

# *More Than We Can Imagine*



A Report to the  
North and South Indiana Conferences

From the  
Imagine Indiana Design Team

April 7, 2008

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# More Than We Can Imagine

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## INTRODUCTION

### SOMETHING NEW IS HAPPENING IN INDIANA

Current plans to unite our two conferences began several years ago with a desire for the North Indiana Conference and the South Indiana Conference to cooperate and collaborate in ministry to make a difference in Indiana and beyond. Those efforts included such ventures as Operation Classroom, Operation Doctor, an Indiana Local Pastors School, and other combined ministries. These ministries led to a Merger Task Force to consider the possibility of the two conferences coming together. A real “God moment” happened in January of 2006 when leaders from both conferences changed the conversation to talk about creating a new conference rather than just merging our two existing conferences. This new effort became known as “Imagine Indiana,” a name that reflects the prayer in Ephesians 3:14-21 and includes the hope that “God, by the power at work within us, is able to accomplish abundantly far more than all we can ask or imagine.”

Imagine Indiana also reflects a belief that this process will continue annually as we discern God’s will for our future. Both conferences approved the basic concepts of Imagine Indiana during their 2007 sessions and asked for a detailed Implementation Plan to be brought to the 2008 sessions for approval, with a new Indiana Conference convening for the first time in 2009.

An Imagine Indiana Design Team, led by Bishop Michael Coyner, has met numerous times since last summer to oversee this process. Team members have heard from a variety of groups, both within and beyond our two conferences, including a group of young leaders eager to help shape the future of Indiana. A part of this process has been focused in 18 district meetings in which our bishop, together with members of this team, have sought feedback to plans that have been emerging. The team also has met with both cabinets; members of last year’s Planning Team, Discernment Team co-chairs, and Feedback Team; conference office staff; and district office administrative assistants.

Now the Design Team presents this Implementation Plan for your consideration and for action by the North and South Indiana Conferences.

### WHY WE ARE CREATING A NEW CONFERENCE

Creating a new Indiana Conference is about these FIVE PRACTICES OF A FRUITFUL ANNUAL CONFERENCE (adapted from the book, *Five Practices of Fruitful Congregations* by Robert Schnase):

#### 1. Focus on Mission

The mission of The United Methodist Church is “making disciples of Jesus Christ for the transformation of the world.” This plan imagines congregations growing in vitality as they work as partners with other congregations in their shared communities. This plan imagines clergy leading with confidence and excellence in shared support of one another. We imagine this being accomplished out of a passion to fulfill our mission to make disciples of Jesus Christ for the transformation of individuals, congregations, communities, and the world. For this to happen, the new Indiana Conference will embrace accountability and support at all levels. Every congregation will be a part of a ministry cluster of 4 to 9 congregations to cooperate, collaborate, and hold one another accountable. Every clergy under appointment will be a part of a covenant group for support and accountability. While we celebrate that more than 275,000 new disciples of Jesus Christ have been produced by the United Methodist congregations of the Indiana Area since the 1968 merger, and while we commit to expanding this dimension of our ministry for the 21st century, we also regret that this effort has not kept pace with the growth of the

1 population in Indiana, or with the decline of members in our churches. We want to create a vital future. We want  
2 to clearly focus on mission.

### 3 4 **2. Resource Local Churches**

5  
6 Vital and healthy congregations are the primary place where disciples are made, faith is nurtured and a witness is  
7 maintained. We believe that the conference is called to connect and resource local congregations. We imagine a  
8 new Indiana Conference where the focus is providing resources to start new faith communities, to strengthen  
9 existing congregations, and to provide effective clergy and lay leadership for all congregations. To that end we  
10 are recommending that all congregations be grouped into ministry clusters to resource one another. We also  
11 imagine conference staff and resources deployed to respond to local churches and ministry clusters. Some have  
12 called this proposal “inverting the initiative” which means that ministry is most effective when it is linked to local  
13 leadership, local decisions, and local initiative. We imagine an Indiana Conference that has inverted the initiative  
14 in order to better resource congregations.

### 15 16 **3. Streamline Conference Structure**

17  
18 Our current conference structures have been in place for 40 years. During that time, the world has changed and  
19 our structures need changes to become more efficient and effective than they were 40 years ago. We imagine a  
20 new Indiana Conference with an efficient structure of one conference center for the bishop and other  
21 administrative leaders and with five resource centers across the state to support the work of more than 1,200  
22 congregations through 10 districts. This is a sizeable reduction from our current structure of one Indiana Area  
23 office, two conference centers, and offices for 18 districts. We also imagine a streamlined conference committee  
24 structure coordinated by a Leadership Team in order to be more responsive to congregations and ministry clusters.  
25 This will enable key leaders of the various ministries of our conference to gather together to strategize and  
26 coordinate, but where there is maximum freedom for each ministry to do its work. Again, this is a sizeable  
27 reduction from our current structure with much duplication and even some triplication. An effective conference is  
28 an efficient conference supporting congregations by using good stewardship of resources, time, and money. We  
29 imagine a new Indiana Conference that models responsiveness within a structure flexible for changing times, and  
30 that is carefully monitored by a Conference Leadership Team.

### 31 32 **4. Care for Clergy**

33  
34 Our congregations deserve clergy leaders who are called, committed and cared for. We imagine a new, combined  
35 benefit structure that protects current eligibility, raises clergy benefits to the higher levels of either preceding  
36 conference, and provides support systems to enhance effective clergy leadership. In addition, we are  
37 recommending that all clergy participate in covenant groups of their own choosing in order to avoid loneliness,  
38 frustrations, and spiritual fatigue which plague too many of our current clergy. We also recommend plans for a  
39 “Well-Lived Pastoral Life” program being developed with a grant from the Lilly Endowment to help our clergy.  
40 We imagine a new Indiana Conference where our clergy and laity work in partnership, and we know that our  
41 clergy must receive appropriate care and support for this partnership to be maintained.

### 42 43 **5. Make a Difference**

44  
45 Our United Methodist connection is uniquely capable of assisting individuals, congregations, and conference  
46 ministries make a difference in Indiana and around the world. We imagine these connections will be clear and  
47 easily accessible in our new Indiana Conference. We also imagine youth and young adults as a vital part of a  
48 church that invites their participation and challenges them to make a difference in the world. We know that our  
49 United Methodist Church is the only Protestant denomination with a presence in all 92 counties in Indiana, and  
50 we believe that a new Indiana Conference is a better way than our existing two conferences to speak with one  
51 voice to social issues here in Indiana, to mobilize people to work for justice, and to engage in ministry at the local,  
52 state, national and global levels. We believe a new Indiana Conference can provide a way for all of us to make a  
53 difference in the lives of people both here in Indiana and around the world.

54  
55 These five practices of a fruitful annual conference take shape in our recommendation for a new Indiana United  
56 Methodist Conference. They focus attention on two areas. One is leadership, and the other is efficient and

1 effective organization—at the level of congregations, ministry clusters, combined districts with resource centers,  
2 and the conference.

3  
4 Imagine . . . healthy, passionate leadership among clergy and laity.

5 Imagine . . . growing, vital congregations in every community.

6 Imagine . . . structures that allow ministry to excel.

7 Imagine . . . an annual conference that is making a difference in the lives of people.

## 8 9 10 **BEGINNING WITH THE END IN MIND**

11  
12 *The Book of Discipline* makes it clear that the mission of the church and of the Annual Conference is to make  
13 disciples of Jesus Christ. Since it does not include a specific definition of the word “disciple,” our Imagine  
14 Indiana Design Team developed the following definition which we believe is in harmony with Scripture and with  
15 *The Book of Discipline*.

16  
17 **A DISCIPLE** is a person who

18 **experiences** the forgiveness and acceptance of God,

19 **follows** the life and teachings of Jesus Christ,

20 **demonstrates** the fruit of the Spirit,

21 AND WHO

22 **shares** in the life and witness of a community of disciples,

23 including Baptism and the Lord’s Supper,

24 **serves** in some form of ministry every day,

25 **participates** in God’s suffering and transformation of the world,

26 **anticipates** a future life in the presence of God,

27 AND WHO THEREBY

28 **yearns** to lead others to become disciples.

29  
30 In a similar way, we also developed working definitions of lay persons in a leadership role, clergy persons, district  
31 superintendents, staff members, bishop, congregation, ministry cluster, district, and conference (an integration of  
32 various statements from Scripture and *The Book of Discipline*). These are included as item #7 in the Appendix  
33 and are not a part of the recommendations for a vote, since the General Conference is the only group authorized to  
34 provide the legal definitions of those terms.

35  
36 On the basis of considerable study, listening, reflection, discussion, and prayer, we—the members of the Imagine  
37 Indian Design Team—share these conclusions. In addition, we invite you to join us in this process of discerning  
38 what God is seeking to do in and through the United Methodist Church in Indiana as we join together to create a  
39 new Indiana Conference of the United Methodist Church.

# RESOLUTION

The Imagine Indiana Design Team brings the following resolution for action by the 2008 regular sessions of the North Indiana and South Indiana Conferences:

1. That the North Indiana and South Indiana Annual Conferences affirm their decision to unite and form a new Indiana Conference in 2009 as the legal successor to the two current conferences.

2. That the new Indiana Conference be formed according to the implementation plan contained in this document, with the following essential ingredients:

a. Forming all appointed clergy into covenant groups and all congregations into ministry clusters for the purpose of support and accountability to the mission of **making disciples of Jesus Christ for the transformation of the world.**

b. Dissolving our current eighteen (18) districts and establishing five centers to support the work of ten districts, with the final district lines drawn by the bishop and cabinet (*The Book of Discipline*, ¶ 415.4).

c. Creating a new conference committee structure which meets all the mandates of *The Book of Discipline*, but which also meets the unique missional needs of the state of Indiana (¶604). The 2009 session of the new Indiana Conference will elect the persons to serve within this new structure. Until that election, all current conference committees within the North and South Conferences will continue to function (with the exception of those identified in item 3 of this recommendation).

d. Bringing our two current conference offices in Marion and Bloomington and the bishop’s office in Indianapolis into a new Indiana conference center in the greater Indianapolis area, including all financial, pension, insurance, data base, web site, and other support services into a unified system by January 1, 2010. This responsibility is assigned to the current Area Council on Finance and Administration (CFA) until such time as a new CFA or other committee is elected and assigned to this task by the new Indiana Conference.

3. That the bishop be authorized to name a Transition Team to oversee the transition from the current conference structures to the new conference, and to carry out the following: a) nominate a Board of Trustees and a Council on Finance and Administration to be elected at the called session in October 2008, and b) select a Committee on Rules and Structure, a Committee on Nominations, a Committee on Human Resources, and an Annual Conference Sessions Committee to serve in the interim until the 2009 Session of the new Indiana Conference.



# LEADERSHIP

Effective and healthy leadership is a focus of the new conference in order to accomplish the goal of making disciples for transformation of the world. In order to clarify what this means we have established the following definitions and practices:

## DEFINITIONS

(Note: A series of definitions regarding leadership are included as item #7 in the Appendix.)

## PRACTICES

Although there are many practices that are important to the new conference, there is one that is essential, namely, the formulation and implementation of covenant groups.

### 1. CLERGY COVENANT GROUPS

#### a. Purpose

The purpose of clergy covenant groups is to offer opportunities for clergy to connect with one another, to provide avenues for accountability, and to offer opportunities to alleviate or minimize isolation, fatigue, anxiety, and burnout. In addition, clergy covenant groups provide opportunities for Christian formation, spiritual growth, and mutual support for physical, emotional, and intellectual well-being.

All clergy under appointment will participate in a clergy covenant group of their own choosing, comprised of three or more clergy.

These groups will:

- meet regularly (at least 10 times per year),
- identify a facilitator and membership list,
- share a written covenant of confidentiality,
- report participation of members to the district superintendent once a year at a specified time.

#### b. Vision

Clergy covenant groups will meet to carry out our stated vision of ministry: making disciples of Jesus Christ for the transformation of the world. In doing so, its members will provide a place:

- for individual expression,
- for personal spiritual care,
- for non-threatening personal confidentiality,
- for encouragement,
- where individual ministry needs are met,
- where accountability is carried out,
- where worship is experienced,
- where sacraments are shared.

#### c. Rationale

Scripture bears witness to the covenant as the norm for our relationships with God and one another. Such relationships of mutual support and accountability were hallmarks of the early movements in Methodism. We are

1 committed to covenant groups as a necessary part of the spiritual formation of clergy for pastoral excellence and  
2 effectiveness.

3

4 **d. Configuration**

5

6 These clergy covenant groups will meet in a confidential environment. They will each have a designated,  
7 volunteer clergy facilitator and will choose mutually agreeable times and places to meet. Any group that is pre-  
8 existing will be encouraged to continue. Membership will not be limited to a geographical area. There will be a  
9 yearly renewal of covenant, at which time members will either covenant to continue, or be free to join another  
10 group. This yearly renewal will be celebrated with worship and teaching and may take place at a regional  
11 gathering.

12

13

14 **2. OTHER GROUPS**

15

16 Other covenant groups may also be formed, particularly by lay persons within a congregation, a ministry cluster, a  
17 district, or the conference. In addition, such groups may emerge with a combination of laity and clergy  
18 participants. On occasion such groups may include persons of other denominations.

19

20 There may also be covenant groups that emerge within teams in the annual conference, as well as between teams,  
21 in an effort to discern—on an ongoing basis—what God is seeking to do in and through the United Methodist  
22 Church in Indiana.

# ORGANIZATION

A streamlined effective organizational design and structure is a focus of the new conference in order to accomplish the goal of making disciples of Jesus Christ for the transformation of the world. In order to clarify what this means we have established the following definitions and practices:

## DEFINITIONS

(Note: A series of definitions regarding organization are included as item #7 in the Appendix.)

## PRACTICES

### 1. CONGREGATION

**The United Methodist Church in Indiana is imagining and planning something new for congregations.**

Actually, it is something old and very precious, but it has sometimes been forgotten, and is now being rediscovered. That something is our Wesleyan commitment to **“covenant.”** We recognize that our covenant with God through Christ has never been lost, but now draws us with longing to find it anew, a covenant between clergy and between congregations, in response to God’s call to make disciple of Jesus Christ for the transformation of the world.

