Making Disciples—Transforming the World

"Passionate Worship"

F

RESOLUTIONS TO THE ANNUAL CONFERENCE

The following resolutions are from:
The Committee on Church and Society

A Resolution to Endorse the "Breath of Life" Campaign

Resolution was withdrawn at Texas Annual Conference 2007.

The Budget as a Moral Document

Resolution was withdrawn at Texas Annual Conference 2007.

Reclaiming our Wesleyan Roots

Resolution was withdrawn at Texas Annual Conference 2007.

Universal Comprehensive Healthcare

Resolution was withdrawn at Texas Annual Conference 2007.

In Support of the Resolution on the War in Iraq From the Council of Bishops of The United Methodist Church, November 2005

The Committee on Church and Society has removed this resolution from the referred Resolutions from the Texas Annual Conference in 2006.

The Following RESOLUTIONS are from The Core Leadership Team

Resolutions to Conference Rules

The following resolution includes changes made to Section 4: Nominations, I-IV:

SECTION 4: NOMINATIONS

I. The Nomination Committee

The Nominations Committee for the Texas Annual Conference of the UMC shall consist of The Assistant to the Bishop, the Dean of the Cabinet, and one representative from each of the 9 Districts. The District Representatives shall consist of 3 clergy, 3 lay men, and 3 lay women. The Nominations Committee will reflect the diversity of the Texas Annual Conference with regard to ethnicity, age, gender, geography, and church size. The ex-officio members with voice and vote shall consist of the Directors of the Centers and the Conference Lay Leader. The chair of the Nominations Committee will be The Assistant to the Bishop.

II. Quadrennium Nominations

A. At the Annual Conference session one year prior to each new quadrennium, The Assistant to the Bishop will distribute a listing and description of all positions on teams, boards, agencies, committees, commissions and councils which are subject to election by the Annual Conference to all clergy and lay delegates to Annual Conference. The Nominations Committee will hold a workshop during Annual Conference to discuss the Nominations Process. The dele-

gates shall take the listing and description back to their local churches and districts for discus sion.
B. Persons interested in being considered for nomination to any TAC positions shall fill out a biographical profile including church, district, conference and spiritual gifts and turn these into their local church pastors and District Superintendents for comments and endorsement. Completed profiles with endorsements shall be sent into the office of The Assistant to the Bishop prior to December 1 of the year prior to the new quadrennium. District Superintendents, Center Directors, and the Core Leadership Team and District Leadership Teams may also make nominations.
C. The Assistant to the Bishop will prepare a profile book for the Nominations Committee by February 1. The Nominations Committee will meet prior to February 15. The Nominations Committee will make nominations from the pool of names in the Profile Book. The Nominations Committee will strive to make each Board, Agency, Commission, Committee, and Team as inclusive as possible with regard to ethnicity, age, gender, geography and church size. The report of the Nominations Committee will be reviewed by the Commission on Religion and Race for inclusivity as specified in the current *Book of Discipline of the United Methodist Church*. The Commission on Religion and Race will report any recommendations back to the Nominations Committee by March 1. All persons nominated by the Nominating Committee will be notified by email or letter and indicate whether they accept or decline the nomination. The Nominations Committee will continue to meet until nominations are finalized. Nominations from the pool in the Profile Book will be completed by March 15 and will be published in the Pre-Conference Journal. Some nominations may need to be made after the March 15 deadline and these will be presented at Annual Conference.
D. All Ministry Teams, Boards, Divisions, Commissions, Committees will consist of ½ clergy and ½ laity unless otherwise restricted by the current *Book of Discipline of the United Methodist Church*.
E. Persons may be nominated from the floor of the Annual Conference. The nominator will indicate which person from the Nominating Committee's report is to be replaced by the nomi nee. Substitute nominations should be in the same category of inclusivity as the person in the Nomination Committee's report. Votes on substitute nominees will be made individually prior to the vote on the full report.
F. Persons shall not serve more than two consecutive quadrenniums on the same Ministry Team, Board, Division, Commission, and Committee except in the case of persons elected to complete a vacancy occurring during a quadrennium who will be allowed to serve two consecu tive full quadrenniums. No persons shall be eligible to serve on more than one Ministry Team, Board, Division, Commission or Committee at the same time.
G. The Chairperson of any Ministry team, Board, Division Commission or Committee shall not serve more than one full quadrennium except in the case of person filling an unexpired term of not over two years.
H. During the quadrennium, annual assessments will be conducted of the leadership of all Ministry Teams, Board, Divisions, Commissions, and Committees for attendance, effectiveness, and evidences of fruitfulness. Based on these assessments, the Center Leaders may request the Core Leadership Team to recommend remedial action or replacement of leadership.
I. All Nomination Rules of the Texas Annual Conference are subject to any applicable provi sions of the current *Book of Discipline of the United Methodist Church*
J. The Board of Ordained Ministry of the Texas Annual Conference will be subject to Paragraph 634 of the current *Book of Discipline of the United Methodist Church* with the excep tion of the term limit which will be two quadrenniums.
K. Persons elected will begin serving at the close of Annual Conference.

III. <u>Nominations Between Quadrenniums</u>
A. Vacancies in elected positions occurring between sessions of Annual Conference will be filled on a temporary basis by a vote of the Core Leadership Team. Nominations for the Core Leadership Team to consider for vacancies will be made by the Nominations Committee.

