

1 **Tennessee Annual Conference Resolution Regarding Approval of Plan of Union for the Tennessee-Western**
2 **Kentucky Conference of The United Methodist Church**

3 Whereas: The Nashville Episcopal Area is comprised of the Memphis and Tennessee conferences, and

4 Whereas: We are committed to our mission more than to our geographic boundaries, and

5 Whereas: Over the past six years, numerous areas of ministry have been aligned between the two
6 conferences, and

7 Whereas: In 2018, the Tennessee Annual Conference and Memphis Annual Conference sessions voted to
8 endorse the intent to move forward with a plan to form a new conference consisting of the
9 geographic boundaries of both conferences, and

10 Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions affirmed
11 sending a motion to the Southeastern Jurisdictional Conference, requesting that the Tennessee and
12 Memphis conferences be joined to form a new conference and to meet as a fully unified annual
13 conference in 2021, and

14 Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions endorsed a
15 set of goals and objectives for the newly formed conference, as well as a funding plan and guiding
16 principle plan for benefits, and

17 Whereas: The Southeastern Jurisdictional Conference will be asked to take the following action: that the
18 Southeastern Jurisdictional Conference approve realigning the boundaries of the Memphis and
19 Tennessee conferences to form one new conference known as the Tennessee-Western Kentucky
20 Conference of The United Methodist Church, with boundaries coextensive with the current
21 Tennessee and Memphis conferences, and authorizing such new conference to conduct an
22 organizational meeting consisting of the voting membership (lay and clergy) of the Tennessee and
23 Memphis conferences prior to commencement of the new conference, and to begin operations as a
24 fully unified conference thereafter, all in accordance with a Plan of Union to be adopted by both
25 conferences during their 2021 annual conference sessions, and

26
27 Whereas: It is necessary and appropriate for both conferences to approve the Plan of Union which will
28 govern the formation of the fully unified conference;

29
30 Now, therefore, be it resolved, that the Plan of Union attached as Appendix A to this resolution is hereby adopted by
31 the Tennessee Annual Conference with the intention that it shall govern the creation and structure of the new
32 conference.

33
34 Be it further resolved, in accordance with the actions taken at the 2019 annual conference sessions of the Memphis
35 and Tennessee conferences, that the Southeastern Jurisdictional Conference be asked to take appropriate action at its
36 next session in accordance with the resolution that has been submitted for its consideration, as described above.

37
38 Submitted by:
39 Rev. Melinda Young Britt
40 Larry Davis
41 Rev. Jefferson Furtado
42 Bethany Huffman
43 Rev. Rob Martin
44 Bishop Bill McAlilly
45 John Pearce
46 Cindy Solomon
47 H. G. Stovall

48 **Memphis Annual Conference Resolution Regarding Approval of Plan of Union for the Tennessee-Western**
49 **Kentucky Conference of The United Methodist Church**

50 Whereas: The Nashville Episcopal Area is comprised of the Memphis and Tennessee conferences, and

51 Whereas: We are committed to our mission more than to our geographic boundaries, and

52 Whereas: Over the past six years, numerous areas of ministry have been aligned between the two
53 conferences, and

54 Whereas: In 2018, the Tennessee Annual Conference and Memphis Annual Conference sessions voted to
55 endorse the intent to move forward with a plan to form a new conference consisting of the
56 geographic boundaries of both conferences, and

57 Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions affirmed
58 sending a motion to the Southeastern Jurisdictional Conference, requesting that the Tennessee and
59 Memphis conferences be joined to form a new conference and to meet as a fully unified annual
60 conference in 2021, and

61 Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions endorsed a
62 set of goals and objectives for the newly formed conference, as well as a funding plan and guiding
63 principle plan for benefits, and

64 Whereas: The Southeastern Jurisdictional Conference will be asked to take the following action: that the
65 Southeastern Jurisdictional Conference approve realigning the boundaries of the Memphis and
66 Tennessee conferences to form one new conference known as the Tennessee-Western Kentucky
67 Conference of The United Methodist Church, with boundaries coextensive with the current
68 Tennessee and Memphis conferences, and authorizing such new conference to conduct an
69 organizational meeting consisting of the voting membership (lay and clergy) of the Tennessee and
70 Memphis conferences prior to commencement of the new conference, and to begin operations as a
71 fully unified conference thereafter, all in accordance with a Plan of Union to be adopted by both
72 conferences during their 2021 annual conference sessions, and

73
74 Whereas: It is necessary and appropriate for both conferences to approve the Plan of Union which will
75 govern the formation of the fully unified conference;

76
77 Now, therefore, be it resolved, that the Plan of Union attached as Appendix A to this resolution is hereby adopted by
78 the Memphis Annual Conference with the intention that it shall govern the creation and structure of the new
79 conference.

80
81 Be it further resolved, in accordance with the actions taken at the 2019 annual conference sessions of the Memphis
82 and Tennessee conferences, that the Southeastern Jurisdictional Conference be asked to take appropriate action at its
83 next session in accordance with the resolution that has been submitted for its consideration, as described above.

84
85 Submitted by:
86 Rev. Melinda Young Britt
87 Larry Davis
88 Rev. Jefferson Furtado
89 Bethany Huffman
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91 Bishop Bill McAlilly
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**Plan of Union for the
 Tennessee-Western Kentucky Conference
 of The United Methodist Church**

**Adopted by the Memphis Annual Conference and
 the Tennessee Annual Conference: June 2021**

Effective Date of TWK Conference: January 1, 2022

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Introduction

2019 Annual Conference Resolutions Approving Formation of a New Conference

Resolutions approving the formation of a new conference and requesting that a motion be sent to the Southeastern Jurisdictional Conference requesting creation of same were approved at both 2019 Memphis and Tennessee annual conferences. See Exhibit 1 in the appendix for the Tennessee Annual Conference 2019 resolutions to form a new conference and Exhibit 2 in the appendix for the Memphis Annual Conference 2019 resolutions.

2020 Annual Conference Resolutions Regarding Formation of the Tennessee-Western Kentucky Conference of The United Methodist Church

Additional resolutions approving further progress toward the formation of a new conference and appointing a Joint Distributing Committee for each conference were approved at both 2020 Memphis and Tennessee annual conferences. See Exhibits 3-6 in the appendix.

Resolutions Requesting the Southeastern Jurisdiction to Authorize Formation of the Tennessee-Western Kentucky Conference of The United Methodist Church

See pages 1 and 2 of this document.

Organization

I. Composition of the Tennessee-Western Kentucky Conference

A. Clergy Membership. Clergy membership will be as directed by the *2016 Book of Discipline* and subsequent editions of the *Book of Discipline* as applicable.

1. Effect of Unification. Bishop Bill McAlilly has agreed to the transfer of memberships and relationships set forth below as part of the unification of the Tennessee and Memphis conferences.

a. As of January 1, 2022, pursuant to the *2016 Book of Discipline*, all clergy members of the Tennessee and Memphis conferences will become members of the Tennessee-Western Kentucky Conference, with voting rights and privileges appropriate to clergy classification.

B. Lay Membership. Lay membership as directed by the *2016 Book of Discipline*. On January 1, 2022, the respective lay members of the Tennessee and Memphis annual conferences will be transferred into the Tennessee-Western Kentucky Conference, with voting rights and privileges. For 2022, lay equalization members will be calculated by the Tennessee-Western Kentucky Conference secretary.

C. Local Churches and Congregations. Presently, the two current conferences provide support, care and guidance to all of the local United Methodist churches and congregations within the respective boundaries of the two current conferences. Following unification, the Tennessee-Western Kentucky Conference will provide support, care, and guidance to all of these local United Methodist churches and congregations.

D. Districts. Presently, the two current conferences provide support, care, and guidance to all of the districts within the respective boundaries of the two current conferences. Following unification, the Tennessee-Western Kentucky Conference will provide support, care, and guidance to all of these districts.

- 232
233 1. Presently, there are four (4) districts in the Memphis Conference and five (5) districts in the Tennessee
234 Conference.
235 2. Following unification, there will be nine (9) districts in the Tennessee-Western Kentucky Conference.
236

237 **E. Delegates.** Delegates elected by the Memphis and Tennessee conferences to the 2020 Jurisdictional and General
238 conferences shall serve as the delegates for the postponed Jurisdictional and General conferences to be held in 2022,
239 notwithstanding the effective date of this Plan of Union. Delegates to the 2024 Jurisdictional and General
240 conferences, and to all future Jurisdictional and General conferences thereafter, shall be elected by the Tennessee-
241 Western Kentucky Annual Conference, as provided in the *Book of Discipline* and the Standing Rules to be adopted
242 by the new conference.
243
244

245 **II. Corporate Unification, Affairs, Relationships, Administrative** 246 **Structure, and Assets**

247 **A. Current Annual Conferences.** Presently, the Tennessee and Memphis conferences are Tennessee
248 nonprofit corporations.
249

250 **B. Successor Conference.** The Memphis Conference will merge into the existing Tennessee Conference,
251 which will then be renamed the Tennessee-Western Kentucky Conference of The United Methodist
252 Church, Inc. The conference will continue to be a Tennessee nonprofit corporation and will continue under
253 new bylaws and a revised charter effective January 1, 2022. The conference shall continue to operate under
254 the existing charter and bylaws of the Tennessee Conference, as renamed, unless and until the same may be
255 duly amended by the board.

