These are the new rules from the Document entitled “Discipling” from the Texas Annual Conference 2020

TEXAS CONFERENCE STANDING RULES

SECTION 1: GENERAL

I. The Texas Annual Conference (Conference) establishes Rules by which it operated (Rules) and its 2020 Model for Ministry under authority of paragraph 610 of The Book of Discipline of the United Methodist Church, 2016 (BOD or Discipline).

II. The 2020 Model for Ministry and Rules describe Conference Ministries and the procedures by which they operate.

III. Any conflict between the 2020 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 619).

SECTION 3: 2020 MODEL FOR MINISTRY IN THE TEXAS ANNUAL CONFERENCE

I. Conference Leadership Team
A. A Conference Leadership Team will be responsible for implementing decisions approved by the Annual Conference in accordance with Conference Mission, Vision, and Core Beliefs. The Conference Leadership Team will:
   1. 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 Leadership Team will be comprised of:
   1. With Voice & Vote Members
a. All 9 District Superintendents
b. All 9 District Leadership Team Chairpersons
c. 4 At-Large Positions
d. Conference Lay Leader

2. Ex-Officio Membership (with voice, non-voting)
   a. Director of Center for Leadership Formation
   b. Director of Center for Connectional Resources
   c. Conference Director of Communications
d. Assistant to the Bishop
e. Bishop (presides)

II. Conference Ministry Centers
   A. There will be two (2) Conference Ministry Centers
      1. The Center for Leadership Formation
      2. The Center for Connectional Resources
   B. The Center for Leadership Formation – The purpose of this center is to recruit, develop, and support clergy leaders, and to equip and empower the lay and clergy leaders of the Texas Annual Conference.
   C. The Center of Connectional Resources – The purpose of this center is to provide fiscal oversight and manage investments, pension benefits, group health benefits, properties, and archives and records to undergird the mission and ministry of the Texas Annual Conference.

SECTION 4: NOMINATIONS

I. The Nominations 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 nine (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 (4) with voice and vote shall consist of the Directors of the Centers (2), the Conference Lay Leader, and the committee chair 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 delegates 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 the local church pastors and District Superintendents for
comments and endorsement. Completed profiles with endorsements should be sent into the office of the Assistant to the Bishop prior to November 1 of the year prior to the new quadrennium. District Superintendents, Center Directors, and the Conference 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 January 1. The Nominations Committee will meet prior to January 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. The aggregate membership of all Ministry Teams, Boards, Divisions, Commissions, and 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 for unfilled positions by completing the biographical profile and submitting it to the Nominations Committee at their District Pre-Conference Meeting.

F. 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 maintain or expand the diversity of the Nominations Committee’s report. Votes on substitute nominees will be made individually prior to the vote on the full report.

G. 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.

H. 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.

I. During the quadrennium, annual assessments will be conducted of the leadership of all Ministry Teams, Boards, Divisions, Commissions, and
Committees for attendance, effectiveness, and evidences of fruitfulness. Based on these assessments, the Center Leaders may request the Conference Leadership Team to recommend remedial action or replacement of leadership.

J. 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*.

K. The Board of Ordained Ministry of the Texas Annual Conference will be subject to Paragraph 635 of the current *Book of Discipline of the United Methodist Church* with the exception of the term limit which will be two quadrenniums.

L. 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 Conference Leadership Team. Nominations for the Conference 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*.

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 distributed 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.

II. Resolutions and Proposals (Resolutions are related to issues. Proposals are related to structures and rules.)

A. Resolutions for consideration by the Annual Conference shall be sent to the Assistant to the Bishop on or before January 15 prior to the Annual Conference session. The Assistant to the Bishop will refer resolutions to the appropriate committee/team. The committee/team will study the resolution and offer any changes to the presenting entity. The final resolution will be distributed to the Districts with a list of speakers for and against the resolution for discussion. Comments from the District discussions are to be forwarded to the committee/team responsible for the resolution. The committee/team will vote concurrence or non-concurrence and provide a written report back to the entity responsible for the resolution. The entity responsible for the resolution can withdraw the resolution from consideration by the Annual Conference or send the resolution, along with
the committee/team written report on to the Assistant to the Bishop for inclusion in the Pre-Conference Journal.

B. Proposals will be referred to the Conference Leadership Team for consideration and action. The Conference Leadership Team may also distribute the final proposal to the Districts for discussion as set forth for resolutions in Section 5: II. A.

C. All discussions regarding the resolutions/proposals, whether the committee/team 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 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.

D. Resolutions and proposals included in the Pre-Conference Journal shall be discussed in Pre-Conference Delegate Meetings prior to Annual Conference. The committee/team and/or the entity responsible for the resolution/proposal shall 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: II. C. A non-binding vote will be taken at each Pre-Conference Delegate Meeting to determine concurrence or non-concurrence with the resolution/proposal, and the results will be reported to the Annual Conference.

