



Be Thou Our Vision

The wise writer of Proverbs tells us in verse 18 of the 29th chapter, *“Where there is no vision, the people perish: but he that keepeth the law, happy is he.”* This same passage is translated by Eugene Peterson, *“If people can’t see what God is doing, they stumble all over themselves; but when they attend to what He reveals, they are most blessed.”*

I believe with every fiber of my being that God has a preferred future for the Holston Conference. And I believe that the people of Holston desire to walk into that future. Therefore, it is incumbent upon us that we begin a process that will enable us to *“Behold”* the vision that God shall provide. As your mind and heart turn toward this Annual Conference, I ask you to join with me in prayer and fasting that the Lord’s vision for us will begin to spring forth.

The conference once again begins with the celebration of Holy Communion on Sunday evening. I ask that in preparation for this Holy Communion you begin now praying with me **The Prayer of Humble Access.**

“We do not presume to come to this thy table, O merciful Lord, trusting in our own righteousness, but in thy manifold and great mercies.

We are not worthy so much as to gather up the crumbs under thy table, but thou art the same Lord, whose property is always to have mercy.

Grant us, therefore, gracious Lord, so to partake of this Sacrament of thy Son Jesus Christ, that we may walk in newness of life, may grow into his likeness, and may evermore dwell in him, and he in us.

Amen.”

If we can begin in this manner, I know God will speak to us, show us a vision of God’s preferred future for us, bless our gathering with His holy presence, meet the needs of those that gather there and send us home inspired, empowered, determined, and vision driven to make a holy difference in our places of service back home.

Meet me at beautiful Lake Junaluska as we begin *seeking God’s vision!*

In Christ,

James E. Swanson, Sr.

REGISTRATION

The official Registration Card is enclosed in this mailing.

Members of the Conference (Lay and Clergy) are asked to bring the completed and corrected Registration Card to the Registration Desk, Harrell Center Room 202, and pick up your name badge. Worship materials will be distributed at the beginning of each Worship Service. Other resources will be available at the displays, located in the Terrace Lobbies.

Registration at Harrell Center, Room 202

Sunday, June 12	2:00 p.m. – 9:00 p.m.
Monday, June 13	8:00 a.m. – 5:30 p.m.
Tuesday, June 14	8:00 a.m. – 5:30 p.m.
Wednesday, June 15	8:00 a.m. – 12 noon

**Exhibits, displays and other resources
located in the Terrace Lobbies.**

Conference Services

Chaplain	Stuart Auditorium Lobby, 1 st Room on the right
Child Care (Children 6 months – 12 years)	Children's Building <i>(available without cost for all sessions of the Annual Conference)</i>
Credit Union	Harrell Center, Room 202 <i>(Check Cashing Services and Discount Tickets to Biltmore available during Registration hours)</i>
First Aid Station	Harrell Center, Room 101
Nurse on duty:	
Sunday	2:00 p.m. – 9:00 p.m.
Monday	7:00 a.m. – 10:00 p.m.
Tuesday	7:00 a.m. – 10:00 p.m.
Wednesday	7:00 a.m. – 4:00 p.m.
Information Center (Messages)	Stuart Auditorium Lobby
Information Desk	Harrell Center, Room 202
SERRV Display	Susan Todd Lounge

Conference Offices

Bishop	Stuart Auditorium, behind Stage, 2 nd room on the left
Cabinet	Terrace, Room 316
Communications	Harrell Center, Room 103
Conference Operations Center	Harrell Center, Room 202
Conference Secretary & Staff	Stuart Auditorium, behind Stage, 3 rd room on the left

Modified Meal Plan

When you register, indicate the meals that you will NOT have in the dining room. *No credit from meal tickets will be given toward special meals.* All private meal functions will be charged separately by the sponsoring group or organization.

Hotel Check-in ~ 3:00 p.m., Sunday, June 12

Emergency Numbers at Junaluska: Phone: (828) 452-2881; Fax: (828) 452-2225

HOLSTON ANNUAL CONFERENCE 2005
SPECIAL EVENTS

Sunday, June 12

4:00– 6:00 p.m.

First-time Appointees Annual Conference Orientation Terrace A

Monday, June 13

7:00 a.m. Cabinet BreakfastTerrace Room 316
12:15 p.m. Holston Retirees Luncheon Terrace Dining Room*
12:30p.m. Deacon and Diaconal Ministers Luncheon Sunset Inn
12:30 p.m. Holston Methodist Federal Credit Union Luncheon .. Terrace Room 316
12:30 p.m. Outreach/Advocacy / Peace with Justice Luncheon
.....Jones Cafeteria, Back Room
5:30 p.m. CCFA Dinner Meeting Terrace Room 316

Tuesday, June 14

7:00 a.m. Extension Ministries Breakfast Terrace Room 316
7:00 a.m. Holston UMC Renewal Breakfast Lambuth Inn, International Room
7:00 a.m. Tennessee Wesleyan Alumni Breakfast Terrace Room 319
12:30 p.m. Board of Higher Education Luncheon St. Clair Home
12:30 p.m. Clergy Women’s Luncheon Jones Cafeteria, Back Room
12:30 p.m. Drew Alumni Luncheon Terrace Room 319
12:30 p.m. Ministers’ Spouses Luncheon First UMC, Waynesville
5:30 p.m. Candler Alumni Dinner Sunset Cafe, Harrell Center
5:30 p.m. Duke Divinity Alumni Dinner Terrace Room 316
5:30 p.m. Missionaries Dinner Lambuth Dining Room
9:00 p.m. Reception in Honor of Ordinands Harrell Center Auditorium

Wednesday, June 15

7:00 a.m. Emory & Henry Alumni Breakfast Sunset Inn
7:00 a.m. Hiwassee College Breakfast Sunset Cafe
7:00 a.m. Society for Biblical Studies Breakfast Terrace 319
7:00 a.m. United Methodist Men Breakfast Terrace 316
12:30 p.m. Asbury Seminary Alumni Luncheon Terrace Auditorium A & B
12:30 p.m. CEF Luncheon Good Word Resource Center
12:30 p.m. Wesley Seminary Alumni Luncheon Jones Cafeteria
12:30 p.m. Young Adult Luncheon Harrell Center Porch

*** Note: During the Holston Retirees Luncheon, Terrace guests not participating in this meal will eat their lunch at Lambuth Inn or Jones Cafeteria.**

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WELCOME TO LAKE JUNALUSKA

Dear Holston Conference Members:

Welcome to Lake Junaluska! It is always with great joy that we greet you with warm wishes. Our hope is that this will be the best Holston Annual Conference ever!

We are especially delighted to have Bishop James Swanson as he leads his first Holston Annual Conference. It is a privilege to have him here, and we join you in wishing him the best as he gives leadership, not only to Holston, but also to the entire church.

In preparation for your arrival this year, we have refurbished much of the Terrace Hotel by redoing the dining room, remodeling 50 of the 100 rooms and upgrading the exterior. We are almost finished with the new lodge at the campground. I invite you to take a look at the beautiful log lodge replacing the old lodge that served us for over 50 years. The new lodge provides the last major part of the restoration of Camp Adventure. Our hope is that these changes will enhance your stay with us.

The Lake Junaluska staff is ready to serve you. Please let us know what we can do to make your conference a joyous and productive time.

Jimmy L. Carr

Jimmy L. Carr
Executive Director
Southeastern Jurisdictional Connectional Table



HOLSTON ANNUAL CONFERENCE

June 12-15, 2005

James E. Swanson, Sr.
Resident Bishop, Presiding

Be Thou Our Vision

SCHEDULE AND AGENDA

SUNDAY, June 12, 2005

- 2:00 p.m. **Registration** begins in the Harrell Center Room 202
- 3:00 p.m. **Rehearsal for Ordination** in Stuart Auditorium
- 5:30 – 6:30 p.m. **Dinner hour**
- 6:15 – 6:45 p.m. **Fellowship time** outside Stuart Auditorium
- 6:45 p.m. **Worship music begins** in Stuart Auditorium
..... Sulphur Springs Band
- 7:00 p.m. **Opening Worship and Communion**
..... Bishop B. Michael Watson, Preaching
..... The Highland Youth Ensemble, Abingdon District

MONDAY, June 13, 2005

- 7:30 a.m. **Morning Glory** in Memorial Chapel
- 8:00 a.m. **Fellowship time** outside Stuart Auditorium
- 8:30 a.m. **Clergy session** – Shackford Hall (trolleys available before and after)
..... Bishop James E. Swanson, Sr.
..... Brenda Carroll, Chair, Board of Ordained Ministry
- Laiety session** – Stuart Auditorium
 Robert Lockaby, Conference Lay Leader
- 10:00 a.m. **Organizing the Conference**
 Bishop James E. Swanson, Sr., Presiding
- Call to Order** Bishop Swanson
- Hymn No. 533** *“And Are We Yet Alive”*
- Lighting the Christ Candle**
 Clara Robinette Kobler, Abingdon District
- Invocation**..... Jason Onks, Johnson City District
- Organizing Motions** Grady C. Winegar, Conference Secretary
- Adoption of Agenda
 - Setting Bar of Conference
 - Election of Tellers, Conference Secretarial Staff
- Adoption of Report of Committee on Rules and Order**
 Frank Leuthold, Chair
- Recognition and Announcements**
- Chaplain Gary Mauldin
 - Conference Chancellor/Parliamentarian Jay Garrison
 - Song Leader ... Doug Grove-DeJarnett, Johnson City District
 - Organist Bryan Underwood, Oak Ridge District
 - Nurses
 - Chapel Worship Information
 - Prayer Vigil Robert Lockaby, Lay Leader
- 10:15 a.m. **First Vision Bible Study** Bishop Watson

11:10 a.m. **First Vision Workshop**
Anne Travis, Director of Connectional Ministries

12:00 – 2:00 p.m. **Lunch**

2:00 p.m. **Welcome**
 Jimmy L. Carr, Executive Director, Southeastern Jurisdiction

Discipleship Team Larry Martin, Chair
 Listening for God through the Scripture
 Visioning Is Discipleship

Nurture Ministry Team Jeff Wright, Chair
 • Childrens' Ministry Team Jaymie Derden, Chair
 • Conference Council on Youth Ministries
John Patterson, President
 • Camp and Retreat Ministries David Bradshaw, Chair
 • Young Adult Ministry Team Beth Gibson, Chair
 • Older Adult Ministry Team Ginny West Case, Chair

Outreach Advocacy Ministry Team
Laura Razor and Steve Hodges, Co-Chair
 • Religion and Race Ministry Team Ramon Torres, Chair
 • Prisoner and Family Advocacy Group Paul Griffith, Chair

Stewardship Ministry Team Robert Smith, Chair

20-minute break

Witness Ministry Team Ann Robins, Chair
 • Hispanic Ministry Witness
 • Harry Denman Evangelism Awards
Sandra Johnson, Coordinator

Missions Ministry Team Randy Frye, Chair

Communications Commission Larry Trotter, Chair

4:30 p.m. **CFA** Andy Ferguson, Chair
Pensions Paul Stanton, Chair
Trustees David Scyphers, Chair

5:00 – 7:00 p.m. **Dinner**

7:00 p.m. **Service of Remembrance** Paul Marchbanks, Preaching
 Bluff City UMC Choir
*We will greet family members of those being remembered
 following the service in the Harrell Center Auditorium*

TUESDAY, June 14, 2005

7:30 a.m. **Morning Glory** in Memorial Chapel

8:00 a.m. **Fellowship time** outside Stuart Auditorium

8:30 a.m. **Board of Ordained Ministry** Brenda Carroll, Chair
Cabinet Report Stella Roberts, Secretary
Board of Higher Education Karen Albers, Chair
 • Campus Ministries
 • Francis Asbury Award Presentation
 • Recognition of our College Presidents

Wesley Institute David Graybeal, Chair
Nominating Committee Grady Winegar, Conference Secretary

9:40 a.m. **Break**

10:00 a.m. **Second Vision Bible Study** Bishop Watson

- 11:00 a.m. **Second Vision Workshop** Anne Travis
- 12:00 – 2:00 p.m. **Lunch**
- 2:00 p.m. **Retirement Celebration** B. Ann Blair, Preaching
 Men of Praise, Lennon-Seney UMC
*We will greet retirees and spouses following the service
 in the Harrell Center Auditorium*
- 3:00 p.m. **Ice cream social** on the lawn
- 3:40 p.m. **Listening for God through the Scripture**
Constitutional Amendments from General Conference
 Grady Winegar, Conference Secretary
Asbury Place Bernie Bowman, CEO and President
Holston Home Art Masker, CEO and President
Foundation Bradley J. Bower, President
 Roger Redding, Executive Director
Equitable Compensation Brent Hall, Chair
United Methodist Committee on Relief Recognition
- 5:00 – 7:00 p.m. **Dinner**
- 7:00 p.m. **Service of Ordination and Commissioning**
 Bishop James E. Swanson, Sr., Preaching and Ordaining
 Clergy Choir
*We will greet those ordained and consecrated following
 the service in the Harrell Center Auditorium*

WEDNESDAY, June 15, 2005

- 7:30 a.m. **Morning Glory** in Memorial Chapel
- 8:00 a.m. **Fellowship time** outside Stuart Auditorium
- 8:30 a.m. **Listening for God through the Scripture**
New Church Development Becky Hall, Chair
CFA final hearing on budget Andy Ferguson, Chair
Personnel Resources Committee Mary Frances Tucker, Chair
Resolutions James R. Green, Chair
Lay Ministry in our Annual Conference
 • Board of Laity Robert Lockaby, Lay Leader
 • UMW Ellen Moore, President
 • UMM Jim Ball, President
Task Force Reports
 • Marriage and Family Pete Rowlett, Chair
 • Role of District Superintendent Mark Flynn, Chair
 • Parsonage Furnishing Steve Yeaney, Chair
Cabinet Transitions
Unfinished Business
Minute Questions
 • Where will we hold Annual Conference 2006?
 • What will be the dates?
- 12:00 – 2:00 p.m. **Lunch break**
- 2:00 p.m. **Sending Forth Worship** Bishop Swanson, preaching
 Mis-Fits Choir, St. Elmo UMC
Licensing of Local Pastors
Fixing the Appointments (Minute Question #85)
Adjournment

**ORGANIZING MOTIONS
FOR
2005 HOLSTON ANNUAL CONFERENCE**

Annual Conference Roll Call:

I move that the signed registration card constitute the roll call and record of attendance. Excused clergy will be noted and recorded in the Journal.

Legal Limits for Voting and Business:

I move that the legal voting and business limits of the 2005 Holston Annual Conference be the stage area, sections one (1) through ten (10) and pews behind sections 1B and three (3) of the George Stuart Auditorium.

Agenda:

I move that the Schedule/Agenda as printed and included in the Annual Conference Book of Reports constitute the agenda for the 2005 session of the Holston Annual Conference, subject to any necessary changes and/or amendments by the Chair.

Reports:

I move that reports found in the Annual Conference Book of Reports that do not require action and other reports submitted for information, subject to editorial corrections, be ordered to record and printed in the 2005 Conference Journal.

NOMINATIONS FOR SECRETARIAL STAFF

SECRETARIAL STAFF:

I move the election of the following persons as members of the secretarial staff for the 2005 Session of the Holston Annual Conference:

Linda B. Wright
Mary L. Parson
Sheila B. Knowles

NOMINATIONS FOR USHERS/TELLERS

TELLERS:

I move the election of the following Lay and Clergy members as Ushers/Tellers for the 2005 Annual Conference:

	Clergy		Laity	
Abingdon	Jeanne Denton Richie Hayes Jeff Lambert	Jim Oxendine Janet Richardson John P. Roe	Joyce Moore	Pure Oxendine
Big Stone Gap	TBA			
Chattanooga	Walter Cross		Margaret Ann Cox Gwen Dargan Tommy Perkins	Gwen Scott Larry Waite Pete Wotowiec
Cleveland	TBA			
Johnson City	TBA			
Kingsport	Alan Gorrell Carole Martin	Crystal Salyers	Herb Creech Eloise Ellis	Jim Roller Marie Willis
Knoxville	Jan Buxton-Wade	Wil Cantrell	Leah Burns Diane Farmer John Justice	Jane King Sam McCammon
Maryville	Eric Doolittle Mark McKnight Dennis Milligan Mike Ogle	Steve Tuck Ken Tucker Steve Yeane		
Morristown	Dixie Miller Rose Mincey	John W. Wilson	Mary Jo Bates Kim Davis	Steve Miller Tony Sizemore
Oak Ridge	Amanda Bell Charles Burnett	Wayne Hedrick Frank Woodward	Pat Davis Betty Edwards	Betty Jennings Becky Layne
Tazewell	TBA			
Wytheville	Brian Burch Charles DeHart	Randy Morris	Dick Carrico Peggy Chappell	Stanley Frost Jennie Simmerman

Coordinator: *Tony Collins*

HOLSTON ANNUAL CONFERENCE

ORIENTATION GUIDE

1. What Is The Purpose of the Annual Conference?

Annual Conference is a yearly meeting of Holston United Methodists (lay and clergy) for spiritual renewal and business and ministry decisions; also, appointments and ordination of clergy take place.

The purpose of the Annual Conference is to make disciples for Jesus Christ by equipping its local churches for ministry and by providing a connection for ministry beyond the local church; all to the glory of God.

John Wesley desired Annual Conference to be a means of God's grace through Christian "conferencing."

2. Why Do We Have It?

Historical – John Wesley initiated the practice of having "Conference" with the first Methodist clergy. The practice has continued and expanded. Annual Conferences are mandated by the United Methodist Constitution as outlined in Division Two – Organization of *The Book of Discipline*.

3. Who Calls It?

The Bishop is responsible for seeing that it is carried out, and sets the date. The Annual Conference itself sets the place.

4. Who Plans and Runs the Annual Conference?

The Annual Conference Program Committee arranges and plans the Conference. The Bishop presides.

5. What Is the History of the Annual Conference?

The first Annual Conference was on Monday, June 25, 1744.

"The following persons being met at the Foundry – John Wesley, Charles Wesley, John Hodges, Henry Piers, Samuel Taylor, and John Meriton – after some time spent in prayer, the design of our meeting was proposed, namely, to consider;

- *What to teach;*
- *How to teach; and*
- *What to do, i.e., how to regulate our doctrine, discipline, and practice.*

But first it was inquired whether any of our lay brethren should be present at this conference, and it was agreed to invite from time to time such of them as we should think proper. 'Twas then asked, 'Which of them shall we invite today?' The answer was, 'Thomas Richards, Thomas Maxfield, John Bennet, and John Downes,' who were accordingly brought in."

John Wesley – Edited by Albert C. Outler, Oxford

The Holston Annual Conference of the Methodist Church was organized in 1824. There are history books regarding the Holston Conference written by Clyde Lundy and others.

6. What Rules Does the Annual Conference Use To Operate?

Standing Rules in the Conference Journal. Procedure: Roberts Rules of Orders.

7. Who Comes?

Elected lay members, clergy, and members-at-large. There are an equal number of lay and clergy members. Lay members are elected at the charge conference of the local church/charge each year.

8. How Do I Participate?

- You must have an official name badge to vote.
- You may speak any time the chair recognizes you.

- Motions may be made from the floor at any time.

Attendance at all sessions enhances participation, as listening to issues and reports being discussed is beneficial to knowing what is going on.

Come prepared – read this Annual Conference Book of Reports.

A local church, district, an individual, or any official board, agency, commission, council, committee, or ministry team may submit a resolution to be voted on at Annual Conference. These resolutions must be received by the conference secretary two (2) months before Annual Conference begins.

9. Is There Follow-up?

Reporting Guides are available to help with reporting back to the local church. These guides will be distributed at the laity orientation session. The *Daily Call* will highlight daily events and be available during conference. Summaries and pictures will also be available on the internet. (www.holston.org)

10. Where Do I Go To Register at Annual Conference?

The Harrell Center Room 202. The Harrell Center is the building with the Cokesbury Bookstore, located across the street from the Terrace Hotel.

11. What Will I Get When I Register at Annual Conference?

An official name badge will identify you as a lay or clergy member of Annual Conference.

12. Theme?

Be Thou Our Vision

13. Who Do I See for What and Where?

See the Message Board at the back of Stuart Auditorium for messages. The Information Desk is located in Harrell Center Room 202.

See Members of the Board of Laity (“Red Ribbons” designate the Board of Laity).

See Ushers.

See the Conference Secretary at the stage in Stuart Auditorium for general information.

Restrooms are located on the lakeside of Stuart Auditorium, and also in Harrell Center on both floors.

Meals on Lake Junaluska grounds may be included as part of your room cost for certain accommodations or purchased separately at Terrace, Lambuth, Jones Dining Hall (please note Modified Meal Plan), or the Sunset Café.

14. Spiritual Needs

See a clergy member.

The Chapel is open 24 hours (chapel is located next to Stuart Auditorium).

The Bishop will appoint a Chaplain for Annual Conference. (Ask one of the Ushers, and he or she will find the chaplain for you.)

15. Daily Guidance

Devotions are held every morning at 7:30 a.m. in the Chapel (located next to Stuart Auditorium).

Conference worship daily – A Worship Book will be distributed at registration and should be brought to worship services.

Daily devotions and scriptures of your own choosing.

16. Fun

Golf, tennis, walking, swimming, paddle boats, fishing, rocking chairs, youth center (for teenagers), Cokesbury Bookstore.

Maggie Valley shops and attractions.

Waynesville shops and attractions.

Check with Lake Junaluska Administrative Office located across from Stuart Auditorium for more information on area activities and recreational opportunities or check the display racks located in Terrace and Lambuth.

17. Special Activities

Orientation as scheduled in this Book of Reports.

Special breakfasts, lunches, and dinners (see listing in this Book of Reports and **please note Modified Meal Plan**).

Ice Cream Social.

18. More Questions? How To Get Answers.

Before Conference – call the Annual Conference Coordinator’s office in Knoxville at (865) 690-4080, or call your district office.

19. Medical Concerns

Check at the front desk where you are staying.

Go to the first aid station, Harrell Center, Ground Floor, Room 101. Annual Conference provides a nurse.

For emergencies, call 911, or go to the emergency room at the hospital in nearby Waynesville.

First aid kits may be found at each place of lodging at Lake Junaluska.

Emergency number at Lake Junaluska is (828) 452-2881.

20. The Material Maze

Making Sense

- a. Attend your District Pre-Conference Briefing if one is held.
- b. Attend Laity Orientation Session on Monday morning at 8:30 a.m. in Stuart Auditorium.
- c. Read this Annual Conference Book of Reports.
- d. Don’t hesitate to ask questions if there is something you don’t understand.

Other Options

- a. Pray continually (1 Thessalonians 5:17).

21. How To Get Around

Trolleys and buses operate on the grounds before and after all sessions. Walking is always an option.

22. Lake Junaluska Resources

Use Map available at Registration (Harrell Center 201).

Go to Administrative Office located across the street from Stuart Auditorium.

23. Where To Stay (on or off the Lake Junaluska grounds)

Call Lake Junaluska for housing (828-452-2881 or 800-222-4930).

24. What If I Want To Make or Speak on a Motion?

There is a form in the back of this Annual Conference Book of Reports for Motions and Amendments.

Many motions important to the Conference operation and program are functional and are voted on as a matter of course. Other motions invite debate. You may find you desire to speak on a motion or even introduce a motion concerning an issue on the agenda. The proper way to speak on the floor of the Conference is as follows:

- a. Be recognized by the presiding officer (usually the Bishop) by standing at your seat, raising your hand, waving your program Book of Reports, etc.
- b. When recognized, move to the numbered microphone designated by the presiding officer.

- c. Give your name, identify your district, and give the name of your local church.
- d. If you are making a motion in regard to a report on the floor (being discussed), state the motion with no verbal introduction, and say, “If seconded, I would like to speak on it,” and then when seconded give your comments and supportive details.
(Note: Motions must be written out on the form provided in the Annual Conference Book of Reports and must be turned in to the Conference Secretary on the stage after making your motion, even if not passed or seconded.)
- e. If you are commenting on a report or motion on the floor (being discussed), then state if you speak in favor or opposition to the motion and make your comments.

25. How To Get an Issue Before the Conference

Ask the chair to be recognized (See 23.1 above).

Before Conference – Any church or district committee, commission, council, board, agency, ministry team, or individual, may send a resolution to the Conference Secretary. Call the Conference Secretary’s Office at (865) 690-4080 if you have any questions. Time limit for resolutions is two months before Annual Conference. These deadlines are published in The Call the first of the year.

Voting will be held during every four years for delegates to upcoming Jurisdictional and General Conferences. Nominations are submitted prior to Annual Conference and nominees published in the Book of Reports. Nominations may be made from the floor during Laity Orientation session on Sunday afternoon. A nomination form must be completed and available upon nomination. Refer to the Book of Reports for voting instructions.

26. Buzz Words and What They Mean

- **AC** – Annual Conference
- **BOL** – Board of Laity
- **BOM** – Board of Ordained Ministry
- **Cabinet** – The Bishop, District Superintendents, Executive Assistant to the Bishop , and, when appropriate, other conference staff. The Cabinet under the leadership of the Bishop is the expression of superintending leadership in and through the Annual Conference.
- **CCFA** – Conference Council on Finance and Administration
- **CCYM** – Conference Council on Youth Ministries
- **CLL** – Conference Lay Leader
- **Connectional** – A network of interdependent relations among persons and groups on local, regional, national and international levels of The United Methodist Church.
- **CRM** – Camp and Retreat Ministries
- **Deacon** – Deacons are ordained to a lifetime ministry of the Word and Service to community and congregation.
- **Deaconess** – A lay woman who, in response to God’s call and on recommendation of the General Board of Global Ministries, is commissioned by a Bishop to share faith in Jesus Christ through ministries of love, justice and service. Deaconesses form a covenant community rooted in Scripture and informed by history, driven by mission, ecumenical in scope and global outreach. Deaconesses serve the church in any capacity not requiring full clergy rights. They are related to the General Board of Global Ministries. A lifetime commitment to mission is presumed.
- **Diaconal Ministers** – This ministry exemplifies the servanthood every Christian is called to live in both church and world.

