

REMEMBER &
Be Faithful



**TEXAS ANNUAL CONFERENCE
of the United Methodist Church
2011 Journal**



CONFERENCE RULES AND STRUCTURE

These are the new rules adopted from the Document entitled
“Bound for Greater Things” and adopted at the Texas Annual Conference 2006

TEXAS CONFERENCE STANDING RULES

SECTION 1: GENERAL

- I. The Texas Annual Conference (Conference) establishes Rules by which it operates (Rules) and its Model for Ministry under authority of paragraph 609 of The Book of Discipline of the United Methodist Church, 2004 (BOD or Discipline).
- II. The Model for Ministry and Rules describe Conference ministries and the procedures by which they operate.
- III. Any conflict between the Model for Ministry and Rules and The Book of Discipline of the United Methodist Church shall be decided in favor of The Book of Discipline.

SECTION 2: OFFICERS

- I. The Officers of the Texas Annual Conference shall be the Bishop, Assistant to the Bishop, Secretary, Fiscal Officer, Statistician, and Lay Leader. (BOD 603.9)
- II. The Secretary and the Statistician shall be elected at the last session of each quadrennium to serve during the next quadrennium. (BOD 603.7) The minutes of each business session shall be kept on file at Conference headquarters.
- III. A Chancellor shall be nominated by the Bishop and elected by the Conference. (BOD 603.8)
- IV. The Treasurer/Director of Administration shall be elected by the Conference, on nomination of the Conference Council on Finance and Administration, at the first session of the Conference after the quadrennial session of the General Conference. Upon vacancy, the Conference Council on Finance and Administration shall fill the position until the next session of the Texas Annual Conference. (BOD 618)

SECTION 3: MODEL FOR MINISTRY IN THE TEXAS ANNUAL CONFERENCE

- I. CONFERENCE CORE LEADERSHIP TEAM
 - A. A Conference Core Leadership Team will be responsible for implementing decisions approved by the Annual Conference in accordance with Conference Mission, Vision, and Core Beliefs. The Core Leadership Team will:
 1. Implement approved decisions between sessions of the Annual Conference consistent with Conference Mission, Vision, Core Beliefs, budget, and directives and consistent with The Book of Discipline.
 2. Hold Conference bodies and staff accountable for action.
 3. Create a culture of accountability within the Conference by conducting an ongoing process of strategic planning, goal setting, and annual reporting to the Annual Conference.
 - B. The Conference Core Leadership Team will be comprised of:
 1. Voting Members
 - a. One member from each of the nine Districts
 - b. Three At-Large Members

- c. One Cabinet Member
- d. The Conference Lay Leader(s)
- 2. Ex-Officio Membership (non-voting)
 - a. The Director of the Center for Congregational Excellence
 - b. The Director of the Center for Clergy Excellence
 - c. The Director of the Center for Missional Excellence
 - d. The Director of the Center for Connectional Resources
 - e. The Conference Director of Communications
 - f. The Bishop or the Assistant to the Bishop who will preside over the Conference Core Leadership Team

II. CONFERENCE MINISTRY CENTERS

- A. There will be four (4) Conference Ministry Centers
 - 1. The Center for Congregational Excellence
 - 2. The Center for Clergy Excellence
 - 3. The Center for Missional Excellence
 - 4. The Center for Connectional Resources
- B. The Center for Congregational Excellence

The purpose of this center is to connect and equip local congregations and new church start leaders with tools and resources to engage in the practice of congregational revitalization, transformation, and vitality in communities they serve.
- C. The Center for Clergy Excellence

The purpose of this center is to create an environment of support and accountability that continuously moves clergy of the Annual Conference toward excellence.
- D. The Center for Missional Excellence

The purpose of this center is to provide and equip leaders who carry out ministries of mercy, justice, and wholeness to all persons inside and outside the church.
- E. The Center for Connectional Resources

The purpose of this center is to provide fiscal oversight, property management, and archives and records to under gird the mission and ministry of the Texas Annual Conference.

SECTION 4: NOMINATIONS

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 discussion.

- 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, 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 nominee. 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 consecutive 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 provisions 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 exception of the term limit which will be two quadrenniums.
- K. Persons elected will begin serving at the close of Annual Conference.

III. Nominations Between Quadrenniums

- 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.]

SECTION 5: PROCEDURES OF THE ANNUAL CONFERENCE

I. Pre-Conference Journal

- A. The Assistant to the Bishop shall be responsible for producing a Pre-Conference Journal. Contents of the Pre-Conference Journal shall include those materials necessary for the business of the Annual Conference to be conducted. It shall be mailed at least 25 days before the Annual Conference begins.
- B. Chairpersons are responsible for providing reports and materials to the Assistant to the Bishop on the schedule prescribed by the Assistant to the Bishop.
- 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 completed 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 withdraw 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 making 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/proposals and questions and answers. All presentations, questions, and answers in the workshops 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. 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-concurrence 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.

II. Conference Session Procedures

- A. The Assistant to the Bishop shall prepare an agenda of all reports and proposals for distribution on the opening day of each Annual Conference.
- B. No report, paper, or proposal shall be considered until three (3) copies have been given to the Secretary.
- C. The Conference Rules may be suspended by a two-thirds (2/3) majority of the Annual Conference members present and voting. The Rules may be changed by three-fourths (3/4) majority of the Annual Conference members present and voting.
- D. All items that do not require Annual Conference action will be placed on the consent calendar. If the consent calendar is not a part of the Pre-Conference Journal, it will be presented on the first day of Annual Conference and, after laying on the table for 24 hours, will be acted on by motion of the Assistant to the Bishop. Anyone may make a motion that an item be removed from the consent calendar.
- E. Speeches in favor of or in opposition to a motion will be limited to three (3) minutes each.

III. Conference Journal

- A. The Assistant to the Bishop shall be editor of the Conference Journal.
- B. The Conference Journal shall include at a minimum
 1. Items required by BOD 606
 2. Year-end statement of receipts and expenditures by all Conference bodies
 3. List of appointments with and without annuity claim
 4. Conference Rules document

SECTION 6: DISTRICTS

- I. Each District will determine an organizational structure that is consistent with the Conference vision and mission, and responsive to specific needs and priorities of the District.