256 a. Trustees. The Board of Trustees shall be elected at an organizational session of the new conference to
257 be held prior to January 1, 2022. The trustees shall be elected to initial staggered terms as outlined in
258 the *2016 Book of Discipline* and shall serve until their successors have been elected.

259 b. Transition Matters. The elected trustees will become the directors of the Tennessee-Western Kentucky
260 Conference for purposes of conducting corporate affairs. Such actions include, but are not limited to,
261 completing any transfer of assets to the Tennessee-Western Kentucky Conference, dissolving corporate
262 affairs of the former Memphis Conference, consolidating the Memphis corporate entity with the
263 Tennessee Conference corporate entity, and changing the corporate name as noted above.

264 c. Officers. The officers of the Tennessee-Western Kentucky Conference shall be determined in
265 accordance with the corporate documents and the *2016 Book of Discipline*. The conference treasurer
266 and director of Administrative Services shall be nominated by a joint session of the councils on
267 Finance and Administration for the Memphis and Tennessee conferences, and shall be elected at the
268 organizational meeting of the Tennessee-Western Kentucky Conference.
269

270 **C. Assignment of Assets.** The Tennessee Conference assets will remain assets of the Tennessee-Western
271 Kentucky Conference upon completion of the corporate merger and name change. The Memphis
272 Conference will assign all of its assets to the Tennessee-Western Kentucky Conference, effective January
273 1, 2022. Notwithstanding the foregoing, pursuant to the *2016 Book of Discipline*, ¶ 1509, the permanent
274 funds and all other pension assets of the Tennessee and Memphis conferences shall remain with each
275 respective conference pending completion of the work of the Joint Distributing Committee as contemplated
276 under ¶ 1509 of the *2016 Book of Discipline*.
277

278 **D. Assumption of Liabilities.** The Tennessee-Western Kentucky Conference will assume all liabilities, debts,
279 contractual rights and obligations, restrictions, and duties, respectively, of the Tennessee and Memphis
280 conferences effective January 1, 2022; except that, pension responsibilities of the Tennessee and Memphis
281 conferences shall remain with each respective conference pending completion of the work of the Joint
282 Distributing Committee as contemplated under ¶ 1509 of the *2016 Book of Discipline*.
283

284 **E. Consolidation, Dissolution, or Other Action.** Following completion of the work of the Joint Distributing
285 Committee, and any necessary assignment or assumption of permanent funds, pension assets and pension
286 responsibilities related to that work, the trustees of the Tennessee-Western Kentucky Conference may take

287 any necessary or advisable action to complete the consolidation and/or dissolution of any predecessor
288 corporate organizations.
289

- 290 **F. Unrestricted, Restricted, and Designated Assets and Endowed Funds.** The Tennessee-Western
291 Kentucky Conference shall own or take custody of restricted, designated, and endowed assets subject to
292 their respective restrictions, designations, and other limitations on use or disposition. Unrestricted funds
293 shall be used for the debts, expenses, and obligations of the Tennessee-Western Kentucky Conference.
294
- 295 **G. Accounting/Billing Systems.** The Memphis and Tennessee treasurers' offices have been using the same
296 accounting system (Microsoft Dynamics, formerly known as Great Plains, under license from GCFA) for
297 over five years, and will be continued through the transition. Staff in the two conferences will compile a
298 new chart of accounts based on the requirements for the Tennessee-Western Kentucky Conference.
299
- 300 **H. Claims and Litigation.** There are no known claims or litigation pending against the Memphis Conference
301 or the Tennessee Conference.
302
- 303 **I. Property and Liability Insurance – Conference Level.** The Tennessee-Western Kentucky Conference
304 will keep or appropriately amend its property and liability insurance coverages as presently in place for the
305 Tennessee and Memphis conferences.
306
- 307 **J. Relationships to Related Organizations.** Ministries and/or non-profit faith-based agencies who have
308 formal covenant agreements with the Memphis and Tennessee conferences and future ministries or faith-
309 based agencies desiring a formal covenant will be invited to pursue said covenant with the Tennessee-
310 Western Kentucky Conference pursuant to the mission, vision, and values of the Tennessee-Western
311 Kentucky Conference, to the *Book of Discipline*, and the Social Principals of The United Methodist
312 Church. The covenant shall be established after the adoption of a covenant statement between the ministry
313 or agency and the Tennessee-Western Kentucky Conference. Provisions established by ¶2517 of the *Book*
314 *of Discipline* regarding Health and Welfare Ministries will be maintained. All rights, responsibilities, and
315 powers extended to the Memphis Conference by the bylaws of Methodist LeBonheur Healthcare and its
316 affiliates, as well as rights, responsibilities, and powers outlined in any written agreements or other
317 documents governing the relationship between the Memphis Conference of The United Methodist Church
318 and Methodist LeBonheur Healthcare shall be assigned to the successor entity, the Tennessee-Western
319 Kentucky Conference.
320
- 321 **K. Standing Rules.** The Conference Rules Team will present Standing Rules and Policies for adoption at the
322 initial meeting of the Tennessee-Western Kentucky Conference. These will be effective until modified or
323 repealed.
324

325 **III. Structure of the Tennessee-Western Kentucky Conference**

326 **Our Vision**

327 Uniting to embody the love of Christ in Spirit-led actions one community at a time.
328

329 **Our Mission**

330 To discover, equip, connect and send lay and clergy leaders who shape congregations that offer Christ to a
331 hurting world, one neighborhood at a time.
332

333 **Our Values**

- 334 1. The local church as the disciple making center
- 335 2. Transparency and integrity in our communication
- 336 3. Seeking a purposeful and more generous way of love
- 337 4. Courage to explore possibilities and take risks by being nimble, experimenting, permitting failure, and
338 staying the course
- 339 5. Empowering all leaders and enabling leaders with gifts and graces for the task
- 340 6. Seeking input from both people and useful data
- 341

- 342 7. We welcome diversity, rooted in Christ, a deep love of one another, celebrating our differences
343
344 **A. Nominations Committees.** The chair of the Nominations committees for the Memphis and Tennessee
345 conferences shall choose a minimum of six members from each existing nominating committee, and the
346 members appointed from each of the two existing nominating committees shall meet together as a
347 transitional nominating committee for purposes of the nominating process for the organizational meeting of
348 the Tennessee-Western Kentucky Conference structure. Such transitional nominating committee shall
349 present nominees for the boards, agencies, councils, and committees of the Tennessee-Western Kentucky
350 Conference, for approval at its organizational meeting.
351
352 **B. Mandated Boards and Agencies.** The Tennessee-Western Kentucky Conference structure will include the
353 work of all boards, councils, and committees mandated by the *2016 Book of Discipline*. Membership on
354 these mandated entities will be determined through the nominations process and voted on during the
355 organizational meeting. All duties required to be performed by the *Book of Discipline* shall be performed
356 by one or more councils, boards, commissions, or committees of the new conference or their designee as
357 directed by the *2016 Book of Discipline*.
358
359 **C. Other Boards, Councils, and Committees.** All other boards, councils, and committees required or
360 recommended by the *2016 Book of Discipline* are restructured and aligned in accordance with the new
361 Conference Structure as adopted by the 2020 Memphis and Tennessee annual conferences. These boards,
362 councils and committees will remain amenable to the wider connection as provided in the *2016 Book of*
363 *Discipline*.
364
365 **D. Tennessee-Western Kentucky Connectional Table.** There shall be a body called the Tennessee-Western
366 Kentucky Connectional Table. Its purpose shall be to steward the mission, vision, values, and strategies of
367 the Tennessee-Western Kentucky Conference. A team comprised of the bishop, strategy team leaders,
368 conference lay leader, assistant to the bishop, Committee on Episcopacy representative, dean of the cabinet,
369 and designated staff in covenant with one another, following Jesus Christ in pursuit of a common mission;
370 functioning as an adaptive team to develop strategies together to lead a generative annual conference
371 system for missional fruitfulness while determining and stewarding strategic objectives through conference
372 and district teams.
373
374 **E. Personnel Committee.** From the date of adoption of this Plan of Union until the effective date of
375 formation of the new Tennessee-Western Kentucky Conference, the Human Resources Committee of the
376 New Conference Guide Team shall be responsible for continuing to align positions and responsibilities for
377 positions from the Memphis and Tennessee conferences, and shall not be bound by the procedures outlined
378 in the current personnel policies of either existing conference in doing so; provided, however, that the
379 Human Resources Committee shall be bound by the *2016 Book of Discipline* and all applicable laws and
380 regulations in making such decisions.
381
382 **F. Discover/Send Strategy Team.** This team will discover leaders who offer Christ to a hurting world one
383 neighborhood at a time in order to fulfill the Great Commandment through resourcing our ministry settings
384 and local churches to partner with their community for evangelism and to form new places of a United
385 Methodist presence. The team will send committed disciples of Jesus Christ to serve the world through
386 diverse ministry settings and local congregations.
387
388 **G. Equip Strategy Team.** This team will equip lay and clergy leaders, in partnership with the local ministry
389 setting, to effectively offer Christ to a hurting world one neighborhood at a time.
390
391 **H. Connect Strategy Team.** This team will connect ministries and disciples to missional expressions of their
392 faith by providing resources to build a culture of collaboration and effectiveness.
393
394 **I. Administration Strategy Team.** This team will provide support and infrastructure for the strategy and
395 ministry teams and ensure that the new conference functions efficiently and effectively.
396