- **Discipline** – (The Book of Discipline of the United Methodist Church – 2000) “The Discipline is the book of law of The United Methodist Church. It is the product of the many General Conferences of historic religious bodies which now form The United Methodist Church.” It is published every four years, after each General Conference.
- **DS** – District Superintendent
- **DT** – Discipleship Team (to discern a vision and ministry direction for the Conference).
- **Elder** – Elders are ordained to a lifetime ministry of Service, Work, Sacrament and Order. They are authorized to preach and teach God’s word, to administer the sacraments of Baptism and Holy Communion, and to order the life of the church for Mission and Ministry. They begin this calling as Probationary Members.
- **General Conference** – The legislative body of the United Methodist Church, composed of an equal number of elected lay and clergy delegates. It meets every four years and is the only body that can speak officially for the denomination.
- **Jurisdictional Conference** – A regional conference held every four years and attended by elected delegates, an equal number of lay and clergy. The business primarily involves the election and assignment of Bishops.
- **Lay Leader** – A function in the local church, carried out through a position elected by the Charge Conference, and who serves as the primary lay representative of the members of the local church. The Lay Leader has specific responsibilities detailed in the Discipline. Districts and Annual Conferences also elect lay leaders to serve as the primary representatives of their lay membership.
- **Local Pastor** – A lay person, approved by clergy members in full connection in an Annual conference, who is authorized to perform all the duties of an ordained pastor, including the Sacraments, while assigned to a particular charge under the supervision of a District Superintendent. A counseling elder oversees the local pastor’s work in the course of study for ordained ministry and advises on matters of pastoral responsibility.
- **Ministry** – The ministry of Christ is given to all Christians by virtue of their baptism (not reserved for clergy only).
- **NOW** – Nurture, Outreach, and Witness ministry areas
- **Ordination** – The act of conferring ministerial orders, presided over by a Bishop. The authorization of the church for the practice of the Word, Sacrament, and Order.
- **PRC** – Personnel Resources Committee (recruits, employs, deploys, and evaluates staff of the Conference).
- **Quadrennium** – The official four year period beginning January 1 following each General Conference, during which The United Methodist Church implements General Conference legislation.
- **SEJ** – Southeast Jurisdiction
- **SIT** – Staff Implementation Team (coordinates and directs the application of staff resources to ministry priorities)
- **Transformation** – A spiritual growth event to inspire and equip church leadership, both lay and clergy. Held at Lake Junaluska each spring in April. (Next Transformation: April 3-4, 2004)
- **UMC** – United Methodist Church
- **UMM** – United Methodist Men
- **UMW** – United Methodist Women
- **Wesley Institute** – A Conference initiative that creates educational opportunities for lay and clergy through a Wesleyan perspective.

27. Fashion: What To Wear?

Casual clothes are fine for all occasions

In addition – Always Wear A Smile – God Loves You.

28. Youth

Each district sends two youth members to the Annual Conference session.

Housing for these youth is arranged in advance with the Conference Youth ministry office. Youth members and their chaperones usually stay on the grounds at Lake Junaluska. An orientation session is held on Sunday afternoon at 4 p.m. for these youth. During this time, a complete schedule is provided. Youth-led devotions are held each evening at 10:30 p.m. for youth who are members of the Annual Conference or other youth who would like to participate. The location for these gatherings will be posted outside Stuart Auditorium each day. Follow the signs!

29. Children (K-5)

Childcare is available without cost during the week during all sessions at the Children's Center on the grounds at Lake Junaluska. Call or stop by the Children's Center for more information.

30. Etiquette

In Stuart Auditorium, please move toward the center of each section for seating, rather than taking up aisle seats. Avoid congregating at the entrances and exits, and avoid distracting conversations inside and outside the auditorium when Conference is in session.

Prepared by:

Holston Conference Board of Laity

Updated by Mary Ruth Richards, Kingsport District Lay Leader

SECTION I – REPORTS

Report No. 1

THE CABINET REPORT OF THE DISTRICT SUPERINTENDENTS

Let's sing unto the Lord a hymn of glad rejoicing.
Let's sing a hymn of love at the new day's fresh beginning.
God made the sky above, the stars, the sun, the oceans;
And God saw it was good, for those works were filled with beauty.

Let's sing unto the Lord a hymn of adoration,
Which shows our love and faith and the hope of all creation.
Through all that has been made, the Lord is praised for greatness,
And so we sing to God, who bestows such lovely blessings.

(United Methodist Hymnal, No. 149)

There is much for which rejoicing is appropriate:

- 2,530 persons were received into the churches of Holston by profession of faith; another 363 were restored to the fellowship by affirmation.
- The support of connectional giving increased in 2004 so that ministries were continued or begun; institutions were provided necessary funding; campus ministries and conference camps were enabled to reach many of our young adults and children; participation in Resurrection, Divine Rhythm and Jubilation grew; and Discovery, an opportunity for youth and young adults to consider their call to ministry, was begun.
- Many of our churches embarked on building new facilities and renovation projects to strengthen their ability to nurture both present and future members, as well as reach out to the communities in which they are located.
- Safe Sanctuaries training has been conducted in every district so that churches may be aware of and sensitive to the need to provide loving, nurturing and safe places for our children and youth.
- Given the changing demographics of the Holston Conference's population, new, important initiatives are being launched across the Conference. For instance, the Chattanooga District is initiating a presence in the area surrounding the discontinued St. Andrews UMC that will provide educational, social and spiritual enhancement opportunities to the Hispanic and African-American families in the Highland Park community. It is hoped that this will be a training field for men and women preparing for urban education ministries. This is only one of four new initiatives in this district. Other districts are continuing ministries begun earlier that focus on the changing populations and needs of each district.
- Holston churches continue their overwhelming response to the Annual Conference hands-on mission project each year with many districts exceeding the established goals.
- Volunteer in Mission events have been conducted by many districts that have encouraged and supported involvement.
- Many Holston churches are involved with mission partnerships with other United Methodists across the world.
- Training for laity and clergy is being conducted in all districts. It is only as we all learn and work together that we can be the effective church that God calls us to be.
- One district has been involved in a pilot project of spiritual formation groups with Elders. This may become a part of the life of the Conference as well.

The ways that the churches of Holston are involved in ministry are far too numerous to list, but suffice it to say that the church is alive and well and giving hope to persons all across this conference and world.

We rejoice in the leadership that our new Bishop brings to Holston. In the few months that Bishop James E. Swanson, Sr. has been with us he has already made a tremendous impact. Seeing Holston Conference afresh he has given us new insights into our life and ministry together. We are grateful for his presence among us.

The Cabinet is increasingly committed to an awareness of the diversity of persons in Holston Annual Conference and to inclusiveness in all areas of the church including appointments so that the whole church can experience the gifts and graces of all our pastors.

All persons are the marvelous creation of God, as well as our brothers and sisters in life and in faith. It is our prayer that we can all rejoice together in the hope that is given to us in our Savior Jesus Christ.

~ E. MAHAN ARCHER, *Dean of the Cabinet*

Report No. 2

COMMISSION ON COMMUNICATIONS

The Holston Conference Commission on Communications continues to embrace its primary mission to enhance communication processes both inside and beyond conference boundaries. The commission seeks to utilize the latest technologies available within the parameters of good stewardship to communicate the important news and information about our churches and ministries. Moreover, the commission seeks to tap the vast human resources of our conference to gain leadership, vision and practical expertise for these crucial processes.

The core of the commission's activities consists of three staff positions that collectively provide for the news, multimedia, and print dimensions of the communications process. The following are brief descriptions of their activities.

The Call—Annette Bender reports that this past year “The Call”:

- received a 2004 Certificate of Merit from the United Methodist Association of Communicators for the daily Annual Conference edition,
- introduced Bishop James Swanson's new column, “Wings,” to much acclaim,
- introduced a new upcoming events column, “Eventuality,”
- improved its front-page design as well as the “Nation & World” design.

In addition to editing “The Call,” Annette Bender writes the weekly e-mail “Holston Conference News Briefs.” Together, “The Call” and “News Briefs” relay the news to Holston members with accuracy, truth, style and speed.

Multimedia—Multimedia Coordinator, Donna Hankins, implemented several interactive media initiatives this past year,

- design and programming of a new web site for camping with a comprehensive online registration system,
- established a new “Bishop's Page” that received national attention with features that make Bishop Swanson the first-ever United Methodist Bishop with a blog,
- developed a new Divine Rhythm web site and tied it into the new content management system for updating by administrative staff
- over 40% of registrations for convocation and other conference events are now coming in electronically saving on postage and staff time in processing,
- expanded adult ministry and staff intranet web pages,
- established a new member log-in online database to distribute financial data to clergy and church treasurers with many more uses coming in the near future to cut down on printing and postage costs,
- led web development training events for our churches,
- converted e-mail list-serv system to allow for direct access to staff in development of mass e-mailings with over 2,500 clergy and opt-in email addresses now in use.

In the area of audio-visual offline media, Donna assisted with development and deployment of on-screen presentations for the 2004 SEJ Conference held at Lake Junaluska, produced farewell video presentation for Bishop Chamberlain along with other presentations for Annual Conference 2004, and produced the Racism Dialogue video.

Print Media—Millie Meese has been onboard just over a year and has established a vision to provide the highest quality print media products (typesetting and graphics) in a timely manner, for a variety of organizations and ministries under the Conference umbrella. Each is a separate stand-alone project having different levels of complexity and quality, and each requiring that the work be done within the constraints of budget, distribution and deadline. Goals within this larger context include

- upgrading the quality of Conference print media in all categories,
- producing original design work without requiring out-sourcing,
- securing bids for, and overseeing production of, high quality, large commercial printing projects which meet or exceed the budgetary and deadline constraints of the Conference. (Projects falling into this category include the Youth Resurrection poster, Book of Reports and Annual Conference materials, Journal, Camping Catalog and Brochure, and Conference Program Calendar.)

The Commission on Communications is in the process of implementing a conference-wide audit of communications processes to more efficiently share information within Holston and communicate our activities to the larger community. We will utilize the expertise of annual conference members who are communications professionals and are willing to share their wisdom and passion.

~ LARRY TROTTER, *Chairperson*

Report No. 3

COMMITTEE ON CONGREGATIONAL DEVELOPMENT

The Committee on Congregational Development continues to look for possibilities for growth in new areas as well as begin to explore ways to help churches revitalize. The committee has the following focus areas:

- new churches
- relocations
- mergers
- the Builders Club
- the Special Ministries Fund

Lighthouse UMC in the Chattanooga District, one of our most recent church starts, continues to grow and be a vital ministry. It has relocated yet again to a warehouse space. The Committee on Congregational Development made the decision to help this new church start purchase land and put up a meeting place. We will be building for today and the future.

Sycamore Tree UMC in the Maryville District is doing well and continuing to start more cells and increase programming. In one more year this church will be self-sufficient.

Investigative work is being done for a project in an area of Knoxville that is currently not being served by any church. It appears to have exciting possibilities.

Training is becoming more of an interest as we look toward growing new and existing churches. At least two District Superintendents and one new church pastor will attend the School for Congregational Development. Also, a church growth consultant from another conference might come to share information with members of the Committee on Congregational Development and the Cabinet. We are working toward getting one of our new church pastors into the Fitzgerald Program.

The Builders Club is being revamped and new brochures will be ready for Annual Conference. We want each church to have an ambassador for the “Be a Builder” program. This program lets every person be a part of growing a new congregation.

The Hispanic work in Chattanooga, which is partially funded by the Committee on Congregational Development, is progressing in many ways including a teen program and after-school activities. The Hispanic worship service is also held at East Lake UMC.

We are grateful that we can keep our schedule of grant disbursements this year.

We ask that you pray with us that God will lead us into the future in creative ways so that we can “By All Means Win Some.”

~ BECKY HALL, *Chairperson*

Report No. 4

BOARD OF LAITY

“Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms.” 1 Peter 4:10. This is our call to ministry, lay and clergy alike.

The Conference Board of Laity is comprised of the Conference Lay Leader, the twelve District Lay Leaders, the Director of the Wesley Institute, a representative of the Cabinet, the Presidents of United Methodist Women, United Methodist Men, and the Conference Council on Youth Ministry, and several at-large members. The primary responsibility of the Board of Laity is to foster awareness of the role of laity in ministry in the Annual Conference.

During the 2004-05 Conference year your Conference Board of Laity has continued to listen to laity throughout the Conference as we have focused on developing strategies to implement our primary responsibility. In those conversations we are constantly reminded that lay persons and local churches are most interested in being trained and equipped in their local churches, or at least no further from home than the District level. We have therefore continued to concentrate our efforts as a Board on promoting training and ministry awareness at the lowest organizational level possible. This approach puts primary responsibility for fostering awareness of the role of the laity in ministry on the shoulders of Local Church Lay Leaders, the individual District Lay Leaders, and District Boards of Laity. In fulfilling those responsibilities, District Lay Leaders and the Conference Director of Lay Speaking again this year gave leadership to, and taught at, numerous laity training events throughout the Conference. As Conference Lay Leader I have also had the opportunity during the past year to give presentations, to teach, and to preach on the role of laity in ministry, particularly in connection with that special relationship that exists between pastor and Local Church Lay Leader. We as a Board are convinced that it is not enough to teach and to train local church lay leaders alone, but that the relationship between the Pastor and lay leader must also be our focus, ideally bringing both together in training. As part of my focus on lay ministry I also had the opportunity this year to teach the Lay Speaking Ministries Advanced Course - Lay Speakers Lead Bible Study. The Board has also entered into strategic planning with the Wesley Institute and Conference Nurture Team to develop a comprehensive plan for training laity in spiritual leadership ministry throughout the Conference.

Conference Lay Leader Now a Member of the Extended Cabinet By action of the 2004 General Conference the Conference Lay Leader is now included in meetings of the Cabinet whenever the Cabinet is discussing programming matters for the Conference. To implement this new opportunity, Bishop Swanson has now included me as a member of the Extended Cabinet. I see this new role as an incredible opportunity to build relationships with the District Superintendents and other members of the Extended Cabinet, and to further promote the importance of the relationship between lay and clergy in ministry. In addition to my membership on the Extended Cabinet, I also serve, along with many other lay persons, on the Conference nominating committee, where I see my role as encouraging the nomination and participation of key lay leadership in many ministry opportunities in the Conference.

Annual Conference Workshop At last year's Annual Conference the Board of Laity presented a workshop designed to address the interrelationship of the Local Church Lay Leader and the Lay Member of Annual Conference, two key positions of lay leadership in the local church. The workshop focused on the responsibilities of the Lay Member of Annual Conference, while also exploring a basic understanding of the responsibilities of the Local Church Lay Leader, with a special emphasis on the roles of those persons who serve their local churches in both capacities. The Board hopes that the large attendance at that workshop reflects the strong interest that Lay Members of Annual Conference have in becoming more effective representatives of their local churches, and more informed interpreters of the actions and ministries of the Annual Conference. We hope to offer this workshop again in the future.

Transformation The purpose of this annual laity gathering is primarily to offer laity an opportunity to bring their entire family to Lake Junaluska for a time of uplifting worship and encouragement, with an emphasis on the importance of life-long transformation. In April of this year we experienced the very powerful preaching of our new Bishop as he engaged the participants in an interactive style of preaching and teaching on Romans 12. Willie Kitchens and his band from Chattanooga led dynamic music for each session. Rev. Jason Roe, a regular at Transformation, preached for the youth session. A new design for Transformation 2006 is being explored with the Wesley Institute, with the possibility of integrating Transformation with some part of Ministers Convocation, with an emphasis on the partnership in ministry that clergy and laity share. In view of the possible new design for Transformation 2006, the date has not yet been confirmed.

Lay Speaking Ministries The Lay Speaking Ministries program is extremely effective in training lay persons for many forms of ministry, not solely for a ministry of speaking. Bill Skeen, immediate past Conference Lay Leader and the current Conference Director of Lay Speaking, has principal responsibility for guiding and directing Lay Speaking Ministries throughout Holston. Bill's focus has been to encourage the appointment and utilization of District directors of lay speaking, and to continue to develop a faculty for the teaching of lay speaking courses across the Conference. Our Districts have continued to offer vibrant and effective Lay Speaking Ministry training events, and we are striving to increase the participation of local and certified lay speakers in training and ministry opportunities. Bishop Swanson is committed to the more effective utilization of Lay Speakers throughout the Conference, and we continue to see numerous Lay Speakers respond to the call to become Local Pastors.

Lay Members of Annual Conference The Board will also continue its responsibility for promoting the training of Lay Members of Annual Conference by presenting a Laity Orientation Session at the beginning of the Annual Conference session this and every year. This annual session presents an effective opportunity for the Board to help lay members of Annual Conference to understand their roles and responsibilities during the Annual Conference session and throughout the year in their local churches. The Laity Session at Annual Conference 2005 will be held on Monday morning, rather than Sunday afternoon, so attendance will be much easier for all Lay Members. The Board of Laity also is responsible for the Orientation Guide that appears each year in the Conference Manual. We encourage all Lay Members to use that Guide as a tool for more effective participation in the Annual Conference sessions. Please let us know of any suggestions for changes or additions to the Guide.

I am very excited about the relationship that I have begun with our new Bishop, especially since he has expressed to me a commitment to further the understanding throughout Holston Conference that clergy and laity are all ministers, and that we are indeed partners in ministry. Bishop Swanson's commitment to that truth will enable the Board of Laity, in cooperation with the Wesley Institute and the Nurture Ministry Team, to more effectively foster awareness of the role of the laity in ministry throughout Holston Conference. We have a strong tradition of such ministry in this Conference, and the Board of Laity looks forward to an even more enhanced role for the ministry of the laity in the coming year.

~ BOB LOCKABY, *Conference Lay Leader*

Report No. 5

BOARD OF HIGHER EDUCATION AND CAMPUS MINISTRY

I am proud to say that over the past year our Campus Ministries at our five Wesley Foundations and three Conference Colleges have been flourishing, as you can certainly tell by their reports (immediately following this report). Ministry with college students and young adults is vital to the survival of the church, and these ministries are certainly offering multiple opportunities for young adults to experience God. Through Bible study, worship, discussion groups, mission trips, music, fellowship, and so much more, our campus ministries are engaging students while sharing the love of Christ with them.

I would like to take this opportunity to thank you for your continued support of our five Wesley Foundations and three Conference Colleges. Without your generous gifts of time and money, these ministries would not be thriving. I also would like to say an extra big thank you for the capital improvement money you voted to give the Wesley Foundations on the floor of Annual Conference last year. This money is being used for much-needed repairs and upkeep in our five buildings.

As a child my dad always said to me, "Put your money where your mouth is." To you, the Holston Annual Conference, I say, "Put your money where your heart is," and make sure your heart is with Campus Ministry (which takes place in powerful ways at Emory and Henry College; Hiwassee College; Tennessee Wesleyan College; and at the Wesley Foundations at ETSU, Radford University, UT Chattanooga, UT Knoxville, and University of Virginia College at Wise). We need to support these ministries with our prayers, our presence, our gifts, and our service. We need to give them the opportunity to continue to grow and to do great ministry. And we need to make our Capital Improvement gift to the Wesley Foundations an annual one as they work to maintain old buildings which are, indeed, the centers of their ministries.

Ministry is taking place on these college campuses. Young adults are being touched by the love of God and by our fantastic campus ministers. College students are feeling the call to ministry as pastors, youth ministers, missionaries, and church workers. Lives are being forever changed. We thank you for your role in this ministry and covet your continued prayers and support as we continue to do ministry in the name of Jesus Christ.

~ KAREN ALBERS, *Chairperson*

East Tennessee State University Wesley Foundation

Mission Statement

To provide a safe Christian community that encourages spiritual and personal growth as students pursue God's call.

Vision

The Wesley Foundation, United Methodist Campus Ministry at East Tennessee State University, is a progressive campus community and a major reason to attend ETSU because Christ's love is evident; and there is great excitement, joy, and overflowing participation.

We have had another wonderful year at East Tennessee State University Wesley Foundation. Tuesday evenings with dinner followed by worship that includes prayer groups, singing, student and guest devotions, and communion are still the major focus of our shared life.

Our Future Ministers of the World venture has been very helpful to a number of students in the Ministry Inquiry Process. Over spring break, 23 of us spent a week in the island of Eleuthera in the Bahamas. We went two years ago and had a great experience. We worked to help rebuild after the storms of 2004, as well as having Bible school for the children. Elizabeth Scott and Erin Johnson spent 2 months in the summer of 2004 working with the Methodist program there. We had 35 students on the annual mission trip to Mt. Pleasant, SC, working with the United Methodist Relief Center.

Our students are involved in a number of local mission events with Holston Home, Shepherd's Breakfast, Habitat for Humanity, Crumley House, Interfaith Hospitality Network, and many others. Students sponsored two children to summer camp at Buffalo Mountain. Students are part-time youth ministers, Sunday school teachers, and camp counselors in conference camps. A great number of students are learning leadership skills so vital to our future and are exploring and deepening their faith in powerful, exciting ways.

Our board does a great job, and our Barbeque/Auction is still a very effective fundraiser.

Wesley Alumni are working very hard to form an active alumni group. This will be a great addition to this ministry.

~ JERRY EVERLEY, *Director*

Radford University Wesley Foundation

With your help and God's guidance, we have experienced some amazing new things in 2004. Our small group book studies have allowed students to search, question, struggle, and grow in ways that only disciplined, committed study and sharing with peers can afford. These groups have brought new insights and understanding to the participants and sparked interest among other students to be in a small group in the future. Also, for the first time ever, two of our students participated in international mission work in August. In October, the students held their first Mission Celebration Dinner to commemorate student outreach during 2004. Contributors and friends shared a Slovak meal and student presentations about their mission projects. Through the generosity of our supporters, we now have a small scholarship fund in place for future missionaries who need help. In February our students catered their annual Valentine Banquet for Bethel and Fairlawn UMCs to raise \$910. The next week they gave the money to cover 2 months of daycare costs for a local couple whose family income was cut when a January fire destroyed the husband's place of employment. Our students continue their ministry to the elderly, children, and developmentally delayed adults. Their sunshine visits brighten the days of many adults who are confined to their homes. Parties, egg hunts, and other events for children and special adults add an inter-generational component to our community and our ministry.

After several years of preparation, we finally published our cookbook, *A Taste of Wesley*, and have sold about 400 copies to date. More good news ... when the Conference Board of Higher Education notified us of the 2-to-1 matching Capital Funds Grant of \$10,000 we could receive,

our constituents began responding within a week. Our contributors donated our required \$5000 of the match by Feb. 15, 2005. This \$15,000 will allow us to replace our ailing furnace and many of the drafty, 40-year-old windows in our building. Thank you, Holston, for offering us such a generous opportunity!

In early March, students, former students, current and former Board, and community members gathered to celebrate the life of Carol W. Dunsmore. Carol served as the Director of the Wesley Foundation at Radford from 1966 until her retirement in 1994. During that time, she was a counselor, mentor, and friend to many. Carol loved campus ministry and spent most of her professional life sharing the good news of The Gospel with college students. She worked tirelessly to redefine campus ministry in Holston. She and others pioneered the movement to broaden campus ministry to encompass not only the spiritual, but intellectual, physical, and emotional health of students as well. A 1992 graduate expressed these feelings in an e-mail message,

"I think of the Wesley Foundation as an island of safety during a really troubled time for me. Thank you for caring about me when I couldn't care about myself, for listening when I didn't know where to turn, for helping me find a power greater than myself to turn to in times of pain, crisis, and joy."

Someone to listen, care, and help connect with a higher power condenses campus ministry to its most basic components. Connecting with a higher power inspires and leads us to connect with other people and compels us to live as Jesus instructed. Not only is this our Wesleyan heritage for campus ministry as well as Carol's legacy to us, but it also must be our Vision for the future of ministry for and with college students as well.

~ MARTEE BUCHANAN, *Director*

University of Tennessee Chattanooga Wesley Center

Greetings in Christ from your United Methodist Student Center in Chattanooga. We have had a wonderful year here at UTC. Last summer we continued our tradition of summer programming with light meals, devotions, and, of course, trips to one of Chattanooga's many fine coffee houses for cheesecake.

During the academic year, we increased our programming by offering more educational offerings in addition to our Wednesday night Bible study. Students could choose from studying Revelation, Luke, C. S. Lewis, Tolkien, or the Sermons of John Wesley. Our most popular offering was a course taught by Kim Cash, our Administrative Assistant. Kim, who holds an MBA degree from UTC, led students during both the fall and spring semesters in a course on Christian financial principles. In the course, the students learned basic concepts of managing their money as well as aspects of Christian financial stewardship.

Our outreach to local youth groups continued, and we returned on mission trip once again to the United Methodist Relief Center in Mt. Pleasant, SC.

The 2005-2006 school year promises to be an even bigger year as we make some great changes and take some large strides forward. On behalf of the students, staff, and board of directors of the Wesley Center, I offer you, the conference, thanks for all of your continued support.

~ KEITH MOORE, *Director*

University of Tennessee Knoxville Wesley Foundation

I would like to begin this report by commending the students of the University of Tennessee Knoxville Wesley Foundation. I continue to be impressed by their spiritual maturity, hospitality, and initiative. They take very seriously that this is their church, and they are the Body of Christ in so many ways. This community is a wonderful witness to the presence of the Living God on this campus, and, with the benefit of this experience, our students will be quality leaders in their local churches once they have left this place.

