RESOLUTIONS COMMITTEE REPORT

WE, THE RESOLUTIONS COMMITTEE, RECOMMEND THE FOLLOWING:

CHURCH:

1. That the pastor and Local Church Administrative Council arrange the method of election and determine the term of office for the Local Church Administrative Council. See 2013-2021 Manual, Article 3, Section D, page 166, (Method of Selection) Page 151, Article III, Section C, (6), (f), 1]. We recommend the rotating system to follow the calendar year.

2. The Pastor is responsible for the vision of the church and presenting the programs designed to build it spiritually, numerically, and financially. The pastor or appointee(s) shall meet annually with ministry leaders or boards of the local church for the purpose of setting goals for the church and developing plans to reach those goals. See 2013, Article 3, Section D, Subsection 1b, page 158, No. 10, 2017-2021 Manual, Page 144, Article III, Section C, Paragraph 1, Subparagraph b), 10]. That the boards meet quarterly to evaluate said plans.

3. That the Conference Executive Council assist Local Church Administrative Councils in developing and implementing church growth and spiritual renewal seminars, either on the local or district level, at least once a year (This training session shall be known as the Fall Training Seminars).

4. That all correspondence from the Appalachian Conference Ministry Center which is sent to the secretary and/or treasurer be sent to the pastor and shared with the Local Church Administrative Council.
5. That all local church treasurers forward their monthly and annual reports to the
   Conference Ministry Center by the tenth day of the month following the close of the
   respective month and year. That these reports be on forms to be obtained from the
   Appalachian Conference Ministry Center. All churches are encouraged to utilize the
   Martus electronic reporting system for IPHC churches.

6. That the church extend the courtesy to the outgoing pastor to deliver a farewell
   sermon.

7. That the local church pay the outgoing pastor and full-time staff their entire salary
   package until their duties end, including provision for circumstances addressed by

8. In order that the needs of the local church may receive more effective ministry, we
   recommend that the local church give careful and prayerful consideration to the
   addition of extra personnel. That first consideration be to our people who are trained
   in our schools or trained by the local pastor.

   ADDITIONAL PERSONNEL:

   a. The selection and duties (job description) of additional personnel shall be
      established by the senior pastor in consultation with the Local Church
      Administrative Council.

   b. Compensation for additional staff will be recommended by the pastor to the
      Local Church Administrative Council for approval.

   c. Must be approved by the Conference Executive Council if he/she is a licensed or
      ordained minister.

   d. Are amenable to the pastor as to the discharge of his/her duties and the
continuance of his/her position.

e. When there is a pastoral change, all paid staff members and uncompensated associate pastors shall tender their resignations. Each may be rehired/appointed by the incoming pastor after consultation with the Local Church Administrative Council. Each staff member/associate pastor shall be directly amenable to the pastor. If the work of a staff member/associate pastor is not satisfactory, the pastor has the authority to terminate the staff member’s/associate pastor’s services. See 2013-2017-2021 Manual, Page 150, Article II, Section D, Sub-section 14 15.

9. That pastors, local churches, and ministers establish friendly and cordial relations with editors of their local newspapers, managers of local radio and television stations, local school authorities, and local ministerial associations.

CONFERENCE:

1. That the conference office shall be known as the Appalachian Conference Ministry Center.

2. That the Conference Executive Council nominate the personnel for the committees of the Quadrennial and Mid-Term Conferences.

a. That no person can serve on any one committee for two consecutive Conferences, with the exception of Conference Executive Council Members.

b. That these committees meet and complete work and a copy of reports be mailed to delegates at least two weeks prior to the Conference.

c. That the name of appointed committee chairmen be posted on the Conference website and be sent to each local pastor and church secretary at least thirty
days prior to the Conference committee meetings, thus allowing input from
pastors and local churches.

3. Pastoral preference elections be governed by the 2013-2017-2021 Manual,
   Pages 145-150, Article II, Section E, Sub-sections 1-16.

4. That the Conference Treasurer close the books for the fiscal year on December 31.

5. That the dates of the Conference and Camp Meeting be set by the Conference
   Executive Council and that the Ministers’ Institute be conducted with the Camp
   Meeting; that ordination service be conducted at the conclusion of business of
   Conference when possible.

6. We recommend that the Conference Executive Council continue improvements
   to the Conference grounds as may be necessary to maintain the facilities.