SECTION 7: CONFERENCE STAFF

- I. Conference staff positions will be determined by the Bishop, the Cabinet, and the Core Leadership Team.
- II. Compensation of the Conference staff positions shall not exceed that of a District Superintendent.
- III. Salaries of District Superintendents shall be adjusted annually by the percentage change in the average (mean) base salary of all full-time senior pastors serving in the Texas Annual Conference. This adjustment shall begin in 2005, using the 2004 compensation level as the initial base

SECTION 8: FINANCIAL PROCEDURES OF THE ANNUAL CONFERENCE

- I. Each year, the Conference Council on Finance and Administration (CF&A) shall prepare and recommend a budget for the next calendar year, under appropriate headings, for Conference action.
- II. At least 48 hours before presenting its recommended budget to the Annual Conference, the CF&A shall notify the Director of any Center of Excellence of any change in the recommended budget request for that body.
- III. CF&A shall recommend to the Annual Conference for its action and determination methods or formulae by which all approved budgets shall be apportioned to the churches. All Conference delegates must be informed in writing of the financial consequences of any proposed change in the apportionment method before a vote is taken.
- IV. The Treasurer of each church or charge shall remit to the Conference Fiscal Officer all receipts for Conference connectional causes, the District Superintendents' Fund, the Episcopal Fund, the Conference Claimants Fund, and Health insurance at least monthly.
- V. The Conference Fiscal Officer shall distribute monthly or quarterly a report of budgeted funds available to the credit of agencies in proportion to receipts.
- VI. All proposals with financial implications shall be referred to the CF&A before any action is taken by the Annual Conference, including any disbursements from any Reserve Funds held on behalf of the Annual Conference.
- VII. At the end of each fiscal year, all unspent budgeted funds remaining in the Annual Conference budget shall be deposited in the Operating Reserve Fund, except: unspent budgeted funds for New Church Starts, Church Revitalization, the reserves for pensions and the reserves for health benefits, shall be deposited in separate reserve funds and made available for future expenditures for these designated purposes.
- VIII. Annually, the CF&A shall report for Conference approval a list of special days without offering and a list of special days with offering, including Conference Advance Specials. No appeal shall be made to churches of the Texas Annual Conference without CF&A approval except as provided in The Book of Discipline.
- IX. By November 1, District Superintendents shall supply District Auditors apportioned amounts for causes reported in statistical tables, including all salaries set for the current calendar year. These shall be the official figures for such tables. District Superintendents shall send a copy of these figures to the Conference Statistician.
- X. Copies of all financial records and minutes of all meetings related to Centers of Excellence shall be sent to the office of the Assistant to the Bishop in hard copy or suitable electronic

form.

- XI. At the request of anyone receiving a salary from the Conference, the Conference Fiscal Officer is authorized to withhold a designated portion of salary annuities, allowances, and/or other benefits, pursuant to Internal Revenue Service regulations.
- XII. The CF&A of the Texas Annual Conference, consistent with ¶613.8, shall have limited authority to modify a budget approved by the Annual Conference between its sessions but only in accordance with the following procedures:

Budget modifications are limited to instances in which budgeted expenditures are inadequate to meet emerging missional needs or unforeseen circumstances.

Departments, councils, boards, commissions, or any other organization seeking modifications in an approved budget must make a specific request to CF&A for change, including the affected line items and amounts, the rationale for the change, and the consequences of the change.

CF&A shall establish a Budget Review Committee consisting of the Treasurer of the Texas Annual Conference, the President of CF&A, the Vice President of CF&A, the Secretary of CF&A, and one additional voting member of CF&A. Three members of this Committee shall constitute a quorum.

The Budget Review Committee shall have the authority to approve a request for budget modification that either a) does not result in an increase in total budgeted expenditures and does not require expenditures from the Contingency Fund, or b) requires expenditures from the Contingency Fund of no more than \$5,000 per request.

Approval of a modification that requires expenditures from the Contingency Fund of over \$5,000 must be approved by the full CF&A.

The CF&A shall always honor the intent of designated funds by recommending that designated funds are spent for their intended purposes.

Minutes of Budget Review Committee meetings shall be presented at the subsequent CF&A meeting, and all modifications to the budget shall be noted and explained in the CF&A report to the Annual Conference.

SECTION 9: PLAN OF EQUALIZATION

- I. The Plan of Equalization shall follow BOD 602.

SECTION 10: ADDITIONAL PROCEDURES

- I. Clergy and Laity Candidate Profile Booklet
Eligible clergy members and eligible laity willing to be considered for election as a delegate to General or Jurisdictional Conferences are requested to complete a candidate profile sheet for inclusion in a candidate profile booklet which shall be mailed with the Pre-Conference Journal. Eligible persons willing to be considered must agree to attend delegation meetings, to prepare themselves by studying all assigned materials, and to make the necessary preparations to be effective delegates. If any eligible person who is not included in the booklet receives a vote on any ballot, then the individual will be assigned a number to be included in the remainder of the balloting process.
- II. Rule For The Payment Of MPP And CPP Arrearages
Each month the Director of Center of Clergy Excellence shall send to each District and affected

pastor notification of arrearages for MPP and CPP. Upon receipt of the report, the District Superintendent shall contact the minister and the treasurer of the reported charge to assure timely payment of the arrearage by the church. If a local church does not make payment of MPP and CPP arrearages within 60 days of notification, the District Superintendent shall meet with the local church to discuss the realignment of the charge. Districts may choose to establish a reserve fund to assist in timely payment of MPP and CPP. It remains the responsibility of the local church to reimburse funds to the District within the time established by the District. Until reimbursement is made by the church, realignment of the charge remains under consideration.

III. Overview of Texas Annual Conference Assessment Process

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.

IV. Policy Recommendations*

A Vacation Policy for pastors was unanimously approved by the Conference Board of Ordained Ministry and was adopted by Texas Annual Conference. This policy is recommended for all those serving full-time appointments within the bounds of the Texas Conference.

CONFERENCE RELATIONS

TIME OF SERVICE

VACATION TIME

Full Time Local Pastors in Process,
Attending Four-Week Course of Study

2 weeks paid

| CONFERENCE RELATIONS | TIME OF SERVICE | VACATION TIME |
|---|------------------|---------------|
| Full Time Pastors (Associate Members, Probationary Members, Full Members) | 5 years or less | 2 weeks paid |
| Full Time Pastors (Associate Members, Probationary Members, Full Members) | 10 years or less | 3 weeks paid |
| Full Time Pastors (Associate Members, Probationary Members, Full Members) | Over 10 years | 4 weeks paid |

NOTES: Years of service refer to years of service in an Annual Conference of the United Methodist Church, not to years of service in the local church to which the pastor is appointed. Time used for Continuing Education, as defined in ¶349 of The 2004 Book of Discipline, and according to the rules set by the Conference Board of Ordained Ministry, shall not be considered as vacation time or used in lieu of vacation time. This policy is to be printed each year in the Texas Conference Journal.

*This policy was not included in the 2006 and 2007 Texas Conference Journals. The original policy was voted into effect at the Texas Annual Conference 1991, as stated on pg. 143-144 of the Daily Proceedings in the 1991 Texas Conference Journal and was amended at the Texas Annual Conference 1992, as stated on pg. 145 of the Daily Proceedings in the 1992 Texas Conference Journal.