- 397 **J. Communications Strategy Team.** This team will advise and assist in planning consistent and clear
398 communications to celebrate, inform, and strengthen the Tennessee-Western Kentucky Conference
399 mission.
400
- 401 **K. Additional Teams.** There may be additional teams formed to cover specific tasks.
402
- 403 **L. District Team.** Each district shall have a leadership team.
404

405 **IV. Pension and Health Plans**

- 406
- 407 **A. Pension and Health Plans.** The creation of the new conference will require changes to clergy pension and
408 health benefit plans. This work is performed by a Joint Distributing Committee whose members were
409 elected at the 2020 Memphis Annual Conference and Tennessee Annual Conference pursuant to ¶ 1509 of
410 the *2016 Book of Discipline*. This committee works in conjunction with Wespath Benefits and Investments
411 to perform a scope of work related to pension and health plan benefits as outlined in ¶ 1509 and in previous
412 resolutions of the Memphis and Tennessee conferences. The Joint Distributing Committee’s scope of work
413 includes: determining the legal structure of the new Conference Board of Pension and Health Benefits,
414 determining the use of existing reserves from each conference after a thorough review of the restricted and
415 designated status of each fund, determining depositories and investment policies, establishing the Pre-82
416 Past Service Rate and contingent annuitant rate, develops the procedures for clergy seeking medical leave
417 with CPP disability benefits, developing policy, procedure and funding strategy for special grants, and
418 developing policy, plan design and funding strategy for retiree health care benefits. The Joint Distributing
419 Committee report also incorporates the previous work of alignment of the health plans of the Memphis and
420 Tennessee conferences, and the administration of part-time and lay pensions, such work having been
421 approved by the 2020 Memphis and Tennessee annual conference sessions. The Joint Distributing
422 Committee’s report will be published in the conference journals of the 2021 Memphis Annual Conference
423 and the 2021 Tennessee Annual Conference. Until the effective date of any change in pension and health
424 benefits as contained in the Joint Distributing Committee report, the pension and health plans of the
425 Tennessee and Memphis conferences will remain in existence and will continue to be administered
426 separately.
427
- 428 **B. Equitable Compensation.** Equitable Compensation applications and grants will continue to be handled
429 consistent with the *2016 Book of Discipline*. See Exhibit 7, Equitable Compensation Report, for an updated
430 application process as developed by a joint committee made up of members of the Tennessee and Memphis
431 Equitable Compensation commissions.
432

433 **V. Budget of the Tennessee-Western Kentucky Conference**

- 434
- 435 **A. Budget – Process for Approval.** The legacy councils on Finance and Administration will develop a
436 proposed budget for 2022 that will recognize income and provide for funding the mission and ministries of
437 the TWK Conference and the general church. This budget will be compiled consistent with the
438 requirements of the *Book of Discipline*, primarily paragraphs 611-619. This combined budget will be
439 submitted to the legacy annual conferences for approval and ratified by the TWK Conference at its
440 organizational meeting.
441
- 442 **B. Connectional Commitments.** A Resolution Approving Formation of a New Conference Connectional
443 Commitment process was passed by the Tennessee Annual Conference and the Memphis Annual
444 Conference at their 2020 sessions. See Exhibit A. This connectional commitment calculation process will
445 be used by the Tennessee Western Kentucky Conference.
446
447
448

Appendices

EXHIBIT 1: Tennessee Annual Conference 2019

Resolution Approving Formation of a New Conference

Whereas: The Nashville Episcopal Area is comprised of the Memphis and Tennessee Conferences, and

Whereas: In 2014, the Memphis and Tennessee Annual Conference delegates adopted the same mission statement: The mission of the Memphis and Tennessee Conference is to discover, equip, connect and send lay and clergy leaders who shape congregations that offer Jesus Christ to a hurting world one neighborhood at a time, and

Whereas: We are committed to our mission more than to our geographic boundaries, and

Whereas: Over the past five years, the following areas of ministry have been aligned between the two conferences:

- Appointive Cabinets meeting/working together as one
- Office of Leadership Formation and Development (formerly Office of Ministerial Concerns)
- provides shared services for both conference (ex: administration, licensing school, Orientation to Ministry, Healthy Boundaries training)
- Clergy Spiritual Life Retreat combined to serve both conferences
- Area wide Hispanic Ministries team
- Area wide New Church Development team
- Annual Conference Sessions have worshiped and learned around the same themes and speakers, and

Whereas: After successful alignment efforts demonstrated increased focus, efficiency and fruitfulness, an advisory team was identified to further pursue what benefits and challenges would be presented by formation of a new conference to include all geographic areas of the current Memphis and Tennessee Conferences, and

Whereas: In 2018, the Tennessee Annual Conference and Memphis Annual Conference sessions voted to endorse the intent to move forward with a plan to form a new conference, with the expectation that each Conference will vote to approve a plan for a new conference in 2019, send a motion to the Southeastern Jurisdictional Conference in 2020, and to meet as a fully unified Annual Conference in 2021, and

Whereas: Both Conferences directed the advisory team to continue development of a plan to form a new Conference, with particular attention to challenges related to a unified method of funding the budget and a single health benefits plan, and

Whereas: The advisory team, as directed by both Conferences, has continued its work on two identified items, those being the methodology used to pay for the Conference budget, including health and pension costs, and the utilization of one employee health benefit plan for both Conferences, and has presented a recommendation related to those matters, appended to this resolution as Exhibit A, (funding plan) and Exhibit B (guiding principle plan for benefits), and

Whereas: The advisory team has developed strategic goals and initiatives for the new Conference that are outlined in Exhibit C.

Now, therefore, be it resolved, that the Tennessee Annual Conference affirms sending a motion to the Southeastern Jurisdictional Conference, for action at its 2020 session, requesting that the Tennessee and Memphis Conferences be joined to form a new Conference, and to meet as a fully unified Annual Conference in 2021;

Be it further resolved, that the Tennessee Annual Conference endorses the funding plan outlined in Exhibit A, subject to approval by the newly formed Conference as a unified body at its 2021 Annual Conference session;

Be it further resolved, that the Tennessee Annual Conference endorses the guiding principle plan for benefits outlined in Exhibit B, subject to approval by the newly formed Conference as a unified body at its 2021 Annual Conference session;

Be it further resolved, that the Tennessee Annual Conference endorses the goals and objectives outlined in Exhibit C, subject to approval by the newly formed Conference as a unified body at its 2021 Annual Conference session.

503
504 Be it further resolved, that those appointments to Conference agencies, committees and other bodies that would
505 ordinarily expire at 2020 Annual Conference shall continue through the end of calendar year 2020, so that their
506 expiration will coincide with the effective date of creation of the new Conference.

507
508 Submitted by: The Tennessee Conference Appointive Cabinet
509 Adopted June 13, 2019

510
511 **Exhibit A – Resolution Approving Formation of New**
512 **Conference Connectional Commitment**
513 **Proposed Funding Plan for New Conference**

- 514 1. We will ask each local church to remit to the New Conference 10% of their income as reported on line 62 (that
515 line is now 52t) on their annual statistical report to the conference.
- 516 2. We will not ask local churches to self-determine their share to remit, rather we will calculate the amount for
517 each church and inform them of their “fair share” six (or so) months ahead of the calendar year.
- 518 3. The amount will be calculated on a two year “lagging” method. I.E., the 2021 amount will be based on the 2019
519 conference statistical reports.
- 520 4. This method assumes that Clergy Health and Pension Costs will be direct billed to the local churches and
521 participants, as appropriate, and the only portion of those benefit costs that ends up being included in this
522 funding methodology, is for plan participants that are not appointed to a local church. I.E. District
523 Superintendents, Conference staff, etc.
- 524 5. We will no longer use the terms “apportionments” or “tithe” and are suggesting the use of the term
525 “connectional commitment”. We believe that term is more representative of what this is.
- 526 6. In addition, there will be a “transition adjustment” beginning at 1% for the first year and declining by ¼ % each
527 year. (See page 2) The purpose of this transition adjustment, is to cover the cost of churches that are unable to
528 contribute their full 10% Connectional Commitment and allow the new conference to work with them to
529 achieve their full Connectional Commitment and or to further reduce conference costs.
- 530 7. Our commitment is to reduce this “transitional adjustment” to 0% by the fifth year after the formation of the
531 New Conference and ask for no more than 10% of revenue at that point. (See page 2)
- 532 8. We will work with our District Superintendents, Bishop and others to understand the financial costs to the
533 conference for a local church and appointed clergy. While recognizing the importance of our financial support
534 for missional faith communities, we will work with local churches to complete the full payment of their 10%
535 Connectional Commitment and 100% of the cost of Health and Pension benefits for their appointed clergy.
- 536 9. We will remain committed to challenging the ways that the conferences fund ministry, holding groups that
537 request budgets accountable to the conference missional objectives and practices of good stewardship.
- 538 10. We propose that the New Conference will have one comprehensive budget that is developed with input from
539 appropriate ministry teams and groups, vetted by CFA, and approved by the annual conference. So, there would
540 be no additional budgets for districts and other groups.
- 541 11. We propose that local churches would pay their 10% share with no need to designate to any specific portion of
542 the conference approved budget.
- 543 12. We believe that this will leave more dollars “in the hands” of local congregations, for them to decide how to
544 spend those dollars most effectively for ministry, while at the same time honoring the stated mission of the
545 Annual Conference and recognizing the power of our connectional system.