In the United Methodist Church, covenant is lived out by being connected in community with one another. Being in a community of United Methodists helps us not only to be a stronger witness in the world, but also to have broader, deeper means for being nurtured and discipled.

**The United Methodist Church in Indiana is imagining and planning something new for congregations through our being a connectional church.**

Imagine . . . resources and training accessible to your congregation because knowledgeable laity and clergy as well as experienced deployed staff are nearby.

Imagine . . . your district superintendent more available to provide hands-on guidance, mentoring, and connection because she/he is freed from the constant burden of administration.

Imagine . . . leaders (both lay and clergy) in your congregation growing in their areas of giftedness and expertise without having to always drive a long distance and take time away from other important things.

Imagine . . . first-hand information and guidance from other congregations who are already doing the ministry your congregation has only dreamt about.

Imagine . . . that the need in your community that nags at you can be addressed, finally, as churches cluster and covenant together to answer the question, “What can we do together that we can’t do alone?”

Imagine . . . our congregational leaders experiencing connectedness, covenant, and accountability as Wesley intended it: “How is it with your soul?”

Imagine . . . not only your congregation, but all Indiana United Methodist congregations, joining together—**covenanting—to make disciples of Jesus Christ for the transformation of the world!**

## 2. MINISTRY CLUSTER

### a. Expectations

The ministry clusters are for ministry!

Each district will organize ministry clusters in consultation with the district superintendent.

All congregations are expected to be in a ministry cluster (four to nine churches), with lay persons and pastors under appointment expected to participate. The number of lay persons from a congregation may vary, though two is considered a minimum. For example, if four churches were together in a ministry cluster, and each had their pastor and two lay persons participate, the leadership group would be 12 in number. If, on the other hand, nine churches were together in a ministry cluster, and each had their pastor and two lay persons participate, the group would be 27 in number.

Districts that have United Methodist-related community centers and other outreach ministries within their boundaries may include these ministries in the ministry clusters where they are located. The churches and the community based ministries will explore how they can deepen their partnerships for ministry.

Ministry cluster leaders can be elders, deacons, local pastors, or lay persons. They will be selected by the cluster during their first or second meeting in consultation with the district superintendent. (Leaders should have a good track record in leading groups and have a demonstrated commitment to working together with others in servant leadership.)

Ministry cluster leaders will be required to participate in ministry cluster training and continuing educational opportunities designed to equip them.

The district superintendent will meet with ministry cluster leaders to listen to concerns, offer encouragement, assist in vision casting, and help facilitate training and resources. However, the district superintendent is not a member participant of a ministry cluster.

Ministry clusters are expected to meet a minimum of three times per year, but may choose to meet more often.

Ministry clusters are to focus on answering two core questions: 1) “How are each of our congregations doing in accomplishing our mission of making disciples of Jesus Christ for the transformation of the world?” and 2) “What can we do better and more effectively together to impact our area for Christ than we can do as individual congregations?”

The evaluation of ministry clusters will consist of giving a detailed explanation of how they have been faithful in answering these two core questions.

### b. Other Groups

There are a variety of other groups that connect congregations with one another. Some of these are denominational. Others are ecumenical. Still others are comprised of congregations of various faith traditions. Each is usually a matter of choice for a respective congregation.

Another way in which congregations may connect with each other is by **affinity groups**. One congregation with a particular ministry interest connects with one or a whole series of congregations scattered across part or all of the state of Indiana. Such groups are initiated by a congregation seeking to carry on a ministry in conjunction with other congregations or are responsive to one or more other congregations who are already carrying on a ministry.

In the new Indiana Conference such groupings are encouraged. Some already exist. Others will emerge.

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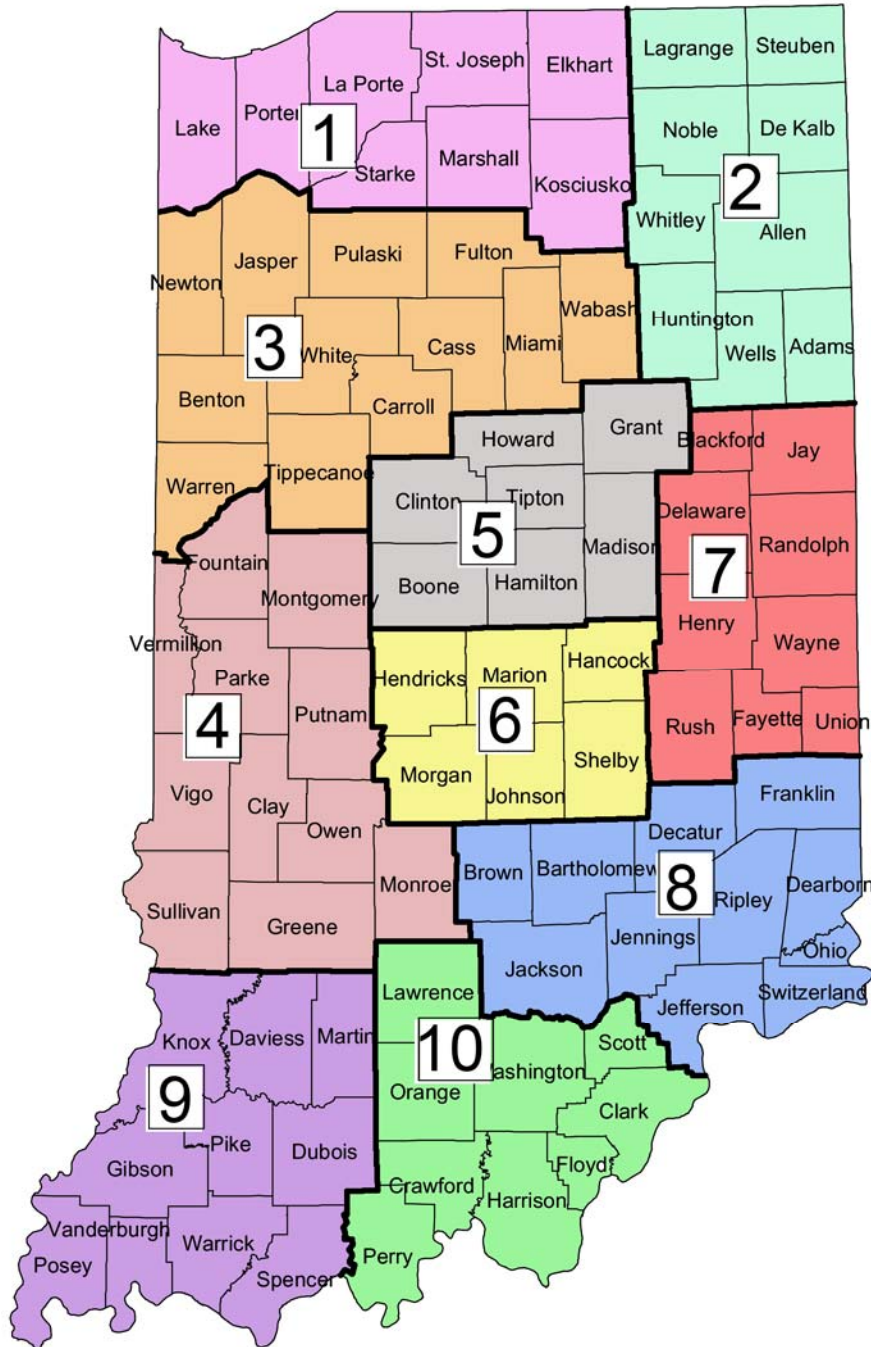
### **3. DISTRICT**

#### **a. Number and Location**

The state of Indiana will be divided into ten districts.

The boundaries of the districts will be finalized by the bishop and the cabinet (in accordance with ¶415.4). They are illustrated in the map that follows. However, they are only proposed as approximations at this stage of the process.

# PROPOSED DISTRICT BOUNDARIES



## b. Resource Center

Two districts will be combined as if they were one district in order to fulfill all or part of the responsibilities of ¶659-¶666. They will work out of one resource center.

The center will be responsible for the coordination of all administrative and programmatic tasks related to the two districts within its geographical boundaries. It will support the work of the district superintendents as they carry out their work, and connectional ministries staff as they carry out their work, each in their respective areas of responsibility, leading and supporting clergy and laity in leadership positions, in order to be effective in ministry in and through their congregations and ministry clusters.

1 The centers will be situated at a designated location in each of five geographical areas (to be identified once the  
2 district boundaries are finalized).

3  
4  
5 **1) Structure**

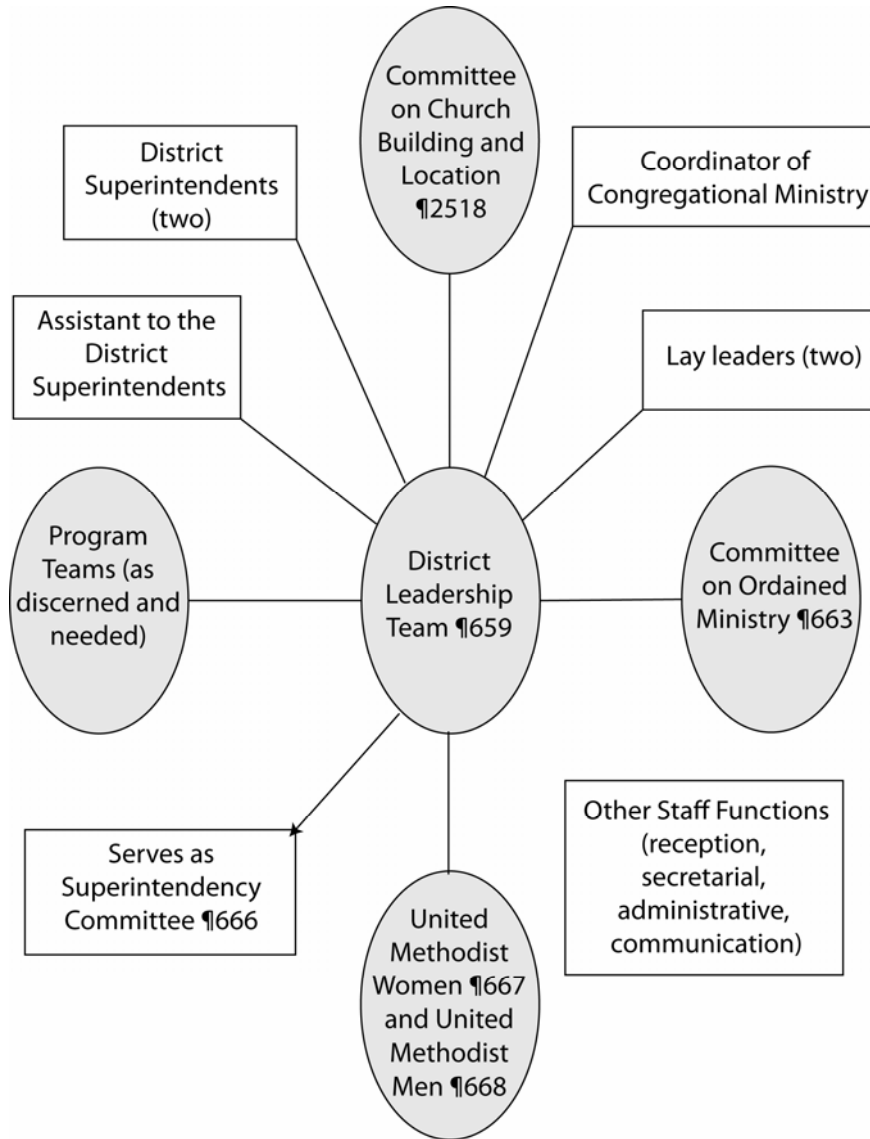
6  
7 There will be a District Leadership Team that will also serve as the Committee on District Superintendency.  
8 Those who will serve on this team include a representative from programmatic groups that are required  
9 (United Methodist Women and United Methodist Men; Committee on Ordained Ministry; Committee of  
10 Church Location and Building), a representative from programmatic groups that are determined by the  
11 respective districts (such as Congregation Redevelopment; New Congregation Development; Missions and  
12 Volunteers in Mission; Social Advocacy, Justice, Ethnic Ministries; Discipleship Leadership Training); two  
13 or more lay leaders, two district superintendents, an assistant to the district superintendents, and a  
14 coordinator of congregational ministry.

15  
16 A combined district conference will meet once a year at a time and place decided by the district  
17 superintendents. Members of the conference will be composed of any member of a United Methodist Church  
18 located within the boundaries of the combined districts, including the pastor, lay member to annual  
19 conference, and lay leader.

20  
21 There will be a district apportionment that will support the work of the district superintendents. Conference  
22 funding will support the work of the coordinator of congregational ministry.  
23

# RESOURCE CENTER STRUCTURE

(a combination of two districts)



## 2) Staffing

The staffing for each center will include the following:

- a) District Superintendents (two)
- b) Assistant to the District Superintendents (who will function as the office manager)

Staffing to assist superintendents with their work will be provided after each team of district superintendents discerns what is needed (possibly a person to assist the superintendents with administrative details and additional person(s) to assist with other functions (reception, secretarial, administrative, and communication). Funding for such positions will come from a district apportionment as determined by a vote of the districts involved.

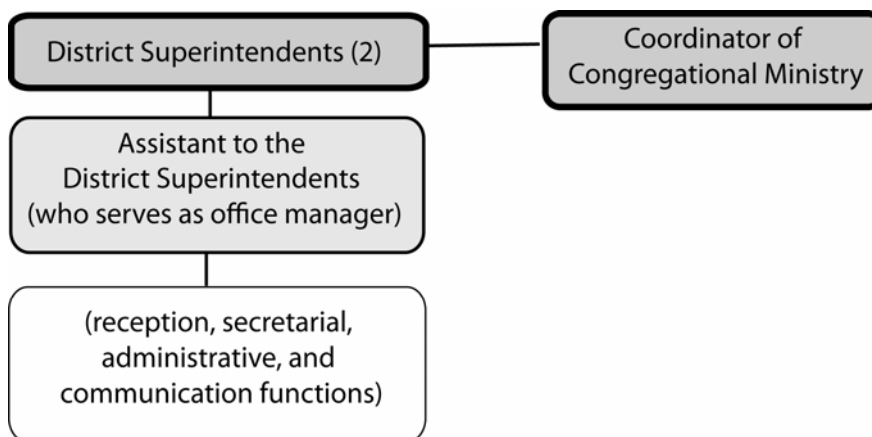


c) Coordinator of Congregational Ministry

This person will be accountable to the director of connectional ministries and will provide oversight for any deployed staff.

