

1 **RESOLUTIONS COMMITTEE REPORT**

2 **WE, THE RESOLUTIONS COMMITTEE, RECOMMEND THE FOLLOWING:**

3 CHURCH:

4 1. That the pastor and Local Church Administrative Council arrange the method of election
5 and determine the term of office for the Local Church Administrative Council. See ~~2013~~
6 **2017-2021 Manual, Article 3, Section D, page 166, (Method of Selection) Page 151,**
7 **Article III, Section C, 6), f), 1].** We recommend the rotating system to follow the
8 calendar year.

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

15 That the boards meet quarterly to evaluate said plans.

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

20 4. That all correspondence from the Appalachian Conference Ministry Center which is
21 sent to the secretary and/or treasurer be sent to the pastor and shared with the Local
22 Church Administrative Council.

- 1 5. That all local church treasurers forward their monthly and annual reports to the
2 Conference Ministry Center by the tenth day of the month following the close of the
3 respective month and year. That these reports be on forms to be obtained from the
4 Appalachian Conference Ministry Center. All churches are encouraged to utilize the
5 Martus electronic reporting system for IPHC churches.
- 6 6. That the church extend the courtesy to the outgoing pastor to deliver a farewell
7 sermon.
- 8 7. That the local church pay the outgoing pastor and full-time staff their entire salary
9 package until their duties end, including provision for circumstances addressed by
10 the ~~2013~~ **2017-2021** Manual, Page ~~448~~ **135**, Article II, Section D, Sub-section 9e, f.
- 11 8. In order that the needs of the local church may receive more effective ministry, we
12 recommend that the local church give careful and prayerful consideration to the
13 addition of extra personnel. That first consideration be to our people who are trained
14 in our schools or trained by the local pastor.

15 **ADDITIONAL PERSONNEL:**

- 16 a. The selection and duties (job description) of additional personnel shall be
17 established by the senior pastor in consultation with the Local Church
18 Administrative Council.
- 19 b. Compensation for additional staff will be recommended by the pastor to the
20 Local Church Administrative Council for approval.
- 21 c. Must be approved by the Conference Executive Council if he/she is a licensed or
22 ordained minister.
- 23 d. Are amenable to the pastor as to the discharge of his/her duties and the

1 continuance of his/her position.

2 e. When there is a pastoral change, all paid staff members and uncompensated
3 associate pastors shall tender their resignations. Each may be rehired/appointed
4 by the incoming pastor after consultation with the Local Church Administrative
5 Council. Each staff member/associate pastor shall be directly amenable to the
6 pastor. If the work of a staff member/associate pastor is not satisfactory, the
7 pastor has the authority to terminate the staff member's/associate pastor's
8 services. See ~~2013~~ **2017-2021** Manual, Page ~~150~~ **136**, Article II, Section D,
9 Sub-section ~~14~~ **15**.

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

13 CONFERENCE:

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

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

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

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

22 c. That the name of appointed committee chairmen be posted on the Conference
23 website and be sent to each local pastor and church secretary at least thirty

1 days prior to the Conference committee meetings, thus allowing input from
2 pastors and local churches.

3 3. Pastoral preference elections be governed by the ~~2013~~ **2017-2021** Manual,
4 Pages ~~145-150~~ **132-137, Article II, Section E D, Sub-sections 1-16.**

5 4. That the Conference Treasurer close the books for the fiscal year on December
6 31.

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

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

13 7. When a minister retires, he/she be given the following special considerations:

14 a. That the Conference contribute \$30.00, each credentialed minister contribute
15 \$4.00 and each local church contribute \$15.00 for each minister retiring.

16 That this money be divided equally as a love gift among those retiring, in
17 appreciation of their years of ministry. The Appalachian Conference
18 Ministry Center shall notify the ministers and churches by April 1 of each
19 year. The offering is to be sent in with the April monthly report.

20 b. That the Conference provide a special recognition plaque to be presented
21 during the Conference or Camp Meeting.

22 c. That the Conference pay the moving expenses within the bounds of the
23 Conference of a retiring minister. The Conference will pay titling or privilege

- 1 tax for no more than two automobiles for a retiring minister when moving
2 over a state line.
- 3 d. That the Conference Executive Council be responsible for implementing this
4 program and arranging the presentation.
- 5 8. That all retired ministers, their spouses, and spouses of deceased ministers be
6 given their meals and lodging on the campgrounds during the Conference and
7 Camp Meeting.
- 8 9. That the minister's financial report on record in the Conference Ministry Center
9 not be printed in the Conference Messenger, Minutes or Conference mail-outs.
- 10 10. That District Directors be appointed by the Conference Executive Council and
11 that they meet with the Conference Superintendent or his appointee at least
12 twice in the calendar year.
- 13 11. That work days be established by the Conference Executive Council and be
14 included in the Conference calendar.
- 15 12. We recommend the Memoirs Committee meet each conference year for the
16 purpose of recognizing deceased ministers.
- 17 13. That all members of the Conference Executive Council be elected by the
18 Conference as prescribed by the ~~2013~~ **2017-2021** Manual, Pages ~~138~~ **126-127**
19 Article II, Section 3, Subsection b, and that the Appalachian Conference
20 Executive Council consist of the following members: Conference
21 Superintendent/**BISHOP**, chairman; Assistant Conference Superintendent;
22 Conference Secretary/**TREASURER**; ~~Conference Treasurer~~; and ~~three (3)~~