546
547 **Exhibit B – Resolution Approving Formation of New Conference -**
548 **New Conference Medical Benefit Plan Design Guiding Principles**

- 549 1. The new Conference will provide medical benefits for our full-time appointed clergy and lay employees of the
550 conference, district, and area.
- 551 2. The new Conference will not provide medical benefits for less than full time clergy. However, any participant
552 who meets the definition of “full time” for purposes of the Affordable Care Act rules, will be offered the
553 opportunity to participate in the new Conference’s health plan.
- 554 3. The new Conference will provide Affordable Health Benefits to eligible participants, including clergy under
555 appointment to local churches and conference staff (lay and clergy). Any local church that meets the 50 FTE
556 threshold is an “Applicable Large Employer” and will be responsible for providing health benefits to their staff
557 as required by the ACA, except for their appointed clergy who may be participants in the new Conference’s
558 plan.

- 559 4. The new Conference will cost share family coverage.
- 560 5. The cost of medical benefits will not be an issue in the appointment process because of the use of a blended rate
- 561 plan.
- 562 6. Participation in the plan is mandatory for eligible lay and clergy.
- 563 7. The new Conference will provide an Employee Assistance Plan that includes counseling and mental health
- 564 support.
- 565 8. The new Conference will have a wellness program to encourage healthy living.
- 566 9. The new Conference will offer tax advantaged medical reimbursement accounts.
- 567 10. Our clergy will participate in the cost of their benefit package.
- 568 11. The new Conference will provide access to a plan for Dental and Vision coverage.
- 569 12. The new Conference will offer a competitive and comprehensive benefit plan.
- 570 13. The new Conference benefit package will include a prescription drug plan.
- 571 14. The new Conference needs to continue to find ways to reduce the cost of our participant pool.
- 572 15. The new Conference benefit package must be affordable for the new Conference and participants.
- 573 16. The new Conference will direct bill the cost of the benefit package for each participant. For local church-based
- 574 participants, the bill will be sent to and paid by the local church, with a TBD cost share split between the church
- 575 and clergy.
- 576 17. The new Conference plan must consider Methodist Health Systems (Memphis) to be “In Network”.

**Exhibit C – Resolution Approving Formation of New Conference:
Nashville Episcopal Area – New Conference 2019-2021 Strategic Plan**

Why Join Together as a New Conference?

- 582 1. Builds a stronger connection to share assets, strengths, knowledge, expertise and spiritual gifts.
- 583 2. Increases our capacity to engage and impact the mission field.
- 584 3. Creates more innovation for disciple making because of more diverse voices at the table.
- 585 4. Allows for a greater pool of leadership to be effectively deployed for the mission of the church.

Our Vision

587 Uniting to embody the love of Christ in Spirit-led actions one community at a time.

Our Mission

591 To discover, equip, connect and send lay and clergy leaders who shape congregations that offer Christ to a hurting

592 world, one neighborhood at a time.

Our Values

- 595 1. The local church as the disciple making center
- 596 2. Transparency and integrity in our communication
- 597 3. Seeking a purposeful and more generous way of love
- 598 4. Courage to explore possibilities and take risks by being nimble, experimenting, permitting failure, and
- 599 staying the course
- 600 5. Empowering all leaders and enabling leaders with gifts and graces for the task
- 601 6. Seeking input from both people and useful data
- 602 7. We welcome diversity, rooted in Christ, a deep love of one another, celebrating our differences

Strategic Focus (Our What for 2019-2021)

605 Develop transforming lay and clergy leaders to engage the mission field to grow fruitful and faithful congregations.

Strategic Initiatives

- 608 1. Develop Transforming Clergy and Lay Leaders
 - 609 • Create a culture of call for lay and clergy
 - 610 • Equip lay leaders for team ministry with clergy
 - 611 • Foster emotional intelligence, invest in intercultural leadership
 - 612 • Hold one another accountable in love
- 613 2. Invest and Empower Young (18-35) and Diverse People
 - 614 • Invest resources into young people so they can carry the light of Christ, both now and to future

- 615 generations
- 616 • Celebrate & seek diversity as a means of transformation
- 617 • Create a culture of inclusiveness: discover and develop young and diverse leaders
- 618 3. Engage the Mission Field through Partnering with Communities
- 619 • Assess and understand assets: needs, gaps and the church’s role in its community
- 620 • Repurpose existing assets
- 621 • Invest in innovation, sustainability, and multiplying ministries
- 622 • Develop new faith communities
- 623 • Launch innovative expressions of church that engage evangelism more effectively
- 624 4. Create Fruitful and Faithful Congregations
- 625 • Every church commits to a plan for making disciples
- 626 • Shift resources to areas of fruitfulness and vitality for mission achievement
- 627 • Adopt mentality of “enough”: God’s abundance vs. our human scarcity
- 628 • Provide resources for struggling churches that desire change: Financial, Leadership, Innovation
- 629 • Build a culture of collaboration, effectiveness and inter-dependency among connection

630

Timeline:

- 631 **June 2018:** Annual Conferences vote to intend to come together into a new conference
- 632 **June 2019:** Annual Conferences vote to approve new conference and strategic plan
- 633 **July 2019 – June 2020:** Continue alignment where possible
- 634 **June 2020:** Annual Conferences meet separately
- 635 **July 2020:** SEJ votes to approve new conference
- 636 **Fall 2020:** Special called Joint Annual Conference to approve new conference administration
- 637 **January 2021:** Begin operating as new conference
- 638 **June 2021:** First Full Annual Conference of the new conference

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640

Scriptural References:

Psalm 46:4	Hebrews 11:1 1	Corinthians 15:58
Romans 12:1-8	Acts 2:42	Acts 20:28
Hebrews 10:24-25	2 Cor. 1:12-14	Matthew 25:14-30
Proverbs 11:4	Proverbs 19:20	Luke 14:28
Galatians 3:28	Revelation 7:9-10	James 2:1-13
Colossians 1:16-17	Psalm 117:1-2	Ephesians 2:13-22
Ephesians 4:1-6	Matthew 28:19-20	Colossians 3:12-17

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EXHIBIT 2: Memphis Annual Conference 2019 Resolutions

Resolution Approving Formation of a New Conference

- 644
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- 648 Whereas: The Nashville Episcopal Area is comprised of the Memphis and Tennessee
649 Conferences, and
- 650 Whereas: In 2014, the Memphis and Tennessee Annual Conference delegates adopted the
651 same mission statement:
- 652 The mission of the Memphis and Tennessee Conference is to discover, equip, connect
653 and send lay and clergy leaders who shape congregations that offer Jesus Christ to a
654 hurting world one neighborhood at a time, and
655
- 656 Whereas: We are committed to our mission more than to our geographic boundaries, and
- 657 Whereas: Over the past five years, the following areas of ministry have been aligned between
658 the two conferences:
659
- 660 • Appointive Cabinets meeting/working together as one
 - 661 • Office of Leadership Formation and Development (formerly Office of Ministerial
662 Concerns) provides shared services for both conference (ex: administration,
663 licensing school, Orientation to Ministry, Healthy Boundaries training)
 - 664 • Clergy Spiritual Life Retreat combined to serve both conferences
 - 665 • Area wide Hispanic Ministries team
 - 666 • Area wide New Church Development team
 - 667 • Annual Conference Sessions have worshiped and learned around the same
668 themes and speakers, and
669
- 670 Whereas: After successful alignment efforts demonstrated increased focus, efficiency and
671 fruitfulness, an advisory team was identified to further pursue what benefits and
672 challenges would be presented by formation of a new conference to include all
673 geographic areas of the current Memphis and Tennessee Conferences, and
674
- 675 Whereas: In 2018, the Memphis Annual Conference and the Tennessee Annual Conference
676 sessions voted to endorse the intent to move forward with a plan to form a new
677 conference, with the expectation that each Conference will vote to approve a plan for
678 a new conference in 2019, send a motion to the Southeastern Jurisdictional
679 Conference in 2020, and to meet as a fully unified Annual Conference in 2021, and
- 680 Whereas: Both Conferences directed the advisory team to continue development of a plan to
681 form a new Conference, with particular attention to challenges related to a unified
682 method of funding the budget and a single health benefits plan, and
683
- 684 Whereas: The advisory team, as directed by both Conferences, has continued its work on two
685 identified items, those being the methodology used to pay for the Conference budget,
686 including health and pension costs, and the utilization of one employee health benefit
687 plan for both Conferences, and has presented a recommendation related to those
688 matters, appended to this resolution as Exhibit A, (funding plan) and Exhibit B
689 (guiding principle plan for benefits), and
690
- 691 Whereas: The advisory team has developed strategic goals and initiatives for the new Conference
692 that are outlined in Exhibit C.
693

694 Now, therefore, be it resolved, that the Memphis Annual Conference affirms sending a motion to the Southeastern
695 Jurisdictional Conference, for action at its 2020 session, requesting that the Tennessee and Memphis Conferences be
696 joined to form a new Conference, and to meet as a fully unified Annual Conference in 2021;

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698 Be it further resolved, that the Memphis Annual Conference endorses the funding plan outlined in Exhibit A, subject
699 to approval by the newly formed Conference as a unified body at its 2021 Annual Conference session;

700
701 Be it further resolved, that the Memphis Annual Conference endorses the guiding principle plan for benefits outlined
702 in Exhibit B, subject to approval by the newly formed Conference as a unified body at its 2021 Annual Conference
703 session;

704
705 Be it further resolved, that the Memphis Annual Conference endorses the goals and objectives outlined in Exhibit C,
706 subject to approval by the newly formed Conference as a unified body at its 2021 Annual Conference session.