## RESOURCE CENTER STAFFING

(a combination of two districts)



### 3) Administrative Functions

The resource center will be responsible for all administrative tasks related to the districts within its geographical boundaries. This will include a strong connection to the conference administrative staff and to the administrative volunteers and staff of each congregation within the geographical boundaries of the district.

### 4) Programmatic Functions (required)

The center will carry out programmatic functions required by *The Book of Discipline*, including the following:

#### a) United Methodist Women and United Methodist Men

There will be a district organization for each of these groups (§667 and §668).

#### b) Committee on Ordained Ministry

This committee will be organized at the discernment and guidance of the Conference Board of Ordained Ministry and will comply with all requirements in an efficient and effective system (§663).

#### c) Committee of Church Location and Building

The work of this group will be carried out in cooperation with the Conference Board of Trustees (§2518).

1  
2           **5) Programmatic Functions (elective)**  
3

4           The center will develop its program ministry in response to the needs and requests of congregations and  
5           ministry clusters, while connecting to the resources of the conference. Boards and agencies of the conference  
6           will set policy and the regional ministry teams will be available to assist congregations and ministry clusters  
7           in accomplishing their ministry.  
8

9  
10           **a) Congregation Redevelopment**  
11

12           The new conference will develop an environment and culture that fosters and sustains a congregational  
13           development movement rather than promoting and implementing an institutional program. This will  
14           require less organization and more movement.  
15

16           The key objective is that every congregation effectively carries out its mission of making disciples of  
17           Jesus Christ for the transformation of the world. Doing so will enable them to become more upward  
18           and outward focused, rather than inward focused, regardless of size and location.  
19

20           Each congregation will analyze its life cycle and determine if it needs to focus on reaching and  
21           nurturing unchurched people, or completing its mission and ministry.  
22

23           Ministry clusters, district superintendents, peers, and coaches will hold churches accountable by asking  
24           the following two questions: 1) “On which life cycle is your church intentionally focusing?” and 2)  
25           “What is God doing as a result of your efforts?”  
26

27           The bishop and cabinet will appoint the appropriate leaders to carry out this function.  
28

29  
30           **b) New Congregation Development**  
31

32           Given the net decline of membership in the Indiana United Methodist Church since 1968, and the fact  
33           that approximately 50% of Indiana’s population is not affiliated with a specific church, temple, or  
34           mosque, the conference needs a church-planting plan so large that it cannot succeed without the blessing  
35           and intervention of God.  
36

37           Such a plan will need to include the following strategies: a) the number of faith communities to be  
38           started each year, b) the aggressive recruitment of highly capable church planters (lay or clergy), c) the  
39           creation of a methodology for raising the necessary dollars to fund this effort, and d) the leadership of a  
40           director of new congregation development to oversee this effort.  
41

42           Special attention will be given to opportunities provided in the increasing diversity of ethnic  
43           populations in Indiana.  
44

45  
46           **c) Missions and Volunteers in Mission**  
47

48           Each congregation will be encouraged to continue the support of current and emerging ministries of  
49           mission and outreach. The resource centers will assist congregations connecting to mission  
50           opportunities, including training and resources for volunteer-in-mission activities. They will also  
51           provide for the collection and distribution of mission and outreach funds as well as promote and  
52           encourage opportunities for congregations and ministry clusters to be engaged in mission on a regional,  
53           national, and global scale.  
54

1                   **d) Social Advocacy, Justice, Ethnic Ministries**  
2

3                   This team will provide a connection to statewide needs and each congregation will be encouraged to  
4                   continue to support current and emerging ministries of advocacy and justice. The resource centers will  
5                   promote and encourage opportunities for churches and clusters to be engaged in advocacy and justice  
6                   ministries on a regional, national, and global scale.  
7

8  
9                   **e) Discipleship Leadership Training**  
10

11                   The combined district leadership team will provide opportunities for people to be trained in order to be  
12                   leaders in congregations, thus equipping congregations to accomplish their mission. These will include  
13                   such programs as lay speaking and lay academies, as well as additional opportunities such as:  
14

15                   (1) Intentional mentoring  
16

17                   One benefit of the cluster ministry model is that individual leaders will no longer be working alone.  
18                   They can work with others who share their responsibilities in other congregations. The strong can  
19                   help the weak, and the wise and experienced can guide the newcomers. This is sometimes known  
20                   as “bringing people along side” in ministry.  
21

22                   (2) “Tools for the tool box” events  
23

24                   Each resource center will have clergy and laity with special skills and experience who would be  
25                   most willing to share their knowledge. A group of leaders may want to develop events that would  
26                   provide teaching moments for key leaders in the district or cluster. Through cooperative events a  
27                   group of congregations may want to invite outside leadership with special expertise. The combined  
28                   districts will be able to address specific needs for leadership training in their area.  
29

30                   (3) Leadership development  
31

32                   Where will the future leaders come from for our congregations? Many existing programs provide  
33                   opportunities for people to feel God’s call on their lives for leadership in the church, in the  
34                   community, and pastoral ministry. Ministry clusters may want to consider using spiritual gift  
35                   assessments to help their members learn what God has already gifted them with and to discover  
36                   new ways to use their gifts as disciples of Jesus Christ.  
37

38                   (4) Clergy/lay partnership in ministry  
39

40                   The future will be built by asking, “Who has the gifts for the tasks that God is calling us to do?”  
41                   Ministry clusters and resource centers will support leadership development in these tasks.  
42  
43

## 1 4. CONFERENCE

### 2 3 a. Organization

4  
5 The work of the church is to share God’s message with the communities in which our congregations are situated  
6 as well as with those who live beyond our communities (through mission and mission-related projects), both in  
7 this country and abroad.

8  
9 There are two essential parts to the work of the church at the conference level. One is making resources available  
10 to congregations. The other is administering the support services needed to enable the work of the church to be  
11 vital and effective, locally and globally. Each of these must be fluid and subject to adjustments, changes, and  
12 adaptations.

13  
14 In addition, we propose two major shifts in the focus of the new conference. The first is the strengthening of  
15 congregations through passionate and visionary leadership and attainable resources for effective church ministry.  
16 This means that more resources will be provided at the district level rather than the conference level. The second  
17 is a new understanding that the conference boards/teams are for governance and policy. Staff are for carrying out  
18 ministry, in collaboration with clergy and laity at all levels of ministry.

### 19 20 21 b. Structure

#### 22 23 1) Conference Leadership Team

24  
25 This team will strategically set directions and goals, responsibly hold the conference accountable to  
26 achieving those goals, and serve to coordinate the ministry of the conference, thereby assuring that the  
27 responsibilities of ¶609 are fulfilled. It will also serve as the primary group to evaluate how the conference is  
28 doing in its new configurations and find ways to make whatever changes are needed to accomplish its  
29 purpose, as expressed through its administrative and programmatic functions, in the most effective and  
30 efficient manner possible. This evaluative process will include changes in mission fields in Indiana and ways  
31 to respond to the needs that are discerned.

32  
33 This team will meet a minimum of two times a year, with the bishop as its chair. It will be empowered by  
34 the annual conference to act on behalf of the conference between sessions (excluding actions pertaining to  
35 the overall budget and the ordination process).

36  
37 The Conference Leadership Team will be comprised of eleven members from the conference teams (one  
38 from each team who is not the chair of that team), plus the bishop (as chair of the team), one member of the  
39 cabinet, one member from the Episcopacy Concerns Committee, one member from Annual Conference  
40 Sessions Committee, five at-large members (conference lay leader, UMW president, UMM president, prayer  
41 team leader, and Wesleyan theologian), and six staff members (executive assistant to the bishop and directors  
42 of finance and administration, connectional ministries, human resources, communication, and new  
43 congregation development)—for a total of 26 members. Special attention will be given to assure  
44 inclusiveness on this team.

45  
46 The eleven members from the conference teams will come from the following:

47  
48 a) Council of Finance and Administration (¶610 and the responsibilities of the commission on  
49 equitable compensation ¶624)

50  
51 Membership will be comprised of two members from each of the five combined districts, plus five at-  
52 large members.

53  
54 b) Pension and Health Insurance Team (¶638)

55  
56

1  
2 c) Board of Trustees (§ 639 and §2512.1-7)

3  
4 d) Board of Ordained Ministry (§634)

5  
6 Membership on this board will comprise the executive team from each District Committee on Ordained  
7 Ministry and additional at large members to fulfill all disciplinary requirements. A registrar elected by  
8 the board will work with district registrars.

9  
10 e) Ethnic Ministries Team (§631, §642, and §653)

11  
12 This team will raise the awareness of the needs of the ethnic populations among us and strategically  
13 work with other groups to strengthen and create ministry to the varied ethnic populations. It will serve  
14 to fulfill the responsibilities of the Commission on Religion and Race (§642), the Committee on Ethnic  
15 Concerns (§631), and the Committee on Native American Ministry (§653).

16  
17 f) Camping, Retreat, and Youth Ministry Team (§629.1, b, c as well as §648)

18  
19 g) Congregation Redevelopment and New Congregation Development Team (includes small  
20 membership church §644)

21  
22 h) Social Advocacy and Justice Team

23  
24 This team will fulfill the responsibilities of a board of church and society (§628), will provide for the  
25 responsibilities of a committee on parish and community development (§632.5), will provide for the  
26 functions, and maintain the connectional relationships with, the General Commission on Christian Unity  
27 and Interreligious Concerns (§641), and the Commission on the Status and Role of Women (§643).  
28 Membership will include the peace and justice coordinator (§628).

29  
30 i) Mission Resource and Development Team

31  
32 This team will fulfill the global ministries responsibilities and maintain the connectional relationship as  
33 specified in §632 and provide a connection for the Advance program. A conference secretary of global  
34 ministries will be a member of the team.

35  
36 j) Discipleship Leadership Development Team

37  
38 This team will fulfill the responsibilities of the Board of Discipleship in the areas of Christian education,  
39 evangelism, worship, stewardship, and spiritual formation (§629), and will provide for the functions and  
40 maintain the connectional relationship for the Board of Laity (§630), the Board of Higher Education and  
41 Campus Ministry (§633), the Council on Young Adult Ministry (§649), the Council on Older Adult  
42 Ministry (§650), and Scouting and Youth Service Ministries (§630.3).

43  
44 k) Communication Team (§645)

45  
46  
47 **2) Other Groups that will be organized include:**

48  
49 a) Administrative Review Committee (§635)

50  
51 b) Annual Conference Sessions Committee

52  
53 c) Conference Commission on Archives and History (§640) – in conjunction with the  
54 Archives of DePauw University

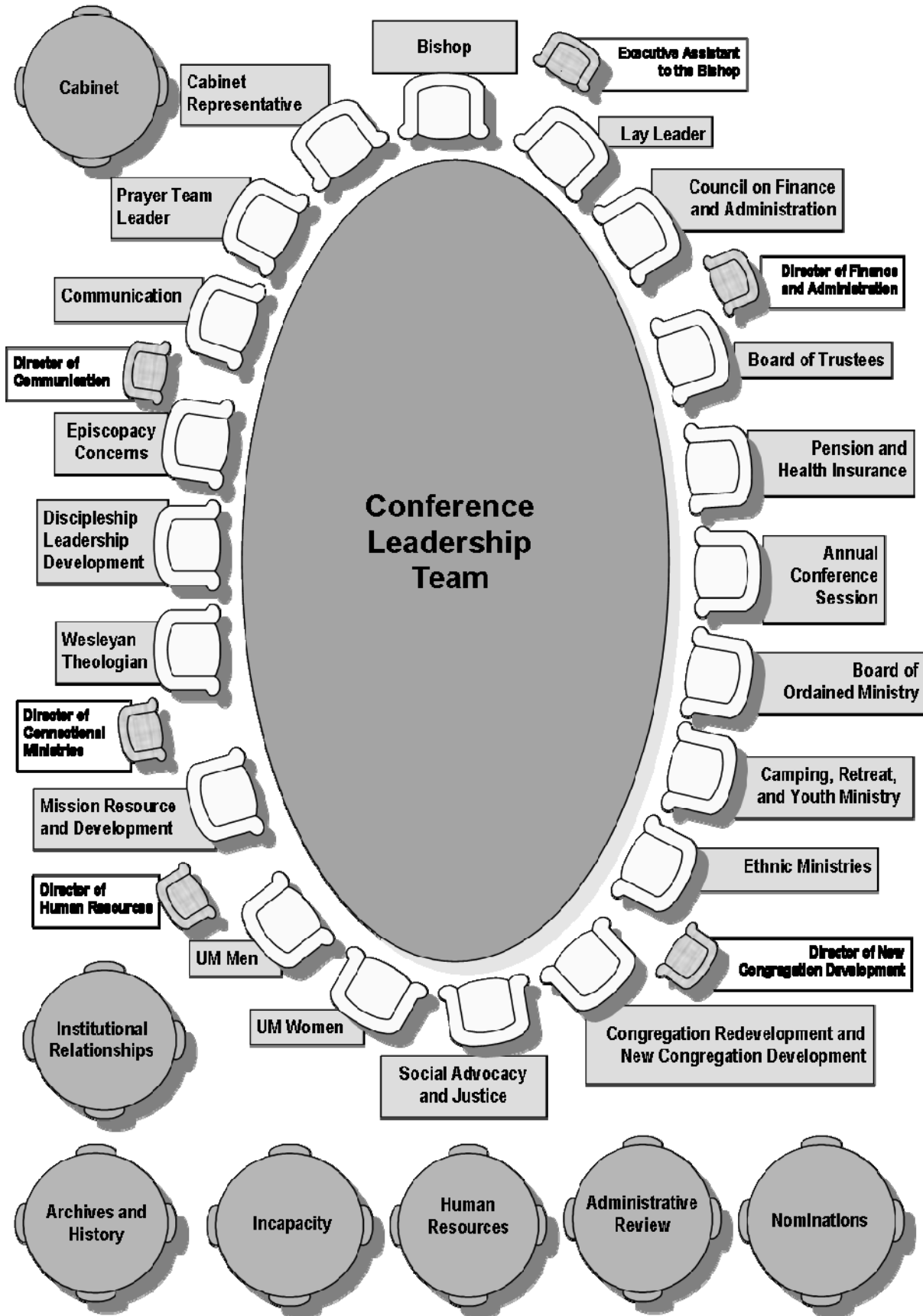
55  
56 d) Conference Nominating Committee

