee or committees shall have such name or names that may be determined from time to time by resolution adopted by the Board.

SECTION 2. EXECUTIVE COMMITTEE. The Executive Committee shall consist of the Board Chair, Secretary, and Past Board Chair and up to three Board members chosen by the Chair. The Executive Committee may act on behalf of the Board in all matters delegated to it by specific action of the Board, including urgent legal issues, urgent financial issues, and urgent personnel issues regarding the

President/CEO, and annual evaluation and salary of the President/CEO. Any action taken by the Executive Committee between Board meetings shall be reported to the full Board at the next scheduled meeting, or at a special meeting called for that purpose. Three members shall constitute a quorum for the transaction of business.

SECTION 3. BOARD DEVELOPMENT COMMITTEE. The Board Development Committee shall consist of three or more Board members appointed annually by the Board Chair. The Board Development Committee shall be responsible for nominating a Board Chair, nomination of Board members, recommending criteria for selection of Board members, providing orientation and ongoing training to Board members, reviewing participation of Board members, recommending action regarding nonparticipating members, and recommending suspension or expulsion of members. Upon approval of Board nominees, the Board Development Committee will offer names of nominees to the appropriate Annual Conference of the United Methodist Church for approval. The Board Development Committee will endeavor to maintain a Board which is geographically representative of the organization's constituency.

SECTION 4. FINANCE COMMITTEE. The Finance Committee shall consist of three or more Board members appointed annually by the Board Chair. The Finance Committee shall be responsible for outlining acceptable limits for asset control and fiscal risk, and shall adopt and implement a Finance Policy and Guideline for that purpose. The Committee may act on behalf of the Board in all matters delegated to it by the Board, including oversight of significant purchases or sales of property, and investment of funds. The Committee shall arrange for an annual external audit of finances by an independent firm of Certified Public Accountants recommended by the Committee and approved by the Board.

SECTION 5. COMMITTEE VACANCIES. The Chair is empowered to fill any committee vacancies.

ARTICLE VI

OFFICERS

SECTION 1. OFFICERS. The officers of the corporation shall be a Chair and Secretary.

SECTION 2. ELECTION AND TERM. The corporation's Board of Directors Chair and Secretary shall be nominated at a meeting prior to the annual meeting, elected at the annual meeting, so that the elected officers can begin their service at the close of the annual meeting. Such officers shall hold office until their successors are elected and qualified or until their earlier resignation or removal. Officers shall have a maximum term limit of two (2) years.

SECTION 3. REMOVAL. Either officer elected by the Board may be removed at any time by an affirmative vote of a majority of the entire Board.

SECTION 4. VACANCIES. In case either office shall become vacant by reason of death, resignation, removal or otherwise, the directors then in office, even though less than a majority of the entire Board may be a majority vote of those voting, choose a successor or successors for the unexpired term.

ARTICLE VII

EXECUTION OF INSTRUMENTS

SECTION 1. CHECKS, DRAFTS AND DEPOSITORY FUNDS. The Board shall designate the depository or depositories for the funds of the corporation. All checks, drafts, notes and orders for payment of money, arising in the normal conduct of the business of the corporation, shall be signed by at least

one of the following: The Chair designate, Secretary, Secretary designate, President/CEO, or Chief Financial Officer with a limit of \$5,000.00. Checks for amounts exceeding \$5,000.00 shall be signed by at least two of the following: The Chair, Chair designee, Secretary, Secretary designate, President/CEO, Chief Financial Officer, and Executive Administrative Assistant to the President/CEO.

SECTION 2. WRITTEN INSTRUMENTS. Any written obligations or other written instruments of the corporation shall be signed on its behalf by the Chair or Chair designate and the Secretary or Secretary designate unless otherwise ordered at a meeting of the Directors. The corporate seal shall be in the custody of the Secretary or designated staff member of the agency, but any officer of the corporation shall have the authority to affix the corporate seal to any instrument that may require it.

ARTICLE VIII

FISCAL YEAR

The fiscal year for the corporation shall be such period of twelve months as the Board of Directors shall determine.

ARTICLE IX

LIABILITY OF DIRECTORS

No Director shall be answerable for loss in investments made in good faith. No Director shall be liable for the acts or omissions of any other Director or of any accountant, agent, counsel, fiduciary, or custodian selected with reasonable care. Each Director shall be fully protected in acting upon any instrument, certificate, or paper, believed by him or her to be genuine and to be signed or presented by the proper person or persons, and no Director shall be under any duty to make any investigation or inquiry as to any statements contained in any such writing and may accept the same as conclusive evidence of the truth and accuracy of the statements.

When a person is a party, is threatened to be made a party, or was a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative, or investigative, other than an action by or in the right of the corporation, because he or she was a director or officer of the corporation, or of another corporation serving at the request of this corporation, that person shall be indemnified by the corporation according to the provisions of this section.

Indemnification shall be made for expenses, judgments, fines, and amounts paid in settlement actually and reasonably incurred by the person in connection with such action, suit or proceeding, including attorney fees, if such person acted in good faith and in a manner such person reasonably believed to be in or not opposed to the best interests of the corporation; and, with respect to any criminal action or proceeding, had no reasonable cause to believe such person's conduct was unlawful. Indemnification shall also be made in those situations in which the officer or director is successful on the merits or otherwise in defense of any action, suit, or proceeding or in defense of any issue or matter therein.

The termination of any action, suit or proceeding by judgment, order, settlement, conviction, or upon plea of no contest shall not itself create a presumption that the person did not act in good faith and in a manner which such person reasonably believed to be in or not opposed to the best interests of the corporation, and, in a criminal action or proceeding, had reasonable cause to believe that such person's conduct was unlawful.

The determination that the person has met the standard of conduct warranting indemnification may be made by:

- The Board of Directors by a majority vote of a quorum consisting of directors who were not parties to such action, suit or proceeding, or
 - If such quorum is not obtainable, or even if obtainable, a quorum of disinterested directors directs, by independent legal counsel in a written opinion.

If the action, suit or proceeding is one by or in the right of the corporation, no indemnification shall be allowed for any claim, issue or matter as to which such person shall be found liable to the corporation unless and only to the extent that the court in which such action was brought determines that, despite the finding of liability, but in view of all the circumstances, the person is fairly and reasonably entitled to indemnity. In such circumstances, the court will also determine the expenses for which indemnity is appropriate.

Expenses incurred may be paid in advance of final disposition of the action, suit or proceeding upon receipt of a promissory note or other written obligation to repay expenses if it is ultimately decided that the director or officer is not entitled to be indemnified by the corporation.

The indemnification provided for shall continue as to a person who has ceased to be a director or officer and shall inure to the benefit of the heirs, executors, and administrators of such a person.

Application for indemnity may be made either by the director or officer involved, or by the attorney or other person rendering services to him or her in connection with the defense and the corporation may pay the fees and expenses directly to the attorney or other person although he or she is not a party to the proceeding. Notice of the application for such indemnity shall be served upon the corporation, its receiver, or its trustee, and upon the plaintiff and other parties to the proceeding. The application shall state whether the action is or is not one brought by or in the right of the corporation, the nature and status of the proceeding, and the facts supporting the applicant's qualification for indemnification.

ARTICLE X

AMENDMENTS

The Bylaws, may be amended at any meeting, or electronically, of the Board of Directors by a two-thirds vote of the members, provided that the Board has had an opportunity to discuss changes at a regular meeting or a special meeting and provided the proposed amendment shall be presented in writing to members of the Board of Directors at least one month previous, and that attention shall have been called to the proposed amendment in the notices issued. The Bylaws and any amendments must be subject to approval by the annual conference; including the Bishop and Directors of Connectional Ministries.

Explanation of Changes:

ARTICLE III

SECTION 1 A. added "clinical" due to Youthville now providing clinical services and added the word "treatment" as it is a more accurate understanding of services we provide.

SECTION 2 added "or any other state in which business may be conducted" This wording was added as we look at other opportunities outside the State of Kansas.

SECTION 3 changed "sex" to "gender"

ARTICLE IV

SECTION 4 deleted "in September" in case the Board elects to change the date of the annual meeting. Changed the wording in the last sentence to have a better understanding of how long Board members may serve on the Board of Directors.

SECTION 9 A. added "or any other state in which business may be conducted" This wording was added as we look at other opportunities outside the State of Kansas.

SECTION 16 changed the word "holding" to "notification"

ARTICLE VI

SECTION 2 changed "elected" to "nominated" and added "elected at the annual meeting" and "close of the" to have a better understanding when new Board members will be nominated, elected and begin their terms. Also deleted: "An officer who has been elected but has not yet begun his/her service shall have the title "Chair Designate" or "Secretary Designate." These titles have not been used and do not need to be included in the Bylaws.

**Introductory Statement
for the
Kansas East Annual Conference
Affirmative Action Program**

The Kansas East Conference of The United Methodist church affirms our commitment to achieve, support, and maintain Equal Employment Opportunity, inclusive of all people. We recognize the legal and moral responsibility to assure that all people considered for employment are a part of a just and equitable system. Because we are the body of Christ, we also are bound by our covenant relationship to God our Creator, Jesus Christ our Redeemer, and the Holy Spirit our Sustainer.

We commit ourselves to the position of the 2008 Discipline of The United Methodist Church, Paragraph 715 (Policies relative to non-discrimination), to our Social Creed, and to the resolution on “Affirmative Action” adopted by the 1996 General Conference and amended by the 2004 General Conference (see pp. 421-425 of the 2004 *Book of Resolutions*). We affirm that our responsibility to and for this commitment is at the heart of the Gospel message and at the core of our faith and our action.

We begin by affirming that God is the Creator of all that exists and God declared that it was and is very good. (Gen. 1:31, NRSV). In our broken human condition, we have failed to affirm each other as equal or recognize the diversity of God’s creative process. Through Jesus Christ, we recognize that we have been called to affirm our differences as people of God and to restore our brokenness. The Gospel message we have received from Christ and the people of faith assures us that “For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For in the one Spirit we were all baptized in the one body – Jews or Greeks, slaves or free – and we were all made to drink of one Spirit.” (1 Cor. 12:12-13, NRSV). We also affirm that, just as we are a part of God’s creative process and members of the body of Christ, “...each of us was given grace according to the measure of Christ’s gift. Therefore...into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body’s growth in building itself up in love.” (Eph. 4:7, 15c, 16 NRSV).