707
708 Be it further resolved, that those appointments to Conference agencies, committees and other bodies that would
709 ordinarily expire at 2020 Annual Conference shall continue through the end of calendar year 2020, so that their
710 expiration will coincide with the effective date of creation of the new Conference.

711
712 Submitted by: The Memphis Conference Appointive Cabinet

713
714 **Exhibit A – Resolution Approving Formation of New Conference:**
715 **Connectional Commitment**

716
717 **Proposed Funding Plan for New Conference**

- 718
719 1. We will ask each local church to remit to the New Conference 10% of their income as reported on line 62 (that
720 line is now 52t) on their annual statistical report to the conference.
721 2. We will not ask local churches to self-determine their share to remit, rather we will calculate the amount for
722 each church and inform them of their "fair share" six (or so) months ahead of the calendar year.
723 3. The amount will be calculated on a two year "lagging" method. I.E. the 2021 amount will be based on the 2019
724 conference statistical reports.
725 4. This method assumes that Clergy Health and Pension Costs will be direct billed to the local churches and
726 participants, as appropriate, and the only portion of those benefit costs that ends up being included in this
727 funding methodology, is for plan participants that are not appointed to a local church. I.E. District
728 Superintendents, Conference staff, etc.
729 5. We will no longer use the terms "apportionments" or "tithe" and are suggesting the use of the term
730 "connectional commitment". We believe that term is more representative of what this is.
731 6. In addition, there will be a "transition adjustment" beginning at 1% for the first year and declining by ¼ % each
732 year. (See diagram below) The purpose of this transition adjustment, is to cover the cost of churches that are
733 unable to contribute their full 10% Connectional Commitment and allow the new conference to work with them
734 to achieve their full Connectional Commitment and or to further reduce conference costs.
735 7. Our commitment is to reduce this "transitional adjustment" to 0% by the fifth year after the formation of the
736 New Conference and ask for no more than 10% of revenue at that point. (See diagram below)
737 8. We will work with our District Superintendents, Bishop and others to understand the financial costs to the
738 conference for a local church and appointed clergy. While recognizing the importance of our financial support
739 for missional faith communities, we will work with local churches to complete the full payment of their 10%
740 Connectional Commitment and 100% of the cost of Health and Pension benefits for their appointed clergy.
741 9. We will remain committed to challenging the ways that the conferences fund ministry, holding groups that request
742 budgets accountable to the conference missional objectives and practices of good stewardship.
743 10. We propose that the New Conference will have one comprehensive budget that is developed with input from
744 appropriate ministry teams and groups, vetted by CFA, and approved by the annual conference. So there would
745 be no additional budgets for districts and other groups.
746 11. We propose that local churches would pay their 10% share with no need to designate to any specific portion of
747 the conference approved budget.
748 12. We believe that this will leave more dollars "in the hands" of local congregations, for them to decide how to

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spend those dollars most effectively for ministry, while at the same time honoring the stated mission of the Annual Conference and recognizing the power of our connectional system.

2021	2022	2023	2024	2025
Connectional Commitment 10%	Connectional Commitment 10%	Connectional Commitment 10%	Connectional Commitment 10%	Connectional Commitment 10%
Transitional Adjustment 1%	Transitional Adjustment .75%	Transitional Adjustment .50%	Transitional Adjustment .25%	Transitional Adjustment 0%

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Decreasing transitional adjustments

2021	2022	2023	2024	2025
11.0%				
	10.75%			
		10.50%		
			10.25%	
				10%
Connectional Commitment				

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**Exhibit B – Resolution Approving Formation of New Conference:
New Conference Medical Benefit Plan Design Guiding Principles**

1. The new Conference will provide medical benefits for our full time appointed clergy and lay employees of the conference, district, and area.
2. The new Conference will not provide medical benefits for less than full time clergy. However, any participant who meets the definition of "full time" for purposes of the Affordable Care Act rules, will be

- 766 offered the opportunity to participate in the new Conference's health plan.
 767 3. The new Conference will provide Affordable Health Benefits to eligible participants, including clergy
 768 under appointment to local churches and conference staff (lay and clergy). Any local church that meets the
 769 50 FTE threshold is an "Applicable Large Employer" and will be responsible for providing health benefits
 770 to their staff as required by the ACA, except for their appointed clergy who may be participants in the new
 771 Conference's plan.
 772 4. The new Conference will cost share family coverage.
 773 5. The cost of medical benefits will not be an issue in the appointment process because of the use of a blended
 774 rate plan.
 775 6. Participation in the plan is mandatory for eligible lay and clergy.
 776 7. The new Conference will provide an Employee Assistance Plan that includes counseling and mental health
 777 support
 778 8. The new Conference will have a wellness program to encourage healthy living
 779 9. The new Conference will offer tax advantaged medical reimbursement accounts
 780 10. Our clergy will participate in the cost of their benefit package
 781 11. The new Conference will provide access to a plan for Dental and Vision coverage.
 782 12. The new Conference will offer a competitive and comprehensive benefit plan.
 783 13. The new Conference benefit package will include a prescription drug plan
 784 14. The new Conference needs to continue to find ways to reduce the cost of our participant pool.
 785 15. The new Conference benefit package must be affordable for the new Conference and participants.
 786 16. The new Conference will direct bill the cost of the benefit package for each participant. For local church
 787 based participants, the bill will be sent to and paid by the local church, with a TBD cost share split between
 788 the church and clergy.
 789 17. The new Conference plan must consider Methodist Health Systems (Memphis) to be "In Network"
 790
 791

792 **Exhibit C – Resolution Approving Formation of New Conference:**
 793 **Nashville Episcopal Area – New Conference 2019-2021 Strategic Plan**
 794

795 **Why Join Together as a New Conference?**
 796

- 797 1. Builds a **stronger connection to share** assets, strengths, knowledge, expertise and spiritual gifts.
 798 2. Increases our capacity to **engage and impact the mission field.**
 799 3. Creates more **innovation for disciple making** because of more diverse voices at the table.
 800 4. Allows for a **greater pool of leadership** to be effectively deployed for the mission of the church.
 801

802 **Our Vision:** Uniting to embody the love of Christ in Spirit-led actions one community at a time.
 803

804 **Our Mission:** To discover, equip, connect and send lay and clergy leaders who shape congregations that offer Christ
 805 to a hurting world, one neighborhood at a time.
 806

807 **Our Values:**

- 808 1. The local church as the disciple making center
 809 2. Transparency and integrity in our communication
 810 3. Seeking a purposeful and more generous way of love
 811 4. Courage to explore possibilities and take risks by being nimble, experimenting, permitting failure, and
 812 staying the course
 813 5. Empowering all leaders and enabling leaders with gifts and graces for the task
 814 6. Seeking input from both people and useful data
 815 7. We welcome diversity, rooted in Christ, a deep love of one another, celebrating our differences
 816

817 **Strategic Focus (Our What for 2019-2021):**

818 Develop transforming lay and clergy leaders to engage the mission field to grow fruitful and faithful congregations.
 819

820 **Strategic Initiatives:**

- 821 **1. Develop Transforming Clergy and Lay Leaders**
- 822 • Create a culture of call for lay and clergy
- 823 • Equip lay leaders for team ministry with clergy
- 824 • Foster emotional intelligence, invest in intercultural leadership
- 825 • Hold one another accountable in love
- 826
- 827 **2. Invest and Empower Young (18-35) and Diverse People**
- 828 • Invest resources into young people so they can carry the light of Christ, both now and to future
- 829 generations
- 830 • Celebrate & seek diversity as a means of transformation
- 831 • Create a culture of inclusiveness: discover and develop young and diverse leaders
- 832
- 833 **3. Engage the Mission Field through Partnering with Communities**
- 834 • Assess and understand assets: needs, gaps and the church's role in its community
- 835 • Repurpose existing assets
- 836 • Invest in innovation, sustainability, and multiplying ministries
- 837 • Develop new faith communities
- 838 • Launch innovative expressions of church that engage evangelism more effectively
- 839
- 840 **4. Create Fruitful and Faithful Congregations**
- 841 • Every church commits to a plan for making disciples
- 842 • Shift resources to areas of fruitfulness and vitality for mission achievement
- 843 • Adopt mentality of "enough": God's abundance vs. our human scarcity
- 844 • Provide resources for struggling churches that desire change: Financial, Leadership, Innovation
- 845 • Build a culture of collaboration, effectiveness and inter-dependency among connection
- 846