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- e) Conference United Methodist Men (¶ 647)
- f) Conference United Methodist Women (¶ 646)
- g) Episcopacy Concerns Committee (¶636 and ¶637)
- h) Human Resources Committee
- i) Joint Committee on Incapacity (¶651 and ¶652)
- j) Institutional Relationships Committee

# CONFERENCE STRUCTURE

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2  
3



4  
5

1  
2 **c. Staffing**  
3

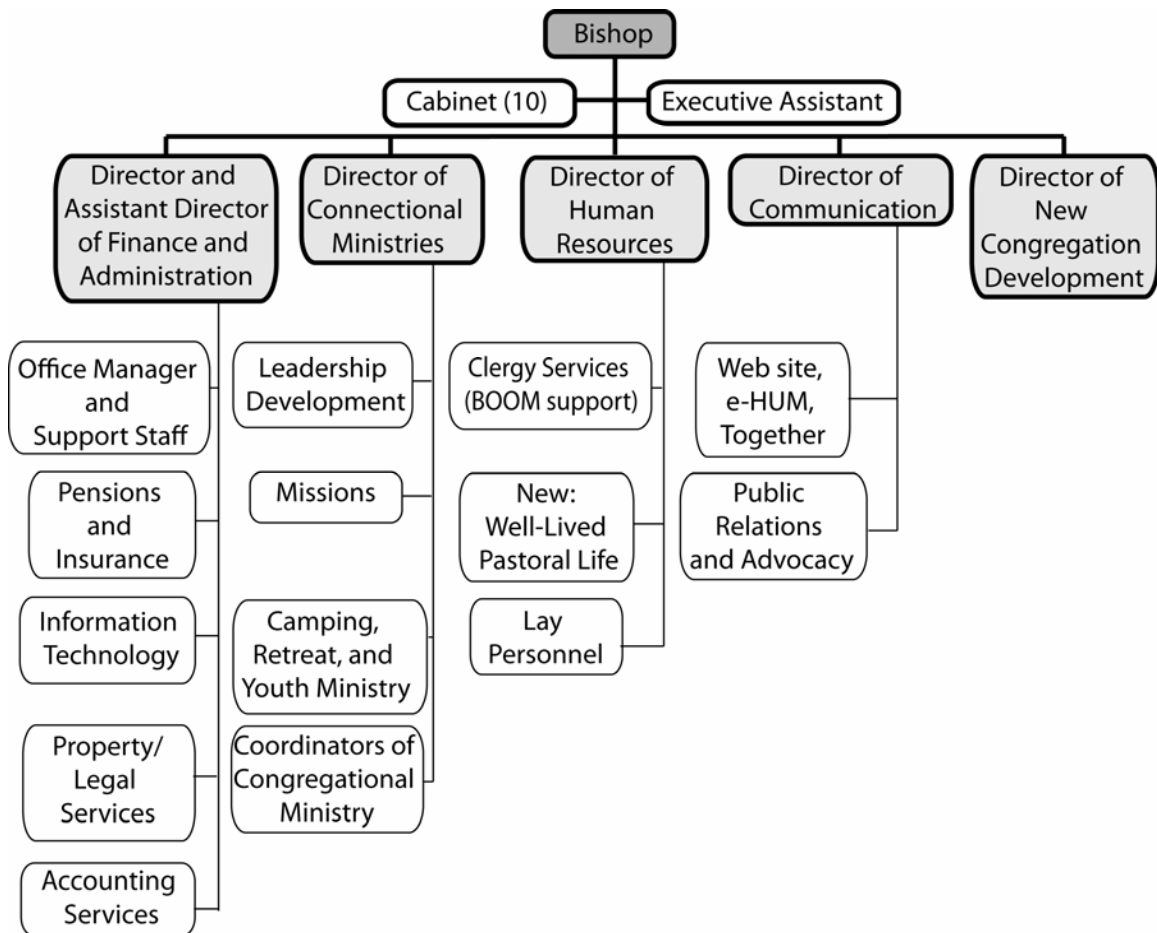
4 The following positions will comprise the primary staffing for the new conference:  
5

- 6 1) Bishop
- 7
- 8 2) Cabinet
- 9
- 10 3) Executive Assistant to the Bishop
- 11
- 12 4) Director of Finance and Administration
- 13
- 14 5) Assistant Director of Finance and Administration
- 15
- 16 6) Director of Connectional Ministries
- 17
- 18 7) Director of Human Resources
- 19
- 20 8) Director of Communication
- 21
- 22 9) Director of New Congregation Development
- 23
- 24
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5

# CONFERENCE STAFFING



6  
7  
8  
9

(Note: The eight titles given in the first three horizontal rows refer to individual positions. The terminology in the remaining fourteen boxes refers to functions, not individuals, and may be carried out by one or more part-time and/or full-time individuals.)

**d. Administrative Functions**

**1) Finance**

The Conference Council on Finance and Administration will develop, maintain, and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures, and management services for the annual conference.

Staffing for the council will be provided by the director of finance and administration/treasurer and assistant director of finance and administration/treasurer.

The Indiana Conference will fund conference expenditures primarily, from but not limited to, the following funding streams:

- Tithes and offerings from congregations

29

- 1 • Insurance premium and allocations payments from participants and congregations when
- 2 applicable
- 3 • Registration/rental income for corresponding programming events and services
- 4 • Pension contributions from participants and congregations when applicable
- 5 • Earnings from investments held

6  
7 Annual conference general church apportionments will be budgeted 100% in the annual budget, and gifts in  
8 addition to a minimum tithe of 10% may be asked of congregations to meet this obligation.  
9

10 A proposed membership of the Council on Finance and Administration for the new Indiana Conference will  
11 be submitted by the Transition Team for approval at the 2008 special session. Upon its approval this group  
12 will begin to develop financial policies for the Indiana Annual Conference to go into effect January 2010 and  
13 to be presented for approval at the 2009 annual conference session.  
14

15 All budget askings will be submitted for consideration to this new group by the Leadership Team and all  
16 districts by January 1, 2009. A 2010 budget will be developed by the Indiana Conference Council of Finance  
17 and Administration to be presented at the 2009 annual conference session.  
18

19 Districts will submit budget requests to the annual conference and will be given authority to spend within the  
20 limits of that annual budget at the discretion of that district finance committee. All expenditures and income  
21 will run through the office of the conference treasurer. All district financial transactions will be  
22 encompassed in the annual external audit of the conference. All conference financial policies will apply to  
23 district financial transactions. All employees serving district offices will be employees of the conference.  
24

25 (Note: Items pertaining to a budget and its financial implications are included in item #5 of the Appendix.)  
26  
27

## 28 **2) Benefits**

29

30 The details provided at the end of item #4 in the Appendix represent a clergy and conference employee  
31 benefits program that integrates the policies of both the South and North Indiana Conferences. It is based  
32 upon best practices, conference, church and clergy need, reasonable cost sharing and Annual Conference  
33 ability.  
34  
35

## 36 **3) Assets/Facilities/Legal Matters**

37

38 Care and maintenance of conference owned property and legal matters rests, initially, with the Board of  
39 Trustees of the conference.  
40

41 It is recommended that effective with the formation of the new Indiana Conference that a Board of Trustees  
42 of not less than 12 persons be elected by the convening conference(s).  
43

44 It is recommended that by December 31, 2009, all property, financial assets, equipment, trusts, and bequest,  
45 currently held in the names of the former conferences or districts be transferred and titled in the name of the  
46 Indiana Conference.  
47

48 It is recommended that immediately upon formation of the Indiana Conference Board of Trustees, a meeting  
49 of the board be convened by the bishop, and a president, vice president, treasurer and secretary be elected.  
50 The president will then take over as chair of the board.  
51

52 The board will interview and select an attorney and/or legal firm to represent the work of the board and the  
53 conference, giving special care to the possibility of presenting a recommendation to the bishop for a person  
54 to nominate to the annual conference as chancellor.  
55

1 The board will conduct a thorough review of the property and liability insurance coverage of the churches of  
 2 the new conference with a goal of recommending to the conference at its 2009 meeting as to whether or not  
 3 the Indiana Conference will become a conference wide mandatory property insurance program.  
 4

5 Staffing will be provided to the Board of Trustees by the director of finance and administration.  
 6  
 7

#### 8 **4) Information Technology**

9  
 10 The work of the Indiana Conference will continue to be resourced by IT professionals, both employed and  
 11 contracted, as needs demand. Such persons will provide for hardware, software and connectivity needs for  
 12 the conference center and district offices as well as basic support for connectivity of deployed staff. This will  
 13 involve the oversight of computer, software and IT hardware purchases, maintenance, and planning. Included  
 14 in this work will be the development and maintenance of a unified database of clergy and laity in leadership  
 15 positions as well as other databases to support the administrative and programmatic functions of the  
 16 conference.  
 17

#### 18 **5) Human Resources**

19  
 20  
 21 The new conference will bring together the oversight of clergy and lay personnel under the leadership of a  
 22 director of human resources (a position that is described below since it is new to conference staffing).  
 23  
 24

##### 25 **a) Human Resources Committee**

26  
 27 The Human Resources Committee will oversee all conference personnel matters, including legal and  
 28 administrative functions, and will write and maintain unified personnel policies, procedures, job  
 29 descriptions, and guidelines for conference and district employees.  
 30

- 31 • Representatives from existing personnel groups of the conference and area office  
 32 will be included on this committee.  
 33
- 34 • All existing personnel, including district administrative assistants and conference staff,  
 35 will be given priority consideration for appropriate positions in the new conference.  
 36
- 37 • Staffing for this committee will be provided by the director of human resources.  
 38  
 39

##### 40 **b) Clergy Services**

41  
 42 There will be an Office of Clergy Services that will carry out the following responsibilities:  
 43

- 44 • Coordinate and oversee a comprehensive recruitment plan for new clergy to match the  
 45 needs of congregations. This will include, but is not limited to, recruiting ethnic  
 46 clergy, second career clergy possessing skills needed by the annual conference,  
 47 clergy equipped to start new faith communities, etc.  
 48
- 49 • Serve as registrar for the Conference Board of Ordained Ministry and as the coordinating  
 50 office for District Committee on Ordained Ministry responsibilities. This includes  
 51 the process of credentialing from recruitment through retirement.  
 52
- 53 • Create and coordinate life-long educational opportunities for clergy that will assist them  
 54 in being passionate, effective leaders. This will include all types of training needed  
 55 for the well-lived pastoral life including clergy effectiveness skills, spiritual  
 56 formation, lifestyle health.

- Maintain all clergy records as required by *The Book of Discipline*.
- Keep updated profiles on clergy that may be helpful to the Cabinet and the Board of Ordained Ministry in their work. This includes the development of profiles that delineate skill assessments, skill sets, etc.

**c) Director of Human Resources**

This is a responsible supervisory position that involves planning and directing human resource policies, programs and practices: including organizing, developing, implementing, and coordinating. Duties include formulating policies and procedures for the Human Resources Committee, and recommending policies and practices to the bishop, the cabinet, and conference and district staffs.

The director of human resources will have necessary professional training and experience to:

- Provide guidance in the preparation of personnel and child protection policies and procedures
- Implement personnel policies and procedures
- Direct the Office of Clergy Services
- Establish appropriate salary levels for lay staff positions
- Assure compliance with all applicable federal, state and local laws
- Provide training for conference and district staff in the application and understanding of personnel matters
- Direct recruiting, retention, and training of lay staff employees of the conference
- Collaborate with the Board of Ordained Ministry, the Human Resources Committee, and the cabinet
- Collaborate with the director of finance and administration to establish appropriate employee benefit plans
- Advise the Staff/Pastor Parish Relations Committees of congregations regarding human resources (upon request).

**6) Communication/Public Relations**

**a) Communication Technology**

The new conference and its congregations have two audiences with whom it must communicate internally and externally. The internal audiences are individuals and the various groups of members in the conference who need to continually witness to one another in order to inspire, motivate, comfort and

1 inform one another. The external audiences are those beyond the church with whom the congregation  
 2 desires to share the Good News and speak out against social injustices. The purpose of using media to  
 3 communicate with this audience is to prepare them for, and bring them within reach of, the personal,  
 4 face-to-face witness of our members. The emergence of one conference will eliminate and streamline  
 5 the current replication of communication functions within the life of the church.