7. When a minister retires, he/she be given the following special considerations:
   a. That the Conference contribute $30.00, each credentialed minister contribute
      $4.00 and each local church contribute $15.00 for each minister retiring.
      That this money be divided equally as a love gift among those retiring, in
      appreciation of their years of ministry. The Appalachian Conference
      Ministry Center shall notify the ministers and churches by April 1 of each
      year. The offering is to be sent in with the April monthly report.
   b. That the Conference provide a special recognition plaque to be presented
      during the Conference or Camp Meeting.
   c. That the Conference pay the moving expenses within the bounds of the
      Conference of a retiring minister. The Conference will pay titling or privilege
tax for no more than two automobiles for a retiring minister when moving
over a state line.

d. That the Conference Executive Council be responsible for implementing this
program and arranging the presentation.

8. That all retired ministers, their spouses, and spouses of deceased ministers be
given their meals and lodging on the campgrounds during the Conference and
Camp Meeting.

9. That the minister’s financial report on record in the Conference Ministry Center
not be printed in the Conference Messenger, Minutes or Conference mail-outs.

10. That District Directors be appointed by the Conference Executive Council and
that they meet with the Conference Superintendent or his appointee at least
twice in the calendar year.

11. That work days be established by the Conference Executive Council and be
included in the Conference calendar.

12. We recommend the Memoirs Committee meet each conference year for the
purpose of recognizing deceased ministers.

13. That all members of the Conference Executive Council be elected by the
Conference as prescribed by the 2013-2021 Manual, Pages 126-127
Article II, Section 3, Subsection b, and that the Appalachian Conference
Executive Council consist of the following members: Conference
Superintendent/BISHOP, chairman; Assistant Conference Superintendent;
Conference Secretary/TREASURER; Conference Treasurer; and three (3)

FOUR (4) additional conference council members (Page 138-126, Article II, Section 3, Subsection a).

14. That all elected conference departmental council members (i.e., Discipleship Ministries and Women’s Ministries) be subject to the same statute of limitations as the Conference Executive Council, as prescribed by the 2017-2021 Manual, Pages 138-139, Article II, Section 3, Subsection b, Paragraph 3.

15. That the Conference Discipleship Ministries Director and, Evangelism/Missions Director AND MEN’S AND WOMEN’S DIRECTORS be appointed no later than August first during the quadrennium (This is to facilitate smooth transition and not hinder direction of Bishop or Conference Council.)

MINISTERS:

1. That all pastors and all Conference officials be given a vacation each year with regular salary, plus a minimum bonus of one week’s salary, to enable the pastor and family to have a good, refreshing vacation.

Suggestions:

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<thead>
<tr>
<th>Service years in ministry of IPHC</th>
<th>Vacation Time</th>
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</thead>
<tbody>
<tr>
<td>1-3 years</td>
<td>2 weeks</td>
</tr>
<tr>
<td>4-8 years</td>
<td>3 weeks</td>
</tr>
<tr>
<td>9-11 years</td>
<td>4 weeks</td>
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<tr>
<td>12-15 years</td>
<td>5 weeks</td>
</tr>
<tr>
<td>16 years and up</td>
<td>6 weeks</td>
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</tbody>
</table>

2. That each local church purchase a life insurance policy (minimum of $50,000) which will benefit the pastor’s spouse and family in the event of
the pastor’s death. If the incoming pastor holds a current policy, that the
church pay the premium or grant a gift in the amount of the annual
premium. Furthermore, each local church is strongly encouraged to consider
paying into the General church’s retirement plan for their pastor.

3. That no minister be given a pastorate that is not in harmony with the Manual
with respect to the various ministries of the church, namely Discipleship
Ministries, Women’s Ministries and Men’s Ministries, and in harmony with
the General and Conference financial programs.

4. That no minister be allowed to submit a resume for an open church that is
not current in reporting and tithing.

5. That all ministers of the Appalachian Conference shall make monthly and
annual written reports of their work and finances; reports to be made on
forms to be supplied by the Conference to the ministers. These forms shall
be sent to the Conference Treasurer, accompanied by funds. The annual
report shall be submitted to the Conference with the twelfth report.

6. All ministers are to attend the annual session of the Quadrennial Conference,
the Camp Meeting and Ministers’ Institute. Failure to attend the annual
session of the Quadrennial Conference for (2) years without an acceptable
excuse will result in forfeiture of their Conference membership. 2013–2017
Manual, Page 182 161, Article IV, Section D C, Paragraph 3, Sub-
Paragraph d, Page 183.