847 **Timeline:**

- 848 • **June 2018:** Annual Conferences vote to intend to come together into a new conference.
- 849 • **June 2019:** Annual Conferences vote to approve new conference and strategic plan.
- 850 • **July 2019 – June 2020:** Continue alignment where possible
- 851 • **June 2020:** Annual Conferences meet separately
- 852 • **July 2020:** SEJ votes to approve new conference.
- 853 • **Fall 2020:** Special called Joint Annual Conference to approve new conference administration
- 854 • **January 2021:** Begin operating as new conference.
- 855 • **June 2021:** First Full Annual Conference of the new conference.
- 856

Scriptural References:

Psalm 46:4	Hebrews 11:1	1 Corinthians 15:58
Romans 12:1-8	Acts 2:42	Acts 20:28
Hebrews 10:24-25	2 Cor. 1:12-14	Matthew 25:14-30
Proverbs 11:4	Proverbs 19:20	Luke 14:28
Galatians 3:28	Revelation 7:9-10	James 2:1-13
Colossians 1:16-17	Psalm 117:1-2	Ephesians 2:13-22
Ephesians 4:1-6	Matthew 28:19-20	Colossians 3:12-17

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**EXHIBIT 3 –
Tennessee Annual Conference Resolution Regarding Continued Progress
toward the Tennessee-Western Kentucky Conference of The United
Methodist Church**

Whereas: The Nashville Episcopal Area is comprised of the Memphis and Tennessee conferences, and
Whereas: In 2014, the Memphis and Tennessee annual conference delegates adopted the same mission statement:
The mission of the Memphis and Tennessee conferences is to discover, equip, connect, and send lay and clergy leaders who shape congregations that offer Jesus Christ to a hurting world one neighborhood at a time, and
Whereas: We are committed to our mission more than to our geographic boundaries, and
Whereas: Over the past five years, numerous areas of ministry have been aligned between the two conferences, and
Whereas: After successful alignment efforts demonstrated increased focus, efficiency, and fruitfulness, an advisory team was identified to further pursue what benefits and challenges would be presented by formation of a new conference to include all geographic areas of the current Memphis and Tennessee conferences, and
Whereas: In 2018, the Tennessee Annual Conference and Memphis Annual Conference sessions voted to endorse the intent to move forward with a plan to form a new conference, and
Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions affirmed sending a motion to the Southeastern Jurisdictional Conference, for action at its 2020 session, requesting that the Tennessee and Memphis conferences be joined to form a new conference and to meet as a fully unified annual conference in 2021, and
Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions endorsed a set of goals and objectives for the newly formed conference, as well as a funding plan and guiding principle plan for benefits, and
Whereas: The 2020 Southeastern Jurisdictional Conference session has been delayed due to the COVID-19 pandemic, and therefore, action on formation of the new conference has likewise been delayed, and
Whereas: In accordance with the actions taken at the 2019 annual conference sessions of the Memphis and Tennessee conferences, a resolution has been submitted to the Southeastern Jurisdictional Conference in which it will be asked to take the following action at its 2020 session: that the Southeastern Jurisdictional Conference approve realigning the boundaries of the Memphis and Tennessee conferences to form one new conference known as the Tennessee-Western Kentucky Conference of The United Methodist Church, with boundaries coextensive with the current Tennessee and Memphis conferences, and authorizing such new conference to conduct an organizational meeting consisting of the voting membership (lay and clergy) of the Tennessee and Memphis conferences prior to commencement of the new conference, and to begin operations as a fully unified conference thereafter, all in accordance with a Plan of Union to be adopted by both conferences during their 2021 annual conference sessions and
Whereas: Despite the delay resulting from the Southeastern Jurisdictional Conference postponement, the two conferences wish to continue to align their operations as much as possible to fulfill their jointly-held mission;
Now, therefore, be it resolved, in accordance with the actions taken at the 2019 annual conference sessions of the Memphis and Tennessee conferences, that the Connectional Table of the future Tennessee-Western Kentucky Conference, as well as the committees on Finance and Administration of the Tennessee and Memphis conferences, the trustees of both conferences, the newly-appointed Joint Distributing Committee, and other appropriate stakeholders continue working to develop the Plan of Union for the newly formed conference, to be considered by

911 each annual conference at their 2021 annual conference sessions, with the goal that such Plan of Union shall govern
912 the creation and structure of the new conference.

913
914 Be it further resolved, in accordance with the actions taken at the 2019 annual conference sessions of the Memphis
915 and Tennessee conferences, that the Southeastern Jurisdictional Conference be asked to take appropriate action at its
916 next session in accordance with the resolution that has been submitted for its consideration, as described above.

917
918 Be it further resolved, that the Tennessee Annual Conference takes the following actions in order to align the
919 operations of the two conferences from the date of closure of annual conference 2020 until the conferences operate
920 as one under the Plan of Union that will be presented at the 2021 annual conferences:

- 921
- 922 1. Approval of the new conference ministry structure, which is attached as an appendix to this resolution;
 - 923 2. Selection of the teams required by the new conference ministry structure, as outlined in the report of the
924 Nominations Committee;
 - 925 3. Adoption of individual conference budgets, including some joint budgeting for the conferences, which shall
926 be accomplished by separate vote;
 - 927 4. Ratification of any other contracts necessary for organization and operation of the new conference;
 - 928 5. Authorizing the execution of any necessary legal documents to finalize and complete the union of the two
929 conferences;

930
931 Be it further resolved, that upon union of the two conferences after approval by the Southeastern Jurisdictional
932 Conference, the name of the corporation currently known as Tennessee Conference, United Methodist Church, Inc.,
933 be changed to Tennessee-Western Kentucky Conference, United Methodist Church, Inc.; and

934
935 Be it further resolved, that the Tennessee Annual Conference approves the merger of the corporate entity called
936 “Memphis Conference of The United Methodist Church” into the corporate entity currently known as the
937 “Tennessee Conference, United Methodist Church, Inc.”, but to be renamed Tennessee-Western Kentucky
938 Conference, United Methodist Church, Inc. Such merger to take place after approval by the Southeastern
939 Jurisdictional Conference and all other necessary prerequisites according to law.

940
941 Be it further resolved, that the Tennessee Conference Board of Trustees shall be directed and empowered to take all
942 necessary and appropriate steps to effectuate property transfers related to the creation of the new conference.

943
944 Submitted by:

945
946 Jim Allen
947 Rev. Melinda Britt
948 Larry Davis
949 Rev. Jefferson Furtado
950 Bethany Huffman
951 Rev. Rob Martin
952 Bishop Bill McAlilly
953 John Pearce
954 Cindy Solomon
955 H. G. Stovall
956 Lynn Taylor*

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958 * Retired June 30, 2020

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EXHIBIT 4 –

**Memphis Annual Conference Resolution Regarding Formation of the
Tennessee-Western Kentucky Conference of The United Methodist Church**

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- Whereas: The Nashville Episcopal Area is comprised of the Memphis and Tennessee conferences, and
- Whereas: In 2014, the Memphis and Tennessee annual conference delegates adopted the same mission statement:
The mission of the Memphis and Tennessee conferences is to discover, equip, connect, and send lay and clergy leaders who shape congregations that offer Jesus Christ to a hurting world one neighborhood at a time, and
- Whereas: We are committed to our mission more than to our geographic boundaries, and
- Whereas: Over the past five years, numerous areas of ministry have been aligned between the two conferences, and
- Whereas: After successful alignment efforts demonstrated increased focus, efficiency, and fruitfulness, an advisory team was identified to further pursue what benefits and challenges would be presented by formation of a new conference to include all geographic areas of the current Memphis and Tennessee conferences, and
- Whereas: In 2018, the Tennessee Annual Conference and Memphis Annual Conference sessions voted to endorse the intent to move forward with a plan to form a new conference, and
- Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions affirmed sending a motion to the Southeastern Jurisdictional Conference, for action at its 2020 session, requesting that the Tennessee and Memphis conferences be joined to form a new conference, and to meet as a fully unified annual conference in 2021, and
- Whereas: The 2020 Southeastern Jurisdictional Conference session has been delayed due to the COVID-19 pandemic, and therefore, action on formation of the new conference has likewise been delayed, and
- Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions endorsed a set of goals and objectives for the newly formed conference, as well as a funding plan and guiding principle plan for benefits, and
- Whereas: In accordance with the actions taken at the 2019 annual conference sessions of the Memphis and Tennessee conferences, a resolution has been submitted to the Southeastern Jurisdictional Conference in which it will be asked to take the following action at its next session: that the Southeastern Jurisdictional Conference approve realigning the boundaries of the Memphis and Tennessee conferences to form one new conference known as the Tennessee-Western Kentucky Conference of The United Methodist Church, with boundaries coextensive with the current Tennessee and Memphis conferences, and authorizing such new conference to conduct an organizational meeting consisting of the voting membership (lay and clergy) of the Tennessee and Memphis conferences prior to commencement of the new conference, and to begin operations as a fully unified conference thereafter, all in accordance with a Plan of Union to be adopted by both conferences during their 2021 annual conference sessions; and
- Whereas: Despite the delay resulting from the Southeastern Jurisdictional Conference postponement, the two conferences wish to continue to align their operations as much as possible to fulfill their jointly-held mission;

Now, therefore, be it resolved, in accordance with the actions taken at the 2019 annual conference sessions of the Memphis and Tennessee conferences, that the Connectional Table of the future Tennessee-Western Kentucky Conference, as well as the committees on Finance and Administration of the Tennessee and Memphis Conferences, the trustees of both conferences, the newly-appointed Joint Distributing Committee, and other appropriate stakeholders continue working to develop the Plan of Union for the newly formed conference, to be considered by each annual conference at their 2021 annual conference sessions, with the goal that such Plan of Union shall govern the creation and structure of the new conference.