ORGANIZATIONS AFFILIATED WITH THE TEXAS ANNUAL CONFERENCE

Entities Owned by the Texas Annual Conference

| <i>Organization</i> | <i>Center</i> |
|--------------------------------------|-------------------------|
| Lakeview Methodist Conference Center | Congregation Excellence |
| Lon Morris College | Missional Excellence |
| Methodist Hospital | Missional Excellence |

Affiliated Entities within the Texas Annual Conference

| <i>Organization</i> | <i>Center</i> |
|---|----------------------|
| Houston International Seafarer’s Center | Missional Excellence |
| Methodist Retirement Communities | Missional Excellence |
| Shalom Mobile Health Ministry | Missional Excellence |
| UM Army | Missional Excellence |
| United Methodist Foundation | Missional Excellence |
| Wesley Community Center | Missional Excellence |
| Wiley College | Missional Excellence |

Affiliated Entities within the State of Texas

| <i>Organization</i> | <i>Center</i> |
|--|----------------------|
| Methodist Children’s Home | Missional Excellence |
| Methodist Mission Home | Missional Excellence |
| Texas Methodist Foundation | Missional Excellence |
| Texas United Methodist College Association | Missional Excellence |

Affiliated Entities within the South Central Jurisdiction

| <i>Organization</i> | <i>Center</i> |
|----------------------------|----------------------|
| Lydia Patterson Institute | Missional Excellence |
| Mount Sequoyah | Missional Excellence |
| Perkins School of Theology | Missional Excellence |

Organization

Saint Paul School of Theology

Center

Missional Excellence

Entities Outside the South Central Jurisdiction

Organization

Gulfside Assembly

Center

Missional Excellence



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THE TEXAS ANNUAL CONFERENCE
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Dear Friends,

Greetings in the name of our Risen Lord and Savior Jesus Christ.

It is for Jesus Christ himself that our Texas Annual Conference is "Bound for Greater Things: Building Our Future together."

This packet contains recommendations from the Strategic Mapping Team and the Council on Finance and Administration. Material on which you will be voting is clearly indicated by a black border.

Many of you have participated in developing, reviewing, or commenting on these recommendations in district meetings, the Joint Program Council and other groups. The Strategic Mapping Team and Cabinet studied your responses and made many changes and clarifications as a result. Thank you for your prayers, energy, enthusiasm, and wise counsel.

Recommendations contained in this packet focus in three major areas: structure, budget and accountability. They realign our Conference to support and achieve the vision, mission, key drivers and core beliefs adopted in November 2005.

Many of our congregations already have streamlined to facilitate mission and ministry. These simplified organizations are more flexible, provide more support for mission, and redirect energy from meetings to ministry. Recommendations for the Annual Conference mirror those local church changes. We believe they will facilitate our mission: "to equip congregations to make disciples of Jesus Christ for the transformation of the world to the glory of God."

Budget recommendations from the Council on Finance and Administration are included separately in this packet. They are the result of a lengthy process of assessment and review that included the following criteria: alignment with the Conference vision and mission, fruitfulness, good stewardship and support to local churches or the larger church.

Finally, you authorized the Strategic Mapping Team to propose a process of accountability. The team recommends four "Evidence of Fruitfulness" measures for 2007—professions of faith, worship attendance, active involvement in mission and conectional generosity. In addition, the team suggests that its members and the Bishop visit each District early in 2007 to assess effectiveness of the Model for Ministry and make improvement recommendations to the 2007 Annual Conference.

I hope you will read these materials carefully and bring them to Annual Conference.

This is a defining moment in the Texas Annual Conference. I ask for your prayers that our decisions will lead us to "vibrant, growing congregations changing lives and reshaping futures for Jesus Christ."

Grace and peace,

A handwritten signature in cursive script that reads "Janice Riggle Huie".

Janice Riggle Huie

Once while Jesus was standing beside the lake of Gennesaret, and the crowd was pressing in on him to hear the word of God, Jesus saw two boats there at the shore of the lake; the fishermen had gone out of them and were washing their nets. Jesus got into one of the boats, the one belonging to Simon, and asked him to put out a little way from the shore. Then he sat down and taught the crowds from the boat. When Jesus had finished speaking, he said to Simon, "Put out into the deep water and let down your nets for a catch." Simon answered, "Master, we have worked all night long but have caught nothing. Yet if you say so, I will let down the nets." When they had done this, they caught so many fish that their nets were beginning to break. LUKE 5:1-6 (NRSV)

Many pastors and laity and congregations have been working hard the last few years. Compared to the population increases in the Texas Annual Conference, our "catch" has been small. Once again, Jesus is inviting us to "put out into deep water and let down our nets." Like the first disciples, some of us may say, "We've done this before." Others may say, "Such deep water is too risky." Still more will say, "I'm just tired." However, for those hardy souls ready to follow him anywhere, Jesus fills their nets to overflowing.

THE CHALLENGE AND OUR RESPONSE

The Challenge

This is a defining moment for the Texas Annual Conference. All but one of the fifty-eight counties we serve will grow during the next twenty years. Population in our area will grow by 30.5% overall. Growth in some areas will be dramatic. The opportunity before us is great.

Against this backdrop, concerning trends have emerged in recent years. Worship attendance, professions of faith, baptisms, and confirmation class enrollments are all down, as is total giving. These trends are Conference-wide, despite the fact that we have outstanding clergy, dedicated laity, and strong churches of all sizes.

Our Response

Recognizing these challenges, the May 2005 session of the Annual Conference authorized creation of a Strategic Mapping Team, comprising clergy and laity and chaired by the Bishop. The team was charged to develop recommendations that would help the Conference become more effective in making disciples of Jesus Christ for the transformation of the world.

The Strategic Mapping Team proposed a new Conference Vision, Mission, Key Drivers, and Core Beliefs and related recommendations for adoption at a called session of the Conference held November 19, 2005. These recommendations were presented by team members and discussed by the Conference. The Conference adopted the team's recommendations overwhelmingly and enthusiastically

VISION

Vibrant, growing congregations changing lives
and reshaping futures for Jesus Christ.

MISSION

Equip congregations to make disciples of Jesus Christ
for the transformation of the world to the glory of God.

KEY DRIVERS

Spirit-led
Excellence
Fruitfulness
Accountability

CORE BELIEFS

We believe in:
Radical hospitality
Passionate worship
Faith-forming relationships
Risk-taking mission
Extravagant generosity
Connectional ministry
Fervent prayer and
diligent study of Scripture

Additional Charges

The called session also authorized reorganizing the Conference into nine Districts, created a Center of Congregational Excellence and a Center of Clergy Excellence, and authorized the Mapping Team to develop additional recommendations concerning further Conference restructuring, enhanced accountability within the Conference, and realignment of the Conference budget-all to support our new mission and vision.

This work was carried forward under overall direction of the Strategic Mapping Team. Two additional groups, a Rules and Structure Team and a Ministry Assessment Team, were appointed by the Bishop working with the Cabinet, to broaden participation in these important tasks and accomplish the work in an aggressive schedule from January to April, 2006.

Summary of Recommendations

- Reorganize Conference committees and staff to support our vision and mission
- Increase support to local churches
- Enhance accountability within the Conference
- Shift focus from committee maintenance to ministry and mission

RESOLUTIONS

In response to instructions of the November 2005 called session of the Texas Annual Conference, the Strategic Mapping Team recommends adoption of five resolutions:

1. Model for Ministry

Be it resolved that the Model for Ministry in the Texas Annual Conference be adopted, replacing the previous conference structure.

2. Conference Rules

Be it resolved that the Conference Rules proposed by the Strategic Mapping Team be adopted, replacing the previous conference rules.

3. Assessment for Model for Ministry and District Alignment

Be it resolved that the Strategic Mapping Team and the Bishop visit every District in February-March, 2007, to ask for feedback regarding: 1) the Model for Ministry, and 2) transition into new Districts, and report their findings and recommendations to the Texas Annual Conference session in 2007.