7. That all pastors be given the opportunity of preaching two weeks each year
in revivals with regular salary.
8. That all pastors attend at least two seminars or retreats per year for in-service training in spiritual growth and renewal, to be financed by the local church. For example: Ministers’ Institute, SCCM Graduate School, Ministers’ Summit, Maranatha College classes, Conference in-service seminars, correspondence courses, or others.

9. The Conference Executive Council shall develop and implement a sabbatical program for the pastoral constituency of the Appalachian Conference.

10. The Sabbatical program be implemented with recommendations as follows:

   A. Qualifications:

      (1) After six years of continuous pastoral service in the IPHC, a pastor may apply to MUST INFORM the Conference Executive Council OF THE NEED for a sabbatical FOR REST, RELAXATION AND RENEWAL. He/SHE may apply REQUEST earlier in case of medical or family emergency. Leviticus 5:1-7, Ezekiel 20:12, Matthew 14:23

      (2) The purpose of the sabbatical would be to give the pastor a physical, mental or emotional break in the continuous pastorate of a church. One condition of sabbatical must be that the pastor intends to return to the present pastorate unless providentially hindered. The sabbatical would not be used to bridge the interval between pastorates. The pastor could rest, continue his education, meet medical needs, family needs, deal with emergency situations or any
other situation deemed worthy by the Conference Executive Council and the Local Church Administrative Council.

(3) The sabbatical must be approved by the pastor, the Local Church Administrative Council, and the Conference Executive Council. During the application process, the Conference superintendent will familiarize himself with the church ministry in order to facilitate the appointment of an interim pastor compatible with the needs of the church.

B. Disciplinary Sabbatical:

Under certain disciplinary circumstances, a pastor could be asked by the Conference Executive Council to take a sabbatical, with or without compensation, at the Council’s discretion for the purpose of mentorship, supervised by the Conference Superintendent or appointee, rehabilitation and/or restoration, if it is determined that he/she could legitimately return to the same pastorate at the end of the sabbatical.

C. Length of Sabbatical:

The time span of the sabbatical would be jointly determined by the church and the Conference Executive Council after conferring with the pastor. There would be no strict limitations, but a sabbatical will last from one month to one year.

D. Interim Pastor:

(1) An interim pastor would be supplied by the conference with the approval of the local church pastor and Local Church Administrative
Council. The conference will develop a pool of potential interim pastors from itinerating, retired or otherwise inactive ministers. Preference will be given to individuals with proven pastoral track records.

(2) All parties – the pastor, the church board, the conference board, and the interim pastor – must clearly understand that the position is temporary. Under no circumstances will the interim pastor be retained as full-time pastor, even if the pastor vacates the position during or at the end of the sabbatical due to continual failing health or other prohibitive conditions. If the pastor does vacate the position during the sabbatical, the church will follow normal procedures for retaining a pastor.

E. Interim Pastor Briefing:

Before the pastor leaves for the sabbatical, he should brief the interim pastor regarding the vision of the church, the leadership structure of the church, the worship practices of the church, and the ministry philosophy of the pastor. The interim pastor should adopt and support the policies and practices of the current pastor.

F. Guidelines for the Interim Pastor:

(1) There will be no change in personnel or programs of the local church during the pastor’s sabbatical, except in the case of a death or an emergency, and then only with the approval of the Conference
Executive Council. The Conference Superintendent shall confer with
the pastor on sabbatical.

(2) The interim pastor will assume no policymaking authority. It will be
the attitude and intent of the interim pastor to support and invest in
the pastor’s vision and the pastor’s leadership of the church. Any
behavior which detracts or devalues the permanent pastor’s leadership
and influence in the church would be considered unethical on the part
of the interim pastor. This ethical malfeasance would constitute and
demand the immediate replacement of the interim pastor which would
be initiated immediately by the Conference Executive Council.

G. Financial Structure:

(1) The local church would continue the pastor’s compensation during
the sabbatical.

(2) The local conference would assume responsibility for modest
compensation of the interim pastor. The compensation would be
negotiated by the Conference Superintendent. The funding for this
support would be derived from revenue accumulated by appropriating
monies from the conference general budget and maintained on a
separate line item account by the conference treasurer.

H. Pastor’s Return from Sabbatical:

The pastor will return to the local church on the date agreed by the pastor
and the Local Church Administrative Council. The interim pastor and
the Local Church Administrative Council will plan a special day to
welcome the pastor.

Signed: Mike Dodson, Chairman; Dean Brewster, Wes Comer, Bobby Lewis, Frank Neff