B. Vacancies will be permanently filled by the process listed in Section II.

IV. District Nominations

The Districts shall use a process similar to the Conference process subject to the current *Book of Discipline of the United Methodist Church.*

[For 2007 the Core Leadership Team will nominate the 2007-2008 Nominating Committee from a pool of names submitted by the process outlined in Section II, C. After 2008 the Nominations Committee nominations will follow the same guidelines as the rest of the Committees being nominated.]

The following resolution includes changes made to Section 5: Pre-Conference Journal, I, C and D:

SECTION 5: PROCEDURES OF THE ANNUAL CONFERENCE

I. Pre-Conference Journal

C. Resolutions and Proposals

1. Resolutions and proposals (Proposals are related to structures and rules; resolutions are related to issues.) for consideration by the Annual Conference and shall be sent to The Assistant to the Bishop at least 180 days prior to the Annual Conference Session. The Assistant to the Bishop will refer resolutions to the appropriate Center of Excellence (Center Leadership Team) of the Annual Conference for consideration. The Center will study the resolution/proposal and offer any changes to the resolution to the presenting entity. The final resolution will be distributed to the Districts with a list of speakers for and against the resolution/proposal for discussion. The discussion needs to be complet ed prior to February 15 of each year. Comments from the District discussions are to be forwarded to the Center responsible for the resolution/proposal. The Center will vote concurrence or non-concurrence and report its results back to the entity responsible for the resolution/proposal. The entity responsible for the resolution/proposal can with draw the resolution/proposal from consideration by the Annual Conference or send the resolution/proposal on to The Assistant to the Bishop for inclusion in the Pre-Conference Journal.
2. Proposals (changes to the Conference Rules or the Model for Ministry) will be referred to the Core Leadership Team for consideration and action. The Core Leadership Team may also distribute the final proposal to the Districts for discussion as set forth for resolutions in Section 5, I.C.1. above.
3. All discussions regarding the resolutions/proposals, whether in the Center or the Districts, will be conducted in a spirit of Holy Conversations with all sides of the issues being presented and listened to in a spirit of Christian love and respect. Persons mak ing presentations will be not be interrogated or cross-examined. Persons present will not participate in applause or partisan or disparaging sounds (boos or hurrahs). No personal attacks will be allowed.
4. Resolutions and proposals included in the Pre-Conference Journal can be discussed in District Delegate Meetings prior to Annual Conference. The Center and the entity responsible for the resolution/proposal can provide a speaker for and a speaker against the resolution/proposal. All discussions surrounding the resolutions/proposals will be made in the spirit of Holy Conversations as set forth in Section 5: I.C.3. above.
5. Resolutions and proposals included in the Pre-Conference Journal will be placed on the Agenda of the Annual Conference. All resolutions/proposals will be included in the Conference Workshops with scheduled speakers for and against the resolutions/propos als and questions and answers. All presentations, questions, and answers in the work shops will be made in the spirit of Holy Conversations as set forth in Section 5: I.C.3 above.

6. When the resolutions/proposals come to the floor of Annual Conference, there will be one predetermined speaker for and one predetermined speaker against the resolution/proposal. Each speaker is allowed a maximum of 5 minutes. An additional 6 minutes will be allowed for alternating comments, no longer than 60 seconds each, for and against the resolution/proposal. All comments will be made in the spirit of Holy Conversations as set forth in Section 5: I.C.3 above. A minute of silent prayer will precede the vote on each proposal/resolution.

D. <u>Change to read</u>:

Proposals and resolutions not in the Pre-Conference Journal, except for Resolutions of Thanks, may be brought up at Annual Conference provided that:

1. They have been turned into The Assistant to the Bishop at least 7 days prior to the Annual Conference session and have been reviewed by the appropriate Center or the Core Leadership Team with a recommendation of concurrence/non-concur rence and/or disposition;

and, at the Monday afternoon session of Annual Conference, the Conference votes to suspend the rules;

and, two speakers, one for the resolution/proposal and one against the resolution/proposal, are provided for the Tuesday afternoon Workshop.

The following resolution is an addition, Section 10, Overview:

<u>Overview of Texas Annual Conference Assessment Process</u>

Purpose: To ***establish, review, and measure progress toward achievement of*** Goals, Objectives, and Evidence of Fruitfulness. The Assessment Process ensures aligned planning and good stewardship at the Conference, Center of Excellence, District, ministry, church, and clergy levels, to achieve the Conference Mission, Vision, and Core Beliefs. Results of reviews and measures contribute to subsequent plans as successes to be replicated, risks to be recognized, problems to be addressed, and challenges to be met. Assessment results allow us to celebrate victories and identify opportunities for improvement.

Process: The Annual Conference and each Center, District, ministry, church, and clergy member-including the Bishop, Center Directors and District Superintendents – establishes Goals and Objectives consistent with and contributing to our Mission, Vision, Core Beliefs, and Measures of Fruitfulness.

The Core Leadership Team supports the Annual Conference in overseeing Assessment Process. Before Annual Conference, The Core Leadership Team reviews prior year's results and recommends Conference-level Goals, Objectives, and Evidence of Fruitfulness measures for the coming year. At the beginning and end of the yearly planning cycle, the Core Leadership Team reviews Center and District Goals, Objectives and Evidence of Fruitfulness; and reviews progress quarterly.