As at all college ministries, our semesters are busy with worship services, Bible studies, discussion groups, service projects, mission trips, and, of course, lots of food and fellowship. One of the most exciting new ministries here at UTK is the re-formation of the Wesley Foundation choir. This choir both sings in our worship services and is available to perform and lead worship in local churches. Our students know that we are part of a connectional system, and they are very interested in being in relationship with the larger community.

We, of course, would not exist without the generous support of our Conference and supporting Districts and the guidance of our capable Board of Directors. We do very much appreciate everyone who makes this ministry possible through prayers, participation, and financial support.

As we look to a new academic year, I am energized by the leadership we have in place, thrilled with the wonderful facility that the Holston Conference sustains, and energized by the support of brothers and sisters in the faith. The university campus is an exciting place to be in ministry; I pray we will do it well.

~ DAVID R. JACKSON, *Director*

University of Virginia College at Wise Wesley Foundation

Salutations in the name of Christ from your campus ministry unit in Wise, Virginia! The Wesley Foundation ministry at the University of Virginia's College at Wise has focused on edifying within, while reaching out to others through hospitality, mission, study, and creating a home-away-from-home atmosphere for students to enjoy and experience.

Though still in a time of transition, the Wesley Foundation has experienced tremendous growth this year, both numerically and spiritually. New faces are seen almost each week at Wesley Foundation events on campus. Core programming continues to be Tuesday evening fellowship meals. The meals are followed by games, Bible study, or guest speakers. High attendance this year at Tuesday evening fellowship was over 80! Attendance regularly ranges from 25 to 35 students, which marks growth of 200% or more numerically since the previous year! Also continuing are the 10:00 P.M. Sunday evening Chapel services. Student attendance at Chapel has a core group of 8 students, and new students are seen every week at this event.

Spiritual growth has come in many forms this year. Wesley students have participated in the Beginnings Bible Study, a study on Revelation, and a study on baptism. Twenty-five students were blessed to be visited by Bishop Swanson, who gave a message after dining with them in early February. Students have participated in retreats such as Divine Rhythm and went on to host a young adult retreat in late February called "Guard Your Heart." One UVa-Wise student attended the conference Discovery Retreat and will be pursuing her call to ministry this fall. Students have had opportunities to visit and minister with area churches on several occasions, often leading services or youth revivals. Small mission projects, such as sending care packages to students involved in the war in Iraq, have impacted students as well.

Campus ministries also impact faculty and staff! A Women's Prayer and Support Group was started this year on campus and is a huge success! Once a week, 10 to 15 women faculty and staff members come together to share fellowship and pray specifically for the campus and community needs, as well as personal requests. This support group has impacted many lives and continues to grow. The group has seen evidence of God's presence through answered prayers such as the disappearance of an aneurysm, the appointment of a Christian interim-Chancellor, and the overall Christian community development on campus.

Student leadership is continuing to be fostered. Students are taking more responsibility and are working with the Board of Directors to develop a strategic plan for the future of the Wesley Foundation.

The Board of Directors has progressed greatly in this past year. Under the leadership of chair John Blanton, the board has received training from the Board of Higher Education, has developed committees, and is working to develop a strategic plan for the Wesley Foundation.

The Wesley Foundation at UVa-Wise has continued to experience growth through transition while seeking God's will for the campus community. Thank you, Holston Conference, for your undying support as the Wesley Foundation proceeds along the journey set before us! YOU are reaching out and making disciples each and every day!

~ BETH GIBSON, *Director*

Emory and Henry College Campus Ministry

The overarching theme for this academic year has been "Living by Faith." The goal for each of our Religious Life groups has been to find ways of living our faith in word and in action. Our ongoing mission is to grow in faith, love, and service so that we can be a true reflection of the love of God in the world. We strive to be a faith community that embodies the mandate to "do justice, love kindness, and walk humbly with [our] God." (Micah 6:8)

We have been fortunate to have the opportunity to participate in mission trips and several regional service projects where we were able to get our hands dirty and our lives in touch with people in need. We were able to travel to Costa Rica for a weeklong mission trip over spring break and to Orlando, Florida, for a Habitat for Humanity Collegiate Challenge week.

We have an actively growing spiritual accountability program, four weekly Bible studies, Young Life, Habitat for Humanity, Kerygma (for those seeking God's call to a life of Christian vocation), Campus Christian Fellowship, a traveling Praise Band and Drama Team, and an alternative-style student-based worship service. Each of these groups strives to provide a place where students can come to explore the difficult questions of life and faith and find a welcoming, hospitable community of faith.

We also continue to partner with the Micah 6 Foundation and the Appalachian Center for Community Service by hosting an Afternoon Academy after school program for at-risk middle-school students. These students come for tutoring, enrichment programs, and to be mentored by students from the college.

I am excited to see the many ways that God is working in the lives of these young people and look forward to seeing them help usher in the realm of God. Let us continue to lift them up in prayer and strive to work together to support them as they seek out their calling in life and faith.

~ TIM KOBLER, *Chaplain*

Hiwassee College Campus Ministry

"Christian brotherhood/sisterhood is not an ideal which we must realize; it is rather a reality created by God in Christ in which we may participate." This, according to Dietrich Bonhoeffer in his work *Life Together*, distinguishes Christian community from all other communities. Through Christ we find a fellowship that is of God's creating in which we are blessed, freed, and graced to partake and contribute.

During this academic year at Hiwassee College, we have explored and shared in "Life Together," and we have become increasingly aware that neither our being nor our becoming is primarily of our own doing. This truth has been a great gift as we have struggled to "press on" in ministry amidst struggle, anxiety, and uncertainty.

Common life in Christian community, "under the Word," as Bonhoeffer puts it, begins with common worship. Drawing on different styles of worship and a variety of participants, weekly chapel services of 350 community members have focused on ritual and tradition in community

(liturgical worship the first Wednesday of each month); praise and worship in community (the second Wednesday of each month); witness and service in community (the third Wednesday of each month); wisdom and thought in community (lectures on the fourth Wednesday each month); and, gifts and graces in community (on fifth Wednesdays).

During orientation week, incoming freshman were introduced to campus religious life with a welcoming “Are We There, Yet?” service of hospitality and welcome. As a part of orientation to “Life Together,” more than 90% of all incoming students participated in service learning opportunities with community service organizations. These three days of service were followed by a Service Learning Fair, where students were encouraged to sign-up for ongoing volunteer work.

Reverend Charles Maynard was the guest speaker and preacher for Spiritual Experience Week, October 10-13, 2005, where the community reflected upon “Life Together – Bound by the Story.”

Allison Scholars, a group of 11 pre-ministerial students, explored “Life Together” by reading and thrashing out Bonhoeffer’s book in weekly sessions. The scholars grew together as well in prayer and Bible Study. These scholars led various student-led gatherings in the dorms as well.

A mission trip was taken in the spring to Chattanooga to work with the inner city homeless. Twelve students and one staff member, along with the chaplain, worked with Rev. Barry Kidwell to distribute food to the hungry, make repairs at Forrest Avenue United Methodist, promote a new worship service designed to attract homeless teenagers, and lead Sunday morning worship.

The Christian Student Movement was an active witness and presence on campus this year. The spirit of the organization was infused with life and devotion. Approximately one-third of the resident study body regularly participated in weekly prayer and praise gatherings. A highlight of the year was a prayer walk for the Week of Prayer for Christian Unity.

From weekly services of Holy Communion to informal times of breaking bread around a cafeteria table, Hiwassee has sought to intentionally grow deeper and more genuine together, trusting that the more genuine “our faith is the more will everything else between us recede, the more clearly and purely will Jesus Christ and his work become the one and only thing that is vital between us.” (Bonhoeffer)

~ CYNTHIA PENNINGTON, *Chaplain*

Tennessee Wesleyan College Campus Ministry

“Wesley and Stewardship” was the theme of the Fall 2004 annual continuing education conference at Tennessee Wesleyan. That conference – which brought students and clergy in contact with three dynamic, scholarly presenters – set the tone for the year. Indeed, we are called to be good stewards of the resources we have, grateful to God for so many blessings.

How, then, have we lived out of gratitude for God’s many blessings at Tennessee Wesleyan College? We have a number of students who have come to us with gifts and graces in leadership and music. Their talents have been resources in weekly worship, enthusiastically delivered and received. About six students are looking toward seminary upon graduation, and another fifteen plan to pursue vocations in the church, whether through Christian education, church camps and recreation, or youth ministry.

We have been grateful to God for enthusiastic participation in our three campus ministry units. These groups have been present to the wider community in service projects and a spring break mission trip. The college choir, under Mr. Keith Wheeler’s direction, has worked hard raising funds and practicing their music in preparation for their “Yellow Ribbon Tour” to Ramstein, Germany’s, Air Force Base in May.

By the time Annual Conference convenes, a group of twelve students, faculty, and a board member will have returned from a mission trip to Nassau, Bahamas. This outreach to St. Michael's Methodist Church in Nassau is to paint the church building and minister among the children and youth in the congregation.

And so, we in campus ministry at Tennessee Wesleyan sing a doxology as we look over the year past, giving thanks for the students whose lives we touch and who touch our lives. We give thanks for the opportunities we have had to put our enthusiasm to work in practical ways that shine a graceful light beyond the campus. And, we hope for a new school year, not only with more bright students, but a new president who will ably lead us in using our resources wisely and well.

~ WILLIAM McDONALD, *Chaplain*

Report No. 6

DISCIPLESHIP TEAM

Imagine, If You Will

Imagine, if you will, an Annual Conference of The United Methodist Church where wonderful things happen every day. Things like ...

- Churches grow even though they don't speak "east Tennessee" or "southwest Virginia."
- A woman leaves jail and finds there is someone to help her reclaim her life.
- People leave their comfortable, air-conditioned homes and spend a week in mission service in a place anything but luxurious and experience a life-changing "vacation."
- People who cannot afford a "vacation" get to go on a mission trip.
- Clergy who cannot afford a "vacation" get to go on a mission trip.
- Young adults, once disappearing from our churches, begin to reappear.
- Kids – who don't even know what Church Camp is – get to go to Church Camp.
- Painful issues like racism are confronted and addressed in a safe environment.
- Real people dying from HIV/AIDs don't die frightened and alone.
- College students discover their church was waiting for them on campus.
- Men in prison begin to find hope.
- Churches learn the true meaning of stewardship.

What can you imagine? Every one of these examples and countless more take place every day in Holston Conference. The Discipleship Team and the Conference Ministry Teams see it. And we are grateful. But we are limited. We are limited by what only we see.

Now, imagine what we would see if we asked God to let us see the world through God's eyes. Not our vision for Holston Conference – but God's vision. What would we see then? What would you see?

This year at Annual Conference, we will ask you to "Imagine that, if you will."

~ LARRY MARTIN, *Chairperson*

MISSIONS MINISTRY TEAM

Throughout 2004, the Holston Conference Missions Team focused its attention on enabling churches to discover ways in which they can share Amazing Grace in their communities and throughout the world. The responses have bordered on the miraculous.

The “Hands-On” Special project was directed toward children and adults in Liberia and Zimbabwe. Every District exceeded its goal in their response. For Liberia, 2850 school kits were collected, as well as 1491 health kits. In addition, packets of blankets, jackets, caps, and other items were sent. The total value of those gifts was \$103,000. For Zimbabwe, Holston Districts collected 686 kits of boys’ clothes, 396 kits of girls’ clothes, 543 health kits, 1222 food buckets, 550 medical kits, and 77 school supply kits. The value of these items was listed at \$100,000. For both countries, Holston churches provided \$203,000 worth of much-needed supplies.

Hope for Today ministries in Hyderabad, India, was the recipient of our 2004 Annual Conference Missions Offering. At the end of the year, \$117,000 had been received and sent to support the work of Dr. Peter Pereira and Hope for Today.

Holston churches were also very active in Volunteer-In-Mission opportunities. During 2004, fifty-three teams traveled to 12 foreign countries and visited 20 sites in the United States. Through those efforts, 750 people from our churches worked on construction projects, medical mission teams, and Vacation Bible Schools. They collected \$290,000 worth of medicine for clinics and purchased \$950,460 worth of supplies for these trips.

The focus for our Annual Conference offering in 2005 is the United Methodist Church in Latvia. Our gifts (goal: \$125,000) will support renovations at the newly acquired Camp Wesley, program support for Hope Center in Riga, and the printing and purchase of evangelism tools for clergy and laity. We will also collect kits and supplies for Liberia and Zimbabwe.

The amount of money raised by Holston churches to underwrite mission projects is staggering. The number of lives that were touched by God’s grace through those efforts is incalculable. The impact such vision has on our churches is unlimited. Of this, however, we can be certain: through missions at home, throughout the United States, and around the world, we’ve seen the power of God’s amazing grace. Thanks be to God.

~ WM. RANDALL FRYE, *Chairperson*

MISSION OFFERING

A special offering to benefit
HELPING HANDS FOR LATVIA

With 12 fledgling congregations spread across the country of Latvia, the Methodists are on the move. The members have the heart and hands, but need our hearts, hands, and gifts to help them with their vision.

A card that was made by a Latvian child said, “Sometimes God moves mountains one pebble at a time.” One by one each of us can help make a mountain of a difference in the life of the Methodist Churches of Latvia. Let’s extend our resourceful hands in love.





Advance Specials

Holston Annual Conference 2006

www.holston.org

International Advance Specials

A. Missionaries Assigned to Holston Conference

Although Advance Specials salary support for missionaries is needed in any amount, churches wishing to have a Covenant Relationship with a missionary provide \$1,000 per year; churches under 333 members provide \$3 per member per year. Covenant Relationship forms and information can be secured from the Conference Mission Secretary. On the conference deposit slip, list the missionary's name, code number, and the amount.



	GBOM Code	Holston Project No.
Rukang Chikomo Country: Congo	Code: 14959Z	516
Maria Humbane Country: Zimbabwe	Code: 012912-0 HZ	148
James & Joyce Keech Country: Nigeria	Code: 010841-3	037
The Rev. Bill Lovelace Country: Russia	Code: 011872-0 GZ	054
The Rev. & Mrs. Herbert Zigbwo Country: Liberia	Code: 010911-1	001
Missionary Salary Support (Any Amount)	Code: 000779-6 HZ	075
<i>(Other missionaries may be supported by Holston churches. Inquiry should be made through the Conference Mission Secretary.)</i>		
B. Africa ISHE ANESU Project, Zimbabwe		160
C. Bolivia CURAMERICAS	Code 010158-2 RA	028

	GBOM Code	Holston Project No.
D. India		
1. Holston Hospital, Community Health Center, Bheemanahalli	Code: 0078130-3 RA	039
2. Holston Hospital, Yadgiri	Code: 00119609 RA	009
3. School, College, and Hostel Buildings (specify Chiranjeevi School)	Code: 009836-8 BN	040
E. Mexico		
"Give Ye Them To Eat" Hunger Program	Code: 006729-3 RA	074
F. Estonia		
1. Baltic Mission Center	Code: 010923-5AN	055
2. Baltic Methodist Theological Seminary Scholarship (\$1,500 per year)		203
3. Camp Gideon		289
4. Christian Care Center		327
5. Lighthouse Ministries		517

United States Advance Specials

A. Missionaries Assigned to Holston Conference

Although Advance Specials salary support for missionaries is needed in any amount, churches wishing to have a Covenant Relationship with a missionary provide \$1,000 per year; churches under 333 members provide \$3 per member per year. Covenant Relationship forms and information can be secured from the Conference Mission Secretary. On the conference deposit slip, list the missionary's name, code number, and the amount.

	OBGM Code	Holston Project No.
<i>Steve and Diantha Hodges</i> Jubilee Project, Hancock County	Code: 781325-3	017
<i>Fran Lynch Baxter</i> Alaska Missionary Conference	Code: 982950-1	032
<i>Elizabeth Lamb Nichols</i> St. Elmo/Alton Park Empowerment; Chattanooga, Tennessee	Code: 982953	330
<i>Rev. & Mrs. David Warden</i> Red Bird Missionary Conference, Kentucky	Code: 773990-0	056
B. Appalachian Service Project	Code: 982050-1	092
C. Appalachian Regional Ministries	Code: 982041-0	007
D. Cherokee U.M. Church, Cherokee, NC	Code: 731144-8	153
E. Four Corners Native American Ministries, Shiprock, NM	Code: 581254-3	023
F. Henderson Settlement, Frakes, Kentucky	Code: 773365-2	088
G. Hinton Rural Life Center, Hayesville, NC	Code: 731372-2	042



OBGM Code

Holston Project No.

H. Red Bird Mission, Inc., Beverly, Kentucky	Code: 773726-2	010
I. Society of St. Andrew Potato Project, Big Island, VA	Code: 801600-0	029
J. United Methodist Volunteers in Mission, SEJ Jurisdiction, Atlanta	Code: 982875-6	043
K. Fran Lynch Program Support	Code: 931520-355	264

UMCOR Advance Specials

A. Missionaries Assigned to Holston Conference

Although Advance Specials salary support for missionaries is needed in any amount, churches wishing to have a Covenant Relationship with a missionary provide \$1,000 per year; churches under 333 members provide \$3 per member per year. Covenant Relationship forms and information can be secured from the Conference Mission Secretary. On the conference deposit slip, list the missionary's name, code number, and the amount.

Heifer Project International	Code: 982530-8	021
Heifer Project, Living Gift	Code: 982532-1	031
UMCOR Disaster Response in U.S.	Code: 901670-1	026
UMCOR Emergency Relief (Around the World)	Code: 982450-8	050
World Hunger / Poverty	Code: 982920-4	016

Conference Advance Specials

A. Persons in Mission assigned to Holston Conference

Although Advance Specials salary support for persons in mission (missionaries and Church and Community workers) is needed in any amount, churches wishing to have a Covenant Relationship with a missionary provide \$1,000 per year; churches under 333 members provide \$3 per member per year. Covenant Relationship forms and information can be secured from the Conference Mission Secretary. On the conference deposit slip, list the missionary's name, code number, and the amount.

Holston Project No.

<i>Randy Hildebrant</i>	Sneedville, TN	453
<i>Nancy Hobbs</i>	Big Stone Gap, VA	299
<i>Harry Howe</i>	Marion, VA	020
<i>Claire Lovelace</i>	Johnson City, TN	457
<i>Bruce & Emily P.*</i>	Middle East	008

(*totally supported by churches of Holston Conference)

B. Asbury, Inc. **091**

C. Central Asia Ministries

1. Muslim Outreach Team	003
2. Ministry Among Muslims Scholarships	296

D. Campus Ministry and Wesley Foundations

(Be sure to indicate which ministry you are supporting)

1. ETSU	064
2. Radford	127
3. UT Knoxville	305
4. UT Chattanooga	313
5. UVA at Wise	061



Rev. 5/17/85



Holston Project No.

E. CONTACT Telephone Ministries

(Be sure to indicate which ministry you are supporting.)

1. Chattanooga	198
2. Johnson City	063
3. Contact—Concern of NE TN, Inc.	413
4. Knoxville/Blount County/Sevier County	072
5. McMinn County/Meigs County/Monroe County/ Bradley County/Polk County	162
6. Oak Ridge	183

F. Disaster Relief Within Holston Conference **143**

G. District Advance Specials

H. Habitat for Humanity Ministries

(Be sure to indicate which habitat you are supporting)

1. Anderson County	184	14. Jefferson County	145
2. Appalachia	105	15. Knoxville	233
3. Blount County	167	16. Loudon County	099
4. Campbell County	414	17. Marion County	418
5. Catosa	415	18. McMinn County	293
6. Greater Chattanooga	279	19. Monroe County	189
7. Claiborne County	416	20. New River Valley	114
8. Cleveland	310	21. Roane County	419
9. Cocke County	417	22. Sevier County	306
10. Greene County	163	23. Smyth County	180
11. Hamblen County	104	24. Tazewell County	146
12. Hawkins	518	25. Washington County, VA	245
13. Holston	067	26. Wythe County	083

I. Hispanic Ministries within Holston Conference **093**

J. Holston Conference Camps

1. Camperships		
Buffalo Mountain	238	Dickenson 437
Lookout	276	Wesley Woods 275
Undesignated	087	
2. Camp Development Funds		
Buffalo Mountain	101	Dickenson 236
Lookout	078	Wesley Woods 113
Undesignated	484	
3. Annual Ministry Funds		
Buffalo Mountain	486	Dickenson 488
Lookout	487	Wesley Woods 489
Undesignated	485	
4. Strength for the Journey Scholarships (HIV/AIDS Retreats)		300

**Holston
Project No.****K. Holston United Methodist Homes for Children**

- | | |
|--|-----|
| 1. Dermid Family Services, Bristol, Virginia | 103 |
| 2. Holston Home, Greeneville, Tennessee | 002 |

L. Neighborhood Centers

- | | |
|----------------------------------|-----|
| 1. Bethlehem Community Center | 079 |
| 2. Wesley House Community Center | 080 |

M. Student Aid, Conference Scholarship Grants

- | | |
|-------------------------------|-----|
| 1. Emory and Henry College | 085 |
| 2. Hiwassee College | 045 |
| 3. Tennessee Wesleyan College | 125 |

N. Support for Action Ministries

- | | |
|--|-----|
| 1. Agrimissions/OPSAG | 360 |
| 2. Bridge Refugee and Sponsorship Services, Inc.,
Knoxville | 118 |
| 3. Bridge Refugee and Sponsorship Services, Inc.,
Chattanooga | 519 |
| 4. Big Stone Gap District Church & Community Renewal | 141 |
| 5. CASA of East Tennessee | 493 |
| 6. CASA of the Tennessee Heartland | 455 |
| 7. Children Need Families/Russia | 456 |
| 8. Coalition for Kids, Inc. | 133 |
| 9. Crossroads Medical Mission | 364 |
| 10. Emerald Youth Foundation | 014 |
| 11. Good Samaritan Ministries, Inc. | 066 |
| 12. Interfaith Health Clinic | 492 |
| 13. Interfaith Hospitality Network of Gr. Kingsport | 452 |
| 14. Jubilee Project, Inc. | 015 |
| 15. Morgan-Scott Project | 013 |
| 16. Overhome Ministries | 170 |
| 17. Plateau Home School | 106 |
| 18. Project Crossroads Ministries | 047 |
| 19. St. Elmo/Alton Park Partners, Inc. | 420 |
| 20. Teen Challenge of the Mid South, Inc. | 011 |
| 21. Unity Center | 151 |
| 22. W. S. Hight Community Outreach PACE | 362 |

**Holston
Project No.****O. Volunteer Labor Program***(Be sure to indicate which region you are supporting)*

- | | | | | | |
|-------------------|-----|--------------------|-----|--------------------|-----|
| 1. Central Region | 128 | 2. Northern Region | 097 | 3. Southern Region | 175 |
|-------------------|-----|--------------------|-----|--------------------|-----|

**P. Volunteer in Mission Projects and Personnel
Projects approved by the Conference**

- | | |
|--|-----|
| 1. Travel Team and Expenses | 109 |
| 2. Mexico Housing Ministry | 454 |
| 3. New Church Development/Orphanage in Guatemala | 121 |
| 4. New Church Development in Latvia | 365 |
| 5. New Church Development in Costa Rica | 161 |
| 6. New Church Development in Paraguay | 421 |
| 7. New Church Development in Holston | 380 |

Q. World Ministries

- | | |
|---|-----|
| 1. Operation Classroom/Liberia | 058 |
| Operation Classroom Shipping | 059 |
| 2. Connecting Churches World Evangelism | 367 |
| 3. Ishe Anesu Scholarships | 191 |
| 4. Hope for Today—India | 490 |
| 5. English Speaking UMC—Austria | 491 |
| 6. AFCEI Training and Christian Resourcing for Egypt
Magdy Bassaly | 501 |

R. “Change for Children” 012**S. Bishops’ Initiative on Children and Poverty** 521

Advance Specials

Holston Annual Conference 2006 www.holston.org

NURTURE MINISTRY TEAM

Greetings and Blessing from the Conference Nurture Ministry Team. The mission of the Nurture Ministry Team is to nurture and support growth in the knowledge, experience, and expression of the love of Christ in the laity and clergy of the Holston Conference.

One of our blessings is that we are very privileged to have under our umbrella Conference Staff personnel: Dan Gray with Youth, Anita Henderlight with Children, Bob Bostick with Older Adults, Randy Pasqua with Camp and Retreat Ministries, as well as Anne Travis, who serves both as our Cabinet Representative and our liaison from Adult Ministries. Through the dedicated work of these individuals and their respective groups, much of the work of the Nurture Team is carried forth. You will read about the work in each of these areas in other reports following this one.

However, those individuals do not comprise the total Nurture Ministry Team. We have other members who – while not having specific Conference responsibilities – work not only to support those who do, but strive to find other avenues that we as a Conference Ministry Team can be of service to the churches of the Holston Conference. To that end, one of our objectives this year has been to assign a Nurture Team member to be in conversation and consultation with each District Superintendent and each District Discipleship Team. Our goal is to try to keep our finger on the pulse of the Conference, which is the local churches. Each District Representative has been asked to see how the Conference Nurture Team can assist churches in that particular District. The intent of this connection is actually reciprocal. We want to develop a dialogue that will help us understand needs and see how we can help local churches to be in ministry, but we also want to develop resources in areas where churches are doing great things that can be shared with other churches. We feel this task is important because we all are working together for the common cause of Christ.

The Nurture Ministry Team would also like to say a word of appreciation to all the churches who have diligently paid their apportionments. As I noted in my report last year, for a few years, when the apportionment totals did not reach expected levels, like other Conference groups, we had to cut our budgets to the bare bones. It left us heartbroken not to be able to support ministries we felt were not only worthy but vital. It also left us little or no room to do new and creative programming. However, in the last couple of years, you have responded in your apportionment giving, and funding totals have climbed back to where we are able to support our ministry teams at levels that they can be effective, and we even feel like we can begin to dream new dreams and look for ways to go beyond just doing what we have always done.