So, it is our belief that affirmative action is integral to accomplishing the work of Christ in Christ’s church. We must reflect the image of a God who calls us from the broken condition of our lives into the oneness of the body of Christ and, through affirmative action, demonstrate the truths which are found in the Christian principles of love, justice, and reconciliation.

POLICY

In support of the social principles and the position in regard to affirmative action of The United Methodist Church, it is the policy of the Kansas East Annual Conference to take affirmative actions to foster and achieve equal opportunity and inclusiveness of all persons, especially those systematically excluded for reasons of race or ethnicity, gender, age or disability. Hereafter, these persons will be referred to as historically excluded. We also encourage sensitivity to issues of inclusiveness with regard to language and national origin.

Each board, council, and committee of the Annual conference is called on to implement the following policies. Related institutions to the Annual Conference are requested and encouraged to develop similar policies and practices for their institutions, including the following:

A. GOVERNANCE

Each board, council, and committee shall annually review the membership and participation of its members to determine if historically excluded persons are adequately represented on the decision-making body. If it is determined that the representation is not adequate, efforts to identify and recommend nominations of persons to provide for an inclusive decision-making body shall be taken.

The Nominations Committee of the Annual Conference will annually review the officers and membership of each board, council, or committee to determine the participation patterns of historically excluded persons and shall search for and nominate persons to enable the decision-making bodies to provide for inclusion of all persons.

B. EMPLOYMENT

It is the policy of the Kansas East Conference of The United Methodist Church to take affirmative actions to achieve Equal Employment Opportunity in all its personnel policies, practices, and procedures, including, but not limited to, recruitment, hiring, training, transfer, promotion, compensation and benefits.

This policy is to be administered without regard to race or ethnicity, culture, language, national origin, gender, age or disability. Applicants must meet bona fide occupational qualifications of the positions for which they are being considered. Special efforts in recruitment and employment shall be taken to include the historically excluded where such persons are underrepresented.

C. BOARD OF ORDAINED MINISTRY

The Conference Board of Ordained Ministry shall take affirmative actions to ensure that their policy is to encourage and recruit the historically excluded to become candidates and achieve ordination. The Conference Board will enlist the assistance of current historically excluded persons in these efforts.

The Bishop and District Superintendents shall make every effort to appoint ordained, diaconal, and licensed ministers based on their abilities and experience, without regard to traditional bases for exclusion. The Cabinet shall provide leadership in their consultation with congregations to provide fully for open itinerancy and for appointing ordained, diaconal, and licensed clergy on the basis of this policy.

D. PROGRAMS OF THE ANNUAL CONFERENCE

All programs of the Annual Conference, including those developed and implemented by boards and agencies of the Conference, shall be designed and developed to insure that the needs of all persons are included. The ministry of the Church shall be directed to reach and serve all people.

E. ADMINISTRATIVE PRACTICES

The utilization of funds through investment practices shall be administered to support Equal Employment Opportunity and the empowerment of all persons.

IMPLEMENTATION PROCEDURES

The implementing procedures to take affirmative action involve four steps:

1. Analysis of the current situation or problems to be addressed.
2. Establishment of objectives (long range) and goals (annual).
3. Implementation of actions or procedures to achieve the annual goals.
4. Evaluation of results and establishment of new goals for the next year.

Each board, council, committee, responsible organization, or administrator is to develop affirmative actions appropriate to implement the policies outlined above. The following implementing procedures for the policy areas noted are guidelines for the Commission on Diversity and Advocacy to use to develop and implement effective affirmative actions for written reports to be submitted annually.

A. GOVERNANCE

1. Each board, council, or committee elected or named by the Annual Conference shall prepare an annual report noting the race or ethnicity, gender, age and disability of each of the officers or executive committee members and statistical analysis of the full membership by these categories. Likewise, a report of the participation pattern (presence and absence) by category shall be made for each meeting, noting the meeting time and location.
2. Each board, council and committee shall establish objectives for the participation rates (percentages) of the historically excluded. An annual goal shall be established each year for the enlistment and/or election of these persons where the participation rate is below the objective established.
3. Each board, council, and committee shall review the patterns of each group's participation (attendance) at meetings held during the previous year. Where attendance of historically excluded persons is below that of their participation rate (membership on the committee), further evaluation will be made to determine if meeting times, locations, or other factors are affecting inclusion of these persons in the decision-making process.
4. The Nominations Committee of the Annual Conference shall develop a volunteer inventory form to be utilized in ethnic minority congregations to identify persons who would be willing to serve on Conference committees and boards, including information on availability to attend meetings, interests, and experiences. The Nominations Committee also shall promote submission of names by clergy and lay leadership of historically excluded persons in their congregations who may be willing to serve on Conference committees and boards.
5. Each board, council or committee shall provide orientation and training to new members to assist them to become knowledgeable of the work of the committee and to participate fully in the decision-making work of the committee.

B. EMPLOYMENT

1. An analysis of the current work force of the Annual Conference shall be made annually which shall identify those job categories and/or departments in which historically excluded persons are

underrepresented. Goals shall be established in the context of anticipated employment opportunities in these areas.

2. Recruitment practices for all employment opportunities shall be designed to encourage historically excluded persons to apply. In those positions where Affirmative Action Program goals are established, intensified recruitment utilizing public and private resources that can reach these persons shall include historically excluded caucuses and congregations.
3. The phrase “An Equal Opportunity Affirmative Action Employer” shall be included in all advertisements and notices of employment opportunities circulated.
4. As employment opportunities occur, the established job requirements of the positions will be reviewed to insure that job requirements are performance-related and free of bias.
5. Orientation, on-the-job training, and other assistance shall be provided to all employees to enable them to meet the performance requirements of the job. Performance evaluations shall be provided to all employees at least annually to enable or assist them to meet job requirements and to provide career development opportunity.

C. BOARD OF ORDAINED MINISTRY

1. The Conference Board of Ordained Ministry (with the assistance of the Conference Secretary) shall prepare a report to each Annual Conference session that will identify the numbers of ordained, diaconal, and licensed ministers by race or ethnicity, gender, age and disability who are retired, active and under appointment, and the number of those who are candidates for ordination or consecration.
2. The Conference Board of Ordained Ministry shall provide assistance and support to all candidates, with special attention to the needs of historically excluded persons to enable them to meet the requirements of ordination or consecration and membership in the Annual Conference.
3. The Conference Board of Ordained Ministry shall establish long-range objectives (5-10 years) and annual goals for the number of historically excluded persons who are candidates for the ordained or licensed ministry.
4. The Conference Board of Ordained Ministry shall develop programs with ordained, diaconal, and licensed ministers serving ethnic minority congregations to encourage and enlist members of those congregations to consider Christian ministry.

E. ADMINISTRATIVE PRACTICES

All investments made by the conference shall be evaluated to determine if they are placed with either historically excluded vendor sources or companies committed to achieve Equal Employment Opportunity.

GRIEVANCE PROCEDURE

A person, persons, or an agency who believe that they have just cause for grievance against any board, agency, committee or institution within the Kansas East Conference shall submit to the chair of the Commission on Diversity and Advocacy a written statement indicating the exact nature of the grievance and the manner in

which the Affirmative Action Program of the Annual Conference has been violated. If documentation has been kept on the particulars leading to the grievance, a copy of the documentation should accompany the grievance.

It is desirable, but not required, that previous contact would have been made between the aggrieved party and the one, or ones, accused of violating affirmative action procedures (Matt. 18). The nature of such contact would be to point out clearly and specifically the offending behavior or policy and to allow opportunity for changes in said behavior or policy. Those of us within the body of Christ should always seek reconciliation as the first objective of wronged relationships. If the aggrieved parties believe such contact would be unduly threatening or disadvantageous to them, they may bring their grievance directly to the Commission on Diversity and Advocacy.

The Commission on Diversity and Advocacy will meet in session to ascertain the seriousness of the grievance and its appropriateness with respect to the Affirmative Action Program of the Kansas East Conference and to consider what action must be taken. The Commission on Diversity and Advocacy will ascertain whether or not the aggrieved party is willing to meet with and address the accused party and or willing to allow written grievances and documentation to be shared in resulting procedures. If the aggrieved party is not willing to do so, the Commission must determine if it should proceed alone with the information that it now has or dismiss the grievance.

If the Commission determines that a grievance requires action, it shall forward the grievance to a grievance Review Board within forty-five (45) days of receiving the grievance. The Review Board shall be composed of five (5) members named by the Bishop; three (3) shall constitute a quorum for meeting. The Review Board has forty-five (45) days to hear the grievance, and then a decision must be made within fifteen (15) days of the hearing. This Board shall review the grievance, directly contact the accused party, gather other appropriate information, enter into dialogue toward understanding or correcting behavior or policies, and determine the appropriate response:

1. Proper agencies of the Church already exist to facilitate the appropriate action, and a report of actions and recommendations of the Review Board will be forwarded to them.
2. No action is possible.
3. The Review Board itself needs to formulate an action.

The possibilities for the Review Board to formulate an action include:

1. In cases involving institutions relating to our Annual Conference, a statement would be prepared by the Review Board to be submitted to the Board of Trustees of the institution. The institution's response would be monitored by the Review Board with the possibility that any non-compliance will be reported to the next session of Annual Conference.
2. In cases involving boards, agencies or committees of the Annual Conference, communication to the chair or executive officer of that board, agency or committee will be submitted outlining the nature of the problem and the expectation of the Review Board for an acceptable response. The Review Board will continue to monitor the response with the possibility of placing a complaint before the session of Annual Conference if an acceptable response is not implemented.
3. In cases involving a local church, the Review Board may submit a written statement outlining the nature of the grievance and clearly indicating how the grievance is appropriate according to the affirmative action policies adopted by our Annual Conference. The statement will ask the local

church council to address the grievance. It is understood that the Review Board has no authority over a local church; its only role is to inform.

4. In cases regarding an Annual Conference action or policy, the Review Board may submit a petition to the next session of Annual Conference to request a change in said action or policy.

No action shall be taken which is contrary to disciplinary legislation or conference standing rules. The Review Board is not to duplicate or circumvent proper procedures already a part of our church life together.