Be it further resolved, in accordance with the actions taken at the 2019 annual conference sessions of the Memphis and Tennessee conferences, that the Southeastern Jurisdictional Conference be asked to take appropriate action at its next session in accordance with the resolution that has been submitted for its consideration, as described above.

1016
1017 Be it further resolved, that the Memphis Annual Conference takes the following actions in order to align the
1018 operations of the two conferences from the date of closure of annual conference 2020 until the conferences operate
1019 as one under the Plan of Union that will be presented at the 2021 annual conferences:

- 1020
- 1021 1. Approval of the new conference ministry structure, which is attached as an appendix to this resolution;
 - 1022 2. Selection of the teams required by the new conference ministry structure, as outlined in the report of the
1023 Nominations Committee;
 - 1024 3. Adoption of individual conference budgets, including some joint budgeting for the conferences, which shall
1025 be accomplished by separate vote;
 - 1026 4. Ratification of any other contracts necessary for organization and operation of the new conference;
 - 1027 5. Authorizing the execution of any necessary legal documents to finalize and complete the union of the two
1028 conferences;

1029
1030 Be it further resolved, that upon union of the two conferences after approval by the Southeastern Jurisdictional
1031 Conference, the name of the corporation currently known as Tennessee Conference, United Methodist Church, Inc.,
1032 be changed to Tennessee-Western Kentucky Conference, United Methodist Church, Inc.; and
1033

1034 Be it further resolved, that the Memphis Annual Conference approves the merger of the corporate entity called
1035 “Memphis Conference of The United Methodist Church” into the corporate entity currently known as the
1036 “Tennessee Conference, United Methodist Church, Inc.”, but to be renamed Tennessee-Western Kentucky
1037 Conference, United Methodist Church, Inc., such merger to take place after approval by the Southeastern
1038 Jurisdictional Conference, and all other necessary prerequisites according to law.
1039

1040 Be it further resolved, that the Memphis Conference Board of Trustees shall be directed and empowered to take all
1041 necessary and appropriate steps to effectuate property transfers related to the creation of the new conference.
1042

1043 Submitted by:

1044
1045 Jim Allen
1046 Rev. Melinda Britt
1047 Larry Davis
1048 Rev. Jefferson Furtado
1049 Bethany Huffman
1050 Rev. Rob Martin Bishop
1051 Bill McAlilly
1052 John Pearce
1053 Cindy Solomon
1054 H. G. Stovall
1055 Lynn Taylor*

1056
1057 * Retired June 30, 2020
1058
1059

1060
1061 **EXHIBIT 5 –**
1062 **Tennessee Annual Conference Resolution Appointing Joint Distributing**
1063 **Committee**

1064 Whereas: The Nashville Episcopal Area is comprised of the Memphis and Tennessee conferences, and
1065

1066 Whereas: In 2018, the Tennessee Annual Conference and Memphis Annual Conference sessions voted to
1067 endorse the intent to move forward with a plan to form a new conference, and
1068

1069 Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions affirmed
1070 sending a motion to the Southeastern Jurisdictional Conference, for action at its 2020 session,
1071 requesting that the Tennessee and Memphis conferences be joined to form a new conference, and
1072 to meet as a fully unified annual conference in 2021, and
1073

1074 Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions endorsed a
1075 set of goals and objectives for the newly formed conference, as well as a funding plan and guiding
1076 principle plan for benefits, and
1077

1078 Whereas: It is anticipated that the Tennessee Annual Conference and Memphis Annual Conference sessions
1079 will request that the Southeastern Jurisdictional Conference, at its next session, take action
1080 necessary to implement the vision for the newly formed conference, and
1081

1082 Whereas: *The Book of Discipline*, Para. 1509, provides that when two annual conferences are to be merged
1083 to form a new conference, there shall be elected by each conference affected a distributing
1084 committee of three members and three alternates, which shall act jointly with similar committees
1085 from the other conference or conferences. The joint distributing committee thus formed shall have
1086 power and authority: (a) to allocate the pension responsibility involved; (b) to distribute equitably
1087 the permanent funds and all other pension assets of the conference or conferences affected, taking
1088 into consideration the pension responsibility involved; and (c) to the extent not otherwise
1089 previously provided for by the conference or conferences involved, to apportion or distribute
1090 equitably any other assets or property and any other liabilities or obligations, and
1091

1092 Whereas: It is necessary and appropriate for the Tennessee Annual Conference to appoint members as
1093 prescribed by the *Discipline* for purposes of addressing the pension issues required by the
1094 *Discipline*, and for the purposes of providing for apportionment or distribution of assets, property,
1095 liabilities, and obligations not otherwise previously provided for by the two participating
1096 conferences;
1097

1098 Now therefore, be it resolved, that the Tennessee Conference affirms the creation of a Joint Distributing Committee,
1099 together with the Memphis Conference, to operate in a manner consistent with Para. 1509 of *The Book of Discipline*;
1100

1101 Be it further resolved, that the following three persons are nominated and approved to serve as members of the Joint
1102 Distributing Committee:
1103

- 1104 1. Jefferson Furtado
- 1105 2. Connie Clark
- 1106 3. Steve Curry
- 1107

1108 Be it further resolved, that the following three persons are nominated and approved to serve as alternate members of
1109 the Joint Distributing Committee:
1110

- 1111 1. Carlos Uroza
- 1112 2. Deanna McCulley
- 1113 3. Paula Smith
- 1114

1115 Be it further resolved, that such persons, together with the individuals appointed to the Joint Distributing Committee
1116 by the Memphis Conference, shall perform the functions outlined in Para. 1509 of the *Discipline* related to pensions;
1117 and
1118

1119 Be it further resolved, that such persons, together with the individuals appointed to the Joint Distributing Committee
1120 by the Memphis Conference, shall be authorized to act upon and implement plans and recommendations from the
1121 Guide Team and joint task teams of the two conferences related to health benefits, incorporation, and legal structure,
1122 and any other actions related to apportionment or distribution of assets and liabilities not otherwise provided for by
1123 the conferences in their Plan of Union or otherwise, pending creation and commencement of the new conference
1124 entity.

1125
1126 Be it further resolved, that upon completion of its work, the committee shall be dissolved as contemplated by Para.
1127 1509 of *The Book of Discipline*.

1128
1129 Submitted by:

1130
1131 Jim Allen
1132 Rev. Melinda Britt
1133 Larry Davis
1134 Rev. Jefferson Furtado
1135 Bethany Huffman
1136 Rev. Rob Martin
1137 Bishop Bill McAlilly
1138 John Pearce
1139 Cindy Solomon
1140 H. G. Stovall
1141 Lynn Taylor*

1142
1143 * Retired June 30, 2020
1144
1145

1146 **EXHIBIT 6 –**
1147 **Memphis Annual Conference Resolution Appointing Joint Distributing**
1148 **Committee**

1149
1150 Whereas: The Nashville Episcopal Area is comprised of the Memphis and Tennessee conferences, and

1151
1152 Whereas: In 2018, the Tennessee Annual Conference and Memphis Annual Conference sessions
1153 voted to endorse the intent to move forward with a plan to form a new conference, and

1154
1155 Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions
1156 affirmed sending a motion to the Southeastern Jurisdictional Conference, for action at its
1157 2020 session, requesting that the Tennessee and Memphis conferences be joined to form a
1158 new conference, and to meet as a fully unified annual conference in 2021, and

1159
1160 Whereas: In 2019, the Tennessee Annual Conference and Memphis Annual Conference sessions
1161 endorsed a set of goals and objectives for the newly formed conference, as well as a
1162 funding plan and guiding principle plan for benefits, and

1163
1164 Whereas: It is anticipated that the Tennessee Annual Conference and Memphis Annual Conference
1165 sessions will request that the Southeastern Jurisdictional Conference, at its next session,
1166 take action necessary to implement the vision for the newly formed conference, and

1167
1168 Whereas: *The Book of Discipline*, Para. 1509, provides that when two annual conferences are to be
1169 merged to form a new conference, there shall be elected by each conference affected a
1170 distributing committee of three members and three alternates, which shall act jointly with
1171 similar committees from the other conference or conferences. The joint distributing committee
1172 thus formed shall have power and authority: (a) to allocate the pension responsibility involved;
1173 (b) to distribute equitably the permanent funds and all other pension assets of the conference or
1174 conferences affected, taking into consideration the pension responsibility involved; and (c) to
1175 the extent not otherwise previously provided for by the conference or conferences involved, to
1176 apportion or distribute equitably any other assets or property and any other liabilities or
1177 obligations, and

1178

1179 Whereas: It is necessary and appropriate for the Memphis Annual Conference to appoint members as
1180 prescribed by the *Discipline* for purposes of addressing the pension issues required by the
1181 *Discipline*, and for the purposes of providing for apportionment or distribution of assets,
1182 property, liabilities, and obligations not otherwise previously provided for by the two
1183 participating conferences;
1184

1185 Now therefore, be it resolved, that the Memphis Conference affirms the creation of a Joint Distributing
1186 Committee, together with the Tennessee Conference, to operate in a manner consistent with Para. 1509 of
1187 *The Book of Discipline*;

1188
1189 Be it further resolved, that the following three persons are nominated and approved to serve as members of the
1190 Joint Distributing Committee:

- 1191
1192 1. Deb Suddarth
1193 2. Erv Walker
1194 3. David Weatherly

1195
1196 Be it further resolved, that the following three persons are nominated and approved to serve as alternate
1197 members of the Joint Distributing Committee:

- 1198
1199 1. Wade Cox
1200 2. Sharon Lewis-Karamoko
1201 3. Ann Richards

1202
1203 Be it further resolved, that such persons, together with the individuals appointed to the Joint Distributing
1204 Committee by the Tennessee Conference, shall perform the functions outlined in Para. 1509 of the *Discipline*
1205 related to pensions; and
1206

1207 Be it further resolved, that such persons, together with the individuals appointed to the Joint Distributing
1208 Committee by the Tennessee Conference, shall be authorized to act upon and implement plans and
1209 recommendations from the Guide Team and joint task teams of the two conferences related to health benefits,
1210 incorporation, and legal structure, and any other actions related to apportionment or distribution of assets and
1211 liabilities not otherwise provided for by the conferences in their Plan of Union or otherwise, pending creation and
1212 commencement of the new conference entity.