6 Organizing to communicate with the two audiences, both internal and external, is vitally important as  
 7 we expand our use of communication technology. We recommend a comprehensive communication  
 8 technology program be established by the new conference through its conference staff that would  
 9 include:

10  
 11 Internal communication

- 12  
 13
  - Creating an intranet accessible to all members of the new conference
  - Creating electronic communication centers including videoconferencing
  - Making basic communication technology available to each congregation
  - Providing print and electronic publications for information and motivation

14  
 15  
 16  
 17  
 18 External communication

- 19  
 20
  - Creating and continuing to develop an internet presence
  - Expanding the use of multimedia
  - Encouraging congregations to use wireless computer communication, projection  
 23 technology and internet availability
  - Promoting the use of Igniting Ministry materials and programs
  - Creating promotional media campaigns to broaden the visibility of the church
  - Continuing the church's witness against social injustices

24  
 25  
 26  
 27  
 28 b) Communication Plan

- 29  
 30
  - Connecting district communicators with the conference communication office
  - Keeping in mind that telling the stories of volunteers in mission is important to a  
 32 growing segment of volunteers in mission within the church
  - Remembering that print continues to play an important role in communicating  
 34 work of the church, especially among many of those over the age of 60
  - Understanding what media speaks to what people without assuming a particular age-  
 36 group prefers print over electronic, or electronic over print
  - Offering communication education to district centers
  - Adding communicators, either salaried staff or volunteers, at the district level
  - Setting up a toll-free telephone exchange
  - Assessing needs to see what can be provided rather than assume need
  - Networking the conference with districts, clusters, and congregations as well as  
 42 congregations with clusters, districts, conferences and the general church
  - Continuing the *Hoosier United Methodists Together* as the new conference adds  
 44 electronic publications needed by participants

45  
 46  
 47 **e. Programmatic Functions**

48  
 49 The programmatic functions of the conference center will focus on supporting the ministry of the conference with  
 50 its district and ministry cluster organization of congregations. Some ministry goals are best achieved through  
 51 collaborative effort on a statewide level. Those areas are outlined below to demonstrate the special priorities and  
 52 opportunities offered in a new structure. Concerns of administration, supervision, and visionary leadership  
 53 overlap and are coordinated in the Conference Leadership Team.  
 54

1 Priorities and opportunities in the new Indiana Conference to make disciples of Jesus Christ for the transformation  
2 of the world will include the following:

3  
4 **1) New Congregation Development** – planning and implementing new faith communities using the  
5 latest research information and resources

6  
7 **2) Congregation Redevelopment** – evaluating and redeveloping existing congregations

8 **3) Ethnic Ministry Development** – increasing sensitivity to and support of ethnic ministries,  
9 especially in the development of new congregations and the support of national racial equality plans

10  
11 **4) Camping, Retreat, and Youth Ministry** – providing opportunities for youth and adults to make  
12 commitments to Jesus Christ in camping and retreat settings, as well as encouraging spiritual renewal,  
13 Christian community, leadership development, and responsible stewardship of God’s earth

14  
15 The plan is to continue to utilize all seven Outdoor Ministry sites including Camp Adventure (northeast),  
16 Camp Indi-Co-So (south), Camp Mone’to (south central), Camp Rivervale (south central), Epworth Forest  
17 (northeast), Lakewood (northeast), and Pine Creek (west central). Outdoor ministry facilities and buildings  
18 continue to age and diminish in quality. The church’s concern for bringing more young people to Christ and  
19 into the church warrant a hard look at how we can best update facilities and equipment. To that end the  
20 Epworth Forest Capital Campaign will continue to move forward. In addition, there are discussions between  
21 conference and district leadership regarding the Santa Claus Church Camp.

22  
23 **5) Discipleship Leadership Development** – encouraging prayer and spiritual growth disciplines,  
24 supporting age level ministries, strengthening relationships with UM institutional ministries, and supporting  
25 connectional ministries of the denomination

26  
27 **6) Mission Resource and Development** – fostering coordination between ministries within the  
28 conference, promoting special offerings, and supporting the connectional ministries of the denomination,  
29 including VIM opportunities

30  
31 **7) Social Advocacy and Justice Ministry** – providing a voice for those not easily heard, through a  
32 prophetic ministry in our conference

33  
34  
35 **f. Annual Conference Sessions**

36  
37 We imagine a new Indiana annual conference where the vision of the conference comes alive, where the Holy  
38 Spirit guides the voting process and business decisions, where we encounter God in worship, where we fellowship  
39 while learning and being equipped, where we are empowered and inspired, and where we offer our service to the  
40 host community.

41  
42 The new Indiana Conference will gather annually to fulfill the requirements stated in *The Book of Discipline* that  
43 “the purpose of the annual conference is to make disciples for Jesus Christ by equipping its local churches for  
44 ministry and by providing a connection for ministry beyond the local church.” The new statewide annual  
45 conference will claim a vision of the conference as missional and purposeful through active engagement with the  
46 host communities and intentional networking between churches and church leadership. While administrative  
47 details must be attended to, opportunities for outreach ministries, leadership training, and spiritual renewal for lay  
48 and clergy members and conference guests could rise to the forefront of the annual conference experience. The  
49 new annual conference session will provide the best of worship, training, technology, and resources for the  
50 purpose of encouraging and empowering lay and clergy leadership in local congregations and clusters. A more  
51 purposeful use of pre-conference briefings and the use of modern technology, such as web casts, e-forums, and  
52 teleconferencing, for more efficient means of communicating information and dealing with administrative details  
53 prior to and during annual conference will be explored.

1           **g. Conference Center**

2  
3 A center for the new Indiana Conference will be centrally located in the Indianapolis metropolitan area. It will  
4 house the general functions of the bishop and the conference leadership. In addition, it will provide space,  
5 equipment and facilities for the administrative and programmatic leadership staff of the conference to work and  
6 meet.

7  
8 A significant result of a unification of the Indiana Area is the elimination of duplication of services, a unified  
9 record keeping system, and an efficiency of financial, communication, and organizational operations which is  
10 accomplished by having one location for all these functions.

11  
12 A team of people will be identified by both annual conferences to initiate the steps to establish this service center.  
13 Consideration will be given to locating it with easy access to Interstate 465, collaborating with United Methodist  
14 churches and institutions in the vicinity, designing an accessible space to handle a staff to support the work of the  
15 new Indiana Conference, and developing a financial plan to establish the center. The Transition Team will  
16 prepare a report and recommendation to be presented to the session of the new annual conference meeting in 2009  
17 for implementation in 2010.

18  
19  
20           **h. Institutional Relationships**

21  
22 The long standing relationships with the many historically related institutions of the United Methodist Church in  
23 Indiana will be cherished and respected in the new Indiana Conference. The new conference will continue to seek  
24 ways to collaborate with and support our institutions of health care, higher education, community ministries,  
25 children's centers, and senior care and retirement communities. The report developed by the discernment team  
26 that studied our institutional relationships during 2006-07 will be utilized as a framework for the continuation of  
27 this collaborative process.

28  
29 A commitment to continue explorations in which the conference (as well as congregations, ministry clusters,  
30 districts, and resource centers) can join with our institutions in mutually supportive ministries will also lead to  
31 great possibilities for emerging ministries. Out of these relationships there is the possibility for the need for new  
32 institutions of collaborative ministry to face the challenges of the 21<sup>st</sup> century. Among such challenges and  
33 opportunities are new as well as established ethnic populations.

34  
35 We expect the new Indiana Conference leadership to initiate and give leadership to developing and strengthening  
36 our relationships to our United Methodist institutions in and beyond Indiana.

37  
38  
39           **i. Foundations**

40  
41 The United Methodist Church in Indiana is blessed to have three separate not-for-profit foundations. Although  
42 there are many similarities, there are also differences.

43  
44 The Indiana Area Foundation operates out of the bishop's office in Indianapolis. Its board membership has  
45 always been composed exclusively of laity, and its purpose is "promoting missional giving among churches and  
46 their membership by administering, investing, and distributing funds for missional causes and outreach ministries  
47 in the name of Jesus Christ through the United Methodist Church locally and throughout the world." The Area  
48 Foundation provides funds for such programs as the Holy Land scholarships for ordinands, various scholarships  
49 in memory of former bishops in Indiana, and a growing endowment fund to support Operation Classroom.

50  
51 The North Indiana United Methodist Foundation is affiliated with the North Indiana Annual Conference and is  
52 located in Marion, Indiana. It has a membership composed of the members of the North Indiana Annual  
53 Conference, and its purpose is "administering entrusted funds for mission and ministry; assisting persons,  
54 churches, and agencies in administering, teaching and promoting good stewardship of assets, and building of  
55 endowment funds." The North Indiana United Methodist Foundation also has created the Indiana United  
Methodist Loan Fund, Inc. which is "a non-profit organization that exists to provide a reliable, available, and

1 affordable source of loan funds for building and remodeling projects while offering stable investments that yield  
2 steady income.” Loans from this fund already go to congregations in both North and South Indiana.

3 The South Indiana United Methodist Foundation is located in Indianapolis, and its mission is “to provide  
4 professional, socially responsible investment, endowment and planned giving services to the people, agencies,  
5 ministries and churches of the South Indiana Conference, and on behalf of the Ministers’ Retirement Fund and  
6 other endowed gifts entrusted to its care, to the end that Christ’s Church is served. It exists to encourage, gather  
7 and steward assets given to support ministries.” The Foundation is governed by a Board of Directors elected by  
8 its members. Members are defined as those currently qualified as lay and clergy members of the South Indiana  
9 Annual Conference.

10  
11 There are ongoing conversations among the executive directors and board members of the three foundations to  
12 explore their future relationship, collaboration, and possible merger. The Imagine Indiana Design Team affirms  
13 these continuing conversations and the movement toward a new model of service to the United Methodist Church  
14 in Indiana.



# APPENDICES

## 1. HISTORY OF REGIONS AND STRUCTURES OF METHODISM IN INDIANA

The first Methodists came into Indiana in 1793 when a Kentucky-based circuit rider came into the Indiana territory and started a class meeting near what is now Utica, Indiana. At that time, all of Indiana was a part of the “Western Conference” of the Methodist Episcopal Church which included everything west of the Allegheny Mountains.

In 1808 the Western Conference created the Indiana District.

In 1824 Indiana was placed within the Illinois Conference, and Indiana had the largest number of churches and members in that conference.

In 1832 Indiana became its own conference, the Indiana Conference of the Methodist Episcopal Church, with 17,600 members. Pastoral charges were aligned along the transportation routes (wagon trails and canals) so as to support the efficient travel of circuit riders.

Structure in those early years revolved around these leadership positions:

- Bishop (who was elected at General Conference)
- Presiding Elders who supervised Itinerant Preachers
- Itinerant Preachers who traveled to start and expand existing churches
- Preachers who served in “stations” or churches without itinerating
- Class Leaders (many of whom were women) who led the units of Methodists in weekly meetings for prayer, faith formation, and accountability

In 1842, Indiana Methodism had grown enough to divide the state into two conferences, North and South, with the dividing line along the National Highway (US 40). Indianapolis only had two charges at the time, so the eastern charge was put into the North Conference, and the western charge was put into the South Conference. Terre Haute was also placed into the North Conference. Efforts in 1847 to put Greencastle into the South Conference – apparently due to the desire to keep Asbury College (which became DePauw University) in the South Conference. That effort failed, but it is an indication of how much the concept of “territory” had become foremost in Methodism rather than circuit riders organized for evangelism and mission.

In 1852, the North and South Conferences both divided into eastern and western halves. In the North, the eastern half kept the name North Indiana Conference, and the western half became the Northwest Indiana Conference. In the South, the eastern half became the Southeast Indiana Conference and the western half retained the name South Indiana; however the limited population and numbers in the Southeast forced them to reunite with the South Indiana Conference in 1895 and thus that conference once again became the southern half of the state. So Indiana Methodism was organized until 1968 into three viable conferences: South, North, and Northwest. However, Indiana Methodism continued joint ownership of schools and colleges, along with joint efforts for their primary communication tool, the *Western Christian Advocate* newspaper.

In 1939, with the national merger of the Methodist Episcopal Church, the Methodist Episcopal Church South, and the Methodist Protestant Church into The Methodist Church, these divisions into North, Northwest, and South Indiana Conferences continued; however most of the African-American churches were segregated out into the Lexington Conference of a separate Central Jurisdiction. The three Indiana Conferences (North, Northwest, and South) became a part of the newly-formed North Central Jurisdiction as a part of the 1939 merger’s “compromise” to allow for five regional jurisdictions in the United States.

In 1968, the merger of The Methodist Church and the Evangelical United Brethren (which was itself the product of a merger in 1946 of the Evangelical church and the United Brethren church) moved the state of Indiana into the Indiana Area of the United Methodist Church. This Indiana Area combined the three former Methodist conferences, the two former EUB conferences, and the churches in Indiana from the former Lexington

1 Conference into two United Methodist Conferences: North Indiana and South Indiana. Initially the two  
2 conferences had ten districts each, but that was reduced to nine districts each in 1992.

3  
4 2008 will thus be the 200<sup>th</sup> anniversary of the establishment of the Indiana District of Methodism and it will be the  
5 40<sup>th</sup> anniversary of the Methodist-EUB merger which created our current North Indiana and South Indiana  
6 Conferences.

7  
8 (Source: *Forward Be Our Watchword: Indiana Methodism and the Modern Middle Class*, by Kevin J. Corn)

## 2. RECOMMENDATION PASSED BY NIC AND SIC IN MAY/JUNE 2007

As a result of this process the Imagine Indiana Planning Team brings the following recommendation to the North Indiana Conference and South Indiana Conference during their 2007 sessions:

- a. A new conference be created in the state of Indiana to meet for the first time in 2009 as the legal successor to each of the existing conferences
- b. A formal request be made to the 2008 North Central Jurisdictional Conference for permission to create one conference in Indiana
- c. An authorization be given to the bishop to name a team to develop a detailed plan of implementation to be brought to the 2008 sessions of the North Indiana Conference and South Indiana Conference for approval
- d. The new conference be formed in accordance with these guiding principles:
  - A recognition of the congregation as the most significant arena in which disciple making occurs
  - A shared ministry in which individual believers are connected to congregations, congregations are gathered into geographical clusters, geographical clusters are partnered with one another in regions, and regions are linked together as the conference
  - An expectation of collaboration that encourages the natural formation of partnerships based on shared affinities
  - An expectation of excellence in the formation of leaders, both lay and clergy
  - A willingness to be held accountable, both personally and corporately, to our covenant relationships to God and one another for the redemption of the world
  - A spirit of openness to explore new ways, models, and methods of being the church, with the expectation of learning from both successes and failures
  - An administrative professional staff that serves to centralize common tasks (e.g., finance, communication, technology) and programmatic professional staff that serves to resource congregations, clusters, and regions
  - A central location for the bishop's office and a centralized system for the administrative needs of the conference
  - An annual conference session designed around prayer and worship, inspiration, training, and witness through activities and engagement with host communities as a transforming presence
  - A continuation of clergy and staff benefits based on fairness and equality of eligibility with current levels of benefits serving as the base line
  - A relationship with our affiliated institutions, both current and emerging, that is mutually beneficial
  - A continuous process of evaluation and realignment of structures, programs, institutions, and personnel in order to increase the effectiveness of the church in its mission to make disciples of Jesus Christ for the transformation of the world

1 **3. LETTER SENT TO NORTH CENTRAL JURISDICTION**

2  
3 November 1, 2007

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Bishop Hee-Soo Jung President, College of Bishops 77 West Washington Street Suite 1820 Chicago, IL 60602	Ms. Maria Wiblin Secretary, North Central Jurisdiction 2975 Washington Street Iowa City, Iowa 52240
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Dear Bishop Jung and Secretary Wiblin:

I am writing to you on behalf of the North and South Indiana Conferences, which compose the Indiana Area of the North Central Jurisdiction of our United Methodist Church.