EVALUATION

To assist the Annual Conference with implementing the Affirmative Action Program, the Commission on Diversity and Advocacy shall be responsible to receive, evaluate, and report to the Annual Conference the implementation of this Affirmative Action Program by the boards, agencies and administrative offices responsible for implementation of the program. In addition, the Commission may report the development and implementation of affirmative action programs of Conference-related institutions. In reporting to the Annual Conference, the Commission shall be responsible for fostering and affirming significant progress in diversity and inclusiveness.

The Commission may utilize the services of the General Commission on Religion and Race, the General Commission on the Status and Role of Women, or other consultant services to assist with providing technical assistance, evaluating the establishment of goals, and developing affirmative action efforts in the following areas:

A. GOVERNANCE

The Commission on Diversity and Advocacy shall receive from each board, council, or committee elected or named by the Annual Conference an annual report providing:

1. A list of the officers and/or executive committees to identify the makeup according to race or ethnicity, gender, age and disability.
2. A report of the total members of the committees, identifying the makeup according to the above categories.
3. The objectives and goals established by the committee designed to achieve inclusive representation of all persons.
4. A report of the attendance at each meeting of the committee during the past year, indicating attendance of all members. The time and location of each meeting shall also be indicated.
5. Other information related to ensuring participation of persons in the groups addressed by this program in the decision-making units of the Annual Conference.

B. EMPLOYMENT

1. A report shall be prepared by the Director of Administrative Services to provide standard Equal Employment Opportunity data on the total of all Annual Conference employees by job category, race or ethnicity, gender, age and disability. The report shall also provide an indication of

Affirmative Action Program goals established and results. A summary of new hires, transfers, promotions, and separations by the above shall be provided.

2. The establishment of goals for the coming year shall be provided and based on the current work force patterns and anticipated employment changes or opportunities.

C. BOARD OF ORDAINED MINISTRY

1. The Board of Ordained Ministry shall provide a written report on the number of persons who are in the process of securing ordination or license by the conference with the number of persons (and the percentage) who are members of groups addressed by this program. This shall indicate efforts or programs completed or planned to encourage and assist such persons to become candidates for ministry.
2. The Bishop and Cabinet shall provide a written report outlining the efforts and plans of the Cabinet to achieve open itineracy in the appointment of clergy including, but not exclusive to, appointments to the Cabinet. This report shall also address their concern for the development and support of clergy groups addressed by this program.

D. PROGRAMS OF THE ANNUAL CONFERENCE

The Commission on Diversity and Advocacy shall receive from each board, council, or committee an impact statement indicating how the programs planned or provided have assisted all persons, including historically excluded persons.

E. ADMINISTRATIVE PRACTICES

1. The Conference Office shall provide to the Commission on Diversity and Advocacy a list of all investments, indicating if each is placed with either a historically excluded vendor source or a company committed to the achievement of Equal Employment Opportunity.
2. The Conference Office shall identify goals established for the next year for percentage of investments with companies representing those groups addressed by this program.

CONCLUSION

Motivated by the Gospel and not by law, we seek to be in mission with Christ to bring all persons into a community where love and respect for one another is a way of living.

Called by the Holy Spirit to become new creatures in Christ, we affirm our belief in the inestimable worth of each individual. With this document, we renew our commitment to become faithful witnesses to the Gospel as we act affirmatively to foster and achieve equal opportunity and inclusiveness of persons systematically excluded for reasons of race or ethnicity, gender, age or disabilities in all governance, employment, administrative practices and programs of the Kansas East conference of The United Methodist Church.

We believe in the present and final triumph of God's Word in human affairs, and we seek to implement the commission we have been given to manifest the life of the Gospel in the church and in the world.

Reports from Boards and Agencies

Board of Church and Society

Kurt Cooper, Chairperson

Our Vision . . . Local congregations involved with and actively engaging issues of peace and justice in society.

Our Mission . . . To work toward God's kingdom by advocating for peace and justice in society.

The Kansas East Conference Board of Church and Society began its conference year by hosting its annual luncheon during the 2010 session of the Kansas East Annual Conference. The Rev. Don Bakely was the speaker for the event. Bakely was honored during the annual conference session for his work with persons living in poverty. The theme for the luncheon was built around the conference theme of "Eradicating Poverty."

During the 2010 Kansas East Conference Session a petition was passed tasking the Conference Board of Church and Society to draft and submit a letter to Senator Sam Brownback urging his support for increased funding for international family planning and maternal health. Sen. Brownback at the time served on the Senate Subcommittee on State, Foreign Operations, and Related Programs. A letter was drafted by the chair of the Conference Board of Church and Society and sent to Sen. Brownback on June 20, 2010. Sen. Brownback responded on July 16, 2010 outlining the budget for international family planning for fiscal year 2011 and stating "Rest assured I am deeply committed to women's health issues and that I will keep your thoughts foremost on my mind as the Senate debates this important issue in upcoming sessions."

In the fall of 2010 the Conference Board of Church and Society awarded two "Peace with Justice" grants. The first grant was to the Kansas City group "Wide is God's Welcome" to underwrite Linda Bales-Todd's travel expense to come to Kansas City to present a General Board of Church and Society educational program on Heterosexism and Homophobia. This event was designed as a follow up to legislation presented by the Kansas East Conference to the General Conference of 2008 (UM Book of Resolutions #2043 pp. 132,133).

The second "Peace with Justice" grant was to the Flint Hills district to purchase the film "Papers". The district plans to show the film within district and then to make the film available to other groups to use through the Kansas Area Resource Center. The board advocates for all Kansas East Conference Churches to participate in the Peace with Justice Offering which makes such grants possible. In addition, the board also advocates for local churches to participate in the Native American Sunday Offering and the Disability Awareness Offering.

In addition, to awarding grants, the board continues to relate to the Committee on Native American Ministries, Kansas Ecumenical Ministries, the Kansas Area Task Force on Poverty, the Conference Committee on Diversity and Advocacy, and the United Methodist Women Coordinator of Social Action. The board is also responsible for matters related to disability concerns, criminal justice, and Christian unity and interreligious concerns.

Individual clergy members of the board were encouraged to sign and support other church leaders to sign the faith leader letter from the Kansas Coalition for the Abolition of the Death Penalty. This letter will be delivered to Governor Brownback and other legislative leaders during the 2011 legislative session.

Much of our conversation as a board this year has focused on our task to interpret and educate local churches about the Social Principles of the United Methodist Church. During the 2011-2012 conference year the board hopes to increase its education, awareness and advocacy efforts related to the Social Principles of the United Methodist Church.

Our conference year will come to a close with our annual luncheon at the 2011 Kansas East Conference Annual Conference Session. This year the luncheon will be co-sponsored with the Committee on Diversity and Advocacy. The theme for the luncheon will be "Making Disciples in Cross Cultural Appointments". The luncheon will feature a speaker from the General Commission on Race and Religion.

Board of Discipleship

Gary Robbins, Chairperson

The Board has been blessed during the past year with excellent leadership from Rev. Gary Beach and Becky Stebbins. We have focused on how to foster and promote a holistic approach to the development of Christian disciples. Our areas of responsibility include ministries such as Christian education, camping ministries, evangelism, stewardship, lay development, spiritual formation, leadership education, campus ministries, UMM, UMW and other small group ministries. The Board will continue to coordinate and foster the calendaring of the numerous events planned throughout the year to avoid duplicates and promote the sharing of resources. Often, church leaders are not aware of existing resources available through the conference office and ongoing programming. We are looking to share best practices and idea exchanges to learn from each other and improve our ministries.

This year we have concentrated on stewardship and actively supported "Creating a Culture of Generosity" events featuring Dr. Clif Christopher on August 14, 2010, and April 2, 2011. These were excellent sessions that are already helping churches improve their stewardship and seeing their giving increase. Special thanks to Kay Inman for coordinating these events and the other board members who assisted with these events.

The Board recognizes the need to increase support for our campus ministries along with the need to improve coordination and provide additional opportunities for our youth groups to have events in conjunction with our campus ministries. We are discussing ways for youth to be more involved in Lay Speaker training. We need to make new efforts to increase support for our campus ministers and their programming which are essential to identifying future church leaders and those called to the ministry. We are also looking for ways to revitalize and assist our District teams with their programming. We commend the Topeka District for continuing their Hands on Topeka program on May 1, 2011, that allows participating UMCs to clean up the city parks and take our ministry from the church into the community. It generated positive publicity and exposure with local residents coming out of their homes to help and say thanks.

Board of Global Ministries

Rev. Claudia Bakely, Chairperson

The Board of Global Ministries is the committee of the Conference that is concerned with local, regional, national and worldwide outreach ministries. We are the Conference connection to the General Board of Global Ministries and as such have concerns for our missionaries and their ministries, for disaster response, and for encouraging and teaching our local churches to know about

and support mission projects all over the world. This year the subgroup “Haiti Task Force” has worked with the covenant made at last years’ Annual Conference with the Haitian Methodist Church. A number of VIM teams have gone to do post-earthquake rebuilding work, including several from COR. We are currently working on the 2012 Global Missions Experience to focus on our work in Haiti and how local churches can connect with our covenant. We continue to utilize the generous funds given to the Bishop’s Round-Up for Hunger to support those projects and to grant funds for local projects to alleviate hunger; and we also have put our endowed funds, Hahn, Hockens, and Wulfschuhle-Gingerich, to good use for grant requests. We are blessed to be associated with the work of the Area Disaster Response Committee and Kansas East Volunteers in Mission. Joe and Shirley Edgerton continue to make intermittent trips for work on La Gonave in Haiti, and we also continue to be concerned with GYTTE and Good Samaritan Clinic in Mexico. Our semi-annual Starthrower askings went this year to a fund dedicated to the building of a parsonage on La Gonave and domestically to Red Bird Mission in Kentucky. We believe that people and churches that are spiritually alive and growing are ones that are sent out as disciples to do the work of healing and justice to which God in Christ calls us.

Secretary of Global Ministries

Camille Sutton

General Advance Report - As of September, 2010, our Kansas East Conference total donations to the General Board of Global Ministries amounted to \$554,688.22. Amount given for the Advance was \$363,580.26. This was up from \$108,843.01 in 2009. Good job! Judy Atwood (retired CSGM) challenged us last year to give \$7.00 per capita to the Advance and we gave \$10.39! Thanks for meeting her challenge! The Advance is our United Methodist way to give and know that every dollar will be going to the intended project.