Each Center and District develops annual Goals, Objectives, and Evidence of Fruitfulness, consulting with each other to optimize support to churches and clergy and avoid gaps and duplications between or across Centers and Districts. Ministry teams recommend Goals and Objectives based on input from programs and ministries within the team. Centers approve ministry goals and objectives and review progress. Ministry teams annually assess results of their programs and ministries.

Each clergy member develops annual Goals and Objectives for each charge and for herself/himself.

The Conference will provide more detailed information about the Assessment Process to all affected groups and persons.

Recommended Assessment Process
for the Texas Annual Conference Model for Ministry

Background – One key element of the Conference Model for Ministry is creating a culture of accountability in all we do. Our Vision and Mission, which we adopted in November 2005, are the foundation of accountability. The Core Leadership Team (CLT) and all other Conference bodies are charged to engage in ongoing assessment of their ministries.

An additional vital component of accountability is periodic assessment of the Model for Ministry itself. This assessment will provide objective data and recommendations to the Conference concerning:

+ Progress in achieving our Vision and Mission
+ Fruitfulness of our overall structure
+ Effectiveness and efficiency of our Model for Ministry
+ Continuous improvement of the Model
+ Correction of any deficiencies identified

Assessment Process – The Strategic Mapping Team recommends that an assessment of the Conference Model for Ministry be conducted at two-year intervals by an outside consultant not otherwise related to the Conference. The consultant's work would build on and use, but not duplicate, internal assessments. The assessment consultant's charge would be to:

+ Evaluate and report on the overall fitness of the Model for Ministry to achieve our Vision and Mission.
+ Evaluate Evidence of Fruitfulness measures as indicators of fulfilling the Vision and Mission.
+ Recommend any structural or organizational changes needed to improve the Model for Ministry.
+ Identify areas for additional study and planning by the Conference.

Special Assessment Team – In addition to an independent consultant assessment, the Strategic Mapping Team recommends that a four-member Special Assessment Team evaluate whether the Model for Ministry significantly enhances achieving Conference-adopted Evidence of Fruitfulness measures. The team may also consider other areas of fruitfulness such as: clergy recruitment, new church starts, congregational transformation, and other indicators reflecting the Conference's health and vitality.

The Special Assessment Team may propose revisions to existing Evidence of Fruitfulness measures and/or new measures. Modification or addition of measures would require Conference action. The Special Assessment Team may also comment on the accuracy, completeness and relevance of data reported to the Conference, and make recommendations for improvement. The Special Assessment Team will provide an annual report to the Conference.

Members of the Special Assessment Team would be persons not otherwise involved in the Model for Ministry. The Conference Nominations Committee will recommend members of the Special Assessment Team, understanding that the intent is not to conduct a self-assessment.

Resolution for a Change to the Social Principles
Implementation Team Structure

Whereas, according to the **Bound for Greater Things** document on page 16, the chair of the Social Principles Implementation Ministry Team is currently, to automatically be the Conference Coordinator of Peace with Justice;

And whereas, it is the recommendation of the current chair of the Social Principles Implementation Ministry Team and the Core Leadership Team that any chair of any of the ministries under the umbrella of the Social Principles Implementation Ministry Team should be eligible to chair the Social Principles Implementation Ministry Team;

Be it resolved, that page 16 of the **Bound for Greater Things** document be changed to delegate the words "chaired by Conference Coordinator of Peace with Justice" and replace these words with **"the chair of this ministry will be nominated and elected from the chairs of the committees under this ministry."**

The Following Resolution is from the Committee on Disability Concerns

Relating to a Conference Mandated Access Sunday

Whereas the Texas Annual Conference of the United Methodist Church is in mission to change lives and reshape futures for Jesus Christ and believes in radical hospitality, passionate worship, and connectional ministry for all persons

And

Whereas the church of Jesus Christ and The United Methodist Church is open to all children of God having differing gifts and needs; and these needs are varied and universal yet specific to a local church

And

Whereas churches in the Texas Annual Conference need persons with special needs and disabilities in their midst to make congregations whole

And
Whereas the Book of Discipline paragraph ¶266.4 calls for the observance of a Disability Awareness Sunday with an optional offering

Therefore be it resolved

That these recommendations be adopted to allow local congregations to celebrate the gift exchange that exists between themselves and persons with disabilities.

1. That the Committee on Disability Concerns work with the conference to designate an annual "Disability Awareness Sunday" to promote the participation and celebration of the gifts and graces of persons with disabilities within the local congregation.

2. That the annual conference may receive an voluntary offering to promote architectural and atti tudinal accessibility in local churches, to be administered by the Committee on Disability Concerns.

3. That the Committee on Disability Concerns will provide resources for the planning and celebra tion of a Disability Awareness Sunday.

The Following Resolution is from the Committee on Native American Concerns

RESOLUTION ON RECONCILIATION WITH NATIVE AMERICANS: Confession to Native Americans

Resolution was withdrawn at Texas Annual Conference 2007.

The Following Resolutions are from the Sexual Ethics Task Force/Committee on Sexual Ethics

AMMENDMENT TO SEXUAL ETHICS PROCEDURES OF THE TEXAS ANNUAL CONFERENCE Effective June 1, 2007

The Board of Ordained Ministry moves to amend the Procedures of the Sexual Ethics Policy of the Texas Annual Conference as follows.