We are grateful for all the ways we can serve and for all the opportunities we have to help provide experiences and opportunities for young and old to come to faith and/or be nurtured, encouraged, and even challenged in their faith walk. We continue to strive to do what we can to nurture and support growth in the knowledge, experience, and expression of the love of Christ of the laity and clergy of the Holston Conference. Thank you for allowing us to serve you in this way.

~ JEFF W. WRIGHT, *Chairperson*

Camp and Retreat Ministries

(Relates to Nurture Ministry Team)

The love of Jesus Christ is the ministry standard of our Holston Conference Camp and Retreat Ministries (CRM). Operating through camps Buffalo Mountain, Dickenson, Lookout, and Wesley Woods, our ministries are focused on nurturing the experience and the expression of God's love in Christ.

2004 was a year of personnel change in the Camp and Retreat Ministries operation. The Reverend John Ousley left his position of Camp Dickenson Director to return to the local church pastorate. He served our camping ministry with distinction for 12 years. Chuck and Heather Jones were hired as Co-Directors of Camp Dickenson and have truly built on the foundation of ministry they received from John.

With the approval and support of the Conference Personnel Resources Committee and the Council on Finance and Administration, a Camp and Retreat Ministries Development office was established. The Reverend Charles Maynard joined CRM as our Development Officer in April 2004. He has brought with him to the job great enthusiasm and passion for camp ministries and a wealth of experience in the realm of development

“Live Out Loud – In the Footsteps of St. Francis” was the theme that guided our 2004 summer ministry. Campers and staff alike learned how powerful our living example can be as we live our testimony of faith before each other. We learned that Christian living can be both a great challenge and a great joy.

The CRM Board continues to focus on the financial vitality of our ministry. We continue to carry forward a positive operational balance and are in the process of building a reserve fund. The endowment fund balance stands at \$766,528.45.

Each of the four site boards has begun the work of developing site master plans to ensure that our facilities are aligned with our current and future ministry needs. The extraordinary dedication, passion, and diligence of our camp boards continue to keep our standards of ministry high and our future promising.

The accompanying chart compares 2004 ministry participation with that of 2003.

~ DAVID BRADSHAW, *Chairperson CRM Board*
 ~ RANDALL C. PASQUA, *Executive Director CRM*

Year	Summer Camp Ministries		Retreat Ministries		AE/EE or RV Campers*		Total	
	2003	2004	2003	2004	2003	2004	2003	2004
Wesley Woods	1,084	1,091	2,306	2,286	6,055	6,034	9,445	9,411
Lookout	421	509	1,934	1,426	337	275	2,692	2,210
Buffalo Mountain	868	833	2,341	2,469	830	854	4,039	4,156
Dickenson	529	403	2,583	1,919	500	615	3,612	2,534
Total	2,902	2,836	9,164	8,100	7,722	7,778	19,788	18311

* Wesley Woods, Lookout, and Buffalo Mountain have Adventure Education (AE) and Environmental Education (EE) Ministries. Dickenson has a ministry to Recreational Vehicle (RV) campers.

Children’s Ministry Team
 (Relates to Nurture Ministry Team)

The Children’s Ministry Team is actively engaged in multiple projects designed to provide leadership and resources throughout the conference. This year we have focused on the following projects:

September was designated *Safe Sanctuaries Month*. In August, fourteen participants attended a facilitator training. Subsequently, Safe Sanctuaries trainings were held in each district throughout the conference. Over 800 people have participated in Safe Sanctuaries trainings thus far. Through a partnership with Children’s Advocacy Centers, additional resource people have been identified to assist congregations with child abuse prevention education.

Grand Camp is a three-year initiative launched at last year’s Annual Conference with a first-year emphasis on literacy. Churches were encouraged to use this initiative to promote reading in their congregations and communities. The *Grand Camp* emphasis for 2005–2006 will be “Grand Health.” The kickoff will be at Annual Conference 2005 with “Walk for Change,” an event designed to promote both physical health and *Change for Children*.

Children's Day 2004 held "at a camp near you" allowed more than 700 children to enjoy a fun- and faith-filled day at camp. In 2005, Children's Day expanded to include all district camps as well as conference camps. An additional day was added, providing boys and girls the opportunity to celebrate at two different sites.

Planning is ongoing for the second *March Forth for Children* event to be held March 3-4, 2006, in Knoxville. This two-day conference will again include a variety of workshops designed for both staff and volunteer children's ministry workers.

A database of churches with weekday children's ministries has been compiled. To encourage these childcare workers, a series of monthly early childhood enrichment e-news articles is under way. In recognition of *Week of the Young Child*, the Children's Ministry Team sent thank you notes to each weekday children's ministry in the database.

Rotation Sunday school is alive and well in Holston. Quarterly and bi-monthly "Rotation Chats" are being held regionally. These chats provide mutual encouragement and networking for workers in Rotation churches. The website, www.holstonkids.com, lists Rotation contacts.

Children's Issues Forums continue to be offered in districts. A third forum was held in fall 2004 in the Johnson City District. The topics raised at these forums are used to guide planning for *March Forth for Children* and other programming.

Interest in Children's Sabbath is growing. Congregations have commemorated the Children's Sabbath in a variety of ways, including special speakers from the community, multi-media presentations, and children leading worship. The 2005 national theme is "Putting Our Faith Into Action for Children."

~ JAYMIE DERDEN, *Chairperson*

Conference Council on Youth Ministries (Relates to Nurture Ministry Team)

We continue to build on a strong foundation of youth ministries, enhancing existing ones and welcoming several new ones. Following last Annual Conference, we sent 43 missionaries in June through our Youth-in-Missions program to Knoxville to serve children and homeless persons in urban ministries. For our first international conference youth mission trip, we sent 34 missionaries to Costa Rica to help build three Methodist churches. Senior High and Junior High Assemblies gathered over 200 youth and mentors for two fantastic July weeks of discipleship. We began Worship Arts Ministry in July, a dynamic event for senior high youth exploring and expressing faith through the arts. We connected with our larger church, sending a delegation of youth in July to the first SEJ Convocation for Young People. With our new Pilgrimage event in October, we stepped out on a 15-mile hike on the Appalachian Trail, exploring faith as journey and celebrating creation stewardship. With more than 11,700 youth and mentors over two January weekends, we celebrated God's glory and 20 years of Resurrection ministry. In collaboration with Young Adult Ministries, Campus Ministries, and the Board of Ordained Ministry, we hosted Discovery in March, our conference call-to-ministry retreat for youth and young adults. Through our various ministries, thousands of youth and adults received Christ for the first time or renewed their commitment to Christ, while hundreds of youth and adults responded to God's calling to vocational ministry.

F.U.E.L. (Fulfilling, Uplifting, Educating Leaders), our youth worker training program, held its Sabbath retreat in the fall. We sponsored two regional F.U.E.L. training workshops in the spring. We also encouraged and subsidized youth workers to attend Connection, the United Methodist youth worker training event in Nashville. District trainings in youth ministry were conducted throughout the conference, including several focusing on Safe Sanctuaries, aimed at reducing the risk of abuse to youth and children in our churches. Several other Safe Sanctuaries trainings were

conducted in cooperation with the Children's Ministries Coordinator. In addition, the Youth Ministries office provides numerous consultations to our local churches and districts.

We exceeded our 2004 Youth Service Fund (YSF) goal of \$30,000, by which grants were given to support ministries that benefit youth in Holston and around the world. Our 2004 in-conference grants went to Tellico Plains Youth Center, Jubilee Project, Emory Service Project, Brainerd UMC Opportunities Club, and Appalachia Service Project. Our 2004 out-of-conference grants went to Family Refuge Center, Lewisburg, WV; Servants in Faith and Technology, Lineville, AL; Dove Learning Center, Welch, WV; and Harvest of Hope, Big Island, VA. Thirty percent of our funds were sent to the denomination's YSF, which gave grants internationally. We also gave over \$2000 of our 2004 YSF monies for Tsunami Disaster Relief, and raised another \$6900 for this cause at Resurrection, totaling almost \$9000 given to UMCOR by the youth of Holston Conference.

We continue to make more use of the website (www.holstonyouth.com) and our regular youth ministry e-news update called Good Stuff (to subscribe, visit our website). We also began use of some video promotions. Despite our efforts to get information to the youth through our youth workers, pastors, and churches, many Holston youth do not know about the variety of ministries available to them. When you share this information with them, you connect them to Life-giving opportunities.

As our denomination has recognized the need to be in greater ministry with young people through the creation of the new Division on Ministries with Young People, we pray that our local churches will recognize the high priority of youth ministry and serve diligently the youth in their communities, leading them to Christ and discipling them. We also pray that we will all recognize the ministry that youth have to offer as members of the church of today, as members of the Body of Christ. We thank God for your generous support, continue to ask for your prayers, and give glory to God!

~ JOHN PATTERSON, *CCYM President*

~ DAN GRAY, *Coordinator of Youth Ministries*

Older Adult Ministry Team

(Relates to Nurture Ministry Team)

As Older Adult Ministries in Holston Conference begins to become organized once more, there are a few conference initiatives. During the past year, a request was made that the Discipleship Team support the need of the Older Adult Ministries Team to increase its membership so that each of the twelve districts of the conference would have membership on the team. When the conference Committee on Nominations makes its report, it should be noted that there are nominees from each of our districts.

At the present time, Jubilation 2005 is the largest program being promoted for Older Adult Ministries. At this writing, the enrollment reveals an increase of some 16% in participation for this five-year-old event. The dates for next year are projected to be March 26-28, 2006. Once again, the group will gather at the Glenstone Lodge in Gatlinburg, TN. The leadership is already being recruited. Look in your conference packet for the most up-to-date information and ensure that your members are informed about the 2006 date and leadership for Jubilation.

We envision that by this time next year, there will be a functioning Older Adult (Council) Planning Team in each district. A grant has been requested that would fund programming for each district during the next three years. We are encouraged that such a request will be funded. If so, it would be possible for each district planning team to provide workshops, fellowship, and worship events for older adults at the district level. Thus, every church in Holston Conference – large or small in older adult members – will be able to have relationships with other congregations nearby them. And, ideas can be shared that will encourage growth for serving both the membership of the church and the community in which it is located.

We hope that our congregations will continue to involve older members in getting to know the children of the church on a one-to-one basis by cooperating in the Grand Camp reading and health programs and other events for both recreation and growth.

In May 2006, each congregation is encouraged to celebrate Older Adult Month. It is envisioned that those older adults who are members and who live in close proximity of the church building can be honored for their numerous contributions to the history of the church and community. The hard work, the faith, the financial sacrifices, and the vision of our older members should be encouraged to continue as we express our gratitude and as we provide new opportunities for continuing service.

~ FRANK M. BOSTICK, *Coordinator of Older Adult Ministries*

Young Adult Ministry Team

(Relates to Nurture Ministry Team)

The Young Adult Ministry Team completed one year of existence in January 2005. The Team continued to work on developing resources related to Young Adult ministries. The primary purpose of the team continues to be to develop and provide resources to local churches for young adult ministries. These resources range from the development of training sessions regarding young adult ministries, the development of a young adult web site, and simply being available with knowledge on-hand when young adult ministries need information.

Because of the diversity of lifestyles within the young adult age group, the team is currently seeking representative members to help better relate to the vast plethora of persons who fall under the category “Young Adult.” The team is working with Holston churches that already have active young adult programs and recruiting at the Divine Rhythm event held in January of each year.

The team will work this fall to provide district training events concerning young adult ministries. We have a goal of building a young adult ministries network, via e-mail listserv, that will enable young adult ministries to resource each other in addition to the team itself.

The Divine Rhythm event for young adults was moved to Pigeon Forge this year. The move allowed tremendous growth opportunity for the event. The 2005 weekend was a successful event with nearly 700 persons attending. Reverend Rob Fuquay led those in attendance in worship and in “Seeking God’s Will” for their lives. Wayne Kerr and his band again provided their musical talent in leading worship. A survey was conducted by the Young Adult Ministries Team at the Divine Rhythm event. The survey has allowed the Team to acquire an initial list of e-mails for a listserv, a list of young adults interested in serving at Annual Conference, and a list of active Young Adult programs within Holston churches.

The Young Adult Ministry Team is striving to become a resource center for edifying young adult programs in Holston churches. We look forward to developing relationships with young adults throughout the conference and to serving as a knowledge base for those seeking information about the potential of young adult ministries.

~ M. BETH GIBSON, *Chairperson*

OUTREACH/ADVOCACY MINISTRY TEAM

The Outreach/Advocacy Team continues to put hands and feet on Jesus’ proclamation to preach “good news to the poor and liberty to the oppressed.” We give the conference tangible connections with several organizations that focus on economic development, environmental issues and public policy, including Appalachian Ministries Network, Commission on Religion in Appalachia, the Oak Ridge Environmental Peace Alliance, and the Virginia Interfaith Center for Public Policy. In addition, we provide camp scholarships to underserved persons, including people with HIV/AIDS (Strength for the Journey), ethnic minorities, and persons with mental and

physical disabilities. In 2004 we provided handicap accessibility grants to three churches in Holston: South Bristol, Mount Hermon (Lenoir City), and Providence (Fries).

We offer significant funding and effort to the continuing development of Neighborhood Reconciliation Services, Inc. (NRS) in Johnson City, which works with churches, schools, courts, law enforcement, and public housing to introduce restorative justice practices. The seeds for NRS were planted through the work of Outreach/Advocacy. In 2004, 40 persons received NRS-sponsored training in conferencing, a process similar to Victim-Offender Mediation. Forty participants also attended Introduction to Restorative Practices. In addition to sponsoring training, NRS provides consultation and on-going encouragement to those wishing to implement restorative practices within the context of these various settings. Community volunteers are trained in order to supplement their efforts.

The Virginia Chaplaincy Service is another ministry that receives funding from the Holston Conference through Outreach/Advocacy. This agency provides a spiritual presence to those in prison. We continue to work to increase our investment in this ministry, especially because of the large number of federal penitentiaries found within the bounds of our conference.

Outreach/Advocacy sponsors educational opportunities during Annual Conference, including a speaker during Monday lunch and several resource tables. The Jubilee project and the Appalachian Spring Co-Operative in Hancock County benefited from those efforts in 2004 with an increase in orders for their Christmas baskets and locally-produced products through our Holston churches.

Several ministry teams under the umbrella of Outreach/Advocacy have developed new energy and focus, and we look forward to their efforts in 2005-2006. These teams include Religion and Race, which sponsored a dialogue on racism in 2004; the Commission on the Status and Role of Women, which is celebrating the 50th anniversary of full clergy rights for women in The United Methodist Church; and the Prison Ministries Task Force.

~ LAURA RASOR, *Chairperson*

Religion and Race Ministry Team

(Relates to Outreach/Advocacy Ministry Team)

The Annual Conference Commission on Religion and Race has a number of responsibilities, including the following:

1. Examine ethnic representation on all conference boards, agencies, commissions, and committees;
2. Consult with Board of Ordained Ministry and Cabinet to determine what provisions are being made for the recruitment and itineration of racial and ethnic minority clergy;
3. Serve as a resource and support group to promote understanding between pastors and congregations who have or might have cross-racial appointments;
4. Provide opportunities for inter-ethnic dialogue and meetings throughout the conference;
5. Provide programs of education within the conference on the nature and meaning of racism;
6. Evaluate the priorities of the Annual Conference in light of the needs in the area of race relations;
7. Review the Annual Conference practices of employment, of Annual Conference program, business and administration, and office personnel, and report and recommend to the Annual Conference steps to be taken to actualize racial and ethnic inclusiveness.

These are only some of the 16 mandates handed to the Annual Conference Commission on Religion and Race from The General Conference of the United Methodist Church. During the past annual conference year, the Religion and Race Ministry Team has become better organized

so as to be about their responsibilities. In an effort to be about this work, the Religion and Race Ministry Team organized and held a Conference-wide Racism Forum in October 2004. This event allowed lay and clergy members to openly discuss matters pertaining to racism found in our local churches. It is the hope of the Religion and Race Ministry Team that open dialogue will allow our Conference to confront, address, and move through issues of racism that would inhibit us from truly being the church.

We also provided partial funding for Pastors of African American Congregations to attend the Convocation for Pastors of African American Churches, held in Atlanta, Georgia, in January 2005.

By being in dialogue with the Conference leadership, we hope to provide for fair representation for ethnic minorities on all Conference Boards, agencies, and ministry teams.

In response to the feedback from the Conference-wide Racism Forum, we plan to conduct several Racism Forums on the local District level. We also seek to be more intentional in providing grant and other funding resources for ethnic minority churches.

~ RAMON TORRES III, *Chairperson*

STEWARDSHIP MINISTRY TEAM

The Stewardship Team's 2005 vision for the Holston Conference is to be a vital resource team for churches needing help on reaching their financial goals. The team suggested using the United Methodist Communication's "Sharing God's Gifts" as the basic tool in their stewardship training. We encourage each district to have a training event for their pastors during the upcoming year. (This could be done during a monthly ministers' meeting.) The team will also compile a list of resources in the areas of Giving, Resource Management, Fund Raising, and Personal Development. When this stewardship resource packet is completed, it will be distributed to the district offices.

The strategy of the Stewardship Ministry Team is as follows:

1. Develop stewardship training, open to laity and clergy, through the Wesley Institute for the purpose of providing stewardship training.
2. Design stewardship resources for clergy – sermon topics, lessons, etc.
3. Design stewardship resources for Christian educators with instructions and ideas on how to teach stewardship within the various age-levels of the congregation to include a major emphasis on children and youth education.
4. Provide resources and educate congregations about Planned Giving and Endowment Fund Development, including an emphasis on estate planning as a vital witness to establishing a legacy of Christian stewardship.

The goal of the Stewardship Ministry Team is to see every church reach the goal of becoming a "Five Star" congregation.

~ ROBERT L. SMITH, *Chairperson*

WITNESS MINISTRY TEAM

Dear partners in ministry:

We are pressing on to the goal...to make disciples of Jesus Christ. How? The Witness Team is excited about the materials from Natural Church Development (NCD) and hope to do additional work from this perspective in the coming year. Therefore, let us tell you some about "NCD."

"Through careful research, Christian Schwarz has verified the link between church health and growth. To my knowledge, there has never been such an extensive, statistically valid, worldwide church growth research project ever conducted. The research results

confirm what many leaders have known intuitively – that healthy churches are growing churches making more and better disciples in loving obedience to Christ. You will find through NCD a great understanding of how God wants his church to grow. You will learn how to release the growth potential within your church.” Robert E. Logan

Schwarz learned from 1000 churches in 32 countries on all 6 continents. The types of church were small, large, charismatic, high-steeple, government-supported, government-oppressed, etc. The principles gleaned are not limited by location, language, size, or style.

God will do what God promised to do. God will grant growth (1 Corinthians 3:6). We scatter and harvest, but God gives the growth. (Mark 4:26-29) There are eight essential characteristics of a healthy church that will facilitate the scattering according to Schwarz:

1. Leadership must be Empowering
2. Ministry must be Gift-oriented
3. Spirituality must be Passionate
4. Structures must be Functional
5. Worship Services must be Inspiring
6. Small Groups must be Holistic
7. Evangelism must be Need-oriented
8. Relationships must be Loving

From this information, we have had the privilege of leading workshops in districts and churches and would celebrate the opportunity to be invited to your church. If you are interested, please call the Conference Office of Connectional Ministries at 866-690-4080 or e-mail connectionalministries@holston.org. The Witness Team is planning to resource the local churches through each of the 12 districts by placing information to facilitate and encourage each church to become healthier. The team is also looking at a periodic newsletter to relay information to interested persons in local churches by e-mail.

To encourage advancement in the health of our churches, we are offering Program Grants for new ministries in the local church. If your church is dreaming dreams and needs a little seed money to get a new ministry off the ground, please call or e-mail the Conference Office and request an application.

The Witness Team is excited about the Hispanic ministries taking place in many locations in the Conference, and we were able to supply some funding for the advancement of this ministry.

The Team is also looking at some changes in the criteria for “Churches of Excellence in Evangelism” and encourage each body of Christ to pursue excellence in all areas.

Pressing on to the goal, we give thanks to you for your participation and nominations for lay and clergy for the Denman Award. We celebrate those who are empowered and sharing Christ and our God making disciples among us!

~ ANN ROBINS, *Chairperson*

Sharing!

Beautiful are the feet of those who bring the good news! ROMANS 10:15

Evangelism Report from Holston Conference UMC



June 2005

Churches of Excellence in Evangelism

Abingdon District

GOLD

Abingdon
Aldersgate
Beech Grove
Lebanon Memorial
South Bristol

SILVER

Addilynn
Anderson Street
Brumley Gap
Church Hill
Sulphur Springs
Mary's Chapel
McCready
Quarry

BRONZE

Blackwell's Chapel
Greendale
Hunt Memorial
Lebanon (Chilhowie)
Meadowview
Pleasant View
Virginia Avenue

HONORABLE

MENTION
Charles Wesley
Crabtree
Emory
Madam Russell
Paperville
Roberts
Shady Grove
St. Luke
Three Springs
Washington Springs
Yellow Springs

Big Stone Gap District

GOLD

Hiltons Memorial

SILVER

Coeburn
First, Jonesville
Gate City
Imboden
Mt. Vernon
Station Creek
Trinity, BSG

BRONZE

Andover
Clintwood
Derby
Holston View
Midway Memorial
Nickelsville
Prospect
St. Charles
Trinity, Wise

HONORABLE

MENTION
Appalachia
Campground
Culbertson's Chapel
Dunbar
Gilbert Memorial
Miller's Chapel
Nottingham
Pound
Rye Cove

Chattanooga District

GOLD

Burks
Chapel Hill
Christ
East Ridge
Holly Avenue
Hurst
First Centenary
Sardis
Stephens Chapel
Welch's Chapel

SILVER

Bethlehem-Wiley
Flintstone
Hixson
Jones Memorial
McFarland
Red Bank
Sand Mountain
Signal Mountain
Sulphur Springs
Trenton
Wildwood

BRONZE

Brainerd
Forrest Avenue
Grace
Lou's Chapel
Signal Crest
Stanley
Tyner
White Oak
Whiteside

HONORABLE

MENTION
Eastdale Village
First, Whitwell
Lookout Mountain
Looney's Creek
Pikeville
Rising Fawn
St. Elmo
St. John
Washington Hills

Cleveland District

GOLD

Allen Memorial
Asbury
First, Copperhill
Keith Memorial
Ooltewah
Spring City
Wesley Memorial,
Cleveland

SILVER

Broad Street
Soddy

BRONZE

Apison
Calhoun
Mt. Olive

HONORABLE

MENTION
Benton
Big Spring
Concord
Daisy
Graysville
New Bethel
Pleasant Hill
South Cleveland
Wesley Memorial,
Etowah

Churches of Excellence in Evangelism, *cont'd*

Johnson City District

GOLD

Cherokee
Edgefield
Sulphur Springs

SILVER

Centenary, Erwin
Limestone
Munsey Memorial
Valley Forge

BRONZE

Albright
Austin Springs
Elizabeth Chapel
Fairhaven
Fairview
Grace
Piney Flats
Rockhold
Seviers
Telford
Unicoi
Wesley Memorial

HONORABLE MENTION

Bluff City
Clear Springs
Embreeville
First, Johnson City
Gray
Jerroldstown
Limestone Cove
Marvin's Chapel
McCarty
New Victory
Otterbein
Pleasant Grove
Union Temple
Valley View

Kingsport District

GOLD

Grange Hall
Kendrick's Creek
Surgoinville

SILVER

Blountville
Cassidy
Colonial Heights
Ketron Memorial
Mafair
Morrison Chapel
Mountain View
Okolona
St. Mark, Salem
Vermont

BRONZE

First, Rogersville
Hull's Chapel
Kingsley
Ross Campground
Wheeler

HONORABLE MENTION

Crossroads
First, Church Hill
First Broad Street
Glen Alpine
Hermon
Mt. Carmel
Old Union
Otes
Persia

Knoxville District

GOLD

Christ
Cokesbury
Faith
Lonsdale
Piney Grove
Trentville
Washington Pike
Westview

SILVER

Asbury
Clapp's Chapel
Colonial Heights
Ebenezer
First, Knoxville
Hillcrest
Lynnwood
Kodak
Norwood
Rutherford Memorial

BRONZE

Bethel Amherst
Fairview
Middlebrook Pike
Powell

HONORABLE MENTION

Lincoln Park
Macedonia
Masco
Sand Branch
St. Andrew
Trinity

Maryville District

GOLD

Broadway
Fairview
First, Alcoa
First, Maryville
First, Pigeon Forge
Middlesettlements
Tuckaleechee

SILVER

Seymour Bethel
Burnett Memorial
Eden
First, Sweetwater
Loudon
Pleasant Hill, Blount
Vonore
Wears Valley
Webb's Creek

BRONZE

Carpenter's Campground
Logan's Chapel
Middle Creek
Shults Grove

HONORABLE MENTION

Buckner Memorial
First, Madisonville
Friendsville
Green Meadow
Immanuel
Luretta

Churches of Excellence in Evangelism, *cont'd*

Morristown District

GOLD

First, Dandridge
First, Morristown
Mt. Zion, Dandridge
Pruitt Hill
Shady Grove

SILVER

Creech's Chapel
First, Newport
Panther Springs
Sneedville

BRONZE

Bales Chapel
Beth Car
Bradburn Hill
Centenary
Morristown Trinity
Mosheim Central
Talbot Mt. Pleasant
Talley's Chapel
Watkins Chapel

HONORABLE MENTION

Asbury
Bewley's Chapel
First, Bull's Gap
McCampbell
Mt. Hope
Romeo
St. Clair
Strawberry Plains
Wooten's Chapel

Oak Ridge District

GOLD

Asbury Chapel
Beaver Ridge
Concord
First Farragut
Lenoir City Central
Luminary

SILVER

Fincastle
First, Oak Ridge
Martel
Mt. Hermon
Sunbright

BRONZE

Andersonville
Haven Chapel
Heiskell
Kingston
LaFollette
Moore's Gap
Rockwood
Irwin's Chapel

HONORABLE MENTION

Good Shepherd
Memorial
Mt. Pleasant
New Tazewell
Pleasant Grove
Tazewell
Valley View

Tazewell District

GOLD

First, Honaker
Shady Grove,
Staffordsville Circuit
Trinity
Virginia Avenue

SILVER

Coleman's Chapel
Mt. Zion, North
Tazewell/Mt. Zion
Thessalia

BRONZE

Cedar Bluff
Christ First
Ebenezer
Riverside
Tip Top

HONORABLE MENTION

Bland
Central
Clearview
Eaton's Chapel
Ingram Village
Mt. Hermon
Pleasant Hill,
Staffordsville Circuit
Rich Creek

Wytheville District

GOLD MEDAL

First, Independence
Marvin
Shiloh
Woodlawn

SILVER MEDAL

Cecil's Chapel, Draper
Circuit
Fairview, Riner
First, Hillsville
Pulaski Mt. Olivet
Pulaski Trinity
Radford Central
Sidney

BRONZE MEDAL

First, Galax
Floyd Station
Franklin Street
Fulton, Rural Retreat
Circuit
Island Creek
King's Grove
Longview, Galax Circuit
Mt. Pleasant
Mt. Vale
Mountain Plains
Pleasant Hill, Spring
Valley Circuit
Savannah
Summerfield, Spring
Valley Circuit

HONORABLE MENTION

Auburn
Fairlawn
Fancy Gap
Pulaski First
Glenwood, Galax
Max Meadows
Mountain View,
Newbern
Providence

MARRIAGE AND FAMILY TASK FORCE REPORT

As our Task Force completes the work we began in 2003, we welcome the opportunity to bring to the Annual Conference several items.