1 **FOUR (4)** additional conference council members (Page ~~138~~ **126**, Article II,
2 Section 3, Subsection a).

3 14. That all elected conference departmental council members (i.e., Discipleship
4 Ministries and Women’s Ministries) be subject to the same statute of limitations
5 as the Conference Executive Council, as prescribed by the ~~2013~~ **2017-2021**
6 Manual, Pages ~~138-139~~ **126**, Article II, Section 3, Subsection b, **Paragraph 3.**

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

11 **MINISTERS:**

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

15 Suggestions:

16 Service years in ministry of IPHC	Vacation Time
17 1-3 years	2 weeks
18 4-8 years	3 weeks
19 9-11 years	4 weeks
20 12-15 years	5 weeks
21 16 years and up	6 weeks

22 2. That each local church purchase a life insurance policy (minimum of
23 \$50,000) which will benefit the pastor’s spouse and family in the event of

1 the pastor's death. If the incoming pastor holds a current policy, that the
2 church pay the premium or grant a gift in the amount of the annual
3 premium. Furthermore, each local church is strongly encouraged to consider
4 paying into the General church's retirement plan for their pastor.

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

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

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

16 6. All ministers are to attend the annual session of the Quadrennial Conference,
17 the Camp Meeting and Ministers' Institute. Failure to attend the annual
18 session of the Quadrennial Conference for (2) years without an acceptable
19 excuse will result in forfeiture of their Conference membership. ~~2013~~ **2017-**
20 **2021** Manual, Page ~~182~~ 161, Article IV, Section ~~D~~ **C**, **Paragraph 3, Sub-**
21 **Paragraph d, Page** ~~183~~.

22 7. That all pastors be given the opportunity of preaching two weeks each year
23 in revivals with regular salary.

1 8. That all pastors attend at least two seminars or retreats per year for in-service
2 training in spiritual growth and renewal, to be financed by the local church.
3 For example: Ministers' Institute, SCCM Graduate School, Ministers'
4 Summit, Maranatha College classes, Conference in-service seminars,
5 correspondence courses, or others.

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

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

9 A. Qualifications:

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

16 (2) The purpose of the sabbatical would be to give the pastor a physical,
17 mental or emotional break in the continuous pastorate of a church.
18 One condition of sabbatical must be that the pastor intends to return
19 to the present pastorate unless providentially hindered. The
20 sabbatical would not be used to bridge the interval between
21 pastorates. The pastor could rest, continue his education, meet
22 medical needs, family needs, deal with emergency situations or any

1 other situation deemed worthy by the Conference Executive Council
2 and the Local Church Administrative Council.

3 (3) The sabbatical must be approved by ~~the pastor~~, the Local Church
4 Administrative Council, and the Conference Executive Council.

5 During the application process, the Conference superintendent will
6 familiarize himself with the church ministry in order to facilitate the
7 appointment of an interim pastor compatible with the needs of the
8 church.

9 B. Disciplinary Sabbatical:

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

16 C. Length of Sabbatical:

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

21 D. Interim Pastor:

22 (1) An interim pastor would be supplied by the conference with the
23 approval of the local church pastor and Local Church Administrative

1 Council. The conference will develop a pool of potential interim
2 pastors from itinerating, retired or otherwise inactive ministers.
3 Preference will be given to individuals with proven pastoral track
4 records.

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

13 E. Interim Pastor Briefing:

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

19 F. Guidelines for the Interim Pastor:

20 (1) There will be no change in personnel or programs of the local church
21 during the pastor’s sabbatical, except in the case of a death or an
22 emergency, and then only with the approval of the Conference

1 Executive Council. The Conference Superintendent shall confer with
2 the pastor on sabbatical.

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

11 G. Financial Structure:

12 (1) The local church would continue the pastor's compensation during
13 the sabbatical.

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

20 H. Pastor's Return from Sabbatical:

21 The pastor will return to the local church on the date agreed by the pastor
22 and the Local Church Administrative Council. The interim pastor and

- 1 the Local Church Administrative Council will plan a special day to
- 2 welcome the pastor.
- 3 Signed: Mike Dodson, Chairman; Dean Brewster, Wes Comer, Bobby Lewis, Frank Neff