On page four of the Procedures document, under **Care and training for clergypersons**, #1, the policy will read:

1. The Board of Ordained Ministry shall provide training in sexual ethics for all clergy persons under appointment **each quadrennium.**

PROPOSAL FOR NAME CHANGE TO TEXAS ANNUAL CONFERENCE COMMITTEE ON SEXUAL ETHICS

WHEREAS the Sexual Ethics Task Force was formed by the bishop's appointment, and

WHEREAS the bishop and cabinet have recommended that the Sexual Ethics Task Force should become a standing committee of the Texas Annual Conference, and

WHEREAS the Sexual Ethics Task Force assists the Conference Board of Ordained Ministry in sexual ethics training for the ordained and licensed clergy and the certified lay professionals of the annual conference, and

WHEREAS the responsibility for recruiting members and providing basic training for Response Team members will be the responsibility of the Sexual Ethics Task Force,

THEREFORE, WE PROPOSE that the name of the Sexual Ethics Task Force be changed to the **Texas Annual Conference Committee on Sexual Ethics,** and

WE PROPOSE the membership of the Texas Annual Conference Committee on Sexual Ethics be appointed by the bishop in consultation with the Cabinet and the Conference Board of Ordained Ministry in the first year of each quadrennium to serve for a term of four years with reappointment for a maximum of twelve years, and

WE PROPOSE that the current members of the Sexual Ethics Task Force comprise the first Texas Annual Conference Committee on Sexual Ethics serving for the remainder of the quadrennium including any changes in membership the bishop, Cabinet and Conference Board of Ordained Ministry choose to make. The 2007-2008 membership would be as follows:

Mr. Ross Adams	Ex Officio:
Rev. Peter Cammerano	Rev. Mary E. Tumulty, Order of Deacons-BOM
Rev. Rodney Graves	Rev. Kay Johnson, Rep. of Order of Elders-BOM
Dr. B. J. Hightower	Rev. Gail Ford Smith, Cabinet
Rev. Daniel Jones	Rev. B. T. Williamson, Center for Clergy Excellence
Rev. Susan Keirn Kester	Dr. Elijah Stansell, Center for Connectional Ministry
Rev. Ruby Nelson	Liaison, Safe Sanctuaries
Dr. Burt Palmer	Conference Coordinator of Response Teams
Rev. V. Patrick Sparks	Shadow Sloan, Legal Counsel

WE PROPOSE that the Sexual Ethics Committee be accountable to the bishop of the Texas Annual Conference in consultation with the Cabinet and the Conference Board of Ordained Ministry, and

WE PROPOSE the bishop name the chair of the Committee on Sexual Ethics, and

WE PROPOSE Texas Annual Conference Committee on Sexual Ethics be given the following responsibilities:

1. Educating all clergy and laity about the Sexual Ethics Policy and Procedures of the Annual Conference and providing educational resources to support and supplement the training.
2. Working with the Board of Ordained Ministry to provide annual training for all first time licensed and appointed clergy of the Texas Annual Conference on the Sexual Ethics Policy and Procedures.
3. Those transferring into or those serving on loan to the Texas Annual Conference must complete the next basic sexual ethics training class offered, regardless of other sexual ethics training they have received.
4. Reviewing and approving any requests by those serving in extension ministries for substitution of comparable sexual ethics training completed within the context of their area of ministry.
5. Working with the Board of Ordained Ministry to provide regular continuing educational oppor tunities for all appointed clergy in the sexual ethics of the pastoral office and of professional Christian leadership in a local church.
6. Training Response Teams for deployment by the bishop.

POLICY FOR RESPONSE TEAMS
Effective June 1, 2007

Rationale

When clergy misconduct occurs, it is often the case that the clergy is removed immediately. Necessary investigation as well as administrative and legal procedures to determine credibility can leave the congregation in a state of limbo. Once credibility has been established and disclosure can take place, "congregations who are offered sensitive and competent assistance in getting through the crisis and follow-up frequently grow spiritually and emerge stronger than ever if they face the situation together." 1

However, past congregational experiences of clergy misconduct can show up for years after the actual experience has taken place. Therefore, this can be especially true in churches when unresolved grief has not been processed and exaggerates the current situation.

(Based on Hopkins, Nancy Myer, *The Congregational Response to Clergy Betrayals of Trust*, The Liturgical Press: Collegeville, MN, 1998.)

The Ministry of Response Teams

We are in ministry with all those who have been affected by clergy sexual abuse, misconduct, and/or harassment. As Paul reminds us, "*If one member suffers, all suffer together…for we are the body of Christ and individually members of it*." (I Corinthians 12:26ff)

Grace, not retaliation, defines our action because we know God as pure, unbounded love revealed in Jesus Christ. Our response does not ignore the pain of the breached boundaries, but recognizes the ultimate power of God's grace to overcome human misuse.

To those who have been injured, we affirm God's compassionate healing Spirit because we desire wholeness. To those who have misused their sacred office, we affirm God's forgiveness in confession because we are accountable. To the members of the affected congregation, we affirm God's continued presence because we believe God is trustworthy and the church's ultimate foundation.

The Purpose of Response Teams

- The purpose of the Sexual Ethics Response Teams is to be a caring ministry of trained teams comprised of individuals from the Annual Conference to congregations affected by clergy sexual abuse, misconduct, and/or harassment. Through these teams support will be offered: Person(s) making a complaint
- Clergy who are accused of abuse, misconduct and/or harassment
- The family of the complainant
- The family of the respondent clergy
- The congregation(s)

The function of the Sexual Ethics Response Teams is to help affected congregations so that they may experience God's healing grace and once again focus upon their mission to make disciples of Jesus Christ for the transformation of the world to the glory of God.