You sent me to New York City for training, which was a great blessing for me since this is my first year as your Conference Secretary of Global Ministries. The new General Secretary of GBGM, Thomas Kemper spoke to us at length. The new vision at GBGM calls for there to be more missionaries in the future because “mission wants a face.” GBGM wants help in linking closely with churches using a Wesley approach of being with people. The staff reductions in New York will continue and the focus is to be present regionally around the world. After all, GBGM is a global agency for a global church. Budget cuts will continue reaching 16% by 2030.

Seventeen new missionaries were commissioned for United Methodist service around the world on October 12, 2010, including five international missionaries, three US-based Church and Community Workers (they hope to add 50 new CCW’s in the future), one pastor serving through a Hispanic/Latino Ministries Plan in the US, and eight young adults, US-2s, for short-term assignments in the US.

As you know, we at Kansas East have a Covenant Relationship with Haiti. Melissa Crutchfield, Assistant General Secretary of the United Methodist Committee on Relief (UMCOR) believes that Haiti is one of the most complex and challenging emergencies due not only to the devastation and impact of the earthquake; but also involves personnel recruitment, land tenure and coordination. These issues have not gone away even though it has been a year since the earthquake. Progress is being made though, in education, health, rebuilding schools and repair of infrastructure. Programs in microenterprise and training for the empowerment of women are underway.

Thanks for all you do in prayer and action to further the work of our Lord and Savior around the world. God bless you all.

Conference Advance Specials Report (see Items for Conference Action Section E)

Board of Pensions and Health Benefits

Tammy Shepherd, Chairperson

Board Governance

Members of the Board of Pension and Health Benefits elected the following officers for 2010-11:

Tammy Shepherd, chair; Dotson Bradbury, vice-chair; and Patricia Caruthers, secretary.

The Board consists of seven laity and two retired clergy members and two active clergy members.

Ex-officio members include the Conference Treasurer, the Conference Benefits Officer, Carol Fusaro, CFA Representative, Richard Fitzgerald, and Cabinet Rep, Rev. Evelyn Fisher.

The Board has an Investment Committee for the purpose of advising the Board regarding the investment of funds in the Conference's Discretionary Fund Account.

It remains the desire of the Board to continue using the resources of the General Board's Investment Committee for the investment of our discretionary account and it is our opinion that the Multiple Asset Fund offered the greatest potential for conservation of principle and reasonable growth within the guidelines of our investment policy statement.

Health Insurance

We are currently in our third year of the Humana health insurance plan for both active members and retirees. This plan features a pre-tax Health Savings Account with a high-deductible to encourage consumers to shop around and use their benefit dollars more carefully. Using reserve funds, the Board has funded \$600 into each participant's Health Savings Account in January of each year so that participants would have some funds available immediately. Another \$600 is funded throughout the year by local church direct-bill premiums.

Although premiums increased about 14% in 2011, the Board also used reserve funds to absorb most of the premium increase that occurred. Local churches had just a \$50 per month increase per full-time clergy in health insurance premiums in 2011 and no increase in 2010.

As in the past, to encourage clergy participation in a "wellness program", each full-time clergy, upon showing evidence of an annual physical examination by a doctor, will receive one month's waiver of his/her clergy contribution. The cost of this benefit is borne by the Conference Board of Pension and Health Benefits. It is also suggested that each clergy person remember take his/her recommended vacation time to encourage wholeness of the body, spirit and mind.

For 2012 health insurance, we are seeking bids from several health insurance companies, and we have engaged a broker consultant to assist in negotiating the premiums.

Life Insurance

We are very pleased that we were able to offer affordable voluntary life insurance starting in 2011. This benefit is available to any clergy or lay staff member who works at least 30 hours per week. 65 people have elected this benefit for 2011.

Retirement Benefits

Prior to 2008, the Conference had enjoyed an over-funded position in the Pre-82 Pension Plan, and those additional funds were used to reduce the overall cost of pension benefits to local churches in 2008. However, the 2008 economic down-turn significantly eroded the over-funded position in the Pre-82 pension plan, so no excess funds were available to fund the 2009 or 2010 retirement contributions. The retirement funding in excess of those paid by the local churches in this Conference were made from Board reserve funds in both years.

Currently, the Pre-82 fund balance had improved some. Therefore, the Board is recommending that the Pre-82 excess be used to fund the 2011 retirement contributions in excess of those paid by the local churches in this Conference as long as the Pre-82 fund funding is not reduced below 120%. The Board recommends for 2012 that the percentage of compensation billed to local churches be unchanged from 2010. The 2012 retirement contributions in excess of those paid by local churches will be funded first from the Pre-82 fund, and then out of the Board's General Reserve Fund if needed.

	<u>2011</u>	<u>2012</u>
CPP death & disability	3%	3%
CRSP defined contributions	3%	3%
CRSP defined benefit	6%	6%
Total	12%	12%

The General Board of Pensions has given conferences a 3 year "holiday" on CPP premiums that began in 2011 which should save our Conference approximately \$300,000 per year.

The Board has agreed to fund the pension, death and disability premiums of Conference employees in 2012 which is expected to be around \$170,000.

Other Board Activities

The Board sponsored one clergy seminar, providing up-to-date information in regards to pension benefits, social security benefits, financial planning, health and wellness. These educational opportunities have been well attended and appreciated.

The Board sold one of the Oil & Gas mineral rights in Dewey County, Oklahoma early in 2010 as the oil production had declined. Funds were invested in the Oil & Gas reserve fund.

The Board received and approved one request for assistance through March. The Board maintains written guidelines for emergency grants:

1. The Board will receive requests from active and retired clergy, surviving spouses, and local clergy.

2. An individual may receive one grant in any given year.
3. A grant will not be approved if a previous grant has been given for the same emergency.
4. Requests for grants need to be verified by the individual's District Superintendent.
5. Grants are limited to a maximum of \$3,000 per year.
6. Each grant will be reviewed on an individual basis and will be based on merit and need.

The Board received three Farmer Fund Grant requests through March, which were approved for benefits. The Board received one request for incapacity leave through March which is pending approval.

Board of Trustees

Linda Stokes, Chairperson

The major responsibilities of the Board of Trustees fall into two categories: conference owned property and the property and liability insurance program.

Most of the work on conference owned property this year was general repair and maintenance. It was decided that a member of the Board of Trustees, the District Superintendent and a member of the District Committee on Superintendency should do an annual inspection of the district parsonages. The District Board of Church Location and Building will no longer have any responsibility for the district parsonages and a Trustee will no longer serve on those boards.

The auto fleet policy was reevaluated this year. The decision was to only provide cars for those conference employees who drive more than 16,000 miles per year. Cars will be transferred from lower mileage staff to higher mileage staff as vehicles are aged out of the fleet at approximately 125,000 miles.

The Conference has contracted with Haren-Laughlin for a disaster plan for the conference office and Camp Chippewa. We encourage local churches to do the same. There is no charge and it is very beneficial to have a plan in place when disaster strikes.

Two churches were closed at Annual Conference last year: Vermillion and Melrose. Per the Book of Discipline, both of these properties reverted to the Board of Trustees. The Vermillion property was then transferred to the Vermillion Christian Church which continues to minister to the community. The Melrose property is listed with a realtor and has an offer pending as of the writing of this report. We also discovered that the Wesley Chapel property near Mound City apparently had transferred back to the Board of Trustees several years ago. We are searching for the best way to dispose of this property.

Over \$300,000 is in a fund from the sale of property in urban areas which must be used in urban areas per the Book of Discipline. A task force was formed by the Leadership Team to define urban ministries and they have requested that the Leadership Team develop an Urban Ministries Strategic Plan before any grants are issued out of these funds.

For 2011, the cost of foreign travel insurance has been included in the total premium and allocated to churches with the other premiums. Kay Inman in the conference office still needs to be notified of all trips, whether domestic or foreign.

The Trustees have purchased cyber liability insurance which will cover the www.kansaseast.org website. We are working with the Communications Commission and other conference and district boards and agencies to get all websites under this url or get the insurance company to cover additional websites.

The federal government is remapping flood zones. Some churches that have not previously been in a high hazard flood zone may now be in one. If a church receives a notice stating that they are now in a high hazard flood zone, it is imperative that they contact our insurance agent immediately.

Our insurance agent, Sue Courtney of Schifman, Remley & Associates, continues to do a great job of negotiating the best rates for us and assisting us in minimizing our risks. For 2011, many churches saw a decrease in insurance rates. The only ones with significant increases were those with day care centers.

Remember to report any claims and potential claims to the insurance company immediately. For certain events, including carnivals and any use of mechanical rides or inflatables, the insurance company must be notified in advance of the event. There is lots of information on the conference website regarding insurance and how to prevent losses.

In November, the Trustees lost a faithful servant with the death of Tom Hilliard. We all miss Tom and our prayers go out to his family.

Camping Ministry Area Team

Rev. Paul Wolf, Chairperson

Some strategic change occurred at Camp Chippewa this year: in step with Chippewa's long range plan, the Conference Personnel Team made the decision to hire a full-time, residential director, and though prayerfully and carefully discerned, this change was not without pain--it required a staff restructuring in order to fund the position. Some folks who've served at Chippewa will no longer be on staff.

Rev. Howard Sudduth, has served as Director of Camping Ministries on a half-time basis for five years, remarkably doing so while commuting from his home in Topeka and continuing to serve two churches in that district. His service was sacrificial, Spirit-guided, prayerful, patient, gracious and loving. Please join us in thanking Howard for his ministry at Chippewa.

Clancy and Becky Moore have served at Camp Chippewa for sixteen years, most recently as Site Director and Head Wrangler/Office Manager respectively. They've worked long hours and impacted the lives of many campers and staff members during their time. Becky's work with our horse camps and Clancy's oversight of our 'Bridges to the Future' projects are noteworthy accomplishments. We thank them for their service and wish them God's blessings for the future.

With the long range vision of Camp Chippewa's missional impact, program vitality, financial health, and growth potential in view, the Personnel Team conducted a nationwide search for an experienced, well qualified, strongly credentialed camp director, evidencing a call and a commitment to Christian Outdoor Camping and Retreat Ministries.

More than thirty applicants responded. Five were interviewed. Of these five, three stood out--any of whom would be excellent directors. At the point of decision, an important question was asked, "Which of these candidates is the person Camp Chippewa needs now?" We prayed. We marked our ballots. The vote was unanimous--Jessica Thompson.