1. In the surveys we have taken, the following needs were given priority: Marital enrichment events for clergy and laity.
 - a. Training for clergy in marital and pre-marital counseling.
 - b. A Resource Center for books, videos, audio tapes, and study materials which would be available for check-out and rental through the Conference Office.
 - c. Expanding counseling service or counseling referral sources for laity in various areas of the conference.
 - d. Support for single-parent families and children.
 - e. Support for families going through divorce.
2. A clergy/spouse marriage enrichment retreat for twelve couples who are early in their marriage and young in the ministry was held at Buffalo Mountain Retreat Center on the weekend of April 15-17, 2005.
3. "Marriage and Family Ministry In Your Church," a brief video, has been prepared for use in every local church in Holston. Julie Baumgardner, Executive Director of First Things First in Chattanooga, presents a stirring challenge and provides helpful guidance for all congregations in providing ministry that will strengthen marriage and family life. A segment of this video will be shown at the time of our report to the Conference in June.
4. A list of resources that have been reviewed and are recommended by our Task Force will be posted on the Holston Conference web site. Our audio-visual library in Johnson City and the newly established Resource Center at First Things First in Chattanooga also have excellent resources available.
5. Gary Mauldin is developing a list of referral resources for pastors for marriage and family as well as other types of counseling.

David Graves, Caryl Griffin, Gary Mauldin, Bob and Doris Palmer, and Ginny and Pete Rowlett have served this year as members of the Task Force.

The work of the Task Force and our recommendations are being entrusted to the Board of Ordained Ministry, the Wesley Institute, and the Nurture Ministry Team for on-going implementation.

~ PEYTON ROWLETT, *Chairperson*

Report No. 7

BOARD OF ORDAINED MINISTRY

The Board of Ordained Ministry is the final stopping point in all processes of credentialing for ministry. We undertake with great humility this work of authenticating the call which comes from God. We understand that our methods of hearing and authenticating are human devised and carried out with human frailties. But we prayerfully take seriously the work given to us by the Church in the Book of Discipline. Each year we receive persons into probationary membership and give them mentors and assignments for growth and each year some persons reach the goal of being received into Full Connection and becoming Deacons or Elders. The Ordination Service is a celebration for these individuals and is a crossroads in their journey. Having fulfilled all requirements, they enter into a lifetime of service and growth in Christ. They also take on serious responsibilities of leading and shepherding God's people.

Increasingly, we are served by local pastors. The requirements and steps to completing these are arduous and we give guidance and support to these persons from candidacy studies to completing their Course of Study.

The District Committees on Ordained Ministry are vitally important in our work and play a major role in the work of candidacy and annual recommendations for local pastors. We are so grateful for these committees.

This year all District Committees on Ordained Ministry have been trained, and new training has been provided to candidacy mentors. The registrar prepared a wonderful guide sheet and packet of forms for future use by the mentors. We hope to train clergy mentors next year. Probationary mentors do great work as they meet with probationers in small groups and help them continue to learn and grow in those early years of ministry.

We are delighted to partner with the Youth Council of the Conference in the Discovery weekend for those considering a future in church work or struggling with the meaning of the call in their lives. We are also very grateful to the Wesley Institute which partners with us in the arena of continuing education.

We are also involved in exiting procedures for clergy and hope to always be caring and alert to trends as we do this part of our work.

There are always opportunities to improve in our work and always front and back burner items. Without the wonderful members of this Board and a wonderful registrar, and the expert work of his secretary, the tasks would be overwhelming. Rather, this conclave of details has become a sacred assignment addressed by generous friends.

~ BRENDA CARROLL, *Chairperson*

Report No. 8

HOLSTON CONFERENCE PASTORAL COUNSELING CENTER

The past year has been a time of growth and expansion for the Pastoral Counseling Center. Renovations have been completed on the main office in north Knoxville at the Inskip United Methodist Church. Bishop Swanson has appointed Reverend Laura Shearer as Associate Director and she has been a much needed and gifted addition to the work and ministry of the Center. We will both continue to provide counseling and consultation services in the satellite meeting places that have been established across the conference. The satellite meeting places include: Emory and Henry College in Virginia, The ETSU Wesley Foundation in Johnson City, Broad Street United Methodist Church in Cleveland, Brainerd United Methodist Church in Chattanooga and Middlebrook Pike United Methodist Church in west Knoxville.

The Pastoral Counseling Center continues to seek to integrate professional counseling services and our United Methodist understanding of Christian faith and theology. The Center exists for the mission of aiding and supporting the emotional, theological and relational well being of the clergy, clergy spouses, clergy families and congregations of the Holston Annual Conference. A key component in the work of the Center is to understand and value our faith and spirituality as an important and vital resource for our lives and the counseling process. Indeed an important area for our growth as humans is to locate our selves spiritually and theologically within our families, places of ministry and the broader covenant community of the whole Church.

The focus of our work during the past year has been in the areas of spiritual direction, counseling, groups and family therapy. We have been involved in a number of retreats, conference presentations, district presentations and local Church consultations. The center continues to provide support and counseling groups for clergy. Two additional groups were offered this year to provide clergy with specific training and supervision in family systems pastoral care.

The Counseling Center will continue to be a resource for the local Church. We are available for workshops, conflict resolution, couple retreats, staff development retreats and spiritual renewal events.

The easiest way to reach us is by calling our cell phone. Gary Mauldin: (865) 805-8791; Laura Shearer: (423) 314-5539; or email Gary: garymauldin@comcast.net. Our prayers are with you in your ministry with others. Together we will make a difference in our world for Jesus Christ.

~ GARY R. MAULDIN PH.D., *Director*
~ LAURA SHEARER, *Associate Director*

Report No. 9

ORDERS OF ELDERS AND DEACONS AND FELLOWSHIPS OF LOCAL PASTORS AND ASSOCIATE MEMBERS

The Orders and Fellowships exist to enable the clergy of the conference to better live as a “covenant community within the church to mutually support, care for, and hold accountable its members for the sake of the life and mission of the church. These orders, separately or together, seek to respond to the spiritual hunger among clergy for a fulfilling sense of vocation, for support among peers during this stressful time of change in the Church, and for a deepening relationship with God.” (par. 306, The 2004 Book of Discipline) In Holston Conference, this work is overseen by a steering committee comprised of the chairs of each of the orders and fellowships and representative clergy from each geographic region in the conference.

Each October it has become customary for us to sponsor Clergy Gatherings. This past year Dr. Gayle Felton served as our guest lecturer and Bishop James Swanson served as our preacher for our time of worship. We gathered under the theme of Water-Washed, Bread-Fed, Spirit Led: The Sacraments as a Basis for Our Unity. Dr. Felton led us in a wonderful way as we considered our understanding of the role of the sacraments of baptism and holy communion in our congregational life and in our identity as pastoral leaders in the body of Christ.

This year our October gatherings will take a new direction. In an effort to help create relationships that allow mutual support and trust and to assist in plans for individual study and retreat experiences (two of the purposes of the Orders and fellowships in par. 307 of the Discipline), we are planning a week-long emphasis of Sabbath experiences from October 10-16. Each clergy is being encouraged to participate in at least a twenty-four hour Sabbath at one of nine sites across the conference. These locations vary in style and content. Some provide for individual experiences while others will be ideal for gathering with other clergy friends or taking Sabbath time to be with a spouse or other family members. Each local church is being asked to encourage their pastor to participate in this time of renewal and to consider providing financial assistance to cover any costs required for participation. October 16 is designated as Laity Sunday, so the steering committee also offers encouragement that the worship responsibilities for this Sunday will be covered by laity from the conference. This is a new venture for the Orders and Fellowships and one that we hope will continue to support our clergy in deepening their relationships with God.

We will continue to seek ways to encourage and support one another in our covenant relationships. This year for the first time we are providing gifts of communion chalices and patens to those being ordained elder, pitchers and bowls to those being ordained deacons, and crosses for those being commissioned and licensed. We have participated in the creation of spiritual formation groups in the Johnson City District as a pilot project for the other districts in the conference. We continue the publication of The Clergy Connection through our office of the Steward of Clergy Concerns. This newsletter is written by clergy in the conference, addressing various issues of interest to clergy. Sue Lynn Johnson, chair of the Order of Deacons, was able to attend the national gathering of the chairs of orders and fellowships held in Atlanta in February. This is a time of inspiration and sharing of ideas for our work. The deacons of the conference also

meet together periodically for fellowship and support. As the year goes on, we will continue to pursue other venues of support that comply with the responsibilities given to us.

We thank Rev. Doug Smith, the Steward of Clergy Concerns, for his continued support and assistance in our work.

~ CAROL WILSON, *Chair of the Orders and Fellowships Steering Committee*

Report No. 10

WESLEY INSTITUTE

The mission of the Wesley Institute involves cultivating a culture of commitment to lifelong learning among disciple-makers of Jesus Christ by providing opportunities for the transformation of hearts, heads and hands for faithful, creative and fruitful ministry in the Wesleyan tradition among the diversity of all God's peoples. Toward that end, several opportunities have been offered during the 2004–2005 conference year, including the following:

- First-time Appointee Training, which will be offered again this year and will include at least two sessions, beginning at annual conference and followed by regional meetings in the late summer.
- Pastor Transitions Training, which will again be offered in regional settings and with a new dimension focusing on the transitions pastors' families face.
- "Building Community with Diverse Voices of Biblical Interpretation" with Bishop Wilke in Chattanooga last August.
- "Wesley & Stewardship" at Tennessee Wesleyan College ("Wesley & Ethics" this October).
- The "Exodus Experience" pilgrimage to Egypt, the Sinai Peninsula and the Middle East this past January with the Society for Biblical Studies.
- "Empowering Leadership" clergy convocation at Lake Junaluska in February in which the Rev. Dr. Lovett Weems was the keynote speaker and the Rev. Brad Hyde served as the planner and coordinator.
- Local Pastors' School in the spring, with the Rev. Larry Ramey serving as our dean, emphasizing the development of particular skills in the areas of preaching and worship, pastoral care and spiritual formation, and congregational growth, missions and evangelism over the course of three weekends.

We have also sought ways to identify the needs of the churches and church leaders in the conference by meeting with representatives of various focus groups within the conference. This year, we met with a focus group of local pastors (both part- and full-time) in the Big Stone Gap District. Local pastors constitute approximately 30% of conference clergy, and their numbers are growing. We also researched the needs of smaller membership churches, defined as churches averaging 85 or fewer persons in worship. Such congregations constitute approximately 75% of the conference churches. Bishop Swanson also met with us this winter and shared some of his thoughts on how the Wesley Institute might resource church leaders for effective ministry. We will continue to meet with other focus groups in the conference, such as mid- and larger-membership churches, to identify their needs and to seek ways to meet those needs through the Wesley Institute. We want to be receptive and responsive to the needs that have been expressed in these focus groups, and toward that end we have identified some priorities for the coming year, which include the following:

- Actively participate in the conference's visioning process.
- Offer regional and localized educational opportunities for both clergy and laity so that distance is not such a factor in determining attendance and participation.
- Co-sponsored Transformation 2005 with Board of Laity, and will continue to foster lay/clergy partnerships for effective local church ministry through lay leadership development and coordination with Connectional Ministries and Board of Laity.

- Develop a model for the training of Pastor/Staff Parish Relations Committees in partnership with a District Superintendent Task Force to promote more interaction and involvement among pastors and key church leaders.
- Continue to refine the process whereby Continuing Education Units (CEUs) are requested and reported by the pastor, reviewed and recorded by the conference, and received by pastor/staff parish relations committees and district superintendents.
- Develop the website (<http://www.holstonconference.com/wesleyinst/>) and logo for a more visibly consistent image and identity and to allow for more convenient and user-friendly access to information on upcoming Wesley Institute and other events/resources for pastors.

We have also simplified our core curriculum around the four sources for theological reflection in the Wesleyan tradition – scripture, tradition, reason, and experience (2004 *Book of Discipline*, ¶104, p. 77). We will organize our continuing educational offerings according to these categories.

The Wesley Institute Educational Excellence Endowment has also been established by the Holston Conference Foundation to provide a permanent source of funding to support educational initiatives to equip effective leaders in the churches of the Holston Conference.

~ DAVID GRAYBEAL, *Chair, Board of Directors*
 ~ CARYL P. GRIFFIN, *Director*

Report No. 11

COUNCIL ON FINANCE AND ADMINISTRATION

President's Report

As United Methodist members and churches of the Holston Annual Conference, we have a mission. Through our prayers, our presence, our gifts and our service we offer the work and love of Christ to the cities and neighborhoods of Holston and beyond to the world. Because you have been faithful in your giving, life-changing ministries have been established, the gospel is offered, and Christ is honored.

In 2004, you gave, as an Annual Conference, \$13,167,221.73 for apportioned causes through the Annual Conference. This represents 91.03% of the amount apportioned across our churches. Looking back to 1997, only in 2000 did we exceed this level of giving through the Fair Share.

I applaud you for your faithfulness and the faithfulness of church members across our Annual Conference. At the same time I want to challenge every church to support the Fair Share with 100% payment. I believe that the Fair Share is the best way to support our connectional ministries. And, I believe that every church's full participation in the conference Fair Share strengthens both the Annual Conference and our churches as they give.

We bring to this Annual Conference session a proposed new formula for figuring the Fair Share apportionment. Our primary concern is that the formula should be fair to every church of any size or location. The proposed formula is presented in this section.

CCFA has also revised the Investment Policy which will guide the way our Treasurer can invest the funds of the Annual Conference Treasury. This policy does not require Annual Conference action, but is published for your information.

It is with sadness that we acknowledge the retirement of Clyde McDonald, Holston Conference Treasurer. God has called him to other areas of ministry – as God has always called servants to particular areas of ministry. Clyde has worked tirelessly to respond to the call for better financial reporting to conference agencies and committees; he has worked to strengthen the budgeting

process so that we are able to manage all that we have set out to do. We wish him the best in this new area of ministry as God leads him.

I look forward to working with the Search Committee as it identifies a nominee for Holston Conference Treasurer. This candidate will be presented to the Annual Conference session for election.

I want to thank the members of the Council on Finance and Administration for their service over the past year. Their faithfulness in providing capable oversight and guidance for the financial ministries of the Annual Conference is necessary to the larger work of ministry.

The Council on Financial and Administration recommends that the 2006 budget for the Holston Annual Conference be set at the amount of \$14,315,870 an amount which includes a modest overall increase of 2.9% over the past year. We ask that you prayerfully consider our recommendation.

~ FREDERICK A. FERGUSON, *President*

Recommendations and Guidelines

The 2006 Apportionments to Churches (FSA)

Churches will be apportioned a single Fair Share Apportionment (FSA) using a new formula that eliminates both membership and the FSA paid in the previous year. A single conference 'decimal' is calculated based on the approved 2006 conference budget divided by the total of all church operating expenditures used in the formula as submitted in the 2004 Local Church Report to the Annual Conference (Table II). These operating expenditures used consist of the following Table II line items:

- Line 55 (District Administration Funds);
- Line 63 (Pastor's base compensation);
- Line 64 (Associate's(s) base compensation);
- Line 65 (Housing-related allowance and utilities paid to/for pastor and associates);
- Line 66 (Reimbursements paid to/for pastor and associates);
- Line 67 (Other cash allowances paid to/for pastor and associates);
- Line 68 (Diaconal/Deacons total compensation including benefits);
- Line 69 (Other staff compensation including benefits);
- Line 70 (current operating expenses for program); and
- Line 71 (other current operating expenses).

For calendar years 2006, 2007 and 2008 a 10% cap on the amount of increase or decrease for any church shall be adopted. This will be accomplished by taking the calculated FSA amounts above or below the 10% cap and reallocating them among the churches that have not reached the cap. In effect, an adjusted conference decimal is created that will be used to calculate FSA.

Causes Beyond Those Included in Conference Budget

- A. Fifty cents per member is the minimum amount that each district is asked to provide from each church for the purpose of supplementing the funds directly to the Wesley Foundation.
- B. It is recommended that the Annual Conference continue recognition of local churches that give to the five-star program of full payment of Fair Share and at least one Advance Special in each of the four designated lanes.

District Superintendents

- A. The salary of the district superintendents is determined by taking the average of the highest pastoral salary in each district as of January 1 of the preceding year. For 2006, after subtracting \$3,200 for travel, the salary of each district superintendent will be \$82,926.
- B. The itemized cost of travel for district superintendents in the performance of their duties shall be reimbursed upon requisition to the Office of Finance Services at the IRS recommended rate up to a maximum of 24,000 miles.
- C. Actual moving expenses for incoming district superintendents shall be paid from the District Superintendent's Fund upon requisition to the Conference Treasurer.

- D. Thirty-five percent (35%) of the district superintendent's Blue Cross-blue Shield premium shall be paid from the District Superintendent's Fund.
- E. Adequate funding shall be provided by the districts for the office expense of superintendents.
- F. The conference designates an amount annually of a cabinet staff person's salary as allowance for parsonage expense excludable for income tax purposes. This amount is to be set after receipt of the Housing Allowance Resolution by the Conference Treasurer.

Office of Finance Services

- A. A fidelity bond of no less than \$5,000,000 shall be carried by the office.
- B. The conference treasurer shall provide monthly reports to each church during the period covered by the report as directed by the Council on Finance and Administration.
- C. The conference treasurer shall write all checks and pay all requisitions. The treasurer's books shall be closed on the last day of each month with reports being provided promptly.

Policies for Boards, Commissions, and Agencies

- A. At the close of each monthly period, the conference treasurer shall deposit to the account of the institutions and agencies receiving allocations from the conference such moneys as they shall receive.
- B. All requisitions for any funds shall be submitted on approved vouchers and shall bear the signature of the properly authorized representative of the board, commission, team, agency or staff.
- C. The standard travel rate for attendance at meetings of conference boards, teams, commissions and agencies shall be the recommended IRS rate for charitable travel (currently 14 cents per mile) and an additional two cents per person per mile for others traveling in the same vehicle for the same board or agency. The travel rate for paid staff employed by the conference shall be the IRS recommended rate per mile per car or actual cost of public transportation, for travel related to the performance of duties of their office(s).
- D. Every institution, board, team, committee, agency or other organization of the conference shall annually submit to Holston Conference Council on Finance and Administration a complete financial report for the previous year showing sources of funding, uses of such funding, and balances in all cash and investment accounts. Such financial reports shall have been reviewed or audited by an independent person prior to submission to Holston Conference Council on Finance and Administration.
- E. Every district office shall annually submit to Holston Conference Council on Finance and Administration a complete financial report for the previous year showing sources of funding, uses of such funding, and balances in all cash and investment accounts. Such financial reports shall have been reviewed or audited by an independent person prior to submission to Holston Conference Council on Finance and Administration.

Recommendations to the Local Churches

- A. It is the policy of the Holston Conference that administrative boards or charge conferences designated annually, in an official resolution, an amount of the pastor's salary as allowance for parsonage expense excludable for income tax purposes. This amount is to be set after dialogue between the pastor and the pastor parish relations committee.
- B. Charges of the conference shall pay the moving expenses for incoming pastors. The actual moving costs paid by the churches for incoming new pastors shall be excluded from the apportionment formula. The amount of this expense should be placed in the annual Financial Report, Table II, under Other Benevolences, line #50, for the year that the move occurs.
- C. Local churches are urged to pay the expenses for members of the Annual Conference, both lay and clergy, inasmuch as such persons from the church are official delegates to the conference.

- D. Church treasurers are reminded that The Book of Discipline - 2004, ¶621, requires payment of Ministerial Support items, including minimum salary, in the same proportion as the pastor's salary is paid. The primary responsibility rests upon the pastor to ensure full payment of the apportionment.
- E. Since both past service and current pension obligations are remitted to the General Board of Pensions each month, and since other conference expenses must be met monthly, it is important that contributions from local churches be sent to the conference treasurer on a monthly basis.
- F. We applaud the work of the Holston Conference Foundation in seeking to provide income for the institutions of the Holston Conference. The Council on Finance and Administration recommends the Foundation to the local churches and our conference institutions for the investment of their funds.
- G. The Council on Finance and Administration encourages the local churches to support all of our conference related institutions, including Emory & Henry, Hiwassee, and Tennessee Wesleyan Colleges, Holston UM Home for Children and Asbury Centers by promoting gifts, grants and bequests from our members.
- H. CFA further encourages the local churches to promote "Fifth Sunday Offerings" in support of Holston Home and the annual "Mother's Day Offering" in support of the Circle of Friends Endowment for Asbury Centers.

Miscellaneous Recommendations

- A. The Holston Annual Conference shall reimburse the church or institution in which this annual conference session is held for reasonable expenses incurred by that body in the entertainment of the conference, in addition to payments from other sources, upon itemized statements.
- B. The publishing of the 2005 Conference Journal has been contracted with United Graphics, Inc., of Knoxville Tennessee. The price of the 2005 Journal will be determined at a later date.
- C. The conference will continue the policy by which any church's administrative board or council wishing to withhold its proportionate share of the National and/or World Council of Churches payment may do so by communicating this action in writing to the conference treasurer. The treasurer will then notify the church of the amount designated for this cause in the local church apportionment and will direct all receipts proportionately to the other causes.
- D. The conference shall reimburse the members-at-large actual housing/meals expenses up to a maximum per diem rate of \$55. All receipts must be attached to the expense voucher. Mileage will be reimbursed to the driver the recommended IRS rate for charitable travel per mile plus two cents for each additional member-at-large traveling to Annual Conference in the same car. The conference will reimburse actual expenses at the per diem rate only for the actual number of days that Annual Conference is in session beginning at the opening session and ending upon adjournment.
- E. The Council on Finance and Administration reminds all churches and agencies of the annual conference that the IRS requires a FORM 1099-MISC for every person receiving non-employee compensation of \$600 or more per year. IRS Form W-9 is used to obtain the information for filing the Form 1099-MISC.

~ FREDERICK (ANDY) FERGUSON, *President*
 ROBERT LEE, *Vice President*
 TOM RUSH, *Secretary*
 CLYDE McDONALD, *Treasurer*

Report of the Conference Treasurer and Statistician

Proposed 2006 Budget

As Andy Ferguson, CFA President reported, the 2006 proposed budget reflects a 2.9% increase over 2005. A review of the attached exhibits will give you a quick overview of this proposed budget. Unfortunately, the ever-increasing cost of health insurance is driving the conference

budget and local church budgets. Exhibit A shows that 40.3% of our proposed budget comes from the Pensions and Health Insurance area. We are fortunate that the Pre-82 retirees pension obligation was removed from the budget in 2004 or this area would be extremely high. Even more revealing is shown in Exhibit B which indicates that 70% of the 2006 budget increase of \$427,324 was caused by increases in the Pension and Insurance areas (\$298,730). The other increases, which are widely spread throughout the budget, are also shown in Exhibit B. Exhibit C gives the reader a more detail picture of the 2006 proposed budget compared to the 2005 budget. It also shows the 2004 budget and actual expenditures (see comments below).

Fiscal Year 2004 Results:

We continue to be grateful for the significant number of local congregations that have met their financial support of the Holston Annual Conference. It continued to be a rough economic year for many of our members and churches. Yet, 75% of our churches paid 100% of their Fair Share Apportionments and many others made an attempt to pay what they could afford (see Exhibit E). FY2004 apportionments paid totaled 91.0%, up 0.8% from FY2003 with seven districts showing an increase. District payment results ranged from 84.8% to 96.4% for the Oak Ridge District (see Exhibit G) with the Big Stone Gap, Kingsport and Knoxville Districts increasing over 3% from 2003. We spent less money than received in FY2004 which allowed our unrestricted conference reserves to get closer to our goal of 20% of budget. These funds are needed for cash flow swings and to meet potential catastrophe demands on the conference. Our pension reserves remain favorable (see Board of Pension Report) and these pension reserve funds which are invested at the General Board of Pensions should allow Holston to continue to leave out the Pre-82 retirees past service pension obligation from future budgets. However, our insurance reserves could be depleted in five years if projected loses occur. The Pension Board is recommending changes in our insurance coverage because of ever increasing claims.