At the 2007 sessions of the annual conferences, both North Indiana and South Indiana voted to move toward becoming one conference in 2009, and, of course, that requires a vote of permission from the North Central Jurisdictional Conference meeting in 2008. The vote at both conferences was quite substantial (78% in favor in North and 67% in South), but there are implementation plans which must also be approved in June of 2008. It is possible that one of the conferences could change their mind in June of 2008, but frankly that's doubtful, and I believe it's important for me to convey to you that a vote of the Jurisdictional Conference on the proposed uniting of North and South Indiana into a new Indiana Conference in 2009 would need to be approved.

Thank you for your attention to this detail for the North Central Jurisdictional Conference meeting in 2008.

Yours in Christ,

Michael J. Coyner

1 **4. BENEFITS**  
2

3 The following sections represent a clergy and conference employee benefits program that integrates the policies  
4 of both the South and North Indiana Conferences. It is based upon best practices, conference, church and clergy  
5 need, reasonable cost sharing and annual conference ability.  
6

7 **a. Funding Policy**  
8

9 1) That three pension-related benefit programs of the UMC (Clergy Retirement Security Program,  
10 Comprehensive Protection Plan and Basic Protection Plan or similar plan) be provided to clergy members of  
11 the Annual Conference and funded as follows.  
12

13 2) That the following benefits be funded directly at the level of the church or compensation-paying  
14 unit:  
15

16 a) Clergy Retirement Security Program (CRSP)  
17

18 b) Comprehensive Protection Plan (CPP)  
19

20 3) That amounts needed yearly to reduce any unfunded liability for prior pension plans be paid first  
21 from available reserves. Thereafter, the costs will be paid by the annual conference budget.  
22

23 4) That the costs of the Basic Protection Plan (BPP) for active clergy and similar insurance plan for  
24 retirees be paid first by the reserves set aside for that purpose. Once reserves are exhausted, the costs will be  
25 paid by the annual conference budget.  
26

27 5) That the Indiana Conference Board of Pensions be authorized, at its discretion, to arrange with the  
28 General Board of Pensions for active participation in CRSP, CPP and/or BPP by persons who are eligible  
29 under special rules but not automatically included as active participants.  
30  
31

32 **b. Clergy Retirement Security Program (CRSP)**  
33

34 1) Modified Direct Billing: That the annual conference pay to the General Board of Pension monthly  
35 the amounts due for CRSP for the clergy for whom the annual conference is the plan sponsor on the last  
36 business day of each month. That the conference director of finance and administration/treasurer collect  
37 from each church the same amounts due for CRSP by direct debit (ACH) to the church's bank account on the  
38 25th of each month, or the next earliest business day if the 25th falls on a non-business day.  
39

40 2) That the Compensation Base for funding of the CRSP Defined Benefit be the Plan Compensation  
41 of the participant limited to 150% of the Denominational Average Compensation (DAC).  
42

43 3) That the rate of funding of the CRSP Defined Benefit be determined each year by the Conference  
44 Board of Pension, in conjunction with the General Board of Pension and Health Benefits, and recommended  
45 to the annual conference. For 2009, this amount is 9.5% (NIC) and 9.0% (SIC) of Plan Compensation.  
46

47 4) That the Compensation Base for funding of the CRSP Defined Contribution be the Participant's  
48 Plan Compensation.  
49

50 5) That the rate of funding of the CRSP Defined Contribution be 3% of Plan Compensation.  
51

52 6) United Methodist Personal Investment Plan (a voluntary plan): That the Conference Board  
53 recommends that each participant take advantage of this investment opportunity with the GBOPHB at a  
54 minimum of 2% or more. Such amounts should be withheld from salary and paid to the GBOPHB in the  
55 manner that they prescribe.  
56

1           7) That the funding of the Clergy Retirement Security Program for the following special categories of  
2 pastors be:

3  
4           Maternity/Paternity Leave: Funding of CRSP to be continued by the compensation-paying unit  
5 according to the Plan Compensation existing prior to the pastor being placed on such leave.  
6

7           8) A Pension Support Fund will be established to assist in emergency situations of congregations  
8 served by student pastors. Any such funding assistance of the pastor's CRSP will be determined according to  
9 policies and procedures developed by the Conference Board of Pension in consultation with the cabinet and  
10 the Conference Board of Ordained Ministry.  
11

12           9) The Board of Pension, with the Board of Ordained Ministry and cabinet, recommend that the  
13 normal effective date for retirement be July 1.  
14

15           10) Cost Implications for CRSP: none. Both conferences provide the same benefit currently.  
16  
17

18 **c. Funding pre-1982 Service Years**  
19

20 The pre-1982 pension plan costs are currently fully funded by both annual conferences. The joining of the  
21 two conferences into the Indiana Conference will impact the benefits and costs of this plan. Plan rules  
22 require that when two or more annual conferences combine, the plan benefit level of the new conference may  
23 not be less than the higher benefit of any one of the former conferences.  
24

25 The South Indiana Conference has a 2008 Past Service Rate (PSR) of \$584 per service year. The North  
26 Indiana Conference has a PSR of \$524. When the plans are combined, the new PSR will be the higher rate.  
27 If the plans were combined for 2008, the PSR would be \$584 for all clergy with pre-1982 years.  
28

29 In addition, the rate paid to the surviving spouse in North Indiana is 75% of the PSR and in South Indiana the  
30 rate is 70%. This surviving spouse percentage, when the conferences are combined, would be the higher rate  
31 or 75%.  
32

33 The cost of this benefit will increase in the new conference, due to the increase in benefit both to retired  
34 clergy in the North Indiana Conference and surviving spouses in the South Indiana Conference. The General  
35 Board of Pension and Health Benefits Actuarial Department has calculated this cost, in 2008 dollars, to be  
36 \$4,771,359. The cost of increasing the North Indiana Conference PSR from \$524 to \$584 is \$3,201,757.  
37 The cost of increasing the surviving spouse percentage rate from 70% to 75% is \$1,569,612. These are one-  
38 time costs paid out over time and may be funded by the Combined Pension Reserves of the North Indiana  
39 and South Indiana Conferences which total \$24,262,668.  
40

41 Cost Implications for pre-1982 is \$4,771,359.  
42  
43

44 **d. Comprehensive Protection Plan (CPP)**  
45

46 In 2008, the death benefit payable to all active clergy on CPP will be \$50,000. The disability benefit from  
47 CPP is 70% of Plan Compensation up to a maximum of 200% of the Denomination Average Compensation,  
48 less Social Security benefits. Minimum incapacity benefit will be \$40,000. The cost for the benefit will be  
49 3% of Plan Compensation, limited to 200% of DAC, for all participants.  
50

51           1) That the 2008 costs of the Comprehensive Protection Plan of eligible pastors be collected from the  
52 churches by Direct Debit to the churches' bank account on the 25th of each month. The respective amount  
53 will be paid directly to the General Board of Pension by the annual conference on the last business day of the  
54 month.  
55

1           2) That the Plan Compensation in 2008 for funding of the Comprehensive Protection Plan be the Plan  
2 Compensation of the Participant limited to 200% of the Denominational Average Compensation (DAC).

3  
4           3) That the Comprehensive Protection Plan (CPP) coverage and special categories of pastors without  
5 a compensation-paying unit be:

6           a) Maternity/Paternity Leave: Funding for CPP coverage to be continued by the compensation  
7 paying unit responsible prior to being placed on leave, based on Plan Compensation then existing.

8  
9           b) In situations where clergy members are serving less than full-time or below 60% of the  
10 Denominational Average Compensation or Conference Average Compensation, the compensation-  
11 paying unit shall fund these clergy members for coverage under the Comprehensive Protection Plan at  
12 3.4% of the denominational Average Compensation.

13  
14           c) Clergy members appointed to Leave of Absence for any reason may continue in the  
15 Comprehensive Protection Plan as long as they make monthly reimbursement to the Indiana Conference  
16 for the billed charges.

17  
18           d) Full Member Elders and Associate Members (or equivalent) appointed to Attend School after  
19 having served under active appointment for six consecutive years, other than to Attend School shall  
20 continue to participate in the Comprehensive Protection Plan with payments made by the Board of  
21 Ordained Ministry.

22  
23           e) Probationary Member Elders appointed to Attend School shall participate in the  
24 Comprehensive Protection Plan with payments made by the Board of Ordained Ministry.

25  
26           f) Clergy members appointed to Renewal Leave shall continue to participate in the  
27 Comprehensive Protection Plan with payments made by church.

28  
29           g) Cost implications: none. This benefit is already being funded by the church at this level.

30  
31  
32  
33 **e. Basic Protection Plan (BPP)**

34  
35           1) That the Indiana Conference will enroll all full-time or three-quarter time clergy serving an annual  
36 conference appointment, including Full Member Elders, Associate Members, Probationary Member Elders,  
37 Local Pastors, Special Appointments serving as annual conference or area office employees and those retired  
38 directly from any of the above statuses will be enrolled in BPP or a similar plan offering the same benefit.  
39 Those retired must have participated in the Plan for at least five years immediately prior to being eligible as a  
40 Retired Participant.

41  
42 This does not include Special Appointment to non-conference or area agencies, Honorable Location,  
43 Appointment Beyond the Church, Student Pastors, or Leave of Absence, or persons retiring under PP359.2a  
44 (20 year rule).

45  
46           2) That future Refund Credits accruing from experience within the Plan of BPP be applied, as they are  
47 available, to underwrite the annual cost of the BPP or similar plans. The current balance in the BPP account  
48 at the General Board of Pension and Health Benefits is \$327,070 and is sufficient to fund this benefit under  
49 current cost methods. We are aware, however, that the General Board is considering a modification to this  
50 plan. Funding requirements will need to be reviewed in light of any such changes.

51  
52           3) Cost Implications: the addition of the BPP benefit for South Indiana Conference clergy is  
53 calculated to be \$44,000.

54  
55  
56 **f. Group Health Insurance Program**

## Administering the Program

1) That the Board of Pension, Group Insurance and Moving Expense will select the policy coverage, carrier (if any), network, benefit structure and/or Third Party Administrator (TPA) for the policy year January 1, 2009 - December 31, 2009.

2) That the pastor's personal share of the Indiana Conference group insurance cost, as determined by the Board of Pension, Group Insurance and Moving Expense, be based on family configuration. The treasurer of the compensation-paying unit will withhold this amount monthly from the compensation of the insured. Amounts so withheld and costs for direct bill and other conference provided life insurances or benefits, if any, will be paid to the conference by direct debit/(ACH) from the church's bank account on the 20th of each month.

The personal cost of all conference clergy and lay employees for 2008 would be \$210 monthly for single, \$470 for couple, \$330 for parent/one child, and \$600 for family coverage.

3) That the conference share of group insurance for active participants, with the exception of student subsidies, be allocated based on the number of participants and a fixed charge per participant, regardless of family configuration, shall be assessed monthly to the church or appropriate conference agency.

For 2008 this amount is estimated to be \$810 monthly per clergy person or conference lay employee.

4) That a charge or church taking on a full time pastor for the first time, would be as follows: first billing year, 50%; second billing year, 75%; third billing year, 100% of the then Active rate.

Charges creating a new associate position shall also be eligible for the direct bill phase-in as stated previously, if approved by the Conference Board of Pension and the cabinet.

5) That premiums for all participants (lay or clergy) be paid by direct debit/ACH from the church's/employer's designated bank account. The payment of premium by direct deposit/ACH is a requirement for participation in the program. For mandatory participants, premiums that go unpaid for 120 days due to rejected ACH transactions or non-sufficient funds will result in the termination of the participant. The district superintendent will be informed after 60 days of arrearage and a grace period will be extended to resolve the situation. Premiums that go unpaid for optional participants will result in termination after 60 days of arrearage.

6) That full-time employment be defined as 30 hours or more per week for conference lay employees.

7) That any situation not covered herein shall be determined by the Group Insurance Committee, which committee shall also manage appeals for assistance from the emergency fund of this board.

### Additional Eligibility Rules for Other Groups

Lay Employees	Employed	Eligibility	Cost
Conference Agency	Full (30 hrs)	Eligible	Same as Conference Clergy
Conference Agency	Part	Not Eligible	
District Asst.	Full (30 hrs)	Eligible	Same as Conference Clergy
District Asst.	Part	Not Eligible	
Churches	Full (30 hrs)	Eligible*	Bill Church 100%
Churches	Part	Not Eligible	
Separated Spouses		Eligible for 36 mo	Person=103%

\*75% of Eligible employees in church must enroll.



**Surviving Spouse of Active or Retired Participant (Conference Responsible Clergy/Lay Employee)**

The surviving spouse and dependents of a conference responsible clergy person or lay employees are eligible for continued coverage in the Health Plan, if they were enrolled in the plan at the time of the clergy person's/lay employee's death.

The cost for this coverage is based upon the age of the clergy/employee and will be shared by the conference and spouse/family as follows:

For such persons, there will be a grace period of 12 months following the death of the clergy or conference lay employee, during which the conference will pay the full cost of the premium. After this time, the premium will be paid based upon the clergy/conference employee age.

<b>Clergy/Employee Age</b>	<b>Cost to Surviving Spouse</b>
Would be age 65 prior to Jan. 1, 1992	\$30/month
Would be age 65 between Dec. 31, 1991 and Jan. 1, 2010	20% of actual cost per month
Would be age 65 after December 31, 2009	40% of actual cost per month

Actual cost per month of the plan is determined by the conference board each year and is the total cost of the program, divided by the number of participants in the program.