Be it further resolved that the Strategic Mapping Team will recommend to the 2007 Annual Conference a process for ongoing evaluation and assessment of fruitfulness of the Model for Ministry and district structure, and make any necessary recommendations to enhance support of the Model for Ministry to Districts and local churches.

4. Evidence of Fruitfulness

Be it resolved that the four Evidence of Fruitfulness measures for 2007 be adopted.

5. Composition of the Core Leadership Team

Whereas the Model for Ministry is being implemented in mid-quadrennium, be it resolved that from June 1, 2006 until May 31, 2008, the membership of the Core Leadership Team be recommended to the Annual Conference by the Bishop from a pool of names submitted by the Nominating Committee, Cabinet, and Bishop.

OVERVIEW

Model for Ministry in the Texas Annual Conference

In Matthew 28:19-20, Jesus issued a charge to his disciples: “go into the world and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you.” John Wesley took up that charge 1800 years later as he directed a group of Methodist circuit riders to “reform the nation and spread scriptural holiness across the land.”

in November of 2005 the Texas Annual Conference took a giant step toward a God-shaped future, guided by a clear vision and mission. Our vision is: vibrant, *growing congregations changing lives and reshaping futures for Jesus Christ*. Our mission is: *equipping congregations to make disciples of Jesus Christ for the transformation of the world to the glory of God*.

In order to make our vision a reality, and to fulfill our mission, we voted to make significant changes within our Conference.. The Conference also authorized development of a revised structure and rules to support and realize our Vision, Mission, and Core Values. The Model for Ministry in the Texas Annual Conference constitutes the revised structure. The Model for Ministry is built around four principles:

- Realign our structure to reflect and support our vision, mission and values.
- Provide greater ministry support to local churches, clergy and laity.
- Shift our focus from committee maintenance to mission and ministry.
- Provide flexible rules and structure which can evolve with the conference, and which comply with the Book of Discipline.

A unique component of the updated structure is creation of a Core leadership Team (CLT), which will act between Conference sessions to insure that decisions of the Conference are implemented in accordance with our mission, vision and values. The Core Leadership Team will also provide coordination, focus, and direction as we build a culture of mutual accountability throughout the Conference.

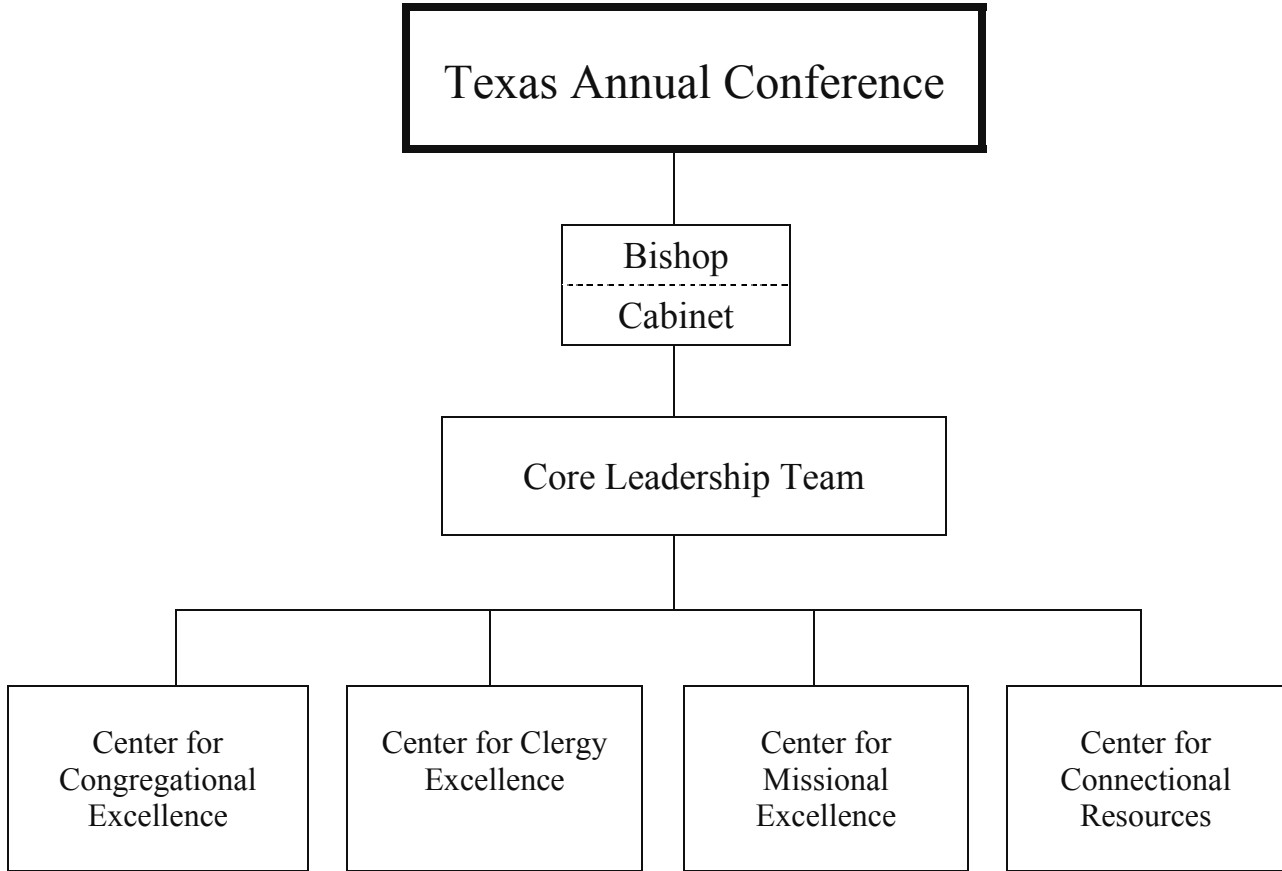
Other key features are implementation of Centers for: Congregational Excellence, Clergy Excellence, Missional Excellence and Connectional Resources. The Centers for Congregational Excellence and Clergy Excellence are new, and were authorized by the November 2005 Conference session. The Centers for Missional Excellence and Connectional Resources largely refocus current efforts.

The Model for Ministry is faithful to requirements of the *Book of Discipline*. (BOD). It continues mandated committees or groups, and provides appropriately for mandated functions. The charts illustrate the recommendations, and relationships between the Annual Conference, the Core Leadership Team, and the Centers.