Jessica most recently served as Executive Camp Director of Owaissi Anglican Camp in Kelowna, British Columbia, Canada. She is, however, a native Kansan, who holds a B.A. in Youth and Camping Ministry and Theology from Barclay College in Haviland, Kansas. She brings a wealth of experience, a heart for Christ, and a passion for camping and retreat ministries. Please welcome her warmly to the Kansas East Conference and keep her in your prayers during this critical year of transition.

Last year the Conference heard dynamic testimony from a young adult, James Rickner, whose life and faith has been deeply shaped by his years of camping, counseling, and working at Camp Chippewa. This year, James Rickner will be in charge of caring for the grounds and the horses at the camp.

Doris Dehn, head cook and housekeeper for many years, will continue to serve us at Chippewa, and Liz Weber will stay on in the office as camp registrar.

We on the camping team continue to thank you for your prayers, your campers, your volunteer work teams and counselors, and your ongoing commitment to serving Christ through our camping and retreat ministries at Chippewa. We also thank you for faithfully continuing to pay your 'Bridges to the Future' commitments--the facility upgrades and improvements made possible by 'Bridges' funds are wonderful, much needed, and long overdue! Thank you and God bless you.

Campus Ministries (see area campus ministries report in Section D)

Baker University The Rev. Dr. Ira L. DeSpain, Minister to the University Through the generosity of Dr. Ralph and Edith Tanner, who provided a challenge matching gift, we have installed internet and electronic media equipment in the sanctuary of Osborne Memorial Chapel. The funds were matched by clergy alums, and the technology is now an integral part of our Thursday chapel worship services.

The Annunciation Roman Catholic Church has been given permission to conduct Catholic Mass in Osborne Chapel on Tuesdays at 11:15 a.m. Religious groups and leaders from outside campus are welcome into ministry on campus, provided they register with the University Minister and meet with him twice a semester for support and inquiry.

The most recent data indicates that there are 30 religious affiliations represented in the Baldwin City campus. The largest representation is Roman Catholic, followed by United Methodists. A change this year is the presence of 4 Muslims. The University Minister's goal is to provide opportunity for all students to exercise their religious practice.

The University Minister's office partnered with the Student Activity Council this year in a fund raising effort for the Nothing But Nets campaign to help eradicate malaria from the African continent.

A graduation day worship service was held December 19, 2010 in Osborne Memorial Chapel.

The University's annual Martin Luther King Celebration was held Thursday, January 27, 2011 in Osborne Chapel. Civil Rights attorney, Melvin Jenkins, grandfather of a current baker student, was the guest speaker.

Senior High Institute, a summer camp of the Kansas East Conference, will be meeting for the 100th consecutive year at Baker University in June, 2011. There will be many opportunities to celebrate that long relationship next year.

The University launched a new minor in Church this past year. The University Minister taught the introductory class of the minor, "Foundations of Church Leadership."

The University Minister worked with a graduating senior on an independent study of the relationship to music and worship in the student's religious tradition. This allowed the student to earn a religion minor and will fit nicely with her majors of music and business. In response to requests from students, the University minister is delivering a series of messages in chapel this semester on issues related to relationships and sexuality.

Eight students participated in an alternative spring break service trip to Gulf State Park, Alabama

The Rev. Dr. Richard Ward, the Fred B Craddock Associate Professor of Homiletics and Worship, Phillips Theological Seminary, was the baccalaureate service preacher on graduation day, May 22.

Emporia State University

Kurt Cooper, Campus Minister

Our Vision . . . to be a in ministry with the university community.

Our Mission . . . to engage the university community with the Good News of Jesus Christ

The 2010-2011 school year has been an exciting time of ministry at United Methodist Campus Ministry at Emporia State University. Our ministry continues to focus on worship, fellowship, study, service, leadership, and residence life. Each of these areas is a unique ministry with students.

Worship: Almost every Thursday night students gather for "relevant" in the chapel at Emporia First United Methodist Church. "relevant" is a student centered worship gathering

where students are encouraged to not only be present, but to take on an active role in worship leadership. "relevant" continues to be one of the most exciting and growing aspects of campus ministry at ESU.

Fellowship: Each Monday night students gather for our weekly Monday night fellowship meal. Each week the meal is provided by a local United Methodist ministry. This is a great time for students to share in a meal, voice joys and concerns, and celebrate being in Christian community.

Study: Each week students have the opportunity to participate in Bible study or topical studies related to the Christian faith. This past year students have had opportunities to study Gabe Lyon's "The Next Christians," discuss NOOMA and Basic dvds, and follow the Lenten "Fearless" curriculum. In addition, three ESU students participated in the CCYM Youth and Young Adult Holy Land Study Tour.

Service: Each semester service opportunities are offered to students. This past year students have been in service at the Abundant Harvest Food Kitchen and help sponsor the Nothing but Nets program.

Leadership: Over the past school year four students have served as Student Associates at the UMCM center. These students assist with weekly ministry tasks and meet every other week with the campus minister to discuss responsibilities. In May of 2010 two ESU students traveled to United Methodist Student Forum. In February of 2010 three ESU students traveled to the Jurisdictional retreat at the Crosspoint Camp in Oklahoma.

Resident Life: The UMCM center at ESU is a residential center. This past year four students have called the UMCM center their home. Students meet once a month with the campus minister for a house meeting. The resident life program is designed so that students can continue to shape their faith during college by choosing to live in Christ centered community.

Continued thanks is given to all those who have supported the Bridges to the Future capital campaign for Kansas United Methodists. UMCM at ESU continues to reap the benefits of this wonderful campaign!

K-State Wesley

Rev. Mike Toluba, Campus Minister

God is doing amazing things through K-State Wesley! God is leading new young adults to connect with Wesley on a weekly basis. God has empowered a very devoted student leadership team. All major renovations with the exception of the main kitchen at our campus ministry center have been completed. We believe our United Methodist campus ministry at Kansas State University is poised for making a huge impact for God's kingdom on campus and around our community right now and for years to come.

Our campus ministry revolves around the commitments of community, worship, and discipleship. Community happens at K-State Wesley through our Sunday night meal, small groups, social gatherings, and simply being together on campus, at Wesley, and around Manhattan. Worship at Wesley happens weekly on Tuesday and Sunday nights. During the Fall 2010 semester, 127 different students/ young adults attended at least one worship gathering and our weekly average was 67 people. Discipleship happens at Wesley through our small groups, teaching in worship, mission experiences, and service in our community. We believe Jesus is calling K-State Wesley to be people who are devoted to studying scripture, praying together, living in community, serving the world, and sharing the Gospel with people.

One area of ministry that has been a higher priority this year has been connecting with local UM churches throughout Kansas. We have had the opportunity to go to local churches and tell the story of K-State Wesley and share our plans as our ministry expands. I have been engaged in preaching in Sunday Worship and sharing Mission Moments during worship. We are inviting local churches, church groups, families, and individual to sponsor renovated rooms in our residence hall starting at the \$5,000. So far fifteen (15) of the total thirty-one (31) rooms have been sponsored.

We had a very exciting Spring Break Mission Trip to Mountain T.O.P. in March of 2011. The Tennessee Outreach Project is an interdenominational, non-profit Christian Mission affiliated with the United Methodist Church dedicated to rural life ministry in the Cumberland Mountains of Tennessee. Our mission experience has sparked students to be more committed to serving others. Furthermore, we hope students will continue serve our ongoing support of the Ogden Friendship House, Blood-Water Mission, and World Vision. Plans have begun for our Spring Break Mission Trip in 2012 to an international location.

Thank you for your continued love and support of K-State Wesley. We appreciate your prayers, presence, gifts, service, and witness so very much. My prayer is that God will use our campus ministry for His kingdom in mighty ways at Kansas State University, in our community, throughout Kansas, and around the world!

Pittsburg State Campus Ministry

Linda Stotler, Campus Minister

Activities this past year have been many. We have enjoyed Bible studies, worship and our fun times of sharing meals together, game nights and service projects. Each week we have planned a worship service for Tuesday evening, and students are encouraged to attend local churches on Sunday. The Korean's meet every Friday evening to hold a Bible study and a fellowship time. They have also meet several times for weeks at a time for a prayer time. This year they started a Korean worship service which is held at First United Methodist Church on Sunday evenings.

There have been several short Bible Studies during this past year. We continue to have our Wednesday lunch, which is brought in by churches from our district, and a table devotion is shared each Wednesday.

We have worked with other campus ministries this year and with the international office to provide the international gathering once a month and other events for international students.

A big thank you goes to all who help support this ministry, because without each and everyone giving of time, talent, and money the activities that happen would not take place. We never know whose life we may touch.

The campus ministry is committed to living out its' mission statement to enable student to explore their faith in God and in the gospel of Jesus Christ through worship, study, fellowship, and service.

We are excited to welcome Rev. Josh Gooding and family as the new campus minister in July and to continue to live out our mission statement.

Washburn University

Eduardo Bousson, Campus Minister

This year has been one of growth. We have lived in our new remodeled house with our sand volleyball court and great outdoor space. We hold worship in our living room, Bible studies in our TV room, and fellowship dinners all over the house. We have grown to love and use our new space.

We have also grown in our discipleship. In the Fall semester we studied "When Christians Get it Wrong" and "Sex God." In the Spring we studied "Invitation to the New Testament" and "The Christian Atheist." Through our study we wrestled with questions people ask today and were motivated to increase our discipleship.

We also continued very successfully our peer to peer ministry called "Companions." This ministry gives students the opportunity to meet with another student for one hour a week for prayer, study, and fellowship. Through this ministry, students learn to pray for one another, speak about their faith publicly, and take leadership in discipling a friend.

We continue to worship on Thursday nights. We have a mix of ancient-future worship with very traditional elements coupled with contemporary music and media. Every week we serve communion as a reminder of different things, always reminding us of the grace of God in our lives. After worship we have a time of fellowship where we play games, talk, and de-stress from the week.

On Sunday nights, the churches from the Topeka area help us in a Sunday night dinner where we offer a simple, home-cooked meal for the participant students. This night has become quite popular even among some unchurched students who join us just for that time of fellowship.