The Role of the Response Team

- The role of the Response Team sent to a local congregation includes but is not limited to the fol low ing:
- Creating a safe atmosphere where congregational healing can take place
- Striving to be a non-anxious presence and an advocate for Shalom
- Offering leadership in large and small groups that facilitates dialogue (to discuss for understand ing) and encourages healthy group process
- Listening and responding with support to concerns, distress and questions
- Educating about power dynamics and professional boundaries
- Leading appropriate worshipful experiences and providing personal devotional materials
- Working with the congregation to develop specific procedures/processes for use in future crisis situations
- Being available to meet with individuals and staff as needed over a period of weeks or months
- Empowering the congregation to continue their own healing process
- Evaluating and reporting to the Bishop/Cabinet
- Identifying ways to continue support of the congregation and the pastor(s) that follow

The Response Team does not perform any investigative function, nor does it offer disciplinary, judicial, legal counsel or opinion. The Response Team will focus on healing but is not a substitute for professional counseling.

Responsibilities of Response Teams

1. Response Teams will maintain confidentiality in their work with individuals and local churches.
2. Response Teams will coordinate their work with the district superintendent of the local church.
3. Response Teams will begin their work with the Pastor/Staff Parish Relations Committee of the local church.

4. Response Teams will convene meetings and hold worship services as appropriate and needed in the local church, including:
   - With staff members of the local church
   - With the church council
   - With the members of the local church in at least one church-wide informational meeting
   - With individuals and small groups, offering opportunities for discussion, one-on-one meet ings, worship, and healing resources whenever possible.
5. Response Teams will provide templates for written communication tools, such as a letter to the congregation.
6. Response Team members will have basic training and orientation to this policy and should earn continuing education credits related to their responsibility.

Leadership of Response Teams

1. There will be a Conference Coordinator of Response Teams.
2. Each Response Team will be led by a Convener who may be lay or clergy.
3. Each Response Team may include at least one member who is licensed in psychotherapy.
4. Each Response Team should include lay and clergy members.
5. All members of a Response Team who are deployed must complete training as specified by the Texas Annual Conference Committee on Sexual Ethics.

Responsibilities of the Coordinator of Response Teams

1. The Conference Coordinator of Response Teams will be amenable to the Bishop and Cabinet.
2. The Conference Coordinator of Response Teams will convene all Response Teams, considering the importance of appropriate cultural concerns such as geographic, racial, gender, ethnic, lan guage, lay and clergy composition and the need for professional counseling skills in the forma tion of the team.
3. The Conference Coordinator will name the Convener of each Response Team.
4. The Convener will consult with the Conference Coordinator regularly.
5. The Conference Coordinator will work with the Conference Committee on Sexual Ethics to pro vide basic training and continuing education for Response Team members.
6. The Conference Coordinator will serve as an ex officio member of the Conference Committee on Sexual Ethics.
7. The Conference Coordinator will attend denominational training for Response Teams.
8. The Conference Coordinator will develop networking opportunities with all recruited and trained Response Team members.
9. The Conference Coordinator will develop and provide a template for Response Team reports to the bishop and cabinet at the conclusion of an assignment.
10. The Conference Coordinator will maintain a directory of Response Team members including a brief profile and photograph of each member.

Responsibilities of the Convener of a Response Team

1. The Convener of a Response Team will contact all members assigned to the team prior to begin ning work with a local church.
2. The Convener will meet with the Pastor/Staff Parrish Relations Committee, prior to or upon the arrival of the other Response Team members.
3. The Convener will provide contact information for the Response Team.

Deployment of Response Teams

Response Teams are deployed by and are accountable to the Bishop and Cabinet of the Annual Conference.

A Response Team will be deployed for six weeks to six months, with extensions to be negotiated.

Response Team members will be deployed within a driving distance of no more than 75 miles, if at all possible.

Training and support for Response Teams

Basic training for Response Teams will be provided by the Conference Committee for Sexual Ethics. All persons trained and available for deployment on Response Teams will meet bi-annually for continuing education and collegial support.
Response Teams will be funded as designated.

Compensation

1. Response Team members, committee members, resource persons and other volunteers serve without compensation.
2. The Conference Coordinator of Response Teams will be contracted for administration and coor dination of Response Teams for the whole conference.
3. Team trainers and long-term, specialized counselors may be compensated, at negotiated rates.

BUDGET
RESPONSE TEAMS
2007

Response Team Coordinator Annual Compensation (beginning in Sept)	$ 2,500
Initial Training for Response Teams (Including honorariums and fees)	7,000
Materials	2,000
Travel expenses	3,000
Miscellaneous	500
TOTAL 2007 Budget	$15,000

ANNUAL BUDGET
RESPONSE TEAMS
2008-2012

Response Team Coordinator Annual Compensation	$ 5,000
Training for Response Teams (Including honorariums and fees)	3,000
Materials	3,000
Travel expenses	3,000
Unbudgeted expenses	1,000
TOTAL Annual Budget	$15,000

PROCEDURES for RESPONSE TEAMS
Effective June 1, 2007

Introduction

The purpose of this document is to present clearly stated procedures that enable congregations to begin the process of healing after experiencing the trauma of clergy sexual misconduct. Response Teams will generally follow this outline of procedures.