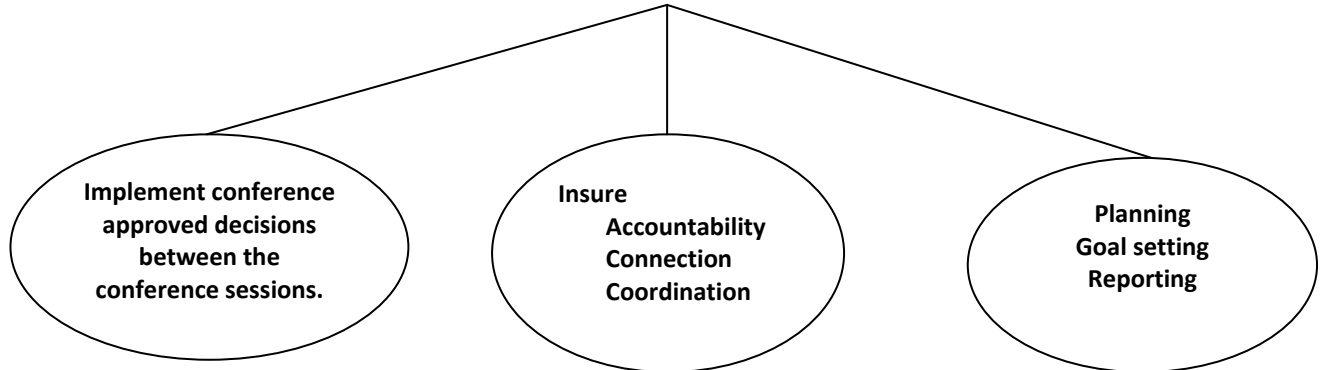
As we have created this Model for Ministry, we have been thankful for those who created and lived out our present structure. As the prophet Isaiah challenged God's people to see the new thing God was doing (Isaiah 43:18-19), he called them to remember all that God had done before. We remember and give thanks for those who have gone before, and the faithfulness of their ministry. Building on their foundation, we enter into the future with boldness and daring.

As we consider the new Model for Ministry in the Texas Annual Conference, we remember the conviction of John Wesley that "... the kingdom of God will not 'come with observation,' but will silently increase wherever it is set up, and spread from heart to heart, from house to house, from town to town, from one kingdom to another." The movement of God among us is what we seek in our new Model for Ministry.

Overview of Major Structure Components



CORE LEADERSHIP TEAM



Composition:

Voting Members

- One Member from each of the nine Districts
- Three At-Large Members
- One Cabinet Member
- The Conference Lay Leader

Ex-Officio Members without vote

- The Director of the Center for Congregational Excellence
- The Director of the Center for Clergy Excellence
- The Director of the Center for Missional Excellence
- The Conference Fiscal Officer
- The Conference Director of Communications
- The Bishop, or the Assistant to the Bishop, who will preside over the Core Leadership Team

From June 1, 2006, until May 31, 2008, the membership of the Core Leadership Team will be recommended to the Annual Conference by the Bishop from a pool of names submitted by the Nominating Committee, Cabinet, and Bishop. At least half of the voting members of the CLT shall be lay members. At the 2007 Session of the Annual Conference the CLT will make a proposal outlining a nomination and selection process for subsequent years.

Purpose of the Core Leadership Team

The purpose of the Core Leadership Team is to implement decisions of the Annual Conference in accordance with the mission, vision and core beliefs of the Texas Annual Conference. It will:

1. Consult with the Bishop, Cabinet, Trustees and CF&A in implementing the decisions of the Annual Conference.
2. Identify emerging missional needs and deploy approved resources to meet them.
3. Recommend to the Conference Nominations Committee leadership changes for Conference agencies when needed.
4. Work with the Bishop to define and recommend Conference staff positions.
5. Develop criteria and skills needed for Conference staff positions as a resource for the Bishop.
6. Develop criteria for those nominated to the pool of nominees for the Conference Nominating Committee.
7. Recommend changes to the Model for Ministry and Rules for consideration by the Annual Conference.
8. Have authority from the Annual Conference to hold Conference bodies accountable for action.
9. Review the work of the Annual Conference in light of our core beliefs.
10. Develop Conference-wide measures of fruitfulness.
11. Develop criteria for congregational and clergy excellence as a resource for the Bishop.
12. Hold accountable each Conference agency for effective, efficient, and fruitful programming while empowering Districts and local congregations for mission and ministry which reflects our core beliefs.
13. After consultation with the Conference Centers for ministry, the Core Leadership Team shall submit its annual budget request to the CF&A.
14. Give definition to our connectional system of corporate life, witness, and service.
15. Create a culture of accountability within the Conference by conducting an ongoing process of strategic planning, goal setting, and annual reporting to the Annual Conference.



Two main priorities of the Center for Congregational Excellence are new church development and congregational transformation. During the first three months of implementation, a Transition Leadership Team of six members chaired by the Director of Congregational Excellence, will develop a strategic design for equipping congregations for vitality, revitalization, assessment, conflict negotiation, and fruitfulness. Each team member will be a specialist in one of the six priorities.

CENTER FOR CONGREGATIONAL EXCELLENCE

Purpose

To connect and equip local congregations and new church start leaders with tools and resources for congregational revitalization, transformation and vitality in communities they serve.

Extravagant Generosity Ministries Team

PURPOSE: To equip local congregations with tools and resources needed to engage in living out Christian stewardship in communities they serve.

Passionate Worship Ministries Team

PURPOSE: To equip local congregations with tools and resources needed to engage in passionate worship appropriate to the communities they serve.

Faith-Forming Relationship and Spiritual Formation Ministry Team

PURPOSE: To equip local congregations with tools and resources needed to engage in excellence in faith-forming relationships and spiritual formation.

Radical Hospitality and Evangelistic Ministries

PURPOSE: To equip local congregations with tools and resources needed to engage in radical hospitality.

Age-Level and Camping Ministries

PURPOSE: To equip local congregations with tools and resources needed to help all ages within the church and community grow in faith and discipleship and to promote vital camping ministries.

Lay Leadership Development Ministries

PURPOSE: To assist pastors, Districts and local congregations with tools to develop leadership among the laity.

Transition Leadership Team

PURPOSE: To develop strategies and organizational recommendations for congregational excellence including, but not limited to:

- Vitality and demographic assessments
- Strategic planning
- Tracking of key indicators and activities
- Evaluation-measurable accountability
- Training
- Mentoring churches
- Limited financial support based upon selected criteria

Funding sources:

- Reallocation of Conference funds
- District participation
- Local congregations

There will be a strong linkage to the Center for Clergy Excellence to support appointment of effective clergy leadership meeting the diverse needs of our congregations.

Needs for church transformation and revitalization can be identified at any level of the connection, and approved at the District and Conference level for implementation using the Conference's established criteria.

These teams shall function as equivalent structures for Board of Discipleship ministries delineated in *BOD 629*.

The following groups or officers will continue as mandated by *The Book of Discipline*:

- United Methodist Men (*BOD 647*)
- United Methodist Women (*BOD 646*)
- Youth Ministry Council or equivalent structure (*1 member per District*) (*BOD 648*)
- Young Adult Ministry Council or equivalent structure (*1 member per District*) (*BOD 649*)
- Board of Laity or equivalent structure (Each District Lay Leader and Conference Lay Leader, one of whom shall serve as Director of Lay Speaking Ministries) (*BOD 630.1 and 630.6d*)
- Commission on Ethnic Local Church Concerns (*4 clergy and 4 laity*) (*BOD 631.1*)
- Commission on Small Membership Churches (*2 clergy and 2 laity*) (*BOD 644*)

Center for Clergy Excellence



Clergy Excellence Individual Team Composition

- Clergy Accountability Ministries: 3 clergy, 3 laity, and 3 at-large (*BOD 329, 340*)
- Clergy Development and Spiritual Formation Ministries: 3 clergy, 3 laity, and 3 at-large (*BOD 350-352*)
- Clergy Recruitment Ministries: 3 clergy, 3 laity, and 3 at-large (*BOD 350-352*)
- Extension Ministries: 4 clergy and 4 laity
- Transition Leadership Team: 3 clergy, 1 laity

CENTER FOR CLERGY EXCELLENCE

Purpose

To create an environment of support and accountability that continuously moves the clergy of the Annual Conference toward excellence.

