



CLERGY GATHERING

January 11, 2017



Overview of Complaint Process in the UMC

The purpose of this review is to find a just and loving resolution to any violation of this sacred trust, in the hope that God's work of justice, reconciliation and healing may be realized in the body of Christ.

Administrative Fair Process & Complaint Procedures (¶362 & 363)

Judicial Complaints (¶2702)

JUDICIAL COMPLAINTS

Judicial Complaints (¶2702)

- ▶ Immorality...
- ▶ Practices incompatible with Christian teachings...
- ▶ Crime
- ▶ Disobedience to the order and discipline
- ▶ Dissemination of contrary doctrines
- ▶ Undermining the ministry of another pastor
- ▶ Child abuse
- ▶ Sexual abuse
- ▶ Sexual misconduct or harassment...
- ▶ Racial or gender discrimination

COMPLAINT PROCESS

Complaint Process

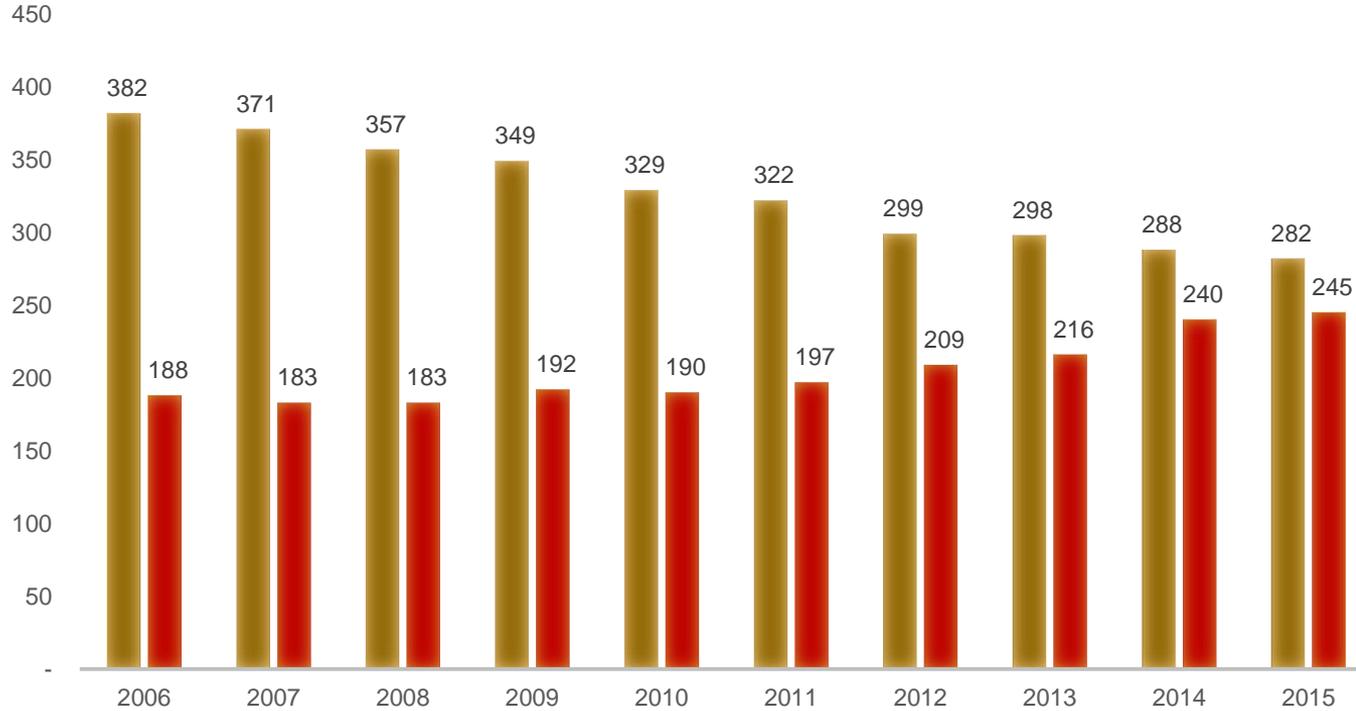
- ▶ Supervision & Supervisory Process (¶363.1a,b)
- ▶ Notification to Chair of BOOM (¶363.1b)
- ▶ Just Resolution (¶363.1c)
- ▶ Suspension (¶363.1d)
- ▶ Referral of a Complaint (¶363.1e)
- ▶ Supervisory Follow-Up and Healing (¶363.1f)
- ▶ Referral of Original Complaint to Counsel for the Church (¶2704.2)
- ▶ Outline of the Committee on Investigations Procedures (¶2706)
- ▶ Outline of the Principles, Organization and Process for Trials (¶2707-13)

PART-TIME APPOINTMENTS

What are the options available to the cabinet?