As an example, for 2008 the single person, actual cost per month of the active program is \$1,000 and the single person, actual cost per month of the Medicare program is \$400. The following chart illustrates the applicable 2008 cost of the program for the surviving spouse. The cost of dependents would be determined by a similar calculation.

<b>Clergy/Employee Age</b>	<b>Cost to Surviving Spouse</b>	<b>Active</b>	<b>Medicare Age</b>
Age 65 Prior to 1/1/1992	\$30/month	\$30/Month	\$30/month
Age 65 – 1992 – 2009	20%/month	\$200/month	\$80/month
Age 65 – 2001 and after	40%/month	\$400/month	\$160/month

**Retiree Health Coverage and Cost**

The Indiana Conference will provide a Health Insurance program for its eligible retirees. The eligibility requirements are listed here. The amount a retiree pays towards her/his health coverage is determined based on service years with pension credit.

To be eligible for Retiree Health Coverage, a participant must have been covered under the Indiana Conference (s) Health Plan(s) for the five (5) years immediately preceding retirement.

Eligible Retirees will receive a subsidy of 2% per service year up to a maximum of 30 years. The 5 years immediately preceding retirement must be in the Indiana Conference and in the Health Flex program. The remaining 25 years must be Service Years with Pension Credit in the UM Pension Plans. Service may be in any UM related Ministry.

Those who retired prior to 1992 will pay \$30 per month per person.

All other participants will pay based upon the actual cost of the program less their conference approved subsidy.

The pre-65 retiree actual cost basis is the cost for an active person. For 2008, the actual cost is \$1,000 monthly per single person.

1 All participants in the Indiana Conference Health Insurance Program must pay their premiums by direct  
2 debit/ACH to a checking account or pension account. Retirees, at their option, may choose to have their  
3 health insurance premium withheld from their pension check, instead of debited to their checking account.  
4 Participation in the direct debit program is mandatory and no other form of payment of premium will be  
5 allowed.

6  
7 Eligibility for Retiree Health Coverage is covered below and once enrolled a participant maintains eligibility  
8 by on-time payment of the premium. A participant whose premium is in arrears for 60 days, for whatever  
9 reason, will be terminated from the plan. Participants in the retiree program, once terminated, may not  
10 reenter the plan. Eligibility is lost.

11 <b>Retired Category</b>	<b>Eligibility</b>	<b>Cost Paid by</b>
12 Full Elder/ Pastor >Medicare age 13 359.1/359.2.a/359.2.b/359.2.c	Eligible	Person (ACH)/Conference
14 Full Elder/ Pastor <Medicare age 15 359.1/359.2.a/359.2.b/359.2.c	Eligible*	Person (ACH)/Conference
16 Conference Employee 17 Church	Eligible Eligible	Person (ACH)/Conference Person (ACH)

#### 22 **Surviving Spouse Categories**

23 Surviving Spouse, if married 24 at Retirement and covered under 25 plan at death of participant	Eligible*	Person (ACH)/Conference
26 Spouse of Retired Clergy when Retired 27 Clergy is married after Retirement	Not Eligible	
28 Surviving Dependents, if 29 Dependent at Retirement and if 30 Covered under plan at death of participant	Eligible*	Person (ACH)/Conference
31 Surviving Dependents, if 32 Dependent after Retirement	Not Eligible	
33 Surviving Spouse, if remarried,	Eligible*	Person (ACH)/Conference

34 \*Conference Sponsored Participants

35  
36 Surviving spouses of conference clergy who remarry will pay 75% of actual monthly cost beginning January  
37 1, 2010. Surviving spouses of conference clergy who remarried prior to January 1, 2008 will be  
38 grandfathered into the plan based upon the standard surviving spouse rates in the paragraphs above.

39 Retired clergy and surviving spouses covered by the plan with special financial hardships may appeal to the  
40 Conference Board of Pension, Group Insurance, and Moving Expense for relief from stated payments. The  
41 Indiana Conference cabinet may be used as advisors in appeals.

#### 42 **g. Moving Expense Program**

43 1) Persons eligible for Conference Paid Moves include itinerant clergy within Indiana, district  
44 superintendents, conference professional staff, and special appointments fully funded by the Indiana  
45 Conference. (See benefits summary at the end of this section for specific eligibility.)

46 2) The total amount allowed for each move will be determined each year by the Board of Pension,  
47 Insurance and Moving/Commission on Equitable Compensation and recommended to the annual conference.  
48 The amount for 2008 is \$3100. An amount of \$800 will be added to this total for intra-state moves in excess

1 of 250 miles. Total packing costs, supplies and labor, may not exceed \$500, inclusive within the amount  
 2 allowed for the total move.

3  
 4 3) The clergy person is responsible for obtaining two bids from licensed movers and selecting the  
 5 mover using the conference approved process.

6  
 7 4) Self moves are approved for seminary students. Eligible expenses include the cost of truck rental,  
 8 equipment, packing materials (\$500 limit above), fuel cost/mileage and labor. Receipts must be submitted  
 9 for reimbursement.

10  
 11 5) The conference will pay for the first move of a surviving spouse within one year after the death of  
 12 an active clergy person using limits for the year of death.

13  
 14 6) Insurance will be provided up to the limits obtainable by the conference.

15  
 16 7) Special consideration will be given for some circumstances (Red Carpet Move).

17  
 18 8) Any situation not covered under this policy will be referred to the CBOPIM/CEC.

19  
 20  
 21 **h. Adoption Benefit**

22  
 23 1) Eligibility for the benefit

24  
 25 At least one adoptive parent is in the Health Plan of the Conference. Only expenses incurred while a covered  
 26 participant under the Conference Health Plan are eligible for payment under this benefit.

27  
 28 2) Source of Funding

29  
 30 The source of funding will be the Conference Health Insurance Fund.

31  
 32 3) Benefit

33  
 34 Up to \$5,000 per child, \$10,000 per family over a 5 year period, towards actual, unreimbursed expenses  
 35 related to adoption, including agency fees, attorney fees, court costs, and travel for prospective parents for  
 36 out-of-state or international adoptions. This amount should be reviewed every two years for adjusting for  
 37 inflation. Payment will be made once the adoption is final, as evidenced by a court document and/or birth  
 38 certificate, upon submission of receipts by the conference director of finance and administration/treasurer.

39  
 40 Adoption expenses must be submitted within 12 months of finalization.

41  
 42  
 43 **i. Other Benefits**

44  
 45 **Accidental Death and Dismemberment and Basic Life Insurance**

46  
 47 The Indiana Conference will provide such coverage for the member as part of its health insurance program.  
 48 Each year the Board of Pension will determine the benefit. Costs will be included in the health insurance  
 49 rates

50  
 51 **Optional Term Life Insurance and Dependent Life Insurance**

52  
 53 The Indiana Conference will provide this option in conjunction with its health insurance program. An open  
 54 enrollment period each fall will allow persons to opt for this coverage or change coverage choices.

55  
 56 **Section 125 Cafeteria Plan**

The Indiana Conference will assist churches that wish to adopt their own Section 125 plans and offer a conference wide plan in conjunction with the General Board of Pension and Health Benefits and/or use another vendor to offer such a plan at the Conference Board of Pension's discretion.

### Equitable Compensation

Minimum salaries for elders in the Indiana Conference will be based upon 60% of the Denomination Average Compensation and recommended each year by the Equitable Compensation Commission.

### Liability for Non-enrollment of former Part Time Pastors

Both conferences have addressed their error in non-enrollment of former part time pastors in the Ministerial Protection Plan. Both conferences worked with the General Board of Pension and Health Benefits to ascertain the amount of deposits needed and have made such deposits with the General Board. The South Indiana Conference has a loan from the South Indiana Foundation of \$3.5 Million and is making payments on that loan at the rate of \$420,180 per year from its Board of Pension budget. The North Indiana Conference has funds on deposit with the General Board of Pension and Health Benefits in the amount of \$606,000 in reserve for any future liability that may yet be discovered.

### Liability for Future Health Insurance Costs for Active and Retired Clergy and Conference Employees

The current estimate for this liability is \$56 Million dollars for both conferences.

## BENEFITS SUMMARY - 2008

<u>CLERGY STATUS</u>	<u>TIME</u>	<u>PENSION CRSP</u>	<u>PENSION CPP</u>	<u>PENSION BPP</u>	<u>HEALTH INS (FT)</u>	<u>MOVING WITHIN</u>	<u>MOVING INTO</u>
<u>APPOINTED TO CHURCH</u>							
FULL MEM ELDER/346.1	FULL	M	M	M	M	YES	YES**
FULL MEM ELDER/346.1	PART	E*	M/ 3.4% DAC	3/4 Only	NO	YES	YES**
FULL MEM DEACON/346.1	FULL	M	M	Ch	Ch	NO	NO
FULL MEM DEACON/346.1	PART	E*	M/ 3.4% DAC	Ch	NO	NO	NO
PROB MEM ELDER/346.1	FULL	M	M	M	M	YES	YES**
PROB MEM ELDER/346.1	PART	E*	M/ 3.4% DAC	3/4 Only	NO	YES	YES**
PROB MEM DEACON/346.1	FULL	M	M	Ch	Ch	NO	NO
PROB MEM DEACON/346.1	PART	E*	M/ 3.4% DAC	Ch	NO	NO	NO
ASSOC MEM/346.1	FULL	M	M	M	M	YES	YES**
ASSOC MEM/346.1	PART	E*	M/ 3.4% DAC	3/4 Only	NO	YES	YES**
OTHER DEN. 346.2/3	FULL	M	M	M	M	YES	YES
OTHER DEN. 346.2/3	PART	E*	NO	NO	NO	YES	YES
PASTOR	FULL	M	M	M	M	YES	YES***
PASTOR	PART	E*	NO	NO	NO	YES	YES***
PASTOR STUDENT	PART	E*	NO	NO	M	YES	YES***
SUPPLY/INTERIM/LAY	FULL/PART	NO	NO	NO	NO	NO	NO
<u>LEAVES</u>							
FE/PE/AM	SABB	NO	E/Part Pay P4.4%	NO	E 1year	NO	NO
FE/PE/AM	INCAP	Conf Pays	NA	YES	E if Full	FIRST	OFF OF-TO APPT

FE/PE/AM	MAT/PAT	NO	NO	YES	E if Full	NO	NO
FE/PE/AM	FAMILY	NO	E/Part Pay P4.4%	NO	E if Full	NO	NO
FE/PE/AM	LOA	NO	E/Part Pay P4.4%	NO	E 1year	NO	OFF OF-TO APPT
FE/PE/AM	H LOC	NO	NO	NO	NO	NO	OFF OF-TO APPT

EXTENSION MINISTRIES

FE/AM	ATA	NO	Conf/3.4% DAC	NO	E	NO	NO
PE	ATA	NO	Conf/3.4% DAC	NO	E	NO	NO
CONF/AREA OFFICE		M	M	M	E	YES	YES**
WESLEY FOUNDATIONS		UMPIP	Inst	NO	E	YES	NO
UMC. UNIV. CHAPLAINS		UMPIP	Inst	NO	NO	YES	NO
GENERAL BOARDS		UMPIP	Inst	NO	NO	NO	NO
NON-PROFIT W/GBOP CONTRACT		UMPIP	Inst	NO	NO	NO	NO
NON-PROFIT NO GBOP CONTRACT		NO	NO	NO	NO	NO	NO

- M Mandatory Participation
- E\* Eligible for Participation - Must Waiver for Non-Participation
- Co Conference Pays for Benefit
- Inst Institutional Employer Select and Provides Similar Benefit at their option
- Ch Church Selects and Provides Similar Benefit at their option
- P 4.4 Participant Pays Cost at 4.4 percent of Plan Compensation

DEACON Deacons whose primary location of service is the church are mandated participants in CRSP/CPP and Conference Health Insurance unless health insurance is provided from another source. Paragraph 322.14

YES\*\* APPLICABLE TO TRANSFERS AND 346.1

YES\*\*\* BY SPECIAL REQUEST FROM CABINET AND APPROVAL BY BOARD

1. RETIREES MUST BE ENROLLED FIVE FULL YEARS IMMEDIATELY PRECEDING RETIREMENT TO BE ELIGIBLE FOR THE HEALTH INSURANCE AND BPP BENEFIT.
2. PASTOR MUST BE ENROLLED IN BPP WITHIN 30 DAYS OF ELIGIBILITY OR COMPLETE EVIDENCE OF INSURABILITY INCLUDING PHYSICAL AND APPROVED BY GBOP
3. PASTOR MUST BE ENROLLED IN BPP WITHIN 30 DAYS OF ELIGIBILITY OR COMPLETE EVIDENCE OF INSURABILITY INCLUDING PHYSICAL AND APPROVED BYGBOP

1 **5. BUDGET AND FINANCIAL IMPLICATIONS**

2  
3 The North Indiana Conference and the South Indiana Conferences will approve their own budgets for 2009 at  
4 their respective sessions in May and June 2008.

5  
6 The new Indiana Conference will vote on its 2010 budget at its joint session in 2009, and that new  
7 Indiana Conference will make the final decisions about the budget to implement the recommendations of  
8 the Imagine Indiana Design Plan. However, the Imagine Indiana Design Team has studied the financial  
9 implications of the various recommendations contained in their plan, and has tested its conclusions with  
10 the Council on Finance and Administration in both conferences. On the basis of those analyses, the  
11 following points are set forth as an evaluation of the plan, using 2008 expenditure approximations (the  
12 most recent year for which we have complete figures):

13  
14 a. The decrease from our current eighteen (18) District Superintendents to the proposed ten (10)  
15 would result in a decrease in costs of \$1,050,000 per year.

16  
17 b. The decrease from our current eighteen (18) District Administrative Assistants (most of whom  
18 are less than full-time) to the proposed five (5) full-time Administrative Assistants in the new Resource  
19 Centers would result in a decrease in costs of \$200,000 per year.