Perhaps the biggest event we had this year was our mission trip to Shiprock, NM to the Navajo Reservation. It was an eye-opening experience for all of us as we were submerged in a new culture with struggles we did not fully realize. We heard from different generations of Navajos; from one of the 13 surviving code talkers from WWII, to a college student who is committing to work as a community organizer for the renewal of his people. We left Shiprock with the commitment of going back and helping them support their effort while we were away. We are planning on doing several drives to send them needed items as well as inviting the code talker to speak to the Washburn community.

We are also involved in missions in Topeka as we are one of the community partners for "Hands on Topeka," a ministry of the Topeka district, cleaning the parks of the city. We are also looking to establish a partnership with other nonprofits that help the homeless and transient population. We hope to see more involvement in this area next semester.

We are not looking to be a "church" for our college students. Our goal is to provide them with experiences that will enable them to grow in their discipleship and that will equip them to be ready to serve at any local church they join after their career at Washburn. One of these students is graduating this May and will go to seminary to become a pastor. Another one will pursue a career in law. A third one will seek to manage a nonprofit. My prayer is that the difference they make in the world is fueled by a passion for Christ and his people that was kindled in their time with Ichtus.

I am grateful for the support that the United Methodist churches in Kansas have given us through their gifts; in the shape of apportionments and pledges to Bridges to the Future, presence, prayers, and witness. I believe that together we are shaping the Church that will continue to love the world for Christ.

University of Kansas - WesleyKU

Becky Johnson, Campus Minister

Commission on Diversity and Advocacy

Lois Johnson, Chairperson

The Commission is a merger of The Commission on Religion and Race, The Commission on the Status and Role of Women and The Affirmative Action Committee

The Commission on Diversity and Advocacy is about connecting and empowering all of God's children in living out the Gospel's call to truly become the body of Christ that we may authentically invite, nurture, equip, and send forth disciples of Jesus Christ. In living out the Kansas East Conference vision of equipping people and churches to be spiritually alive and growing and to live into the gospel call of loving others as Christ loved us the commission's work this year included the following:

Removing Barriers of Race, Gender and Culture -- a workshop for churches and Pastors in Cross-Racial-Cross-Cultural appointments as well as for all lay and clergy interested in developing a greater awareness and sensitivity was presented August 8, 2010 at First UMC, Ottawa. Lay and clergy had the opportunity to meet together as well as in small groups to discuss things they could do to promote awareness and growth toward living as the body of Christ into communities of mutual blessing.

The Vital Ministry of Monitoring for inclusiveness and full participation of women and ethnic persons is conducted each year at the annual conference session. In 2010 results were announced each morning to promote awareness of the diversity reflected in all aspects of the conference session.

A Diversity Awareness Training was presented to the KEC Board of Ordained Ministry as part of the commission's directives to work with BOOM toward greater diversity in recruitment and inclusivity of candidates and members of the board.

A Rural-Urban Dialogue event was held at Lowman UMC in 2010, in response to concerns expressed in the previous Rural-Urban issues survey at annual conference. The workshop centered on concerns and ideas affecting urban and rural ministries and ways to work together and support one another.

Calling Forth Right Relationships, the South Central Jurisdictional Commission on Religion and Race event in Little Rock, Arkansas was held in September. Representatives from the KEC Commission attended and were part of the planning team for the event.

The Affirmative Action Policy of the KEC was revised and updated so that the commission will be able to better assist agencies, committees, churches and conference leadership to live into this call.

District and local church Committees on Religion and Race and Committees on the Status and Role of Women are encouraged to increase awareness of the existence and manifestations of racism and gender bias, and to work toward inclusion and full participation of women and ethnic persons in areas of leadership within the church.

Reflecting on the data as it reflects on Annual Conference:

As the church of *Open Hearts, Open Minds, Open Doors*, we hope our efforts to gather and document information relating to our diversity during Annual Conference will further encourage efforts to continue to be an intentionally inclusive and welcoming community.

Each year, the Commission on Diversity and Advocacy works to gather data with regard to age, ethnicity, gender, language, imagery and conference connection during Annual Conference. This takes place during the business, worship and plenary sessions of the conference, by means of observation and/or participant self-declaration. In addition, the imagery and language of the video presentations are also observed for inclusivity.

The data from our 2010 Annual Conference is listed below. Significant differences that were observed from 2009 to 2010 include a decrease in female presenters, but an increase in ethnic group participation including African- American, Hispanic and Korean during the business sessions. This participation, however, decreased by 10% during the worship sessions. We hope you find these numbers interesting and helpful as you plan for our 2011 gathering. See you there!

Worship sessions

Leaders	
Male	56%
White	87%
Clergy	95%

Age 30 and up	81%
Presenters	
Female	60%
White	80%
Clergy	100%
Age 30 and up	100%
Participants	
Female	62%
Laity	92%
White	80%
Age 30 and up	57%

Business and Plenary Sessions

Presiding Officers	
Male	92%
White	77%
Age 30 and up	92%
Presenters-Female	
White	
Clergy	56%
Age 30 and up	76%
Presenters-Male	
White	66%
Clergy	57%
Age 30 and up	87%

Speaking from Floor

Female	49%
Clergy	57%
Age 30 and up	72%
White	76%
Male	51%
Clergy	72%
Age 30 and up	75%
White	87%

Commission for New Church Development

Fritz Clark, Chairperson

Jesus challenges us to share the love of God with all persons everywhere and to thus build up the Body of Christ we know as the church. *“Therefore go and make disciples of all nations...”* (Matthew 28:19a, NIV). Our goal is that every church in the Kansas East Conference be engaged in supporting new churches, both through prayer and resourcing.

The mission of CNCD is to establish new United Methodist Churches by:

- 1, Utilizing the best available demographics and discernment to select new church locations

2. Identifying, assessing and training potential new church start pastors
3. Identifying and training potential parenting churches
4. Identifying and training potential multi-site churches

Strong leadership and leadership development are critical aspects of starting new churches. The process begins by inviting potential new church pastors to test their call and competencies by attending a New Church Leadership Institute, the annual School of Congregational Development and Jurisdictional Boot Camp. This process takes about eighteen months. During this time the assessment continues under the guidance of the Area Superintendent for New Church Development and the Area Appointive Cabinet.

We celebrate these new church projects, which have been started in the past two years.

LifeBridge, in west Shawnee, worships at a Seventh Day Advent Church building on Monticello Road. LifeBridge launched on October 4, 2009, and now consistently averages over 135 in Sunday worship, and is welcoming new people weekly. Mitch Reece is the church planter. The population of northwest Johnson County is projected to grow by nearly 60,000 people in the next fifteen years.

Mision Restauracion church planter Cruz Guerra is putting together a comprehensive ministry of spiritual and social outreach at Metropolitan Avenue in the Argentine district of Kansas City, Kansas. Currently building small groups that will form the nucleus of the new Spanish-speaking congregation, Pastor Cruz is making plans to begin every Sunday worship in late 2011.

Living Water is being planted at 115th and Leavenworth Road in western Wyandotte County. Over 6,000 new jobs are slated for the area near the Kansas Speedway and the Legends Shopping Center, at I-435 and I-70. The church is located less than 2 miles from the Legends, in the heart of fast-growing residential developments. Mic McGuire is the church planter. Living Water started every Sunday worship in December, 2009, and now averages 115 people in worship.

About six years ago, FirstLight was launched in Gardner. Today, the congregation averages about 200 in worship. FirstLight chartered as a United Methodist Church in September, 2010. The Commission on New Church Development is holding 22 acres of property for FirstLight in northwest Gardner, where houses, schools, and recreational facilities are being built. Planted by Steven Blair, FirstLight is now being led by its second pastor, Brad Wheeler.

Connections, planted in Manhattan by Larry Barbary, has become a ministry of College Avenue United Methodist Church, which provides the Connections congregation an alternative worship experience on Sunday evenings.

In 2009, Holton Evangel UMC began an outreach ministry to the Spanish-speaking people in Jackson, Brown, and Nemaha counties. Housed in the former Presbyterian Church building, the Latino Community Center of Holton provides space for family and community gatherings and outreach programs, such as ESL and other classes. In 2010, Evangel added Leonardo Rivera, a Spanish-speaking Associate Pastor to its staff. Pastor Rivera was called to active duty in the US Army in May, 2011. Conversations are underway to bring a new Associate to continue this ministry.

The Kansas East and Missouri Annual Conferences support the efforts of the Oklahoma Indian Missionary Conference to plant a new congregation at the Native American Community Center in Kansas City, Missouri. Supplied by lay pastors, the new church is a part of a larger OIMC parish that includes churches in Lawrence, Horton, and north Topeka. Julienne Judd serves as the supervising elder for the four churches.

The West Campus of the UM Church of the Resurrection now averages over 550 in worship. Also, Resurrection Downtown has been worshipping at Grand Avenue Temple, in the heart of Kansas City, Missouri. The KCMO location is a cooperative effort of the Kansas East and Missouri Annual Conferences.

It is exciting for all of us to be a part of what is happening around new church development in the Kansas East Conference. Your support and your local church's support through the Bridges to the Future Capital Campaign are vital elements in reaching new persons for Christ.

Committee on Hispanic Ministries (HOLA)

Rev. Javier Rios, Chairperson

St. Mark's, Overland Park

Pastor Cruz Guerra

This group has suffered a long series of setbacks and leadership changes that have delayed its growth, but thank God it seems that this story belongs to the past. Since Pastor Cruz Guerra took over the leadership of the Hispanic Ministry of San. Marcos on July 16, 2009 we have seen how this group of brothers and sisters has grown in spirituality and also in its vision regarding its mission and purpose. They have embraced the vision and commitment to make a difference in their communities, preaching the gospel message of Jesus Christ.

The pastor Guerra has been dedicated to the congregation with great enthusiasm. He has worked on developing leadership within the group, and we are happy to share that we have the first-born and trained lay leader in that congregation, which has initiated the candidacy process. As you can see the first fruits have begun to sprout. The coverage and support that the Rev. Larry Keller and the Church of St. Mark have provided to this ministry have been crucial. Attendance at Sunday worship services has increased from 50 to 75 people. Sunday school, prayer services, and Bible studies have been instrumental in the spiritual development of this mission.