End Result

Spirit-led, faithful, and fruitful pastoral leaders for both congregations and ministries of transformation beyond the local church.

Clergy Accountability Ministries

PURPOSE: To set standards for quality of pastoral leadership for local congregations in the Annual Conference.

Clergy Recruitment Ministries

PURPOSE: To equip local congregations to identify and encourage persons with appropriate gifts and graces and a clear sense of call to commit to pastoral ministry.

Clergy Development and Spiritual Formation

PURPOSE: To develop clergy who are growing in their theological understanding, in their leadership, and in their physical and spiritual well-being.

Clergy Support Ministries

PURPOSE: To coordinate pension, health benefits, equitable compensation, and joint committee on incapacity.

Transition Leadership Team

PURPOSE: To develop strategies and organizational recommendations for clergy excellence, including but not limited to:

- Assessment
- Coaching
- Training
- Evaluation - measurable accountability
- Tracking of activities and indicators
- Mentoring
- Continuing education
- Interim ministry
- Conflict resolution training
- Spiritual formation

There will be a strong linkage to the Center for Congregational Excellence to support the appointment of appropriate clergy leadership.

The following groups or officers will continue as mandated by *The Book of Discipline in Support Ministries for Clergy*

- Board of Ordained Ministry (see Note below) (*BOD 634*)
- Equitable Compensation 4 clergy, 4 laity (*BOD 624*)
- Pension and Health Benefits (Existing structure to remain) (*BOD 638*)
- Committee on Investigation (*BOD 2703.2*)
- Administrative and Review Committee (*BOD 635*)
- Joint Committee on Incapacity (*BOD 651*)

NOTE

The existing Board of Ordained Ministry will continue. The Board is asked to form a task force to address structural issues and overall effectiveness of the Board, and make recommendations to the 2007 Annual Conference for potential changes.

Center for Missional Excellence



Missional Excellence Individual Team Composition

- Sending Ministries Team: 1 member from each District, PIM staff person, chaired by Conference Global Ministries Secretary (*BOD 632.1 and 632.3*)
- Social Principles Implementation Team: Chairs of Religion and Race, Commission on Status and Role of Women (COSROW), Christian Unity and Interreligious Concerns (CUIC), Disabilities Committee, Church and Society and BMCR; representative from Asian Ministries, Hispanic Ministries, Native American Concerns; the chair of this ministry will be nominated and elected from the chairs of the committees under this ministry. (*BOD 628.1*)
- Restorative Justice Ministries: 1 member from each District (*BOD 655*)
- Higher Education and Campus Ministries: 3 clergy and 3 laity (*BOD 633.1*)
- Mercy Ministries (will include health and welfare concerns): 3 clergy and 3 laity (*BOD 632.4b(27)*)
- Transition Leadership Team: 5 members

CENTER FOR MISSIONAL EXCELLENCE

Purpose

To provide and equip leaders who carry forth ministries of mercy, justice, and wholeness so that all persons, inside and outside the church, experience mercy, justice, and wholeness: emotionally, physically, financially, and spiritually.

Social Principles Implementation Ministries

Purpose: To pursue implementation of the social principles of the United Methodist Church, justice concerns, and other policy statements on Christian social concerns of the Texas Annual Conference (*BOD 628*).

Mercy Ministries

PURPOSE: To represent:

- Methodist Mission Home
- Methodist Children's Home
- Methodist Retirement Communities
- Methodist Healthcare System
- Parish and Community Development
- Health and Welfare/Golden Cross
- Substance abuse
- Healthcare issues
- Society of St. Stephen

Higher Education and Campus Ministries

PURPOSE: Campus Ministries:

- To increase fruitfulness of campus ministries.
- To set measurable standards for effective campus ministries.
- Increase awareness of call to ordained ministry and church vocations.

Higher Education:

- To comprehensively identify and propose remedies to systemic issues hindering access to and successful pursuit of higher education.

Sending Ministries

PURPOSE: To connect and equip congregations for ministry in our communities and around the world; to develop strategies for disaster response inside and outside our Annual Conference.

Restorative Justice Ministries

PURPOSE: To serve as an advocate for change by connecting and equipping churches and individuals to minister to those incarcerated, their families, justice workers, and victims while working to improve re-entry ministries for offenders and their families.

Transition Leadership Team

PURPOSE: To develop strategies and organizational recommendations which facilitate the work of the Center for Missional Excellence, including but not limited to:

- Criteria
- Assessment
- Tracking indicators and activities
- Setting objectives
- Measurable accountability
- Equipping local congregations for risk-taking ministry and service

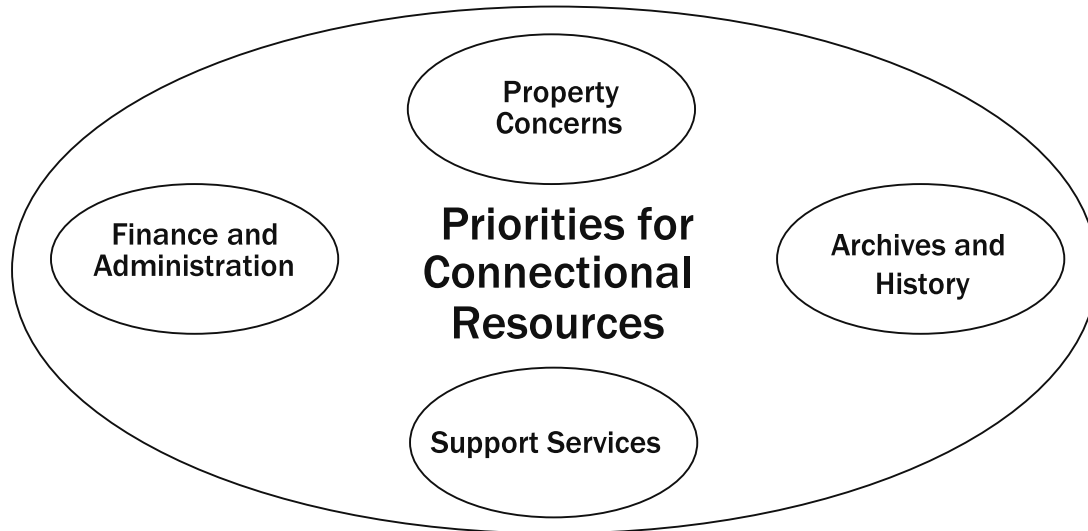
There will be a strong linkage to the Center for Congregational Excellence and the Center for Clergy Excellence to support the mission of the Annual Conference for the transformation of the world.

These teams shall function as equivalent structures for Board of Global Ministry responsibilities delineated in *BOD 632*.