Deployment of Response Teams

1. Response Teams are deployed by and are accountable to the bishop and cabinet of the annual conference.
    a. The Bishop and/or Superintendent will request that the Conference Coordinator of Response Teams convene a Response Team and name a Convener.
    b. The Bishop or Superintendent will brief the Conference Coordinator and/or the Response Team Convener about the situation in the local church.
2. Response Teams will be deployed for six weeks to six months, with extensions to be negotiated.
3. Response Team members will be deployed within a driving distance of no more than 75 miles, if at all possible.

Meeting with Pastor/Staff Parish Relations Committee (P/SPRC)

If the bishop, in consultation with the Cabinet, determines that a Response Team should be deployed to a local church, the District Superintendent will convene the Pastor/Staff Parish Relations Committee to introduce the Convener and, if possible, the members of the Response Team and to share with them the purpose of the Response Team and the scope of the Team's work with the congregation. (This may be done within the context of a meeting that the superintendent had already scheduled with the Pastor/Staff Parish Relations Committee.)

The purposes of this meeting with the P/SPRC include:

- To state the nature of the allegations made against the clergy person, and to share as much infor mation as possible without violating The Book of Discipline of the United Methodist Church (TBOD) process and any guidelines given by the Conference Chancellor
- To outline the process dictated by TBOD
- To introduce the Convener of the Response Team and the members, if possible, or present their profiles
- To present the Conference's Response Team policy and review the services outlined in the procedures document
- To plan a congregational meeting
- To delegate responsibility for the preparation and mailing of the congregational letter
- To explain that those against whom complaints are brought are innocent until proven guilty
- To allow the Response Team Convener (if present) to explain some of the dynamics of grief and loss and to share some ideas about what the church can expect
- To provide a summary of actions already completed and share any future actions to be taken with the Pastor/Staff Parrish Relations Committee and for the Response Team

Meeting with Church Staff

In large membership churches and in churches with other clergy or lay professional staff, the bishop and/or district superintendent accompanied, if possible, by the Response Team Leader, should meet as soon as possible with the staff members of the church.

- To provide pastoral care to the staff
- To state the nature of the allegations made against the clergy person, and to share as much infor mation as possible taking care not to violate TBOD process and any guidelines given by the Conference Chancellor

- To outline the process dictated by TBOD
- To introduce the Convener of the Response Team and the members, if possible, or present their profiles
- To enable the staff to provide supportive leadership for the work of the Response Team

Meeting with Church Council

As soon as possible following the meeting with the Pastor/Staff Parish Relations Committee and the meeting with the staff, the Bishop and/or District Superintendent accompanied by the Response Team Convener, should meet with the Church Administrative Council/Leadership Team. Members of the employed staff and any appointed clergy persons (not including the clergy person against whom the complaint is made) should be invited to attend.

The purpose of the meeting is much the same as with the Staff/Pastor-Parish Committee, but with the following goals:

- To share and perfect plans for a Congregational Meeting including some kind of refreshments, and childcare.
- To answer questions
- To allow persons the opportunity to express grief and hurt;
- To confirm meetings with the Bishop and/or District Superintendent and/or the Response Team Coordinator
- To make arrangements for child and youth care during the worship service when the superinten dent and/or the bishop will discuss the complaint against the pastor and the resulting action
- To review the Response Team services.

Letter to the Congregation

Where possible, a letter may be sent to church members preceding the first Sunday or as soon as possible following the pastor's suspension or his or her vacating the pastoral office. The letter should be sent only to the members of the local church.

The purpose of the letter is as follows:

- To explain the pastor's suspension or absence from the church
- To explain how pastoral services and care will be continued in the absence of the pastor
- To announce when the Bishop and/or District Superintendent and/or the Response Team will be present for scheduled meetings to help the congregation through the crisis
- To explain services of the Response Team
- To announce any congregational and/or small group meetings already scheduled
- To provide information for contacting the interim pastor assigned, the P/SPRC Chairperson, the Response Team Convener, and the District Superintendent.

Sunday Presence of Bishop And/or District Superintendent

On the first available Sunday following the meeting with the Staff/Pastor Parrish Relations Committee, the church staff and the church council/leadership team, the Bishop and/or District Superintendent should be present in Sunday morning worship services. The Bishop and/or District Superintendent should be accompanied by the Response Team Convener or a member of the Response Team.

Just before the benediction, the superintendent and/or bishop should dismiss all visitors, children and youth, requesting all members to remain. The Superintendent/Bishop will announce to the congregation the filing of a complaint against the pastor and the resulting action. The Superintendent/Bishop will also announce the arrangements for the congregational meeting.

If the congregational meeting follows the last worship service of the day, refreshments or a light meal should be provided for those attending as a time of transition and nourishment. Childcare should be provided. A separate meeting with the youth of the church can be planned in consultation with the youth director and a Response Team member.

The Bishop's or Superintendent's role is as follows:

- To state the nature of the complaint made against the clergy person;
- To give an overview of the process dictated by *The Book of Discipline of the United Methodist Church* and by policy of the Texas Annual Conference
- To begin pastoral care for the church and to lead the church in prayer
- To pray for and request prayers for the complainant and his/her family, but not to name the complainant publicly
- To pray for and request prayers for the pastor against whom the complaint has been made and his/her family
- To pray for and request prayers for the church
- Share the various means of support offered to the pastor and his/her family by the district and the conference
- To ask the congregation not to contact the pastor and his/her family until this matter has been resolved and to respect the fact that the pastor and his/her family have been instructed not to contact members of the congregation
- To introduce the deployment of the Response Team and to introduce any member of the team who is present
- To announce and describe the planned Congregational Meeting
- To announce, if possible, who will be preaching and providing pastoral care for the congregation
- To assure the congregation of the support of the district, the conference, and the bishop
- To request that the congregation be in prayer continuously in the days and weeks to come

The Response Team

The Response Team may be available to work with the congregation immediately following the worship service. If there is no congregational meeting following the last worship service, the Response Team will work with the Church Council and Pastor/Staff Parrish Relations Committee to plan the congregational meeting.