Grace Church Center, Olathe

Pastor Sylvia Romero

The ministry of Center of Grace is probably the Second Conference Hispanic Ministry in size and importance. Under the leadership of Pastor Sylvia Romero the group has grown not only in number and activities, but it also has determined to work on developing a more aggressive outreach mission in their community. Although some families have moved out due to the economic problems there have also been other new families arriving at the church. The group has increased its attendance at Sunday worship services to 50. Center of Grace offers activities like Sunday school class for new members during the Lenten season and sports activities for youth in the community. With attendance of up to 70 young people within this group the church has already begun a discipleship study involving approximately 15 youth.

Center of Grace has strong leadership in the person of Pastor Sylvia and the groups of people working around her and with her. They have understood the call to which they were called. They are committed to achieving and sustaining growth of at least 50% over the next two years.

Mission La Esperanza, Emporia

Pastor Hector Sanchez

Mission La Esperanza (Mission of Hope) is linked to the Emporia schools system to support the educational needs of children of migrant families. The Mission received a scholarship to teach migrant parents computer skills for monitoring their children's grades, and the Mission now offers computer classes. Other programs offered at La Esperanza are the Sunday morning worship service, Sunday school classes, youth group on Sunday evening, Wednesday Bible Study, Thursday evening prayer vigil, interpretation services, and weekly Spanish classes in addition to the guitar course.

They began to consider expanding facilities to accommodate growth and provide a wider range of activities. In 2010, the Mission of Hope experienced a major setback with the massive loss of jobs arising in the Tyson meatpacking plant, as the majority of those who were laid off were members of the Mission and had to move out of town in search of jobs. Thankfully, though, in the last few months they have seen new growth with the arrival of new families in the church. The leadership of Hector and his family has been strengthened, and they have taken up the challenge to grow and multiply.

Amistad Y Fe, Topeka

Rev. Javier Rios

2010 has been a particularly difficult year in Amistad y Fe. Some of our families have moved because of economic difficulties, and others have been deported to Mexico. For these reasons our ministry has suffered significant losses, reducing attendance at our Sunday services to around 8 people. With such few numbers it feels as though we are starting over again. We are currently working with a home Bible study group and a youth group that meets at the parsonage every Tuesday. We ask God to give us new courage and strength to keep working and pursuing our goals.

On the other hand the community outreach ministry of Amistad y Fe (Fellowship & Faith Ministry, Inc.) has continued to grow with several important activities, such as the food pantry, which served 138 families (506 persons) last month, March 2011. The Christmas distribution in 2010 adopted 300 people. At the annual Back to School Party in August 400 packages of school supplies were distributed. Also, there are two the English as a Second Language (ESL) classes that run from August to June. We also have been working in coordination with the Mexican Consulate's Office out of Kansas City, Missouri with activities such as the annual bilingual health fair and the Consulate on Wheels. The Consulate on Wheels is an event we host multiple times throughout the year in our building where staff from the Mexican Consulate's Office provides Consulate IDs (Mexican picture I.D.) and passports to those who have made appointments. This is a program that has had a great impact in our community and in surrounding areas. Families have traveled from as far away as Manhattan and Hays to benefit from this program. We also have a mentoring program to support children of migrant families on Tuesday evenings during the school year. This program works in partnership with the 501 School District.

Mission Restoration, Argentine

Pastor Juan Tristan &

New Life Mission, Holton

Rev. Leonardo Rivera.

The Ministries of Mission Restoration in Argentine and New Life Mission in Holton, Kansas have undergone changes and delays in the plans we had designed for them. For health reasons the pastor Juan Tristan resigned, and Pastor Cruz Guerra took his place at Mission Restoration, which caused a delay in the development of the Hispanic ministry in that area. Due to other duties Pastor Cruz is unable to attend the small groups, which would be desirable for achieving the goals established for this ministry last year.

The pastor of New Life Mission in Holton, Rev. Leonardo Rivera, was required by the federal government to be deployed to serve as a chaplain to troops somewhere in the Middle East. So we have seen the need to make changes here and to search for other options to help this Hispanic project move forward.

Hispanic Ministry of the Conference

One of the most important achievements we have accomplished as ministry of the Conference is the appointment of a part-time Hispanic Coordinator. We are confident that this will be a useful tool for the development of the Hispanic Ministry of the Conference, as we hope this will help us to develop new ministries. This new position will provide training for existing ministries and assist in the development of lay leadership. Additionally, the position will help to strengthen the relationship between the Hispanic Ministries and the local churches of the Annual Conference, as well as other important institutions, such as the Office of Global Ministries, among others. God was good to us in our spiritual journey during 2010, and we are grateful to the Lord.

Committee on Native American Ministries

Julienne Judd, chairperson

Conference Council on Youth Ministries

Brenda Davids, director

The vision of the Conference Council of Youth Ministries is to reach out to the youth of the Kansas East Conference by providing opportunities for spiritual growth and service to others, enhancing leadership development, raising awareness of social justice and empowerment, and creating a Christian atmosphere where faith, fun and fellowship come together.

To foster leadership and spiritual growth, C.C.Y.M. hosted Institute 2010 at Baker University. Institute is a unique week of spiritual growth for 9th – 12th grade students. It is designed to foster community and awareness of God's presence in their daily lives and has been held since 1911. Each year, the C.C.Y.M., with the help of fabulous adult volunteers, plans and executes the event for their own peers.

In January 2011, Camp Chippewa was host to youth and adults as they talked about pathways to faith at the senior high Spiritual Life Retreat. Youth worked in small groups on soul collages and experienced many different forms of worship and spiritual practices. The K.S.U. Wesley praise band provided the worship setting for the retreat. In March 2011, the mid-high/confirmation retreat at Camp Chippewa was attended by over 60 and focused on our roles as ministers in our communities

and congregations. Each participant made a stole with different aspects of their faith walk detailed on the stole. Each district was represented at this retreat.

The largest event for C.C.Y.M. is the beginning of school kickoff at Worlds/Oceans of Fun. The attendance for this was over 200.

Service to others: In October 2010, our C.I.A. (Christians in Action) mission day was sponsored in the Kansas City District and was held at Harvesters in Kansas City, Missouri. Youth and adults assembled backpacks that are sent home with children on the free meal program at our public schools. We assembled over 3,500. We also sorted perishable produce and meat for distribution on the Harvesters Mobile Pantry. In small groups, we discussed hunger issues in our communities and learned which of our communities had food pantries.

The C.C.Y.M.'s spring break study trip was held March 18–26, 2011. 29 youth, young adults and adults traveled to The Holy Land to encounter this ancient land. We have not taken youth to this region since 1999. It was a transforming experience for our participants. We were hosted by Educational Opportunities and met with our Board of Global Mission representative in this region. 2012 will be the 50th anniversary of the study trips in the Kansas East Conference.

We have had outstanding representation from all of the districts, and the youth leadership is taking the initiative to minister to their peers. We currently have three youth sitting on the Jurisdictional Youth Council. One of these three is serving this year as the South Central Jurisdictional Youth President. The C.C.Y.M. continues to plan events for the youth of the Kansas East Conference to link faith and fellowship with peers. Your participation and support of district and conference youth organizations is encouraged so more youth can be ministered to during our 2011/2012 events.

Ethnic Local Church Concerns Committee

Human Resources Council

Mary Brooks, Chairperson

Human Resources Council continues to act as a sounding board and support organization for the Personnel Committee, Board of Pensions, Sexual Ethics Committee, Board of Ordained Ministry, Laity Team, Diversity and Advocacy, Episcopacy Committee and Nominations. The last year has seen a lot of changes, including changes in the role of Gary Beach from Director of Connection Ministry full time to dividing his time between Connectional Ministry and Conference Treasurer. Finances continue to be an issue and salaries and benefits make up a large piece of the Conference budget. HRC met in February to help its member teams make some tough decisions and recommendations regarding the 2011 spending plan and 2012 budget. We celebrated with Sexual Ethics Committee on their recognition as leading the denomination in the area of safe and sacred spaces. We continue to work toward our goal of supporting effective leadership in all areas of the Conference.

Personnel Committee

Kathleen Whitmore, Chairperson

The Personnel Committee is responsible for assisting in the hiring of non-appointed staff on the Conference level in addition to reviewing their yearly evaluation forms. It is also this committee's

responsibility to write, review and update the job descriptions for all non-appointed staff. We also make an annual recommendation to CFA concerning salary and other benefits.

It is also this committee's responsibility to recommend the Equitable Compensation Standards for clergy support. The Rev. Larry Buss maintains these records.

During the coming year we anticipate some additional work surrounding the merger of Nebraska, Kansas East, and Kansas West Conferences into one Episcopal area. While no one can predict what staffing adjustments will be necessary as we move forward into this new era, the members of this committee are committed to working together to ensure the quality of our ministry as a Conference is enhanced.

Sexual Ethics Policy Implementation Team

Frank Pritz, Convener

The Team has continued to be active in its support of the implementation of our Conference policies for the "Protection of Children, Youth; and Adults with Developmental Disabilities" and "Sexual Ethics." In addition, we support the implementation of those same policies within all the local churches of our Conference.

The "Safe and Sacred Space" training for trainers for certification continues to be led by Nancy Brown and Terri Arnold. Sue Hughes works in the conference office keeping the individual files as well as our Mission Base current. Kay Inman helps keep the Kansas East website up to date with all materials and all forms needed for the certification process as well as all Conference policies. This makes it easier for instructors as well as those desiring certification to find the materials they need. All instructors are asked to provide information about the dates of the classes they teach so that these may be placed on the website as well. If you need to attend a certification training please check the website for training events listed on the conference calendar.

This past calendar year has been another busy year with a large number of persons certifying for the first time as well as many recertifying. As of March 17, 2011 there were 6532 persons certified and another 451 in process having taken the class but not yet finished the paperwork. Many of these people have gone through the certification and renewal process several times. Since the beginning of the Safe and Sacred certification there have been 93 persons who have had certification revoked or been denied certifications. All of this work enables us to meet both the mandate of the federal law, the National Child Care Protection Act of 1993, as well as action of the General Conference of the UMC in 1996.

Due to the budget crisis in the state of Kansas costs for doing background checks with the Kansas Bureau of Investigation (KBI) increased from \$12.50 to \$20.00 in October of 2009. Background checks through the Department of Social and Rehabilitation Services (SRS) remain at \$10. At our annual conference in 2010 we approved a cost of \$30.00 to cover the cost of background checks at these agencies. We continue to subsidize between \$9.95 and \$12.95 of the cost of national background checks for persons who have come to Kansas within the last 7 years.