The following groups or officers will continue as mandated by *The Book of Discipline*:

- Religion and Race or equivalent structure: 12 members (*BOD 642.2*)
- Commission on Status and Role of Women or equivalent structure: 12 members (*BOD 543.2*)
- Christian Unity and Interreligious Concerns or equivalent structure: 4 members (*BOD 641.2*)
- Native American Concerns or equivalent structure: 4 members (*BOD 653*)
- Disabilities Committee or equivalent structure: 4 members (*BOD 652*)
- Church and Society or equivalent structure: 8 members (*BOD 628*)

Center for Connectional Resources



Connectional Resources Individual Team Composition

- Conference Council on Finance and Administration: (see Note below) (*BOD 610 and 611*)
- Conference Board of Trustees: (*BOD 639 and 2512*)
- Conference Commission on Archives and History: 1 member from each District plus a chairperson. (*BOD 640*)
- Conference Services: Safe Sanctuary, Communications, Conference Service Center (*BOD 640*)
- Conference Committee on Communication: 4 members (*BOD 645*)

NOTE

The Conference Fiscal Officer is mandated by *The Book of Discipline* to serve as an agent of CF&A

CENTER FOR CONNECTIONAL RESOURCES

Purpose

To provide fiscal oversight, property management, and archives and records to undergird the mission and ministry of the Texas Annual Conference. Our expectation is that the Conference will pay 100% of its apportionments and provide adequate financial and physical resources and archival records to ensure fruitful mission and ministry.

Conference Council on Finance and Administration

PURPOSE: As stipulated in *The Book of Discipline*, 610 and 611.

Conference Board of Trustees

PURPOSE: As stipulated in *The Book of Discipline*, 2512.

NOTE: All property concerns within the Conference (including those associated with Lakeview, Lon Morris College, and The Cramer Center) are under the jurisdiction of the Board of Trustees. It is recommended that all capital projects and capital budgets for entities listed above be approved by the Conference Board of Trustees.

Conference Commission on Archives and History

PURPOSE: As stipulated in *The Book of Discipline*, 639 and 2512.

To record and preserve the history of the Conference to connect with the visions and missions of our heritage as the ground of our present ministries and future vision.

Committee on Communications

PURPOSE: As stipulated in *The Book of Discipline*, 645.

To work with the Communications Officer in developing an effective and coordinated Conference communications program. Composition: four members who are specialists in communications and marketing.

Conference Services

Conference Service Center

PURPOSE: To provide effective operation and maintenance of the Conference Service Center.

Safe Sanctuary

PURPOSE: To implement and monitor Conference-wide safe sanctuary programs.

Additional Teams and Committees

Committee on Episcopacy: 4 laity and 4 clergy (*BOD* 636)

Episcopal Residence Committee: (*BOD* 637)

Nominations Committee

PURPOSE: To identify and enlist vision-oriented leadership reflecting the diversity of the Conference for all Conference ministries. The Core Leadership Team is charged with developing a new nominations process to be presented to the 2007 Annual Conference Session.

ACTIVITIES AND RELATIONSHIPS OF CENTERS

Centers will carry out their activities in support of the Texas Annual Conference, its local churches, districts, and the larger church.

Center for Congregational Excellence

As stipulated in *The Book of Discipline*, par 609, these agencies and equivalents in the Center for Congregational Excellence, shall relate to the local church, district, conference and general agencies in the following ways:

- 1) Each group may work directly with congregations consistent with their specific mission and the mission of the Texas Annual Conference.
- 2) Each group may work directly with districts consistent with their specific mission and the mission of the Texas Annual Conference.
- 3) Each group will relate directly to the Center for Congregational Excellence. The Center for Congregational Excellence is directly accountable to the Core Leadership Team and the Texas Annual Conference.
- 4) Each group will relate directly to the general agency consistent with their mission, including general agency members serving on the Congregational Excellence groups.
- 5) All disciplinary and constitutional requirements shall be maintained.

Center for Clergy Excellence

As stipulated in *The Book of Discipline*, par 609, these agencies and equivalents in the Center for Clergy Excellence, shall relate to the local church, district, conference and general agencies in the following ways:

- 1) Each group may work directly with congregations consistent with their specific mission and the mission of the Texas Annual Conference.
- 2) Each group may work directly with districts consistent with their specific mission and the mission of the Texas Annual Conference.
- 3) The Board of Ordained Ministry, Committee on Equitable Compensation and Board of Pensions will report directly to the Texas Annual Conference. The Committees on Investigation, Administrative Review, and Incapacity shall report directly to their appropriate bodies. *BOD 2706.5b (2 and 3), 635 and 651d*
- 4) Other teams will relate directly to the Center for Clergy Excellence. The Center for Clergy Excellence is directly accountable to the Core Leadership Team and The Texas Annual Conference.
- 5) Each group will relate directly to the general agency consistent with their mission, including general agency members serving on related groups.
- 6) All disciplinary and constitutional requirements shall be maintained.

Center for Missional Excellence

As stipulated in *The Book of Discipline*, par 609, these agencies and equivalents in the Center for Missional Excellence, shall relate to the local church, district, conference and general agencies in the following ways:

- 1) Each group may work directly with congregations consistent with their specific mission and the mission of the Texas Annual Conference.
- 2) Each group may work directly with districts consistent with their specific mission and the mission of the Texas Annual Conference.
- 3) Each group will relate directly to the Center for Missional Excellence. The Center for Missional Excellence is directly accountable to the Core Leadership Team and the Texas Annual Conference.
- 4) Each group will relate directly to the general agency consistent with their mission, including general agency members serving on related groups.
- 5) All disciplinary and constitutional requirements shall be maintained.

Center for Connectional Resources

As stipulated in *The Book of Discipline*, par 609, the agencies and equivalents listed on page 20, shall relate to the local church, district, conference and general agencies in the following ways:

- 1) Each group may work directly with congregations consistent with their specific mission and the mission of the Texas Annual Conference.
- 2) Each group may work directly with districts consistent with their specific mission and the mission of the Texas Annual Conference.

- 3) All groups will relate to the Center for Connectional Resources. The Council on Finance and Administration and Board of Trustees will report directly to the Texas Annual Conference. Additional teams will report to the Texas Annual Conference through the Center for Connectional Resources.
- 4) Each group will relate directly to the general agency consistent with their mission, including general agency members serving on related groups.
- 5) All disciplinary and constitutional requirements shall be maintained.

HOW THE MODEL FOR MINISTRY RELATES TO LOCAL CHURCHES

Each local church will continue to structure itself to meet its unique ministry and mission needs in accordance with *The Book of Discipline*. The Model for Ministry recognizes that our ministry and mission are appropriately carried on by Districts and local churches. The Texas Annual Conference provides support and resources. It also provides visioning, support, oversight, and accountability structures.

COMMITTEES OF THE TEXAS ANNUAL CONFERENCE

The Model for Ministry lists all committees of the Texas Annual Conference. Only teams, committees and groups contained in the Model for Ministry will continue. The Core Leadership Team, the Centers of Excellence, and the groups listed within them may appoint task forces and other groups necessary to carry out their function. The focus throughout the Model for Ministry is strengthening ministry in Districts and local churches, not establishing a network of committees to supplant local efforts. Affiliated groups are listed on page 33.