The services of the Response Team may include being available to meet with groups in the church for the purpose of helping individuals deal with their grief and emotions resulting from the charges and suspension of the pastor.

Printed information on the availability of the Response Team in the two weeks immediately following the worship announcement and the congregational meeting should be available at the next Sunday worship services or the earliest possible time.

Personal devotional materials should also be made available to all at the earliest possible time.

Congregational Crisis Meeting

The Congregational Meeting with the bishop/district superintendent should be scheduled as soon as possible following the meeting with the Pastor/Staff Parrish Relations Committee, but no later than one week following the worship service in which the announcement of the complaint and the resulting actions were made.

The time, place and an explanation of what will take place at the meeting may be announced in worship services and in the congregational letter.

The purpose of the Congregational Meeting is to:

1. Share the information that can be shared at that time

2. Share next steps, introduce the Response Team and share what can be experienced in a local church when such a crisis occurs
3. Give people opportunities to express grief and ask questions
4. Begin the healing process.

Support for all Parties

The Response Team is charged with offering support to all parties involved. The role of the Response Team member is that of a caring listener, never a therapist. The grief process is discussed, and the procedures in TBOD and the conference policy are explained.

Let the Healing Begin – The Staff/Pastor-Parish Relations Committee

The Response Team Leader will help members and leaders to understand the dynamics of interaction during and immediately following a crisis. S/he will help members and leaders understand what to expect, and how they can be helpful in the healing process. The following dynamics may be shared:

- Many of the emotions leaders and members of the congregation will experience the grief process. (It is important to give an overview of the stages experienced in the grief process.)
- A certain amount of conflict is inevitable when there are people with differing views about the charges and the clergy person charged.
- Some members of the congregation may have come to the church and joined because they were attracted to the clergy person who is now accused of misconduct. Others may have experienced him/her in an especially positive way. Some within these groups may find it difficult to believe that the accused clergy is capable of doing harm, even when there is compelling evidence. These persons may not only defend the clergy person vigorously, but they may even attack the person bringing the charges and those who believe the charges.
- Conversely, some congregants may have had negative experiences with the pastor; others may have direct knowledge of the clergy person's misconduct or may have been subjected to it. These individuals may be quick to believe the allegations and may be unwilling to wait for results of the investigation. They will have no difficulty believing the charges.
- Some congregants may be "in the middle." For them the conflict is worsened to the extent that that they are drawn into one of the extreme positions. In the midst of conflict, those in the mid dle may elect to not attend services until the conflict is resolved or managed.

Continue the Healing in Small Groups and Other Settings

Members of the Response Team and those oriented by the Team may meet with the congregation in existing small groups of the church (for example: Sunday School classes, Bible studies, age level groups, interest and service groups) in order to help those present understand what to expect in the months ahead. It is recommended that one member of the Response Team have some background in working with youth and children and be capable of using ageappropriate means of communicating and helping children and youth to express their feelings.

Empowering the Congregation to Complete Its Own Healing Process

Every effort will be made to encourage the congregational leadership to assist in discerning and recommending the types of support the Response Team and/or trained mediators could provide in order to assist the church to regain a sense of shalom and control following the initial trauma. The goal is to move toward a timely, orderly withdrawal of the Response Team as the local church gains strength and skill in the healing process.

Self Evaluation of Response

The Response Team will meet with the Response Team Conference Coordinator for a self-evaluation of its work within two weeks of completing its active service in a church, if at all possible.

Final Report to Bishop
The Team Convener or the Conference Coordinator of the Response Team will make a written report to the Bishop following the Team's completion of active service in a particular church. The work of the Response Teams should be evaluated by the Bishop, Cabinet and Conference Board of Ordained Ministry at least annually. It is also recommended that the Response Teams and the Cabinet share in a joint educational experience each quadrennium.

Continued Support for Affected Churches/Clergy
The Response Teams understand that their intervention into the situation alone may not be sufficient to guide a church out of a crisis sparked by clergy sexual misconduct. This may be the case for a variety of reasons including pre-existing church conflict or the lack of the congregation's experience in dealing with conflict in a Biblical manner.

In those churches where an interim pastor is appointed, it is very important that the pastor receive appropriate information. The circumstances surrounding the appointment change should be shared with the interim pastor to the extent possible. Issues of confidentiality must be observed but disclosure of relevant information is important to good leadership by an interim pastor and next appointed pastors. Both interim pastors and next appointed pastors should receive continual support from the district superintendent and should have access to the district office when needed.

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*Much of this document was adapted from the North Texas Annual Conference and the Central Pennsylvania Annual Conference procedures. We acknowledge our debt to their good work and our gratitude for permission to borrow and adapt.

**Questions, comments and suggestions concerning the procedures for Response Teams should be directed to the Conference Coordinator of Response Teams and/or the Texas Annual Conference Committee on Sexual Ethics.