1213
1214 Be it further resolved, that upon completion of its work, the committee shall be dissolved as contemplated by
1215 Para. 1509 of *The Book of Discipline*.

1216
1217 Submitted by:

- 1218
1219 Jim Allen
1220 Rev. Melinda Britt
1221 Larry Davis
1222 Rev. Jefferson Furtado
1223 Bethany Huffman
1224 Rev. Rob Martin Bishop
1225 Bill McAlilly John Pearce
1226 Cindy Solomon
1227 H. G. Stovall
1228 Lynn Taylor*

1229
1230 * Retired June 30, 2020

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EXHIBIT 7 –
Equitable Compensation Report

COMMISSION ON EQUITABLE COMPENSATION
George L. Jensen/Tennessee and Dell King/Memphis, Chairs

The purpose of the Equitable Compensation Commission (ECC) is to support full-time clergy serving as pastors in the charges of the annual conference by: (a) recommending conference standards for pastoral support; (b) administering funds to be used in base compensation supplementation, and (c) providing counsel and advisory material on pastoral support to district superintendents and committees on pastor-parish relations; and (d) submitting an arrearage policy to be adopted by the annual conference. This purpose is consistent with the provision of ¶ 625 of *The Book of Discipline* (2016).

We recommend the following to the conference for action:

I. MINIMUM COMPENSATION LEVELS:

The commission recommends the following minimum compensation levels for 2022. Compensation does not include housing, which is the obligation of the charge, ¶252.4e however a charge without a parsonage is expected to pay a minimum of 25 percent of the minimum compensation amount for housing. Also note that this does not include the local church’s fund for reimbursement to pastors for expenses incurred in the fulfillment of their professional responsibilities (“accountable reimbursement”). That reimbursement is in addition to the pastor’s salary ¶ 627.

<u>2022</u>	
Full Conference, Provisional and Commissioned Members:	\$43,701
Associate Members:	\$41,137
Full Time Local Pastors:	\$40,066

II. QUALIFICATION PROCESS FOR EQUITABLE COMPENSATION

To qualify for an Equitable Compensation Grant, a charge must submit an application to the Commission on Equitable Compensation through their district superintendent. The application will explain in detail why conference funds should be used for this charge, and what efforts have been made to raise the funds needed to pay the pastor’s salary. Additionally, the application must explain the goals for the charge and pastor, and how it is engaging in its mission field. The following information must be included with the application:

1. Equitable Compensation Commission Questionnaire
2. Current Clergy Compensation Package approved by charge conference
3. Church Audit or Financial Statement (income statement and balance sheet)
4. Current Year Church Budget
5. Current Year Church Statistical Report (Table 1,2,3)
6. Direct Deposit Form (all payments will be direct deposited into church’s account)

The application must be signed by the SPRC or council chair, and district superintendent, and recommended by the cabinet to the Equitable Compensation Commission. If a grant application is approved by the commission, Administrative Services will be instructed to forward the funds monthly to the church’s bank using ACH (direct deposit).

At the date of this submission, the appointments for 2021-22 have not been finalized. Therefore, the Commission on Equitable Compensation will meet with the bishop and cabinet from time to time as needed to determine the amount that will be awarded to various charges from this budgeted amount based on justified need and availability of funds.

III. ARREARAGE POLICY

1286 According to *The Book of Discipline* (2016), ¶¶624.1 and 625.2d, the Commission on Equitable Compensation is to
1287 submit “an arrearage policy to be adopted by the annual conference”. This policy is to address the situation where a
1288 church is slow or unable to pay the agreed upon compensation of its pastor.
1289

1290 1. In the event the local church treasurer becomes aware that the church will be unable to provide to the pastor full
1291 payment of a regularly scheduled payroll or housing allowance installment, the church treasurer shall immediately
1292 notify both verbally (within 24 hours) and in writing (within three days) the pastor, the lay leader, and the chairs of
1293 S/PPRC, finance, trustees, and the administrative/church council of the impending arrearage. Upon receipt of such
1294 notice, the chair of S/PPRC and/or the pastor shall immediately (within three days) notify the district superintendent
1295 of the impending arrearage. If the pastor does not receive an agreed upon payment and does not receive written
1296 notice from the local church treasurer required above, the pastor may initiate this process by notifying the district
1297 superintendent within 30 days of the missed payment. It is the pastor’s responsibility to keep copies of all such
1298 written notifications and to provide additional written confirmation (see #8 below) to the district superintendent
1299 when an arrearage has taken place. Failure to document salary or benefit arrearages may result in a loss of
1300 compensation and/or forfeiture of benefits
1301

1302 2. Upon receipt of notice of a pending arrearage, the chair of S/PPRC shall immediately (within three days) call a
1303 meeting of the pastor, lay leader, and chairs of finance, trustees, the administrative/church council, and the district
1304 superintendent to discuss the financial situation and seek remedies to prevent an arrearage from occurring. Such
1305 remedies might include:

- 1306 • Drawing from invested funds, including short-term borrowing from board-designated funds
 - 1307 • An emergency appeal for special giving from the congregation
 - 1308 • Emergency grants or loans from the district or conference
- 1309

1310 According to *The Book of Discipline* ¶624.1, such remedies cannot include a reduction in the pastor’s compensation
1311 until the beginning of the next conference year.
1312

1313 3. If, after consultation among the lay leader and chairs of S/PPRC, finance, trustees, the administrative/church
1314 council, and district superintendent, it becomes apparent that the church may be facing a long-term financial crisis,
1315 the chair of S/PPRC shall notify in writing the pastor and district superintendent that an Equitable Compensation
1316 Subsidy Grant may be necessary to maintain compensation for the remainder of the conference year, or a change in
1317 pastoral compensation or appointment may be necessary at the beginning of the following conference year.
1318

1319 4. If the local church becomes delinquent in the pastor’s compensation (i.e., more than 30 days delinquent), then the
1320 district superintendent shall notify the Commission on Equitable Compensation, which on its own initiative may do
1321 any or all the following, but not limited to:

- 1322 • Sending a representative from CEC to meet with the local church and pastor to seek resolution of the
1323 issue
- 1324 • Developing with the local church a payment plan so that the pastor receives full payment of
1325 compensation by the end of the conference year. The district superintendent shall be invited to participate
1326 in this process.
1327

1328 5. If the local church is already receiving a subsidy grant from the Commission on Equitable Compensation, the
1329 commission may also:

- 1330 • Examine the original subsidy grant application to determine if the amount requested to meet minimum
1331 compensation was reduced
- 1332 • Require an outside audit of all church funds in compliance with GCFA Guidelines (www.gcfa.org)
- 1333 • Notify the district superintendent of its findings and recommendations in writing
1334

1335 6. ¶ 2543.1 of *The Book of Discipline* (2016) makes clear that no real property on which a church building or
1336 parsonage is located shall be mortgaged to pay for the current or budgeted expenses of a local church (including
1337 arrearages), nor shall the principal proceeds of a sale of any such property be so used. This provision shall apply
1338 alike to unincorporated and incorporated local churches.
1339

1340 7. In extreme and unresolved circumstances, the local church and/or pastor may petition a session of the annual
1341 conference, following proper procedures, for assistance in payment of the arrearage not to exceed the minimum
1342 conference compensation standards. However, it is the responsibility of the local church to provide a minimum
1343 compensation for its appointed clergy (§624).
1344

1345 8. It is the responsibility of the pastor to provide evidence of an arrearage by providing documentation such as:
1346 treasurer's reports, charge conference reports of adopted salary and compensation, check stubs, W-2 forms, and a
1347 Certification of Payment form signed by the pastor, S/PPRC chair, trustee chair, treasurer, and administrative/church
1348 council chair. If such persons are not making themselves available to sign, the information will be provided with the
1349 signature of the pastor and the district superintendent.
1350

1351 9. The statute of limitations for filing a claim for funds from the annual conference (i.e., notification to the district
1352 superintendent of the arrearage) for any salary arrearage is one year from the date of the initial arrearage. Once an
1353 appointment ends the pastor no longer has claim on the local church for compensation funds (§342.4).
1354