20  
21 c. The reduction of total staff in the new single conference office, compared to the total staff in  
22 the current two conference offices and one area office would result in a reduced cost in the range of  
23 \$550,000 to \$800,000, including the cost of staff deployed to the district Resource Centers.

24  
25 d. The combination of two conference offices and one area office into one new conference office  
26 would result in cost reductions for operations, though the amount has not yet been determined. The sale  
27 of the current SIC and NIC offices, the use of rented space, and/or the building of a new conference  
28 office (possibly with donated funds), could result in savings sufficient to cover the cost of relocation.  
29 (Those real estate decisions will need to be made by the new Indiana Conference as a part of the work of  
30 the Transition Team.)

31  
32 e. The increase in the NIC past service rate for clergy with pre-1982 claims to meet the SIC past  
33 service rate would bring a cost increase of \$3,200,000, of which 100% would be paid from pension  
34 reserves. (There is no impact on the post-1982 Ministerial Pension Plan.)

35  
36 f. The increase in SIC surviving spouse pensions to meet the NIC rate would bring a cost increase  
37 of \$1,550,000, of which 100% would be paid from pension reserves.

38  
39 g. The addition of Assistants to the Superintendents in the new plan would result in a cost increase  
40 in the range of \$250,000 to \$500,000 per year, depending on their salary level.

41  
42 h. The increase in medical insurance support for all retirees, if the proposed plan is adopted,  
43 would result in a cost increase of \$750,000.

44  
45 Based on these projections and using the current support levels of the two conferences, **it is fair to say**  
46 **that the total budget will not lead to an increase in costs.** The extent to which there will be a  
47 decrease will be determined as decisions are made. However, both conferences together are currently  
48 underpaying their General Church apportionment obligations, at a level nearing \$2 million, and the  
49 Imagine Indiana Design Team strongly recommends that the new Indiana Conference commit itself to  
50 move toward 100% payment of these obligations. Moving toward that goal will require two things: a)  
51 a more faithful payment of the Tithes by all local churches, and b) priority decisions by the new Indiana  
52 Conference about funding other projects and ministries.

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The Imagine Indiana Design Team believes that increasing our tithing at all levels of the church will result in the ability of the new Indiana Conference to meet those General Church obligations without a decrease in support of the current ministries and programs of the two conferences. A simple calculation reveals that 100% payment of the Tithe would result in income of well over \$20 million in the new Indiana Conference, whereas the combined total budget of the two conferences is currently \$19.2 million.

**The Imagine Indiana Design Team recommends that the budget and ministries of the new Indiana Conference be based upon the following principles:**

- a. A commitment to tithing at all levels of the church: individual members, pastors, local churches, and conferences.
- b. A commitment that the new conference will be more efficient and will live within the income received by the conference from its various sources of tithing, apportionments, investment income, and other special gifts.
- c. A commitment to fund the new conference and the general church apportionment with the Tithe (10%), and to support the districts with an additional 1%.

Utilizing these three principles will result in a positive and even generous future for the new Indiana Conference.

## 6. TIMELINE FOR IMPLEMENTATION

May/June 2008 Annual Conferences, West Lafayette and Bloomington, Indiana

- Imagine Indiana report/action
- Authorize the creation of a new entity called: The Indiana United Methodist Church, Inc.
- Approve budgets for 2009 by each of the two conferences.
- Authorize the formation of a Transition Team.

October 4, 2008 Special session of the Annual Conference at the Indiana State Fair Grounds, Indianapolis, Indiana

- Celebration service – God has wrought a new thing in Indiana!
- Address referred items from SIC/NIC sessions
- Receive nominations from the Transition Team and elect members of the Board of Trustees and the Council on Finance and Administration for the new conference
- Vote on Standing Rules for the June 24-27, 2009 annual conference session

June 2008 to June 2009

- Transition Team continues with detail development
- Legal entities refine issues and concerns
- Bishop and district superintendents work on details of district design and cluster development, as well as the training of leaders for ministry clusters and clergy covenant groups
- Board of Ordained Ministry develops transition process and design for new conference operation
- Staffing realignment begins

June 24-27, 2009 Annual Conference at Ball State University, Muncie

- Celebrate what God is doing in Indiana!
- Hear reports from Transition Team
- Approve final details of the new conference structure
- Receive recommendations from each set of trustees/corporate entities
- Approve a 2010 budget
- Approve a 2010 slate of officers for conference structure and groups
- Assign committees to write additional conference policies, ethical guidelines, protection documents, etc. to report to 2010 conference

June 2009 to June 2010

- Continue work on district reorganization, cluster leadership training, and clergy covenant group training
- Existing conference committees and groups will evolve into new entities
- Conference staff and superintendents will complete transition to new structure (including housing changes where necessary)
- Preparation of final legal documentation – incorporation, state registration, deeds, etc.
- Leadership training and meeting of all new conference groups

January 1, 2010

- Start of new unified budget for the new Indiana Conference.
- New conference structure begins with new budget
- Combined pension and health insurance plans take effect

June 2010

- Celebrate our first birthday!!!



1 **7. DEFINITIONS**

2  
3 The Imagine Indiana Design Team developed working definitions of lay persons in a leadership role, clergy  
4 persons, district superintendents, staff members, bishop, congregation, ministry cluster, district, and  
5 conference (an integration of various statements from Scripture and *The Book of Discipline*). These are  
6 included in this appendix as a way of adding unique emphasis to the ministries of a new Indiana Conference,  
7 but are not a part of the recommendations for a vote, since the General Conference is the only group  
8 authorized to provide the legal definitions of those terms.  
9

10  
11 **a. Leadership**

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13  
14 1) **A LAY PERSON IN A LEADERSHIP ROLE** is one who

15 **incarnates** what it means to be a disciple,

16 AND, IN DOING SO,

17 **serves** as a leader in making disciples of Jesus Christ for the transformation of the world,  
18 in a congregation,

19 as a connecting link to other congregations,

20 as a resource to other congregations,

21 **carries out** responsibilities of ministry in effective and accountable ways,

22 with the clergy person(s) appointed to one's congregation,

23 with other lay persons in one's congregation,

24 with other laity and clergy beyond one's congregation,

25 **fulfills** one's calling

26 as a servant leader in the church and in the world,

27 ALL TO THE GLORY OF GOD.  
28

29  
30 2) **A CLERGY PERSON** is one who

31 **incarnates** what it means to be a disciple,

32 AND, IN DOING SO,

33 **serves** as a leader in making disciples of Jesus Christ for the transformation of the world,  
34 in a congregation,

35 as a connecting link to congregations,

36 as a resource to congregations,

37 **carries out** responsibilities of ministry in effective and accountable ways,

38 with the lay persons who serve in leadership roles in one's congregation,

39 with other lay persons in one's congregation,

40 with other clergy and lay persons beyond one's congregation,

41 **fulfills** one's calling by being set apart by the church

42 as an **ordained elder** in Word, Sacrament, Order, and Service, or

43 as a **licensed pastor** in the same four-fold ministry, or

44 as an **ordained deacon** in Word and Service,  
45

46 ALL TO THE GLORY OF GOD.  
47

48 3) **A DISTRICT SUPERINTENDENT** is a person who

49 **incarnates** what it means to be a disciple,

50 AND WHO

51 **oversees** the ministry of appointed clergy and congregations in making disciples of Jesus  
52 Christ for the transformation of the world,

53 AND IN DOING SO, DIRECTLY OR THROUGH DELEGATION,

54 **provides** spiritual and pastoral leadership to clergy and laity, together with a team of clergy  
55 and laity within each region, district, and/or cluster,

1 **supervises** elders, deacons, and pastors, in conjunction with staff/pastor-parish relations  
 2 committees with whom they work, in order to develop leaders who are focused, effective,  
 3 and accountable,  
 4 **cultivates** candidates for ordained ministry in correlation with the congregation, the District  
 5 Committee on Ministry, and the Conference Board of Ordained Ministry,  
 6 **administers** those matters that are essential to the development and efficient functioning of  
 7 new as well as established congregations in the district, with appropriate utilization of  
 8 highly competent staff, and a prudent reliance on available resources,  
 9 **collaborates** with program units in districts and conference,  
 10 AND IN ORDER TO DETERMINE WHERE CLERGY WILL SERVE,  
 11 **exercises responsibility** for the appointment of pastors to congregations, in cooperation with  
 12 other district superintendents, and under the supervision of the bishop,  
 13 ALL TO THE GLORY OF GOD.

14  
 15  
 16 4) **A STAFF MEMBER** is a person who  
 17 **incarnates** what it means to be a disciple,  
 18 AND WHO  
 19 **serves** congregations in the making disciples of Jesus Christ for the transformation of the  
 20 world,  
 21 AND IN DOING SO,  
 22 **functions** in connectional ministries for **administration** in areas such as finance, benefits,  
 23 assets, information technology, human resources, and communication,  
 24 **functions** in connectional ministries for **program** in areas such as congregation  
 25 redevelopment, new congregation development, social advocacy, ethnic ministries,  
 26 missions, leadership training, camping, and youth ministry,  
 27 AND AS A PART OF A TEAM COMMITTED TO MAKING DISCIPLES FOR THE  
 28 TRANSFORMATION OF THE WORLD,  
 29 **represents** the leadership of the bishop,  
 30 **coordinates** respective functions with district superintendents, and  
 31 **works** with a variety of other laity, clergy, and staff members,  
 32 ALL TO THE GLORY OF GOD.

33  
 34  
 35 5) **A BISHOP IN INDIANA** is a person who  
 36 **incarnates** what it means to be a disciple,  
 37 AND WHO  
 38 **leads** the United Methodist Church in making disciples of Jesus Christ for the transformation  
 39 of the world,  
 40 AND IN DOING SO,  
 41 **exemplifies** the unity of the church,  
 42 **supervises** the life, work, and mission of the church,  
 43 **guides** all people in the church in worship, in celebration of the sacraments, and in service to  
 44 the world,  
 45 **supports** the ministry of all disciples of Jesus Christ in exercising their gifts and ministries,  
 46 through prayer, proclamation of the gospel, listening, and responding,  
 47 **serves** as a prophetic and courageous voice in the cause of justice for all people,  
 48 **exercises authority** over the faith, liturgy, doctrine, order, and discipline of the church,  
 49 **consecrates, commissions, ordains** persons in ministry to the church and the world,  
 50 **appoints** clergy to their responsibilities,  
 51 AND, BEYOND INDIANA,  
 52 **shares** with other bishops in the leadership and supervision of the entire United Methodist  
 53 Church,  
 54 ALL TO THE GLORY OF GOD.

1       **b. Organization**

- 2
- 3
- 4       1) **A CONGREGATION** is a community of disciples of Jesus Christ who
- 5           **live** in an outwardly focused, need-oriented way within a clearly stated and functioning
- 6           mission,
- 7       WHERE THEY
- 8           **are invited** into a relationship with God, through Jesus Christ, empowered by the Holy Spirit,
- 9           **find** God's grace, forgiveness, healing, and support for their journey into faith,
- 10          **experience** inspiring, dynamic, and meaningful worship,
- 11          **are nurtured** in their faith through teaching, study, and prayer,
- 12       AND IN DOING SO,
- 13          **provide** an atmosphere of gracious hospitality,
- 14          **carry out** a caring and effective shepherding ministry,
- 15          **operate** with a functional and effective decision-making structure,
- 16          **demonstrate** accountability in appropriate and identifiable ways,
- 17          **organize** in small groups to teach and live out the United Methodist way,
- 18          **support** passionate, gifted, proactive, visionary leadership willing to move the congregation
- 19          forward,
- 20       IN ORDER TO
- 21          **lead** others to become disciples of Jesus Christ, and
- 22          **participate** in transformative ministry to the world in and beyond the community,
- 23       ALL TO THE GLORY OF GOD.
- 24
- 25
- 26       2) **A MINISTRY CLUSTER** is a group of congregations (not less than four) that
- 27          **assist each other** in fulfilling the mission of making disciples of Jesus Christ for the
- 28          transformation of the world,
- 29       AND THEREBY
- 30          **reflect** the connectional nature of the church and our shared accountability as United
- 31          Methodists,
- 32       AND IN DOING SO,
- 33          **partner together** for the purpose of spiritual support, mutual encouragement, and
- 34          accountability,
- 35          **address** the ministry needs within the community,
- 36          **enable** congregations to become increasingly healthy and effective,
- 37       ALL TO THE GLORY OF GOD.
- 38
- 39
- 40       3) **A DISTRICT** is a group of ministry clusters that
- 41          **work together** to fulfill the mission of making disciples of Jesus Christ for the transformation
- 42          of the world,
- 43       AND IN DOING SO,
- 44          **coordinate** their work in a particular geographical area,
- 45          **provide** assistance to individual congregations and ministry clusters,
- 46          **receive** supervision from their district superintendent,
- 47          **carry out** their ministry in conjunction with another district related to the same resource
- 48          center,
- 49       ALL TO THE GLORY OF GOD.
- 50
- 51
- 52       4) **A CONFERENCE** is a group of United Methodists in Indiana who
- 53          **join together** to fulfill the mission of making disciples of Jesus Christ for the transformation
- 54          of the world,
- 55       AND IN DOING SO,
- 56          **carry out** that mission on a state-wide basis and beyond, both nationally and internationally,

1                   **provide** resources that will assist clergy and laity, congregations, ministry clusters, and  
2                   districts in fulfilling their purposes,  
3                   **administer** the services necessary to support its effective functioning,  
4                   ALL TO THE GLORY OF GOD.  
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6

7   **8. IMAGINE INDIANA DESIGN TEAM**  
8  
9

10           Frank Beard  
11           James Bushfield  
12           Jennifer Gallagher  
13           Mark Gough  
14           Adolf Hansen  
15           Kayc Mykrantz  
16           Judi Purvis  
17           Cindy Reynolds  
18           Brent Williams  
19           Ike Williams  
20  
21           Michael Coyner, Bishop  
22           David V. W. Owen, Executive Assistant to the Bishop  
23           Daniel R. Gangler, Director of Communication  
24  
25           Beth Ann Cook, Prayer Co-Chair (SIC)  
26           Paula Gast, Prayer Co-Chair (NIC)