- ▶ Increase shared ministry to increase equitable compensation
- ▶ Yoke congregations
- ▶ Stop bringing in new clergy
- ▶ Appoint clergy to part time appointments

FULL TIME VS PART TIME APPOINTMENTS



The United Methodist Book of Discipline (2016)

338.2. Less Than Full-Time Service— On occasion, less than full-time service is requested by or required of an elder, provisional elder, or associate member. A clergy member may be appointed in one-quarter, one-half, or three-quarter time increments by the bishop to less than full-time service without loss of essential rights or membership in the annual conference. Division of Ordained Ministry-endorsed appointments beyond the local church may be for less than full-time service.

a) Appointment to less than full-time service is not a guarantee, but may be made by the bishop under the following circumstances:

(1) Limited Itineracy—

Less than full-time service may be granted— but is not guaranteed— when the elder, provisional elder, or associate member has declared in writing that itineracy is limited due to temporary constraints. The clergy member shall present that written declaration to the bishop and the chairperson of the Board of Ordained Ministry prior to the annual conference session at which the appointment is made.

(2) Self-Initiated—

The elder, provisional elder, or associate member seeking less than full-time service shall present a written request to the bishop and the chairperson of the Board of Ordained Ministry at least 90 days prior to the annual conference session at which the appointment is made. Exceptions to the 90-day deadline shall be approved by the cabinet and the executive committee of the Board of Ordained Ministry.

(3) Bishop-Initiated—

For missional purposes, the bishop may appoint an elder, provisional elder, or an associate member to less than full-time service. The clergy person shall be notified at least 90 days prior to final termination of the current appointment. Special attention shall be given to ensure that the values of open itineracy are preserved.

Moving Forward

- ▶ Will not be making these appointments until 2018
- ▶ Have already notified those who are being considered
- ▶ Will work with those being considered to help them move ahead
- ▶ Will continue to ensure continual newer and younger clergy
- ▶ Will convene a team to develop a recommendation and will ask for a declaratory decision from Judicial Council following Annual Conference

CLERGY FOR THE 21ST CENTURY

APOSTLES



Spirit of Apostles

Risk taker

Innovator

Courageous

Collaborator

Creative problem solver

Skills of Apostles

Builder

Developer

Explorer

Investor

Organizer

Attitude of Apostles

Encourager

Leader of leaders

Coach

**Integrate the
message with
daily Kindom
living.**

Apostles

Provide examples of and steps for how to live the scriptures at the office, school, neighborhood, home and market place.

Apostles

**Focus less on
titles and
entitlement
and more on
healthy
relationships.**

Apostles

**Use
vernacular
that is familiar
with the
market place
and the
neighborhood.**

Apostles

**Are strategy
and process
driven rather
than event,
activity or
program driven.**

Apostles

**Are comfortable
in their own skin
whether with
high office
holders or the
homeless.**

Apostles

**Lead people
in and
through
conflict.**

Apostles

**Have a
broader view
of cultural
engagement
than their
predecessors.**

Apostles

**Equip people
to do the work
of God rather
than only
inform people
of God.**

Apostles

**Set ambitious
goals and
inspire people
to achieve
them.**

Apostles

**Are more
concerned about
their emotional
intelligence than
their knowledge
of churchy things.**

Apostles

**Are more
concerned about
Kindom legacy
rather than
personal legacy.**

Apostles

The Cabinet
and I need
from you.

Accept that you are
called to the mission.
More often than not, that
mission is in your
community and you are
to lead the church into
the community.

The Cabinet
and I need
from you.

Lead the
congregation to
deeper faith in Christ
and service in the
world.

The Cabinet
and I need
from you.

Connect and relate
well with church
leaders, members
and community
residents.

The Cabinet
and I need
from you.

Develop leaders
within the
congregation.

The Cabinet
and I need
from you.

Raise sufficient funds for
community and world
mission, ongoing
congregational ministry,
shared ministries and
salary and benefits.

The Cabinet
and I need
from you.

Increase vitality through
inspiring worship and
messages, leading the
church to attract and make
new disciples, and engaging
disciples in small groups,
community hands-on
mission and generous giving.

The Cabinet
and I need
from you.

Be the best that God
has gifted you for
the mission and the
church.



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