Fiscal Year 2004 Stats:

Membership Data: (Preliminary)

1. Total conference membership fell by 408 to 167,713. This was the 10th year over the past 11 years that Holston has lost members – (see Exhibit J). Eight districts had membership losses – (Exhibit H).
2. Some 2,530 individuals were received into the Body of Christ by confessing their faith in our Lord, Jesus Christ. However, this is down by 7.7% from the previous year.
3. Average attendance in church was up by 540 to 74,375.
4. Total Church School Membership fell by 2,158 (-2.4%) from the previous year. Also disturbing was the 1.9% drop in Average Attendance in Church School.

Financial Data:

1. Apportionments paid as a percent of the budget increased to 91.0% from 90.2% in 2002.
2. Total spending by the churches increased (6.6%) in 2004 after a small decrease in 2003 (Line 75 of Table II).
3. Amounts paid for the pastor's and associates base compensation, housing/utilities, cash allowances and reimbursables increased 5.3%.
4. Churches paid \$13,280,645 on buildings and improvements (Line 73) – an increase of 13.4%.

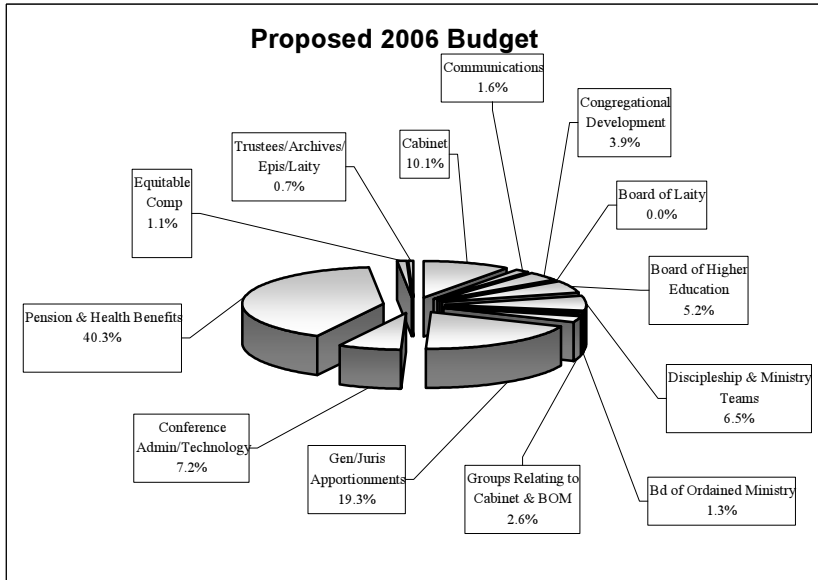
Further statistical information will be available in the Holston Conference Journal.

~ CLYDE H. McDONALD, *Conference Treasurer and Statistician*

EXHIBIT A

**HOLSTON CONFERENCE
2006 PROPOSED BUDGET**

	<u>Dollar Amount</u>	<u>% of Budget</u>
Cabinet	1,541,337	10.1%
Communications	247,941	1.6%
Congregational Development	596,900	3.9%
Board of Laity	7,130	0.0%
Board of Higher Education	799,506	5.2%
Discipleship & Ministry Teams	1,002,937	6.5%
Bd of Ordained Ministry	199,730	1.3%
Groups Relating to Cabinet & BOM	405,290	2.6%
Gen/Juris Apportionments	2,961,703	19.3%
Conference Admin/Technology	1,100,946	7.2%
Bd of Pensions/Health Benefits	6,178,500	40.3%
Equitable Compensation	170,500	1.1%
Trustees/Archives/Epis/Laity	103,450	0.7%
Proposed 2006 Budget	\$15,315,870	100.0%



Holston Conference					
Summary Analysis of 2006 Proposed Budget Changes					
	Approved FY 2005	Proposed FY 2006	\$ Increase/ (Decrease)	Percent Increase/ (Decrease)	
Total Apportioned Budget	\$14,888,546	\$15,315,870	\$427,324	2.9 %	
Inc (Dec) by Budget Area:					
I. Cabinet	\$1,490,730	\$1,541,337	\$50,607	3.4 %	
II. Communications Team	226,558	247,941	21,383	9.4 %	
III. Congregational Development	583,882	596,900	13,018	2.2 %	
IV. Board of Laity	2,000	7,130	5,130	256.5 %	
V. Board of Higher Educ & Campus Ministry	767,350	799,506	32,156	4.2 %	
VI. Discipleship & Ministry Teams	947,742	1,002,937	55,195	5.8 %	
VII. Board of Ordained Ministry	197,968	199,730	1,762	0.9 %	
VIII. Groups Relating to Cabinet & BOM	416,635	405,290	(11,345)	(2.7) %	
IX. Council on Finance & Administration					
General & Juris Apportionments	2,985,033	2,961,703	(23,330)	(0.8) %	
Conference Admin/IT/Legal/Annual Conf	641,626	624,795	(16,831)	(2.6) %	
Staff Resources and Support	488,682	476,152	(12,530)	(2.6) %	
Pension and Health Benefits	5,879,770	6,178,500	298,730	5.1 %	
Trustee, Equitable, Comp.Episcopal,	260,570	273,950	13,380	5.1 %	
Budget Totals	\$14,888,546	\$15,315,870	\$427,324	2.9 %	

EXHIBIT B (cont'd)

Increase (Decrease) by Function/Classification:						
Annual Conference Session Expense	94,000	91,000	(3,000)		(3.2)	%
Board of Laity	2,000	7,130	5,130		256.5	%
Board of Ordained Ministry	197,968	199,730	1,762		0.9	%
Board of Trustees (Ppty, liab, WC Ins.)	49,950	67,650	17,700		35.4	%
Cabinet (comp, travel, meeting, other)	1,490,730	1,541,337	50,607		3.4	%
Clergy Health Insurance	2,755,970	2,976,500	220,530		8.0	%
Clergy Pensions MPP/CPP	3,123,800	3,202,000	78,200		2.5	%
Commission on Equitable Compensation	175,380	170,500	(4,880)		(2.8)	%
Communications Team	226,558	247,941	21,383		9.4	%
Conference Admin/Legal/Travel/Mtg/Journal	194,778	207,194	12,416		6.4	%
Conference Information Technology (non-salary)	80,600	80,100	(500)		(0.6)	%
Conference Offices - lease, util., equip/telephone	272,248	246,500	(25,748)		(9.5)	%
Conference Staff - Admin/Finance/IT	488,682	476,152	(12,530)		(2.6)	%
Congregational Development	583,882	596,900	13,018		2.2	%
Discipleship Team	125,463	126,894	1,431		1.1	%
General & Jurisdictional Apportionments	2,985,033	2,961,703	(23,330)		(0.8)	%
Higher Education & Campus Ministry	767,350	799,506	32,156		4.2	%
Missions Ministry Team	121,484	143,005	21,521		17.7	%
Nurture Ministry Team	541,064	552,684	11,620		2.1	%
Orders, Groups Rel to BOM and Wesley Institute	269,461	239,890	(29,572)		(11.0)	%
Outreach Ministry Team	41,681	60,549	18,868		45.3	%
Pastoral Counseling Center	147,174	165,401	18,227		12.4	%
Witness Ministry Team	113,055	114,806	1,751		1.5	%
Balance of Budget	40,235	40,800	565		1.4	%
Budget Totals	\$14,888,546	\$15,315,870	\$427,324		2.9	%

Clyde McDonald, Conference Treasurer

HOLSTON CONFERENCE PROPOSED 2006 BUDGET

	2004		2004 Actual Expenditures	2005		2006		% Change 2005 vs. 2006
	Approved Budget			Approved Budget	Proposed Budget			
I. CABINET								
A. Meeting, Meals, Travel Expense	22,000		19,960	20,000	22,000			
B. Travel, Meals, Lodging Expense	92,000		95,321	109,000	111,600			
C. Continuing Education/Training	6,500		5,359	7,500	7,500			
D. Sustentation Payments/Salary	60,000		64,283	50,000	65,000			
E. Counseling	10,000		6,680	10,000	9,000			
F. Moving Expenses	6,400		2,084	7,500	3,000			
G. Salaries	775,104		779,774	826,000	833,115			
H. Housing	160,536		152,718	155,000	162,000			
I. Employer Insurance	81,790		59,984	60,000	85,000			
J. Clergy Pensions MPP/CPP	116,570		104,988	115,000	122,000			
K. New DS Training	3,000		587	2,000	2,000			
L. Miscellaneous Expense	3,500		3,304	1,000	1,000			
Subtotal Cabinet	1,315,400		1,275,081	1,343,000	1,401,215			4.3%
Shortfall Factor	144,694		***	147,730	140,122			-5.2%
TOTAL CABINET	1,460,094		1,275,081	1,490,730	1,541,337			3.4%

HOLSTON CONFERENCE PROPOSED 2006 BUDGET

	2004 Approved Budget	2004 Actual Expenditures	2005 Approved Budget	2006 Proposed Budget	% Change 2005 vs. 2006
III. COMMUNICATION TEAMS					
A. General & Administration	8,820	19,194	6,500	5,900	
B. Publications Expenses	42,680	50,100	46,445	56,800	
C. Audiovisual Expenses	2,000	1,982	2,000	2,000	
D. Web/Internet Expenses	0	0	4,995	5,000	
E. Staff Resources and Support Expenses	194,300	154,265	150,106	155,701	
Subtotal - Communications	247,800	225,542	210,046	225,401	7.3%
Shortfall Factor	21,318	***	16,512	22,540	36.5%
TOTAL COMMUNICATIONS MINISTRY TEAM	269,118	225,542	226,558	247,941	9.4%
III. CONGREGATIONAL DEVELOPMENT					
A. SPECIAL MINISTRIES SALARY FUND	212,000	167,555	225,000	230,000	
B. CONGREGATIONAL DEVELOPMENT TEAM					
1. Meeting, Meals, Travel Expense	1,000	813	555	500	
2. Design and Printing	0	67	0	0	
3. Miscellaneous Expense	0	323	0	0	
4. New Pastor/Cadre Training	6,000	0	5,550	5,700	
5. Percepts-Research and Planning	13,000	25,431	11,677	5,000	
6. Builder's Club Postage	5,000	0	5,550	0	
7. Builders Club Administration	0	0	0	15,700	
Subtotal - Congregational Development	237,000	194,189	248,332	256,900	3.5%
C. Church Extension Grants	280,000	276,445	310,800	317,000	2.0%
Shortfall Factor	23,320	***	24,750	23,000	-7.1%
TOTAL CONGREGATIONAL DEVELOPMENT	540,320	470,633	583,882	596,900	2.2%

HOLSTON CONFERENCE PROPOSED 2006 BUDGET

EXHIBIT C (cont'd)

	2004 Approved Budget	2004 Actual Expenditures	2005 Approved Budget	2006 Proposed Budget	% Change 2005 vs. 2006
IV. BOARD OF LAITY	1,975	1,264	2,000	7,130	256.5%
V. BOARD OF HIGHER ED & CAMPUS MINISTRY					
A. General and Administrative					
B. Wesley Foundations	2,140	1,766	2,375	2,195	
1. Programs	109,895	100,037	121,984	124,284	
2. Capital Improvements	0	0	54,114	55,000	
3. Staff Compensation/Benefits	265,000	260,546	275,520	293,115	
4. Shortfall Factor	29,150	***	30,307	29,312	
Subtotal - Wesley Foundation	406,185	362,350	484,300	503,906	4.0%
C. Conference Colleges					
1. Emory & Henry	85,000	77,379	88,800	88,800	
2. Hiwassee	85,000	77,379	88,800	100,000	
3. Tennessee Wesleyan	85,000	77,379	88,800	88,800	
4. E&H Campus Ministry	0	0	5,550	6,000	
5. Hiwassee Campus Ministry	0	0	5,550	6,000	
6. TWC Campus Ministry	0	0	5,550	6,000	
Subtotal - Conference Colleges	255,000	232,137	283,050	295,600	4.4%
TOTAL BOARD OF HIGHER EDUCATION	661,185	594,487	767,350	799,506	4.2%

HOLSTON CONFERENCE PROPOSED 2006 BUDGET

EXHIBIT C (cont'd)

	2004		2004 Actual Expenditures	2005		2006		% Change 2005 vs. 2006
	Approved Budget			Approved Budget	Proposed Budget			
VI. DISCIPLESHIP & MINISTRY TEAMS								
A. DISCIPLESHIP TEAM								
1. General & Administration	8,915		2,410	3,330	3,330		3,330	
2. Staff Compensation & Benefits	108,000		91,851	110,030	112,331		112,331	
Shortfall Factor	11,880		***	12,103	11,233		11,233	
TOTAL DISCIPLESHIP TEAM	128,795		94,261	125,463	126,894		126,894	1.1%
B. MISSIONS MINISTRY TEAM								
1. General & Administration	4,400		1,583	4,884	3,700		3,700	
2. Missions Programs	67,200		63,598	67,932	91,075		91,075	
3. Staff Compensation & Benefits	36,000		51,294	43,845	43,845		43,845	
Shortfall Factor	3,960		***	4,823	4,385		4,385	
TOTAL MISSIONS MINISTRY TEAM	111,560		116,474	121,484	143,005		143,005	17.7%
C. NURTURE MINISTRY TEAM								
1. General & Administration	600		358	666	666		666	
2. Emerging Ministries	1,000		0	0	0		0	
3. Children's Ministry Team	1,600		867	9,796	12,276		12,276	
4. Bishop's Task Force on Children & Poverty	2,200		2,200	0	0		0	
5. Youth Council	10,200		9,285	23,310	23,900		23,900	
6. Adult Ministry Teams	2,300		422	2,553	2,800		2,800	
7. Camping & Leisure Ministries	36,350		31,303	40,349	40,350		40,350	
Subtotal - Nurture Team Program	54,250		44,434	76,674	79,992		79,992	4.3%

HOLSTON CONFERENCE PROPOSED 2006 BUDGET

EXHIBIT C (cont'd)

	2004 Approved Budget	2004 Actual Expenditures	2005 Approved Budget	2006 Proposed Budget	% Change 2005 vs. 2006
8. Staff Support and Benefits:					
a. Children/Youth/Adult	90,000	105,183	115,305	118,543	
b. Camping	295,000	290,455	303,064	311,177	
c. Shortfall Factor	42,350	***	46,021	42,972	
Subtotal - Staff Support and Benefits	427,350	395,638	464,390	472,692	1.8%
TOTAL NURTURE TEAM	481,600	440,072	541,064	552,684	2.1%
D. OUTREACH ADVOCACY TEAM					
1. Meeting, Meals, Travel Expense	500	1,881	555	555	
2. Annual Conference Programs	15,200	11,154	15,540	17,322	
3. Agencies Funded by Holston	14,500	13,680	16,872	27,332	
4. Grants/Scholarship within Holston	5,400	5,080	6,494	7,620	
5. Religion and Race Ministries	0	900	1,110	2,720	
6. Subteam Seed Money	1,000	973	1,110	0	
7. Ethnic Minority Local Church Concerns	0	0	0	5,000	
TOTAL OUTREACH ADVOCACY TEAM	36,600	33,668	41,681	60,549	45.3%
E. STEWARDSHIP MINISTRY TEAM	2,000	40	4,995	5,000	0.1%
F. WITNESS MINISTRY TEAM	98,600	84,390	113,055	114,806	1.5%
TOTAL MINISTRY TEAMS	859,155	768,904	947,742	1,002,937	5.8%

HOLSTON CONFERENCE PROPOSED 2006 BUDGET

	2004		2004	2005		2006	% Change
	Approved	Actual	Expenditures	Approved	Proposed	Budget	2005
	Budget			Budget	Budget		vs. 2006
VII. BOARD OF ORDAINED MINISTRY							
A. BOM Operating Expenses	25,600	33,888		47,175	48,400		
B. Staff Resources and Support	133,000	133,019		135,850	137,572		
Shortfall	14,630	***		14,943	13,757		
TOTAL BOARD OF ORDAINED MINISTRY	173,230	166,907		197,968	199,730		0.9%
VIII. GROUPS RELATED TO THE CABINET & BOM							
A. ORDERS	3,000	2,573		6,105	6,000		
B. WESLEY INSTITUTE	18,200	16,567		27,639	25,500		
C. STAFF RESOURCES AND SUPPORT	140,000	129,603		212,358	189,445		
Shortfall Factor	15,400	***		23,359	18,945		
TOTAL - ORDERS, WESLEY INSTITUTE & STAFF	176,600	148,743		269,461	239,890		-11.0%
D. PASTORAL COUNSELING CENTER							
1. Staff Resources and Support	91,500	91,699		108,956	127,228		
2. Operating Expenses	41,400	26,909		27,794	25,450		
Shortfall Factor	10,065	***		10,424	12,723		
TOTAL PASTORAL COUNSELING CENTER	142,965	118,608		147,174	165,401		12.4%
TOTAL GROUPS RELATED TO CAB & BOM	319,565	267,351		416,635	405,290		-2.7%

HOLSTON CONFERENCE PROPOSED 2006 BUDGET

	2004		2004 Actual Expenditures	2005		2006 Proposed Budget	% Change 2005 vs. 2006
	Approved Budget			Approved Budget			
IX. COUNCIL ON FINANCE AND ADMINISTRATION							
A. GENERAL CHURCH APPORTIONMENTS	2,715,075	2,471,532	2,850,033	2,833,435			
1. SEJ APPORTIONMENTS	125,000	113,792	135,000	128,268			
TOTAL GEN/JURIS CHURCH APPORT	2,840,075	2,585,324	2,985,033	2,961,703			-0.8%
B. STAFF TRAVEL & MEETINGS	54,000	46,021	57,000	54,350			-4.6%
C. INFORMATION TECHNOLOGY	76,700	62,685	80,600	80,100			-0.6%
D. CONFERENCE OFFICES							
1. Office Supplies/Postage/Printing	72,500	76,135	66,000	79,500			
2. Utilities and Telephone Expense	56,600	44,140	52,900	48,000			
3. Facilities Expense	83,600	103,922	92,348	115,000			
4. Furniture and Fixture Expense	6,000	5,812	6,000	4,000			
5. Capital Improvements	0	0	55,000	0			
TOTAL - CONFERENCE OFFICES	218,700	230,010	272,248	246,500			-9.5%
E. CONFERENCE ADMINISTRATION							
1. Conference Equipment Expense	20,000	19,885	23,000	26,500			
2. Meeting/Audit/Legal Expenses	29,500	44,556	33,500	51,000			
3. Annual Conference Session Expense	74,000	80,544	94,000	91,000			
4. Conference Journal Expense	10,000	9,091	17,000	17,000			
TOTAL CONFERENCE ADMINISTRATION	133,500	154,075	167,500	185,500			10.7%
Shortfall Factor - CFA (non-salaries)	53,449	***	64,278	58,345			-9.2%
TOTAL COUNCIL ON FINANCE & ADMIN	3,376,424	3,078,116	3,626,659	3,586,498			-1.1%

HOLSTON CONFERENCE PROPOSED 2006 BUDGET

EXHIBIT C (cont'd)

	2004 Approved Budget	2004 Actual Expenditures	2005 Approved Budget	2006 Proposed Budget	% Change 2005 vs. 2006
F. STAFF RESOURCES AND SUPPORT					
1. Staff Resources and Support	455,100	486,023	425,431	432,866	
2. Merit Increases - Staff	0	0	15,522	0	
Subtotal - Staff Resources and Support	455,100	486,023	440,953	432,866	-1.8%
Shortfall Factor	49,731	***	47,729	43,287	-9.3%
TOTAL STAFF RESOURCES AND SUPPORT	504,831	486,023	488,682	476,152	-2.6%
TOTAL CFA (with GCFA Apport)	3,881,255	3,564,139	4,115,341	4,062,650	-1.3%
X. PENSIONS/TRUSTEES/EQ COMP/EPISCOPAL					
A. BOARD OF PENSIONS/HEALTH BENEFITS					
1. Pre-82 Pensions	Eliminated	Eliminated	Eliminated	Eliminated	
2. Post-82 Pensions	2,983,159	2,715,569	3,123,800	3,202,000	
3. Clergy Health Insurance	2,487,008	2,263,918	2,755,970	2,976,500	
TOTAL BOARD OF PENSIONS	5,470,167	4,979,487	5,879,770	6,178,500	5.1%
B. BOARD OF TRUSTEES					
1. Trustees	43,165	46,185	45,000	61,500	
Shortfall Factor	4,748	***	4,950	6,150	
TOTAL BOARD OF TRUSTEES	47,913	46,185	49,950	67,650	35.4%

HOLSTON CONFERENCE PROPOSED 2006 BUDGET

EXHIBIT C (cont'd)

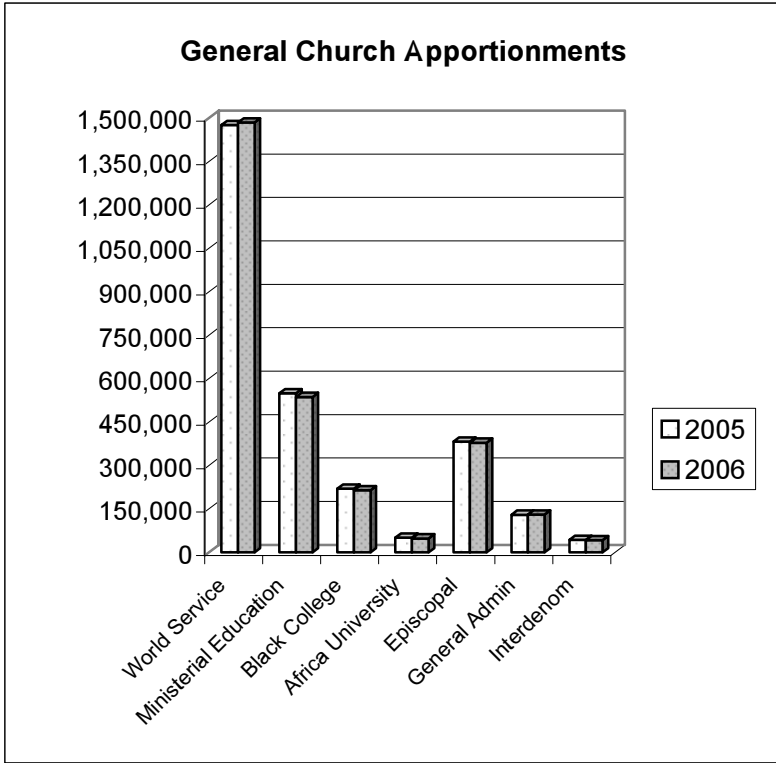
	2004		2004 Actual Expenditures	2005		2006 Proposed Budget	% Change 2005 vs. 2006
	Approved Budget			Approved Budget			
C. COMMISSION ON EQUITABLE COMPENSATION							
1. Salary Supplements, Mission Aid, G & A Shortfall Factor	150,000 16,500		155,034 ***	158,000 17,380		155,000 15,500	
TOTAL COMMISSION ON EQUITABLE COMP	166,500		155,034	175,380		170,500	-2.8%
D. COMMISSION ON ARCHIVES & HISTORY	22,240		21,895	22,240		22,800	2.5%
E. COMMITTEE ON EPISCOPACY	5,000		642	5,000		3,000	-40.0%
F. EPISCOPAL RESIDENCE COMMITTEE	5,000		4,552	5,000		6,000	20.0%
G. EPISCOPAL DISCRETIONARY FUND	3,000		2,731	3,000		4,000	33.3%
TOTAL PENSIONS/TRUSTEES/EQ COMP/EPIS.	5,719,820		5,210,525	6,140,340		6,452,450	5.1%
XI . Excess (Deficit)	579,580		622,909	0		0	
CONFERENCE TOTALS	14,465,297		13,167,742	14,888,546		15,315,870	2.9%
*** included in expenditures			Frederick A. Ferguson, President Robert Lee, Vice President			Tom Rush, Secretary Clyde H. McDonald, Treasurer	

EXHIBIT D

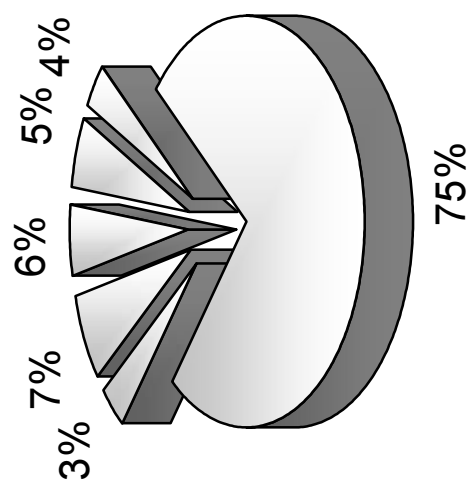
General Church Apportionments

General Church Apportionments	2003	2004	2005	2006	2006 vs. 2005 Inc(-dec)
World Service	1,355,486	1,379,207	1,475,728	1,484,525	0.6%
Ministerial Education	547,763	560,085	549,121	536,502	-2.3%
Black College	220,416	223,365	219,842	213,994	-2.7%
Africa University	49,335	49,984	50,493	47,902	-5.1%
Episcopal	329,445	329,052	382,137	378,416	-1.0%
General Admin	128,203	131,395	129,488	130,398	0.7%
Interdenom	43,612	41,987	43,224	41,698	-3.5%
Total - GCFA	2,674,260	2,715,075	2,850,033	2,833,435	-0.6%
Southeastern Jurisdiction	125,870 *	128,268	135,000	128,268	-5.0%
Total	2,800,130	2,843,343	2,985,033	2,961,703	-0.8%
Total Budget	15,666,557	14,465,097	14,888,546	15,315,870	
% of Budget	17.9%	19.7%	20.0%	19.3%	