ASSESSING IMPLEMENTATION OF THE MODEL FOR MINISTRY

The Core Leadership Team will, on behalf of the Conference, direct and oversee implementation of the Model for Ministry. The Core Leadership Team and the Bishop will visit every District in February and March 2007 to gather suggestions and feedback concerning initial implementation of the Model for Ministry. They will report their findings to the May 2007 Annual Conference session and will recommend necessary adjustments or improvements.

CONFERENCE AGENCIES

The following mandated or equivalent structures of the Model for Ministry shall correspond to those agencies outlined in the 2004 Book of Discipline as noted below. *BOD 609.1*

Model for Ministry

Administrative Review
 Archives and History
 Board of Ordained Ministry
 Board of Pensions and Health Benefits
 Board of Trustees
 Center for Congregational Excellence
 Center for Congregational Excellence
 Center for Missional Excellence

 Christian Unity and Interreligious Concerns

 Commission on Status and Role of Women
 Committee on Communications
 Committee on Episcopacy
 Committee on Investigation
 Committee on Religion and Race
 Council on Finance & Administration
 Disabilities Committee
 Episcopal Residence Committee
 Equitable Compensation
 Ethnic Local Church Concerns
 Higher Education and Campus Ministries

 Lay Leadership Development Ministry
 Native American Concerns
 Restorative Justice

 Sending Ministries, Mercy Ministries
 Small Membership Churches
 Social Principles Impl. Ministries
 United Methodist Men
 United Methodist Women
 Young Adult Ministry Council
 Youth Ministry Council

The Book of Discipline

Administrative Review *BOD 635*
 Committee on Archives and History *BOD 640.1*
 Board of Ordained Ministry *BOD 634.1*
 Board of Pensions *BOD 638.1*
 Board of Trustees *BOD 639*
 Board of Discipleship *BOD 629.1*
 Board of Ordained Ministry *BOD 634.1*
 Committee on Parish Community Development
BOD 632.5
 Committee on Christian Unity and Interreligious
 Concerns *BOD 641*
 Committee on Status and Role of Women *BOD 643*
 Committee on Communications *BOD 645*
 Committee on Episcopacy *BOD 636.1*
 Committee on Investigation *BOD 2703.2*
 Committee on Religion and Race *BOD 642.1*
 Council on Finance & Administration *BOD 610.1*
 Committee on Disabilities *BOD 652*
 Episcopal Residence Committee *BOD 637.2*
 Equitable Compensation *BOD 624.1*
 Ethnic Local Church Concerns *BOD 631.1*
 Board of High Education and Campus Ministry
BOD 633.1
 Board of Laity *BOD 630.1*
 Committee on Native American Ministries *BOD 653*
 Committee on Criminal Justice & Mercy Ministries
BOD 655
 Board of Global Ministries *BOD 632.1*
 Committee on Small Membership Churches *BOD 644*
 Board of Church and Society *BOD 628.1*
 United Methodist Men *BOD 647*
 United Methodist Women *BOD 646*
 Council on Young Adult Ministry *BOD 649*
 Council on Youth Ministry *BOD 648.1*

EVIDENCE OF FRUITFULNESS

2007 Conference-wide Measures

- **Professions of Faith** – 5% annual growth in number of churches having at least one profession of faith, increasing to 75% of all churches in 2010.
- **Worship Attendance** – Net gain in worship attendance of 1,000 in 2007. Annual net gain of 1800 thereafter, achieving growth roughly at rate of population growth.
- **Hands on Mission** – Annually increase percentage of members per church involved in hands-on mission. Baseline to be established in 2006.
- **Connectional Generosity** – Improve percentage of Annual Conference apportionments paid by churches by 0.75% each year, reaching 95% by 2010.

Acts 2 brings us a powerful testimony to the fruitfulness of the early church as led by the Holy Spirit. Our concern for professions of faith (Acts 2:41), worship attendance (Acts 2:42), hands on mission (Acts 2:45), and connectional generosity (Acts 2:45-46) makes us continuators of ministry and mission begun at Pentecost.

Fruitfulness is evidence we are achieving our mission. More professions of faith, more people in worship, and more members actively in mission mean we are better equipping congregations to make disciples for the transformation of the world to the glory of God. Improving our connectional generosity helps us live out our belief in extravagant generosity and connectional ministry, undergirding mission and ministry beyond the local church.

These measures of fruitfulness unite our Conference in fulfilling Christ's Great Commission and emphasize our responsibilities to one another as part of our connection.

As we focus on evidence of fruitfulness, the Conference will seek to strengthen the ministry and mission of each local church. These measures will provide benchmarks to help us identify areas for improvement. Achieving them will give us reason to celebrate our success. Looking at evidence of fruitfulness will keep our focus outward, on changing lives and reshaping futures for Jesus Christ, rather than focused inward on structures or committees.

ORGANIZATIONS AFFILIATED WITH THE TEXAS ANNUAL CONFERENCE

Entities Owned by the Texas Annual Conference

Organization

Lakeview Methodist Conference Center
 Lon Morris College
 Methodist Hospital

Center

Congregational Excellence
 Missional Excellence
 Missional Excellence

Affiliated Entities within the Texas Annual Conference

Organization

Houston International Seafarer's Center
 Methodist Retirement Communities
 Shalom Mobile Health Ministry
 UMArmy
 United Methodist Foundation
 Wesley Community Center
 Wiley College

Center

Missional Excellence
 Missional Excellence
 Missional Excellence
 Missional Excellence
 Missional Excellence
 Missional Excellence
 Missional Excellence

Affiliated Entities within the State of Texas

Organization

Methodist Children's Home
 Methodist Mission Home
 Texas Methodist Foundation
 Texas United Methodist College Association

Center

Missional Excellence
 Missional Excellence
 Missional Excellence
 Missional Excellence

Affiliated Entities within the South Central Jurisdiction

Organization

Lydia Patterson Institute
 Mount Sequoyah
 Perkins School of Theology
 Saint Paul School of Theology

Center

Missional Excellence
 Missional Excellence
 Missional Excellence
 Missional Excellence

Entities Outside the South Central Jurisdiction

Organization

Gulfside Assembly

Center

Missional Excellence

Meanwhile, the eleven disciples were on their way to Galilee, headed for the mountain Jesus had set for their reunion. The moment they saw him, they worshiped him. Some, though, held back, not sure about worship, about risking themselves totally.

Jesus, undeterred, went right ahead and gave his charge: “God authorized and commanded me to commission you: Go out and train everyone you meet, far and near, in this way of life, marking them by baptism in the threefold name: Father, Son, and Holy Spirit. Then instruct them in the practice of all I have commanded you. I’ll be with you as you do this, day after day after day, right up to the end of the age.” MATTHEW 28:16-20
(PETERSON, THE MESSAGE)

On November 19, 2005, The Texas Annual Conference voted to re-claim our mission to “equip local churches to make disciples of Jesus Christ for the transformation of the world, to the glory of God.” This mission Jesus is all-consuming. It requires the best of everything. It will require a new way of life in this Annual Conference. It will require significant training for us and others. It will require a major re-allocation of our resources. Jesus’ promise is this one, “I’ll be with you as you do this, day after day after day, right up to the end of the age.”