The following Resolutions are from The Strategic Mapping Team

Strategic Mapping Team 2007 Annual Conference Report

Background – The 2006 Annual Conference adopted a resolution instructing the Strategic Mapping Team (SMT) to visit the Districts in February – March 2007 to solicit feedback regarding (1) the Model for Ministry and (2) transition into new Districts, and to report findings and recommendations to the 2007 Annual Conference. The resolution also instructed the Team to recommend a process for ongoing evaluation and assessment of fruitfulness of the Model for Ministry and District structure, along with recommendations to enhance support of the Model for Ministry to Districts and local churches.

Process – The Bishop and SMT members conducted eight District meetings from March 4 – March 9. Significant numbers of clergy and laity participated in all meetings; total attendance Conference-wide was 941. The SMT met March 13 to review feedback and to develop recommendations for consideration by the Conference.

Findings – The tabulated feedback encompassed 63 pages with more than 1,200 specific comments.

Participants indicated strong positive feelings about the potential of the Model for Ministry, along with a sense it is still early for an evaluation. Level of understanding of and support for the Model for Ministry appears in some cases to be related to a District's progress in organizing under the new structure.

Strengths/potential most often mentioned are: new emphasis on accountability, willingness to try new approaches, and focus on the future.

Areas for improvement most often mentioned were need for:

+ Enhanced communication throughout the Conference
+ Additional participation in planning Conference youth programs
+ Greater support for and changes in developing camping programs
+ Continued support to Lakeview
+ Support for local churches including small churches

Resolutions

1. Communication – That the Core Leadership Team, Bishop, Center leaders, and Districts cooper atively develop an enhanced communications process during 2007-2008.
2. (1) That the Model for Ministry be changed to expand the Conference Council on Youth Ministry from nine members (one from each District) to 36 member (two youth and one adult from each District, plus nine at-large positions). Youth in each District shall elect two youth, plus one alternate. Each District Nominations Committee shall elect one adult. Following the election of district delegates, the Conference Nominations Committee will recommend five youth and four adults for at-large positions in order to ensure Conference-wide inclusiveness and diversity. (2) That the expanded Conference Council on Youth Ministry develop a new vision for conference youth ministry by the 2008 Annual Conference session.
3. Camping – (1) That the Center for Congregational Excellence, in conjunction with Districts and the expanded Conference Council on Youth Ministry, address detailed feedback about camp and mid-winter planning and operations; (2) that the Conference Council on Finance and Administration consider extending the current level of Annual Conference funding ($250,000 – $200,000 Annual Conference budget for District Camps and $50,000 Fair Share) for an additional year.
4. Recognizing both the historic and future importance of Lakeview, (1) that the Conference appoint a task force to work with the Lakeview Board to develop plans, and a financial plan for Lakeview; (2) that this task force utilize the Lakeview Board Strategic Plan and the Texas Annual Conference Model for Ministry as foundational documents; (3) that the task force include persons recommended by the Nominating Committee:

    K. Wayne Day, Chair
    Bruce Barber
    Richard Burnham
    Steve Cragg
    Von Dawson, Ex-Officio
    Don House
    Matt Idom
    Member of CCYM
    Camp Coodinator
    Remonica Malone
    Brenda Marshall
    Carol Parker
    John Robbins
    Martha Scott
    Jack Steele
    Lawrence Young
    Member of Disability Concerns

    (4) that funding for this activity be sought from outside sources, in addition to Annual Conference funding of $45,000 from the 2008 Budget; (5) that a report be made to the 2008 Annual Conference session and a Final Report not later thant the 2009 session.

5. Additional Action – That the Core Leadership Team, Cabinet, and Centers carefully study feed back and recommendations in their respective areas. Areas for special consideration include completing District transitions and continuing to develop support for local churches.
6. Assessment Process – That the Assessment Process recommended by the Strategic Mapping Team be adopted.

The Following Resolution is from The 2004 Delegation of the Texas Annual Conference

Resolution for Endorsement of Episcopal Candidates

Whereas, the goal of the endorsement process is to lift up the candidate(s) from within our annual conference who is (are) best qualified to serve the South Central Jurisdiction as an Episcopal leader, and

Whereas, we seek to follow the leading of God's Spirit in sharing open, honest dialogue and both clergy and laity, creating consensus, and offering unified support of the endorsed candidate(s).

Be it resolved,

1. The first meeting of the delegation, to take place within 60 days of the close of Annual Conference, shall include a consideration of the current and future needs of the jurisdictional and the General Church in episcopal leadership. At the end of these considerations, the delegation shall receive nominations of clergy members who will seek the office of bishop for the next, regularly scheduled election. The delegation shall not entertain a motion to close the nominations but shall receive all nominations until the first meeting is adjourned. These clergy shall prepare and distribute resumes and brief statements for review by delegation members before the second meeting of the delegation.
2. At the second meeting of the delegation, those nominated would be invited to offer their statements. At the conclusion of those statements, the delegates present shall vote for three nominat ed clergy by secret ballot. Those receiving a minimum 60% of the votes cast will continue the endorsement process. There shall be a maximum of seven ballots taken.
3. At the third meeting of the delegation, in-depth interviews of each of the nominees receiving 60% of the votes cast will take place. At the end of those interviews, the delegation will deter mine the number of candidates it will endorse. Once the number is determined, delegates pres ent final vote for endorsement. The standard for endorsement is a minimum 80% of the votes cast.