In relation to the implementation of our "Sexual Ethics" policies (both local and conference) we continue to offer training for each year's class of clergy who are new to the Conference as a part of a "New Pastor Orientation" held each summer. We have also been working with a Kansas area Sexual Ethics committee to plan the mandatory quadrennial training of all clergy which will begin this September and be completed by June of 2012.

We continue to evaluate the possibility of on-line training, improving the record keeping and forms processing, as well as looking at issues of sexual ethics and boundaries with social media. We have begun conversations with Kansas West and the Nebraska conferences about working together in the

future to do our best to assure that when a person participates in the life of a United Methodist Church that we have helped create the safest possible environment for them.

United Methodist Men

David Toler, President

This has been another great year for feeding the hungry throughout the Kansas East Conference. We had one successful potato drop and have continued our partnership with Feed the Children. The potato drop was held at Bonner Springs United Methodist Church. Through our partnership with Feed the Children we have picked up between 200-400 sandwiches and vending machine items from Landshires every Monday this year to be distributed to those in need.

As a result we distributed over 42,500 pounds of potatoes to over 25 relief agencies and several individual families. We were able to give 15,600 sandwiches and vending items to several local hunger relief agencies. This was only made possible because of the over 200 volunteers that have been so faithful in helping with these hunger relief mission projects. So from all of us from your Kansas East Conference UMM, we say "Thank you!"

Through our partnership with Feed the Children we were also able to arrange for Harvesters to receive five tractor trailer loads of food items to help provide for those in need. These consisted of 31,000 lbs of frozen yogurt, 30,000 lbs of bottled smart water, 23,000 lbs of biscotti crackers, 27,500 lbs of assorted flavor yogurt water, and 20,000 lbs of flavored juice.

I know this is not all that the Kansas East Conference UMM has done to help those in need this is just the only ones that I have heard and received information on. So as we are kicking off 2010 please send me the hunger relief events that are going on through your local men's ministry teams so we can add them to our review next year.

Our annual golf tournament this year help us raise over \$800.00 for Society of Saint Andrew and over \$800.00 for Nothing But Nets and I was glad to present these checks to Gary Beach at last year's annual conference.

If you would like to get on my e-mail list, please send an e-mail to dvtlr@aol.com, and I will keep you informed of everything going on with hunger relief during the year.

United Methodist Women

Sue Luttrell, President

OUR PURPOSE

The organized unit of UNITED METHODIST WOMEN shall be a community of women whose PURPOSE is to know God and to experience freedom as whole persons through Jesus Christ; to develop a creative, supportive fellowship; and to expand concepts of mission through participation in the global ministries of the church.

The United Methodist Women of Kansas East Conference within their five districts are in mission with the national community and with the international community through Women's Division and the General Board of Global Ministries. We participate in Missions and Missions Giving to help **"The Church United: Creating Connections...Cultivating Communities."** **United Methodist Women are making the connections to cultivate communities all over Kansas East and around the world.**

We connect and empower people by supporting 98 mission institutions in the United States and have mission institutions in 62 different countries internationally. With the General Board of Global

Ministries we support over 925 total mission institutions all over the world. **United Methodist Women are “Creating Connections...Cultivating Communities” to “Increase Our Membership.”**

A total of \$323,350.17 was given to Women’s Division by Kansas East Conference UMW in 2010: \$304,638.63 through “Mission Giving” and \$18,711.54 through “Mission Giving Plus.” We increased our giving by over \$25,000.

In 2010, we returned to Baker University for our Cooperative School of Christian Mission. The theme for 2010 was “Faith, Hope, and Love In Action.” The spiritual growth study of “John’s Letters –For the Love of God” was led by Rev. Bridget Gately. “The Beauty and Courage of Sudan” was the geographical study and the general issue study was “Joy to the World: Mission in the Age of Global Christianity.”

Our 37th Annual Celebration was held at Emporia First UMC, Emporia, KS, with the theme being, “Faith, Hope, Love In Action, Who’s My Neighbor.” Our teens and young women provided a skit for us before they left to decorate the recycling containers for the First UMC. Our program booklet contained the Korean, Spanish and English languages with the Sanchez’s from La Esperanza, Emporia, and the Korean ladies from Junction City Korean Church providing special music for us. Our keynote speaker was Ms. Martha Knight, Treasurer, Women’s Division. Our meeting was held from 8:00 a.m. until 1:00 p.m. with a Snack Break mid-morning of the different cultures foods. Rev. Nancy Gammill, pastor at Emporia First UMC, led the communion service to close our meeting.

For 2011, our Social Action Priorities are: Human Trafficking, Domestic Violence, and Restorative Justice. We will learn more about these at Legislative Event for Advocacy in Faith (LEAF), our Reading Program, Legislation, and our Mission Day, Oct. 22, 2011, at Manhattan First UMC with the Spiritual Growth Retreat session in the morning on Domestic Violence and the Social Action session in the afternoon doing service at a local agency. This event will also help us to **Create Connections....Cultivate Communities** with the whole church.

On February 8, 2011, women and men gathered for the Legislative Event for Advocacy in Faith at Topeka First UMC. Due to bad weather our attendance was down. Our keynote speaker, Mr. Barry Feaker, Topeka Rescue Mission. Our theme for 2011 was “Poverty in the Heartland.” The Panel Discussion was led by moderator Nancy Daniels, Executive Director of Big Brothers, Big Sisters and panel members were Barry Feaker, Gloria Geither, Director of Religious Programs, Kansas Department of Corrections, and Stephanie Waggoner, Chief Executive Officer, United Methodist Mexican American Ministries.

The Ministry to Incarcerated Families is beginning its 24th year. United Methodist Women have generously given all of the funds and volunteers to keep this program going. We were given permission to take in commercially prepared food for our In-House Retreats, Parenting Class graduations and also given permission to hold one Retreat in October, 2010, at Forest Park, Topeka, KS. In 2011 we will be allowed to have three retreats at Forest Park.

As you can see, United Methodist Women in Kansas East Conference are part of **“The Church United: Creating Connections...Cultivating Communities”** all over the world for women, children, and youth. We are advocates for the poor, the oppressed, the undocumented immigrant, and the prisoner and seek racial justice for all. We will continue to be advocates for these women, children, and youth with the support of the United Methodist Church in all that we endeavor to accomplish.

Volunteers in Mission and Disaster Response

Sessions and Rules Committee

Maria Campbell, Chairperson

District Reports

Five Rivers District Leadership Team

Flint Hills District Leadership Team

Kansas City District Board Of Discipleship

Gary W. Roellchen: Chairperson

The Kansas City District Board of Discipleship was busy planning discipleship activities and sponsoring programs in the Kansas City District. Some of our work included:

A Committee Leadership Training Event: Lay people newly elected to a committee position in their local church gathered at Trinity UMC to be trained about the work and responsibilities of the committees they will be serving on.

A Workshop With Sara Wilke, entitled, "*Prayer, It's All About Relationship*" was conducted at Edwardsville UMC. Approximately 100 people from all over the Kansas East Annual Conference attended.

The Creation Of A Traveling Theological Library received our sponsorship. This library will travel from church to church in the hopes that good reading material will reach congregations that do not have a library.

We Sponsored the Creation of a Web Site for United Methodist Ministries of Kansas City, Kansas. This web site will feature information and current ministry news for the UM churches in Kansas City, Kansas.

We Sponsored The Publicity for Trinity UMC's Christmas musical. This program is a major outreach effort for Trinity UMC into their neighborhood, and Wyandotte County.

We Will Be Encouraging all the churches in our district to participate in the Community Volunteer Weekend, May 14-15, 2011. This is a great opportunity for our congregations to be seen in our neighborhoods and to talk to those living close to our churches.

As always, we thank the people of our district and our conference for your support and prayers. We look forward to another year of working with our sisters and brothers in Christ to make new disciples in the Kansas City District.

Parsons District Council on Ministries

Harry Disbrow, Chair

The Parsons District Council on Ministries continues to strive for new and better ways to accomplish our mission to "reach all people within our communities with the Good News of Jesus Christ and enhance lines of communication within and between all levels of the United Methodist Church". The DCOM meets monthly to connect laity and clergy in the Parsons District for the purpose of sharing information and growth opportunities, learning together about ministry in our District and Conference, leadership training, networking and support; updates on District Ministries such as District Youth, Wesley House, PSU Campus Ministry, Parish Nursing, Disaster Response, and plans for our shared ministry. Representatives on DCOM are requested to share this District information with their local churches. Meetings are rotated among District churches and begin with a meal and fellowship time together. During the past year, the DCOM has:

1. Continued support for youth ministry by awarding scholarships to attend Camp Chippewa, Institute, Study Tour and Mission Trips.
2. Supported DCYM's work day at Wesley House and Winter Lock-In.
3. Financially supported Youth and Young Adult representatives to Annual Conference.
4. Continued and expanded support from local churches to PSU United Methodist Campus Ministries; and mission center Wesley House.
5. Strengthened and expanded support and service to people experiencing natural disasters by providing training, mission opportunities and our Disaster Trailer.
6. Sponsored our annual District Igniting Ministry Celebration with Mid Lawrence and Jennifer Ozier as guest speakers who spoke about "God's People Caring for God's World". The proceeds from the silent auction and offering were donated to Girard UMC and New Albany UMC to plant trees at their new churches.
7. Continued the Parsons District Web page to facilitate better communication and promote local church news and events.
8. DCOM met nine times at various churches in the District. We have found this increases participation and familiarity of the District. Our average attendance is 30-40 at each meeting. We have continued having a "Focus" at each meeting along with a challenge for each member to take back to their churches.
9. Continued our support of KEC School of Christian Mission.
10. Held leadership training events for laity and pastors.
11. Continued support for Common Ground.
12. Supported Lay Speaking in the District by offering scholarships to first- time Lay Speakers attending a Lay Speaking Seminar.
13. Supported the new Parsons District Poverty Task Force.

The Parsons District seeks to be proactive in developing leadership workshops throughout the year. A current emphasis is to grow in our understanding and develop ministries with our Hispanic brothers and sisters and the unchurched in our communities.

We continue our journey together to strive to become more Christ-like in our daily lives.

Topeka District Leadership Team