* Not budgeted but paid from reserves



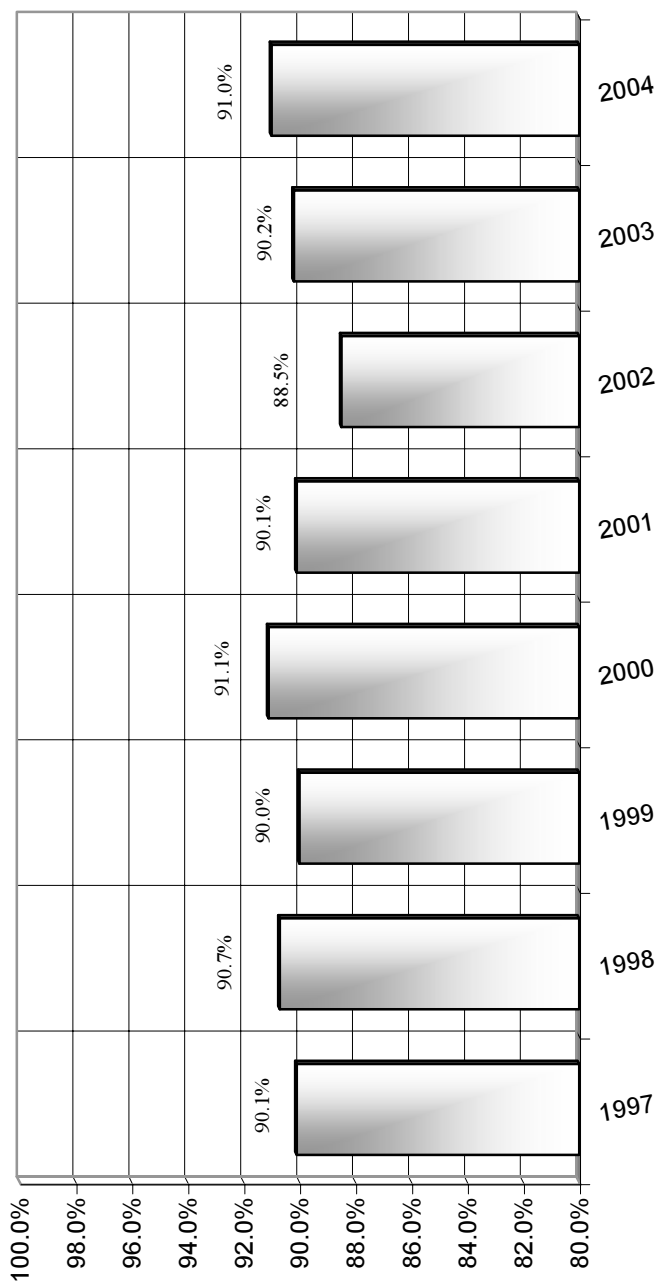
**Holston Conference 2004
Apportionment Percent Paid**



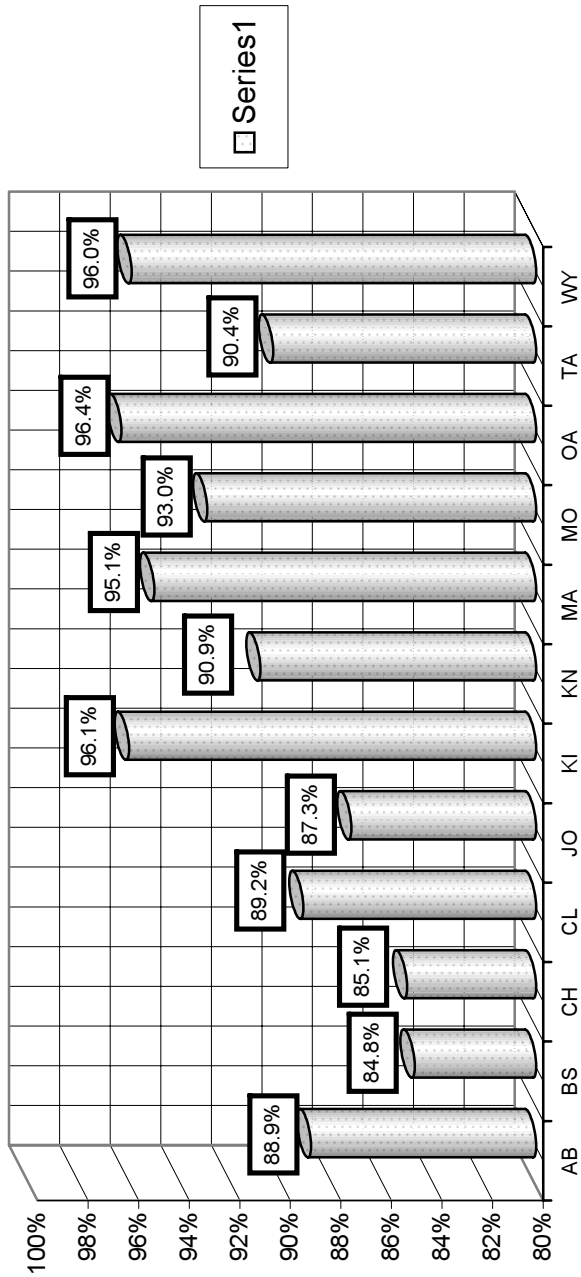
% Paid	# of Churches	%
100%	693	74.8%
75-99	32	3.5%
50-74	66	7.1%
25-49	52	5.6%
1-24	50	5.4%
0	34	3.7%
	927	100.0%

EXHIBIT F

**Holston Conference
Apportionments Paid
(1997-2004)**



Appointments Paid By District Fiscal Year 2004



Holston Conference FY 2004 Membership Statistics

	1	2a	2b	3	4	5a	5b	6	7	8	9	
	Total Members Reported at Close of Last Year	Received on Profession of Christian Faith	Restored by Affirmation	Received from other UM Churches	Received from Other Denominations	Removed or Corrected by Chg. Conf. Action	Withdrawn	Removed by Transfer to Other UM Churches	Removed by Transfer to Other Denominations	Removed by Death	Total Full Members at Dec. 31, 2004	Gain (-Loss) at Close of 2004
Abingdon	13,023	138	18	94	80	53	72	86	73	228	12,841	(182)
Big Stone Gap	6,576	144	7	53	34	102	41	34	28	93	6,516	(60)
Chattanooga	22,311	378	58	326	339	64	288	256	153	305	22,346	35
Cleveland	12,244	173	11	125	111	77	68	131	102	180	12,106	(138)
Johnson City	13,091	196	24	116	111	61	101	116	93	180	12,987	(104)
Kingsport	13,247	206	3	130	75	28	32	99	104	214	13,184	(63)
Knoxville	23,127	305	56	289	238	8	73	191	111	259	23,373	246
Maryville	13,251	214	50	169	194	11	88	102	83	175	13,419	168
Morristown	14,122	222	7	120	137	55	30	106	67	240	14,110	(12)
Oak Ridge	14,255	257	69	195	215	26	86	180	90	184	14,425	170
Tazewell	8,105	123	3	51	18	21	25	63	36	172	7,983	(122)
Wytheville	14,769	174	57	144	94	212	106	137	88	272	14,423	(346)
Grand Total	168,121	2,530	363	1,812	1,646	718	1,010	1,501	1,028	2,502	167,713	(408)
							Clyde H. McDonald, Conference Statistician				March 10, 2005	

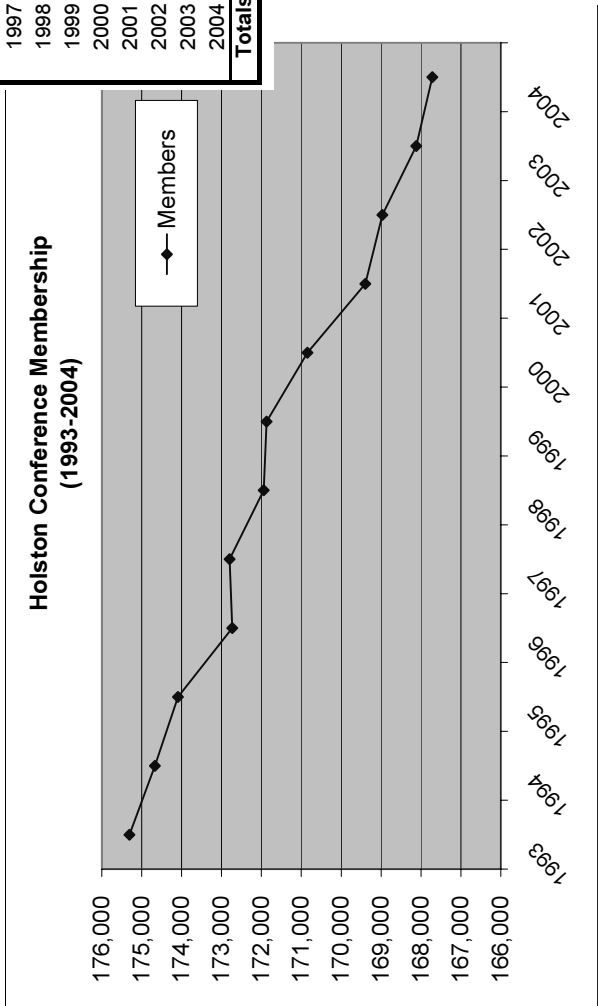
HOLSTON CONFERENCE

Ethnic Membership Report ~ December 31, 2004

District		Asian	African American	Hispanic	Native American	Pacific Islander	White	Ethnic Total
Abingdon	#	12	312	3	3	1	12,510	12,841
	%	0.09%	2.43%	0.02%	0.02%	0.01%	97.42%	100.00%
Big Stone Gap	#	6	53	8	0	0	6,449	6,516
	%	0.09%	0.81%	0.12%	0.00%	0.00%	98.97%	100.00%
Chattanooga	#	47	703	21	0	3	21,572	22,346
	%	0.21%	3.15%	0.09%	0.00%	0.01%	96.54%	100.00%
Cleveland	#	11	194	7	8	5	11,881	12,106
	%	0.09%	1.60%	0.06%	0.07%	0.04%	98.14%	100.00%
Johnson City	#	16	90	14	0	4	12,863	12,987
	%	0.12%	0.69%	0.11%	0.00%	0.03%	99.05%	100.00%
Kingsport	#	15	57	7	1	3	13,101	13,184
	%	0.11%	0.43%	0.05%	0.01%	0.02%	99.37%	100.00%
Knoxville	#	82	436	22	2	23	22,808	23,373
	%	0.35%	1.87%	0.09%	0.01%	0.10%	97.58%	100.00%
Maryville	#	16	15	15	2	0	13,371	13,419
	%	0.12%	0.11%	0.11%	0.01%	0.00%	99.64%	100.00%
Morristown	#	8	264	10	0	0	13,828	14,110
	%	0.06%	1.87%	0.07%	0.00%	0.00%	98.00%	100.00%
Oak Ridge	#	18	192	21	2	1	14,191	14,425
	%	0.12%	1.33%	0.15%	0.01%	0.01%	98.38%	100.00%
Tazewell	#	9	98	2	8	0	7,866	7,983
	%	0.11%	1.23%	0.03%	0.10%	0.00%	98.53%	100.00%
Wytheville	#	8	572	58	13	1	13,771	14,423
	%	0.06%	3.97%	0.40%	0.09%	0.01%	95.48%	100.00%
Grand Total	#	248	2,986	188	39	41	164,211	167,713
	%	0.15%	1.78%	0.11%	0.02%	0.02%	97.91%	100.00%

Holston Conference Membership
1993 - 2004

Year	12/31 Members	Gain (Loss)	% Gain (Loss)
1993	175,305		
1994	174,671	(634)	
1995	174,091	(580)	
1996	172,732	(1,359)	
1997	172,799	67	
1998	171,944	(855)	
1999	171,869	(75)	
2000	170,846	(1,023)	
2001	169,395	(1,451)	
2002	168,970	(425)	
2003	168,121	(1,274)	
2004	167,713	(408)	
Totals		(8,017)	-4.3%



The Holston Conference							
Membership Change - 2004 (Sorted by Net Gain)							
#	Church Name	DIST	Church #	2003 Members	2004 Members	Net Gain	% Gain
1	Christ	CH	412681	2,964	3,174	210	6.6%
2	Cokesbury	KN	417683	2,954	3,092	138	4.5%
3	Lenoir City Central	OA	415104	693	772	79	10.2%
4	Burks	CH	413721	1,269	1,347	78	5.8%
5	Knoxville Christ	KN	418038	834	890	56	6.3%
6	Knoxville Concord	OA	414884	2,097	2,142	45	2.1%
7	Fairview	MA	419421	1,399	1,434	35	2.4%
8	New Mt Olive	WY	965665	90	124	34	27.4%
9	Seymour	MA	419738	491	525	34	6.5%
10	Shady Grove	MO	420180	294	328	34	10.4%
11	Munsey Memorial	JC	416303	1,378	1,409	31	2.2%
12	St John	MA	419501	203	234	31	13.2%
13	Wears Valley	MA	419751	169	200	31	15.5%
14	Middlebrook Pike	KN	418608	1,450	1,478	28	1.9%
15	Luminary	OA	413630	284	311	27	8.7%
16	Trenton	CH	413322	330	355	25	7.0%
17	Sunbright	OA	415525	65	89	24	27.0%
18	Radford Central	WY	422508	430	452	22	4.9%
19	Cleveland First	CL	413823	686	708	22	3.1%
20	Knoxville Piney Grove	KN	396033	37	59	22	37.3%
21	Fairview	WY	421801	35	56	21	37.5%
22	Farragut First	OA	418197	986	1,007	21	2.1%
23	Beaver Ridge	OA	414680	669	689	20	2.9%

EXHIBIT K (cont'd)

24	Dandridge First	MO	420167	425	444	19	4.3%
25	Hiltons Memorial	BI	411642	208	227	19	8.4%
26	Knoxville St Mark	KN	418370	369	388	19	4.9%
27	Bethlehem-Wiley	CH	412737	189	207	18	8.7%
28	Cleveland Wesley Memorial	CL	414417	1,240	1,258	18	1.4%
29	Seymour Bethel	MA	418940	109	126	17	13.5%
30	Ooltewah	CL	414224	775	792	17	2.1%
31	Signal Crest	CH	412794	918	935	17	1.8%
32	Signal Mountain	CH	413220	77	94	17	18.1%
33	Trentville	KN	420748	220	237	17	7.2%
34	Abingdon	AB	410204	805	821	16	1.9%
35	Knoxville Ebenezer	KN	417843	432	448	16	3.6%
36	Maryville First	MA	419443	1,973	1,989	16	0.8%
37	Keith Memorial	CL	413641	1,097	1,113	16	1.4%
38	Widwood	CH	413402	52	68	16	23.5%
39	Faith	KN	417171	184	199	15	7.5%
40	Flintstone	CH	412486	146	161	15	9.3%
41	Fort Oglethorpe	CH	412511	320	335	15	4.5%
42	Tuckaleechee	MA	419807	209	224	15	6.7%
43	Washington Pike	KN	418506	774	789	15	1.9%
44	Broadway	MA	419363	586	600	14	2.3%
45	Chapel Hill	CH	412943	214	228	14	6.1%
46	Tip Top	TA	421435	81	95	14	14.7%
47	Pigeon Forge First	MA	419603	295	308	13	4.2%
48	Gray	JC	416201	639	652	13	2.0%
49	Middlesettlements	MA	419352	374	387	13	3.4%
50	Savannah	CL	414496	38	51	13	25.5%

The Holston Conference						
Membership Change - 2004 (Sorted by Percentage Gain)						
#	ChurchName	DIST	Church #	2003 Members	2004Members	% Gain
1	Fairview	WY	421801	35	56	37.5%
2	Knoxville Piney Grove	KN	396033	37	59	37.3%
3	Church Hill	AB	410784	16	23	30.4%
4	New Mt Olive	WY	965665	90	124	27.4%
5	Sunbright	OA	415525	65	89	27.0%
6	Irwin's Chapel	OA	415150	33	45	26.7%
7	Savannah	CL	414496	38	51	25.5%
8	Imboden	BI	411276	24	32	25.0%
9	Widwood	CH	413402	52	68	23.5%
10	Salem	WY	422097	28	36	22.2%
11	Mt Vernon	MO	420260	24	30	20.0%
12	Creech's Chapel	MO	420087	17	21	19.0%
13	Beth Car	MO	418995	35	43	18.6%
14	Signal Mountain	CH	413220	77	94	18.1%
15	Otes	KI	417581	41	50	18.0%
16	Rye Cove	BI	411414	23	28	17.9%
17	Summerfield	WY	418437	39	47	17.0%
18	Sidney	WY	421834	63	75	16.0%
19	Swan Pond	OA	415547	16	19	15.8%
20	Wears Valley	MA	419751	169	200	15.5%
21	Gilbert Memorial	BI	412373	22	26	15.4%
22	Mt Olivet	AB	410591	23	27	14.8%
23	Tip Top	TA	421435	81	95	14.7%

24	Dandridge Mt Zion	MO	420191	79	92	13	14.1%
25	Cowan's Chapel	OA	966408	31	36	5	13.9%
26	Whiteside	CH	412497	25	29	4	13.8%
27	Seymour Bethel	MA	418940	109	126	17	13.5%
28	St John	MA	419501	203	234	31	13.2%
29	Jearoldstowm	JC	395734	20	23	3	13.0%
30	Tazewell Mt Herrmon	TA	420910	15	17	2	11.8%
31	Hansard's Chapel	OA	415161	38	43	5	11.6%
32	Bethel	WY	422018	32	36	4	11.1%
33	Shady Grove	MO	420180	294	328	34	10.4%
34	Lenoir City Central	OA	415104	693	772	79	10.2%
35	Andover	BI	411312	110	122	12	9.8%
36	Looney's Creek Chapel	CH	413025	38	42	4	9.5%
37	Flintstone	CH	412486	146	161	15	9.3%
38	St Mark	KI	966000	39	43	4	9.3%
39	Midtown Valley	OA	415274	52	57	5	8.8%
40	Pearisburg Shady Grove	TA	421776	73	80	7	8.8%
41	Bethlehem-Wiley	CH	412737	189	207	18	8.7%
42	Luminary	OA	413630	284	311	27	8.7%
43	Blackwell's Chapel	AB	410011	74	81	7	8.6%
44	Heiskell	OA	414714	32	35	3	8.6%
45	Lookout Mountain	CH	412588	86	94	8	8.5%
46	Lynnwood	KN	418368	54	59	5	8.5%
47	Morrison Chapel	KI	417205	130	142	12	8.5%
48	Hiltons Memorial	BI	411642	208	227	19	8.4%
49	Sneedville	MO	420704	100	109	9	8.3%
50	Whitwell First	CH	413388	112	122	10	8.2%

**HOLSTON CONFERENCE
COUNCIL ON FINANCE AND ADMINISTRATION
INVESTMENT POLICY**

General Provision Investment Policies

A. Purpose: As defined in the Book of Discipline (§612) the Conference Council on Finance and Administration (Council) shall have the authority and responsibility to perform the following functions:

1. To develop policies governing the investment of conference funds (except for pension funds as provided in (§1508), whether in debt or equity, short-term or long-term instruments, with the aim of maximizing funds available for mission in a manner consistent with the preservation of capital, the Policies Relative to Socially Responsible Investments (§716), and the Social Principles of the Church. A statement of such policies shall be printed in the conference journal at least once in each quadrennium (§612.5).
2. Authorizing the conference treasurer to invest funds in accordance with policies and procedures established by the Council (§612.5). A listing of securities held shall be printed annually in the Conference Journal (§618.1.5.d).

B. Standard of care: To use the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims.

C. Investment Ethics: We affirm that all financial resources of the church and its members are God-given resources, to be held in trust for use or investment in ways which promote the reign of God on earth. Further, we recognize that every investment has ethical dimensions. Financial investments have consequences which are both fiscal and social. We believe social justice and social usefulness must be given consideration together with financial security and financial yield in the investment of funds by United Methodist Church agencies and affiliated institutions and congregations as well as individual United Methodists. Socially responsible investing by Christians, institutions and individuals must take account of both sets of considerations. We also concur and abide by the policy goals of the General Conference of the United Methodist Church, its general agencies and entities under its control. [from the Book of Resolutions of the United Methodist Church-2004]

D. Social Responsibility:

1. In accordance with (§1504.15 & §716) of the Book of Discipline, it shall be the policy of The United Methodist Church that all general boards and agencies, including the General Board of Pension and Health Benefits, and all administrative agencies and institutions, including hospitals, homes, educational institutions, Annual Conferences, foundations, and local churches, shall, in the investment of money, make a conscious effort to invest in institutions, companies, corporations, or funds whose practices are consistent with the goals outlined in the Social Principles; and shall endeavor to avoid investments that appear likely, directly or indirectly, to support racial discrimination, violation of human rights, sweatshop or forced labor, gambling, or the production of nuclear armaments, alcoholic beverages or tobacco, or companies dealing in pornography. The boards and agencies are to give careful consideration to shareholder advocacy, including advocacy of corporate disinvestments.

E. Supervision:

1. The Conference Treasurer shall review the investment account with the Investment Committee not less than quarterly.
2. The Investment Committee shall report to the Conference Council on Finance and Administration at each of its meetings.

3. The Council will maintain and review:
 - a. The investment policies and objectives of the Council.
 - b. Procedures for handling the receipts, deliveries, transfers, and safekeeping of securities and the safeguarding of assets.
 - c. The Council shall approve significant changes to the policy before said changes are implemented.
 - d. The Investment Policy shall be printed in the Conference Journal at least once in each quadrennium
4. The Council shall have the responsibility for the selection, communication and monitoring of an investment manager.

F. General Guidelines:

1. Permissible Investments:
 - a. To purchase fixed income securities only where issued by the United States Treasury, an agency of the United States Government, or corporate bonds rated in one of the top four letter classifications by Moody's or Standard and Poor's. (Convertible securities will be considered as equity securities.)
 - b. To purchase short-term securities only when issued by the United States Treasury, an agency of the United States Government, commercial paper rates P-1 or P-2 by Moody's Investor Services, Inc., A-1 or A-2 by Stand and Poor's, F-1 by Fitch's or acceptances of the two hundred largest commercial banks in the United States where such certificates of deposit or bankers acceptances are fully insured by an agency of the Federal Government.
 - c. Investments are allowed in the following Holston Conference Foundation funds: Balanced Growth Fund; Income Fund; or Short-Term Income Fund.
2. Non-Permissible Investments:
 - a. Investments shall not be made in foreign securities including American Depository Receipts, except the common stocks, and the American Depository Receipts thereof of those foreign securities listed on the New York Stock Exchange.
 - b. Investments shall not be made in commodities, commodity contracts, derivatives, oil, gas, mineral leases, mineral rights, or royalty contracts.
 - c. Margin transactions, short sales, options, puts, calls, straddle, and/or spreads shall not be used.
 - d. No investment shall knowingly be made in which any officer of the Council or any member of the Council has a known significant financial interest.
 - e. Investments shall not be made in the securities of an issuer which, together with any predecessor, has been in operation for less than three years, and/or in equity securities of issuers for which market quotations are not readily available.
 - f. Investments shall not be made in securities for the purpose of exercising control or management.
 - g. To make no unsecured personal loans of any of the assets contributed under the provisions of any of the funds, plans and programs administered by the Council.

G. Investment Policy Elements:

The key elements of an investment policy are asset allocation, performance standards and security characteristics. This policy allocates assets into Short Term (Module 1), Intermediate (Module 2) and Equity/Balanced (Module 3) accounts according to the obligations to be funded. The assets allocated to Module 1 should be sufficient to "buffer", on an infrequent basis, the operating needs of the Conference. The operating account, because of timing or other issues, may experience a shortfall that Module 1 can cover. The Module 2 and Module 3 exclude funds not needed for liquidity in foreseeable future by thereby permitting longer

term investment horizon. To diversify the investment of the funds under the supervision of the Council so as to minimize the risk of large losses, unless under the circumstances it is clearly prudent not to do so, the Module 3 portfolio should remain in the 30%-40% range of total investments. It is recommended that the Module 2 portfolio remain in the 30% - 40% range of total investments. Further, it is recommended that the Module 1 portfolio remain in the 30%-40% range of total investments.

An overall average total return objective is established by the investment policy for each of these investment accounts. For comparative purposes, the investment returns will be compared against generally accepted indices, e.g., the Lehman, Merrill Lynch bond and the Standard & Poor's 500 Indexes. Security characteristics define the credit quality, position size and other descriptive information to guide portfolio management and limit risk. With regard to the portfolio mix guidelines referred to in the respective policies, outside investment managers, if retained, shall be permitted to change allocation mix in response to market conditions only after approval of the Council.

H. Fund Specific Policies:

Attached to this document are separate guidelines for each identifiable investment fund. Each policy will identify and define:

1. the investment obligation, including its purpose,
2. return objectives,
3. critical risk factors,
4. appropriate investment categories, asset allocation targets, broad quality constraints and maturity targets,
5. liquidity constraints, and
6. market value fluctuation tolerance.

~ Proposed by the Investment Task Force
Darryl Kirkland (Chair), Nancy Goodson, Charles Stewart,
Tom Rush, Clyde McDonald (Staff)

Module 1

Investment Policy Statement for Short Term Reserve and Liquidity Funds

Purpose:

The investments in this pool will seek returns in excess of a passive approach and provide liquidity for the organization's short-term reserve funds. Capital preservation is important in this portfolio.

Return Objective:

The performance of the fund shall be measured against the following goal: Over a rolling two-year horizon:

- 90-Day Treasury Bills, plus 0.50%

Most Important Risk Factor:

Liquidity

Appropriate Investments:

See following page.

- All securities in the portfolio will be readily marketable.