E. Resolutions and proposals included in the Pre-Conference Journal will be placed on the Agenda of the Annual Conference, provided that the requirement in Section 5: II. D. has been fulfilled. All resolutions/proposals may be included in the Conference Workshops with scheduled speakers for and against the resolution/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: II. C. above.

F. When the resolutions/proposals come to the floor of Annual Conference, there may be one predetermined speaker for and one predetermined speaker against the resolution/proposal. Predetermined speakers are 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: II.C. above. A minute of silent prayer will precede the vote on each resolution/proposal.

G. 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 21 days prior to the Annual Conference session and have been reviewed by the appropriate Center or the Conference Leadership Team with a recommendation of concurrence/non-concurrence and/or disposition;
and the Conference votes to suspend the rules, and, the committee/team/CLT and the entity responsible for the resolution/proposal follow the provision of Section 5: II.F.

III. 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, it 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. The item may be placed on the Agenda by a support of 25% of the Annual Conference body present and voting.
E. Speeches in favor of or in opposition to a motion, will be limited to three (3) minutes each.

IV. 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 develop an organizational structure that is consistent with the Conference vision and mission, and responsible to specific needs and priorities of the District.
   A. District Superintendent (appointed by Bishop)
   B. District Leadership Team
   C. District Committee on Ministry (BOD 666)
   D. District Board of Church Locations & Buildings (BOD 2519)
   E. District Committee on Superintendency (BOD 669)
   F. District Board of Trustees (BOD 2518)

SECTION 7: CONFERENCE STAFF
I. Conference staff positions will be determined by the Bishop, the Assistant to the Bishop and Center Directors.

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.

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 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
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 BOD 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.
1. Budget modifications are limited to instances in which budgeted expenditures
are inadequate to meet emerging missional needs or unforeseen circumstances.
2. Departments, councils, boards, commissions, or any other organization seeking
modification 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.
3. 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.
4. 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.
5. Approval of a modification that requires expenditures from the Contingency
Fund of over $5,000 must be approved by the full CF&A.
6. The CF&A shall always honor the intent of designated funds by recommending
that designated funds are spent for their intended purposes.
7. 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 distributed with the Pre-Conference Journal. Eligible persons willing to be considered must agree to attend 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. 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, Centers, 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 Conference Leadership Team supports the Annual Conference in overseeing the Assessment Process. Before Annual Conference, the Conference Leadership Team reviews prior year’s results and recommends Conference-level Goals, Objectives, and Evidence of Fruitfulness measures for the coming year. Annually the Conference 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.

III. Vacation Policy for Clergy

This Vacation Policy for Clergy is to standardize clergy vacations across the
Conference. The policy is for clergy appointed within the bounds of the Texas Conference.

**NOTE:** Years of service (under appointment) refer to years of service in an Annual Conference(s) of The United Methodist Church, not years of service in the local church to which the clergy is appointed.

For every week’s vacation, a paid Sunday off is included.

| (1) | **FULL-TIME LOCAL PASTORS** in process, attending the four-week Course of Study | 5 years or less | 2 weeks paid |
| (2) | **FULL-TIME CLERGY** (Full Members, Provisional Members, Assoc. Members, Full Connection Deacons, Full-Time Local Pastors) | 5 years or less | 2 weeks paid |
|     | **PART-TIME CLERGY** (Includes Student Local Pastors) | 1 week paid |
| (3) | **FULL-TIME CLERGY** (Full Members, Provisional Members, Assoc. Members, Full Connection Deacons, Full-Time Local Pastors) | 5 years + 1 day through completion of 10th year | 3 weeks paid |
|     | **PART-TIME CLERGY** (Includes Student Local Pastors) | 2 weeks paid |
| (4) | **FULL-TIME CLERGY** (Full Members, Provisional Members, Assoc. Members, Full Connection Deacons, Full-Time Local Pastors) | 10 years + 1 day through completion of 15th year | 4 weeks paid |
|     | **PART-TIME CLERGY** | 3 weeks paid |
| (5) | **FULL-TIME CLERGY** (Full Members, Provisional Members, Assoc. Members, Full Connection Deacons, Full-Time Local Pastors) | 15 years or more | 5 weeks paid |
|     | **PART-TIME CLERGY** | 3 weeks paid |
Time used for Continuing Education, Spiritual formation and Course of Study as defined by the Book of Discipline of The United Methodist Church 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. Vacation time is calculated on a conference year basis (7/1-6/30). Vacation time not used in one year cannot be carried into the next year. There will be no pay in lieu of unused vacation time.

ORGANIZATIONS RELATED TO THE TEXAS ANNUAL CONFERENCE

Affiliated Entities within the Texas Annual Conference
Houston Methodist Hospital
Lakeview Methodist Conference Center
Methodist Retirement Communities
UM ARMY
Wesley Community Center
Wiley College

Entities within the State of Texas

Methodist Children’s Home
Providence Place
Texas Methodist Foundation
Texas United Methodist College Association

Entities within the South Central Jurisdiction

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

Entities outside the South Central Jurisdiction

Gulfside Assembly