The average rating of the portfolio shall at all times be AA or better

Module 1
Investment Policy Statement for Short Term Reserve and Liquidity Funds

Appropriate Investments:

The chart below defines the specific securities and position sizes.

Security	Description	Maximum Positions (% of total portfolio at market value)
Treasury Securities	Maturities will generally be restricted to 3 years or less	* Maximum 20% of the portfolio in any single issue * Maturity Diversification
Agency Securities	Maturities will generally be restricted to 3 years or less	* Maximum 20% of the portfolio in any single issue * Maturity Diversification
Mortgage pass-throughs	Weighted average life will generally be restricted to 3 years or less	* Maximum 25% of the portfolio in mortgage-backed securities * Maximum 10% of the portfolio in any single issue
Repurchase Agreements	Maximum 30 days maturity	* 5% maximum for any single issue except Gov't.-backed repos (10%)
Bank Certificate of Deposit (w/collateral security)	Maximum 1 year maturity	* 5% maximum for any single issue * Principal and Interest FDIC insured marketable repurchase agreements and CDs
Municipal Obligations Including Taxable Municipals	Maturities will generally be restricted to 3 years or less	* Maximum 5% in any single issue * Maximum quality rating of A at time of purchase * Maximum total munis-25%
Commercial Paper	Maximum 270 days maturity	* Minimum quality rating of A1/P1

- **Average maturity of portfolio is expected to range from 1.25 years to 2 years under normal market conditions.**

Prohibited Investments:

The following securities are prohibited from purchase:

- Eurodollar and any non-US dollar bonds
- Principal Only and Interest Only Securities
- Mutual Funds except Money Market Funds
- Inverse Floaters
- Collateralized Mortgage Obligations
- Support tranches (of CMO-securities)
- Bankers Acceptances

Module 2

Investment Policy Statement for Intermediate Term Portfolio

Purpose:

Module will maximize return on funds designated to meet capital expenditure needs/longer-term operating requirements.

Return Objective:

1. The manager is expected to produce a return in excess of the Lehman Intermediate Government Index.
2. The period for investment evaluation will be at least three years and will normally include a market cycle unless the manager's interim results are significantly below expectations.

Most Important Risk Factor:

Purchasing power risk

Appropriate Investments:

See following page.

- All securities in the portfolio will be readily marketable.
- The chart on the following page defines the specific securities and position sizes.

Liquidity:

As long as the manager is intimately familiar with the cash requirements, liquidity should not be an issue. Nonetheless, again only marketable debt securities should be utilized.

Market Value Fluctuations:

Within the credit, maturity and return parameters, volatility should be minimized.

- Corporate and Municipal exposure in total will not exceed 50% at cost unless approved by the Council.
- In the event of a downgrade of a fixed income security held in the portfolio below A (by either S&P or Moody's), the fixed income manager will inform the Conference Treasurer of the bond's status and recommended action to be taken.

Prohibited Securities:

The following securities are prohibited from purchase:

- Eurodollar and any non-US dollar bonds
- Principal Only and Interest Only Securities
- Mutual Funds • Inverse Floaters
- Collateralized Mortgage Obligations
- Support tranches (of CMO-securities)
- Bankers Acceptances

Module 2
Investment Policy Statement for Intermediate Term Portfolio

Security	Description	Maximum Positions (% of total portfolio at market value)
Treasury Securities	Maturities will generally be restricted to 10 years or less	* Maximum 20% of the portfolio in any single issue * Maturity Diversification
Agency Securities	Maturities will generally be restricted to 10 years	* Maximum 20% of the portfolio in any single issue * Maturity Diversification
Mortgage pass-throughs (Agency-backed)	Weighted average maturity will generally be 10 years or less	* Maximum 25% of the portfolio in mortgage-backed securities * Maximum 10% of the portfolio in any single issue
Corporate Debt Securities	Maturities will generally be restricted to 10 years	* Minimum quality rating of A at time of purchase * Maximum 5% of the portfolio in any single issuer * Maturity diversification
Repurchase Agreements	Maximum 30 day maturity	* 5% maximum for any single issue except Govt.-backed repos (10%)
Bank Certificate of Deposit (w/collateral security)	Maximum 1 year maturity	* Principal and Interest FDIC insured
Municipal Obligations Including Taxable Municipals	A-rated or better; Maturities will generally be restricted to 10 years or less	* Maximum 5% in any single issue * Minimum quality rating of A at time of purchase * Maturity diversification
Commercial Paper	Maximum 270 days maturity	* Minimum quality rating of A1/P1

Expected Characteristics of Module 2

	Minimum	Average	Maximum
Duration	50% of benchmark	3.3 years	150% of benchmark
Maturity	2.0 years	4.3 years	7.5 years
Quality	A+	AA	AAA

Module 3
Investment Policy Statement for Intermediate Term Portfolio

Purpose:

Module will maximize returns on funds designed to meet capital expenditure needs and longer-term operating requirements. To produce returns within an acceptable level of risk that reduces the impact of purchasing power risk.

Return Objective:

1. The manager is expected to produce a return in excess of an appropriate benchmark (based on asset mix).
2. The module is expected to outperform a peer group universe of managers with similar style over a three to five-year time period.

Most Important Risk Factor:

Purchasing power risk

Appropriate Investments:

See following page.

Liquidity:

As long as the manager is familiar with the cash requirements, liquidity should not be an issue. Liquidity needs will generally be used for strategic re-balancing or other total portfolio concerns.

Market Value Fluctuations:

Whereas it is understood that fluctuating rates of return are characteristic of the equity markets, the greatest concern should be long-term appreciation and consistency of returns with no greater than market risk.

Appropriate Investments:

Equities:

A major portion of the equity portfolio is to be in large capitalization companies in a well-diversified portfolio. Smaller capitalization companies and special situations may be used to complement the core portfolio.

- Individual issues may not exceed 7% of the portfolio at cost per issuer unless an exception is approved by the Council.
- No more than 30% of the portfolio may be invested in a single industry.
- Short sales, margin, leverage, listed options, restricted issues, any futures indexes or other specialized activities should not be used as investment vehicles.
- The manager will be required to vote proxies in the best interest of the Conference.

Fixed Income:

The fixed income portion of a balanced account must comply with the appropriate investments and specific requirements section of Module 2

~ Approved by The Council on Finance and Administration
March 19, 2005

FIVE STAR CHURCHES

To qualify for the Five Star Award,
churches must pay the Fair Share in full and
support at least one project in each of the four Advance Special categories.

Abingdon District

Abingdon	Damascus	Mountain City, Wesley
Abingdon, Mountain View	Elizabeth	Reynolds Memorial
Addilynn Memorial	Emory	Ridgedale
Anderson Street	Grace	Shouns
Beech Grove	Greenwood	Sinking Springs
Bristol, Aldersgate	Hunt Memorial	South Bristol
Bristol, First	Laurel Springs	State Street
Bristol, Oak Grove	Lebanon Chilhowie	Three Springs
Byars Cobb	Lebanon Memorial	Wallace
Carvosso	Madam Russell	Wharf Hill
Chilhowie	Mahanaim	Wright's Chapel
Chilhowie, Mountain View	Marion, Zion Hill Meadowview	Wyndale

Big Stone Gap District

Alley's Chapel	Flatwoods	Midway Memorial
Bethel	Gate City	Miller's Chapel
Big Stone Gap, Trinity	Hale's Chapel	Nottingham
Bond Memorial	Hiltons Memorial	Pennington Gap, First
Bowling Chapel	Holston View	Pleasant Hill
Campground	Imboden	Prospect
Clintwood	Jonesville	Robbin's Chapel
Culbertson's Chapel	Marble Point	Tacoma
Dryden	Mendota	York's Chapel

Chattanooga District

Chapel Hill	Holly Avenue	Simpson
Chattanooga, St. Elmo	Jones Memorial	Stephen's Chapel
Christ	Mt. Crest	Tyner
Fairview	Red Bank	Washington Hills
First Centenary	Sand Mountain	Wauhatchie
Highland Plaza	Signal Crest	Whiteside
Hixson	Signal Mountain	

Cleveland District

Allen Memorial	Concord	Pleasant Hill
Apison	Copperhill, First	Red Hill
Broad Street	Daisy	Soddy
Burkett's Chapel	Decatur	Spring City
Calhoun	Evensville	St. Clair
Cedar Springs	Jones Chapel	Ten Mile
Chilcutt	Keith Memorial	Union Chapel
Cleveland, First	Mountain View	Wesleyanna
Cleveland, Wesley Memorial	Oak Grove	

FIVE STAR CHURCHES (Continued)

Johnson City District

Asbury	Elizabethton, First	Marvins Chapel
Bethesda	Embreeville	Munsey Memorial
Bluff City	Enterprise	Piney Flats
Boones Creek	Fairview	Sulphur Springs
Centenary	Grace	Telford
Chuckey	Greenwood	Unicoi
Edgefield	Jonesborough	Valley Forge
Elizabeth Chapel	Limestone	

Kingsport District

Adam's Chapel	Emory	Morrison Chapel
Amis Chapel	Fall Branch	Mountain View
Arcadia	First Broad Street	Mt. Zion
Bethel	Glen Alpine	Okolona
Blountville	Grange Hall	Old Union
Cassidy	Hull's Chapel	Otes
Chalybeate Springs	Kendricks Creek	Persia
Church Hill, First	Ketron Memorial	Rock Springs
Colonial Heights	Kincaid	Ross Camp Ground
Community	Kingsley	Salem
Crossroads	Lebanon	St. Luke
Depews Chapel	Logan's Chapel	St. Mark
Edgewood	Mafair	Surgoinsville, First
Elm Springs	McFerrin	Wheeler

Knoxville District

Amherst, Bethel	Hopewell	Magnolia Avenue
Bearden	Knoxville, Asbury	Marble City
Bookwalter	Knoxville, Central	Mascot
Church Street	Knoxville, Christ	Middlebrook Pike
Clapps Chapel	Knoxville, First	New Life
Emerald Avenue	Knoxville, Piney Grove	Norwood
Faith	Knoxville, St. Lukes	Powell
Fountain City	Knoxville, Trinity	
French Broad, Bethel	Knoxville, Zion	

Maryville District

Alcoa, First	Immanuel	Roberts
Blount, Pleasant Hill	Loundon	Sevierville, First
Broadway	Madisonville, First	Sevierville, Pleasant Hill
Buckner Memorial	Maryville, First	Seymour
Bungalow	Meadow	Shults Grove
Burnett Memorial	Middlesettlements	St. Mark's
Campground	Mountain View	Tuckaleechee
Carpenters	Murphy's Chapel	Walden's Creek
Eden	New Salem	Walland
Friendsville	Oakland	Wears Valley
Gatlinburg, First	Peck's Memorial	Webb's Creek
Green Meadow	Pigeon Forge, First	Williamson's Chapel

FIVE STAR CHURCHES (Continued)

Morristown District

Afton, Mt. Zion	Edwards Chapel	New Market, Cedar Grove
Bean Station, Central	Glendale	Newport, First
Beth Car	Greeneville, Mt. Carmel	Noe's Chapel
Bethel	Greeneville, Mt. Pleasant	Oakland
Bewley's Chapel	Hardin's Chapel	Ottway
Bradburn Hill	Harned's Chapel	Panther Springs
Bulls Gap, First	Hartman's Chapel	Pine Grove
Bybee	Hill's Union	Romeo
Carter's Chapel	Lawson Chapel	Rutledge
Centenary	Liberty Hill	Seahorn's Chapel
Chestnut Grove	Mary's Chapel	Shady Grove
Chestnut Hill	McCampbell	Strawberry Plains
Christ	Midway	Talley's Chapel
Creech's Chapel	Mooreburg	Tate Chapel
Dandridge, First	Morristown, First	Thorn Hill, Mt. Pleasant
Dandridge, Mt. Zion	Mosheim, Central	Watkin's Chapel
Doty's Chapel	Mt. Airy	Weem's Chapel
Ebenezer	Mt. Pisgah	White Pine, First
Economy	Mt. Sinai	Zion

Oak Ridge District

Beaver Ridge	Knoxville, Mt Hermon	Oliver Springs
Cawood	LaFollette	Petros
Farragut, First	Lenoir City, Central	Roane, Jonesville
Good Shepheard	Lenoir City, Trinity	Rugby Road
Hansard's Chapel	Lone Mountain	Sinking Springs
Jacksboro	Martel	Thompson Chapel
Kern Memorial	Moore's Gap	Union, Pleasant Grove
Kingston	New Tazewell	
Knoxville, Concord	Oak Ridge, Trinity	

Tazewell District

Bailey	Dennison	Pearisburg, Pleasant Hill
Bastian, Green Valley	Eggleston	Pearisburg, Shady Grove
Bastian, Pine Grove	Eggleston, Green Valley	Pisgah
Bear Springs	Eggleston, Wesley's Chapel	Rich Creek
Bland	Elk Garden	Richlands, First
Bland, Mt. Zion	Falls Mills, Macedonia	Riverside
Bluefield, Ebenezer	Kathleen Memorial	Rocky Gap
Bluefield, First	Looney's Chapel	Sheffey Memorial
Boyd's Chapel	Main Street	Tazewell, Mt. Hermon
Brown's Chapel	Narrows, First	Tazewell, Pleasant Hill
Cedar Bluff	Narrows, Hale's Chapel	Thessalia
Cedar Bluff, Midway	North Tazewell	Tip Top
Clearview	North Tazewell, Mt. Zion	Union, New Hope
Davis	Pearisburg, Edgewood	Wrights Valley

FIVE STAR CHURCHES *(Continued)*

Wytheville District

Aldersgate	Graham's Forge	Oakland
Auburn	Groseclose	Pleasant Hill
Austinville, Trinity	Grove	Providence
Belspring	Independence	Pulaski, First
Cold Springs	Jordan's Chapel	Radford, Central
Draper	Lebanon	Rockford
Ebenezer	Liberty Hill	Rural Retreat, Fairview
Elk Creek, Forest	Long View	Rural Retreat, Fulton
Elk Creek, Mt. Zion	Marvin	Salem
Fairlawn	Max Meadows	Sidney
Falling Branch	Morgan's Chapel	St. Paul
Fort Chiswell	Mountain Plains	Stevens Creek
Foster Falls	Mt. Pleasant	Thornsprings
Galax, Asbury	Mt. Vale	Willis
Galax, First	New Mt. Olive	Woodlawn

Report No. 12

THE BOARD OF PENSIONS

BOARD OF PENSION GUIDELINES

The United Methodist Church acknowledges that pensions are “deferred compensation” earned at the same time and in the same manner as salary. Of the total compensation package, including salary, housing, utilities, health insurance, death/disability benefits, and other cash or non-cash allowances, the purpose of a pension is to assure retirement with dignity in an often unpredictable future.

General Conference approved a new pension program which went into effect January 1, 1982. It is an entirely different concept of funding pensions—“defined contribution” compared to the “defined benefit” pre-1982 program. The conference will continue to provide both kinds of pension as long as we have retirees with pre-1982 years of service.

SERVICE YEARS PRIOR TO 1982 - DEFINED BENEFIT

The benefit is defined when Annual Conference votes the Past Service Rate and the cost to fund is determined. Historically, apportionments, campaigns and earnings provided the funding for Pre-1982 pension benefits. The successful Legacy of Commitment Campaign resolved our unfunded liability for Pre-1982 Pensions; therefore the Annual Conference apportionment for Pre-1982 Pensions will be removed effective January 1, 2004. Future contributions will be funded from the currently “Fully Funded” Pre-1982 Pension Plan from funds on deposit at the General Board of Pensions. The formula for Pre-1982 will continue as in previous years. (Pre-1982 Years x Past Service Rate = Annual Pension)

SERVICE YEARS AFTER 1981 - DEFINED CONTRIBUTION

The contribution is defined and then the benefit results from accumulated contributions and earnings. The Annual Conference contributes a percentage of compensation monthly to an account for the pastor. The funds are currently received through the Fair Share Apportionment. Should the proposal for Direct Billing of all active clergy benefits be approved, the funds to support the Ministerial Pension Plan, the Comprehensive Protection Plan and the Health Insurance will be billed to each congregation based on the eligibility of their assigned pastor(s). The account balance is converted to an annuity at time of retirement.

To implement our Pension and Benefits Program for 2006, the Board of Pensions submits the following guidance:

1. The Board of Pensions recommends a past service retirement rate of \$440 per year of approved Pre-1982 ministerial service in Holston Annual Conference.
2. The total budget amount to provide for the Ministerial Pension Plan (MPP), the Comprehensive Protection Plan (CPP), and the Health Insurance shall be determined each year. Churches should remit 1/12th of their apportionment to the conference treasurer each month.
3. The pension rate for the surviving spouse of a ministerial conference member eligible to receive pension benefits for service rendered before January 1, 1982, shall be 70% of the 2006 pension rate.
4. The Contribution Base shall be the active Participant’s Plan Compensation up to the Denominational Average Compensation (DAC) as computed by the General Board of Pension and Health Benefits of the United Methodist Church.
5. The 2006 Plan Compensation shall include cash salary, plus tax-deferred contributions, plus 25% for housing where the minister lives in a parsonage or the housing allowance where such is provided.

6. The Church Contribution Rate for current funding to the Ministerial Pension Plan (MPP) shall be 11% of the Active Participant's Plan Compensation up to the Denominational Average Compensation (DAC).
7. An active participant in MPP is to make a minimum 3% of the Plan Compensation as a personal contribution to the Personal Investment Plan (PIP). These contributions may be made on a before-tax or after-tax basis. The salary-paying unit must issue the checks. The participant and the salary-paying unit must complete a Before-tax and After-tax Contribution Agreement.
8. The cost of the Comprehensive Protection Plan (CPP) is 4.4% of the Participant's Plan Compensation not to exceed 200% of the Denominational Average Compensation (DAC) for all active full-time ministerial members and full-time local pastors.
9. Continue retirement moving expense, upon receipt of an itemized statement, an amount not to exceed \$1,500. This is a one-time benefit for those taking the retired relationship, those being placed on disability leave, or the spouses of active ministers who died during the year.
10. A Retired Minister's Sunday shall be observed annually on the third Sunday in May with an opportunity being given for persons to make an offering and/or special gifts or bequests in memory or in honor of a beloved pastor. All gifts will be used for special need situations.
11. The Holston Conference Board of Pensions recommends the conference health insurance continue with the Blue-Preferred Network with Blue Cross and Blue Shield of Tennessee, which began on January 1, 1999. This program continues to be a cost savings to the subscribers and the churches.
12. Premium rates for 2006 are listed on the Rate Sheet included in this report.

INCAPACITY LEAVE

In accordance with Para. 358, *2004 Book of Discipline*, the Conference Board of Pensions recommends the following active ministers and local pastors be continued subject to the renewal of their eligibility for disability benefits from the Comprehensive Protection Plan for the conference year 2005-06: H. Ronald Abbott, Benny J. Bishop, Janice Cate, Thomas A. Conley, Raymond C. Deese, Jr., George R. Dunbar, Gary F. Hill, Alfred Newman, James D. Ray, and David Vaughn.

SPECIAL GRANTS 2005-2006 CONFERENCE YEAR

"Conference Board of Pensions may make special grants to clergy members or former clergy members and to local pastors or former local pastors of an Annual Conference who have served under appointment in that conference; or to their spouses, former spouses, surviving former spouses, or surviving dependent children (including adult dependent children). A report of such special grants shall be made annually to the Annual Conference."

Para. 1506.14 *The 2004 Book of Discipline*

Minister

Leon Yost, 8.25 years at the current annual past service funding rate.

Dependent Adult Children

Mr. Thomas E. Byrd, birth date 9/25/44, dependent adult son of the Reverend Howard G. Byrd, deceased minister. Based on 13.0 years of service times 25% of the current pension rate.

Mr. Wendell R. Stock, birth date 12/4/58, dependent adult son of the Reverend Shirl F. Stock, deceased local pastor. Based on 5.50 years of services times 25% of the current pension rate.

Miss Marilyn Rose Turner, birth date 7/17/42, dependent adult daughter of the Reverend Cass M. Turner, Sr., deceased minister. Based on 40.75 years of service times 25% of current pension rate.

RESOLUTIONS RELATING TO RENTAL/HOUSING ALLOWANCES FOR RETIRED OR DISABLED CLERGYPERSONS OF THE HOLSTON CONFERENCE

The Holston Conference (the “Conference”) adopts the following resolutions relating to rental/housing allowances for retired or disabled clergypersons of the Conference:

WHEREAS, the religious denomination known as The United Methodist Church (the “Church”), of which this Conference is a part, has in the past functioned and continues to function through ministers of the gospel (within the meaning of Internal Revenue Code section 107) who were or are duly ordained, commissioned, or licensed ministers of the Church (“Clergypersons”);

WHEREAS, the practice of the Church and of this Conference was and is to provide active Clergypersons with a parsonage or a rental/housing allowance as part of their gross compensation;

WHEREAS, pensions or other amounts paid to retired and disabled Clergypersons are considered to be deferred compensation and are paid to retired and disabled Clergypersons in consideration of previous active service; and

WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for retired and disabled Clergypersons who are or were members of this Conference;

NOW, THEREFORE, BE IT RESOLVED:

THAT an amount equal to 100% of the pension or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the “*Discipline*”), which includes all such payments from the General Board of Pension and Health Benefits (“GBOPHB”), during the years 2005/2006 by each retired or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

THAT the pension or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergyperson rendered to this Conference or that a retired or disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergyperson to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such retired or disabled Clergyperson’s pension or disability as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a Clergyperson’s gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations there under to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson’s employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

HOLSTON CONFERENCE INSURANCE COVERAGE GUIDELINES

ARTICLE I: ELIGIBILITY & ENROLLMENT

- A. The following persons are eligible to be covered in the Holston Conference (“Conference”) insurance program:
1. All full-time employees of the Annual Conference, its local churches and its related agencies and institutions, more specifically defined as:
 - a. Members of the Annual Conference.
 - b. Pastors who are serving at least $\frac{3}{4}$ time.
 - c. Students under appointment as local pastors not covered by an insurance program of another annual conference.
 - d. Approved candidates for ministry who are students and are employed by local churches or other conference agencies and institutions.
 - e. Full-time lay employees of Conference agencies, institutions and local churches. (30 Hours or more a week constitutes a full-time employee)
 2. Persons described in Section 1 above who are retired and who were covered by the Conference insurance program at the time of retirement.
 3. Conference members on sabbatical leave.
 4. Any person described in Section 1 above who becomes disabled.
- B. Conference members taking honorable location or terminating their Conference relationship for any other reason shall not be eligible to continue in the Conference insurance program.
- C. Active Participant Eligibility and Enrollment:
1. The date the person first enters an eligible category is considered to be his/her eligibility date.
 2. The plan sponsor (Holston Conference) must notify an eligible person of his/her eligibility and give to him/her a BlueCross/BlueShield enrollment packet and form to complete and return to the plan sponsor. This notification must be done on a timely basis such that the person can complete and return the necessary forms to the plan sponsor for signature within 30 calendar days following his/her eligibility date. (The date is included in the 30-day count.) On the enrollment form, the participant indicates whether coverage is being accepted or declined on him/herself and/or other dependents. If coverage is being declined on an eligible person, the participant indicates whether that person has other group health coverage. “Other group health coverage” has the same meaning as defined in the Health Insurance Portability and Accountability Act of 1996 (HIPAA). Medicare does not qualify as “other group health coverage.” The participant must complete and return the form to the plan sponsor such that the plan sponsor can audit and sign it within 30 calendar days following the participant’s eligibility date.
 3. The plan sponsor enters the enrollment information on the plan administrator database. The plan administrator maintains for administrative, communications and compliance purposes a record of all eligible participants and their dependents, and their decisions about coverage. The plan administrator should receive the enrollment information as soon as possible since there are limitations on how far back in time coverage can be made effective.

4. If the 30-day plan sponsor signature requirement is not met, the plan administrator enrolls the participant in BlueCross/BlueShield and assigns an election of “No Coverage” under the medical, medical reimbursement account and dependent care account plans. In this case, the participant is unable to make an election of coverage until the next annual election period and coverage would not begin until the following plan year. The exception to this is if he/she subsequently experiences a special enrollment event as defined under HIPAA.
5. An eligible participant who declines coverage under BlueCross/BlueShield may apply for coverage under BlueCross/BlueShield in conjunction with any annual election period and coverage will begin with the following plan year. The eligible participant is encouraged to complete an enrollment/change form and indicate acceptance of coverage, and provide it to the plan sponsor by the September 1 prior to the annual election period. In this way the participant is assured of timely receipt of medical identification cards and other materials needed for accessing benefits. The latest an enrollment/change form will be accepted as part of annual election is November 30.
6. An eligible participant who declines coverage under BlueCross/BlueShield may also apply for coverage before annual election if he/she experiences a special enrollment event as defined under HIPAA.
7. If a participant who is in a retirement status resumes compensated employment within the connectional structure of the Church and is in an eligible category under the adoption agreement, he/she is treated as an active participant for BlueCross/BlueShield benefit purposes.

ARTICLE II: DEFINITIONS AND PROCEDURES ACTIVE/RETIREE/DEPENDENT ELIGIBILITY AND ENROLLMENT

The definition of an eligible dependent under the medical plan is provided below. To actually be covered under BlueCross/BlueShield, however, the eligible dependent spouse and/or child must be enrolled in the plan and the participant must indicate that coverage is desired on the eligible dependent. Even if the current coverage category of the participant allows for the inclusion of an additional person, any eligible dependent, including a newborn child, must be enrolled through the enrollment/change form process.

It is the participant’s responsibility to notify his/her plan sponsor when a new dependent is acquired. A participant should notify his/her plan sponsor even if he/she is declining coverage on the newly acquired dependent.

A dependent’s eligibility date is the date he/she first meets the definition of an eligible dependent. This means, with respect to a new hire or newly eligible participant’s dependent, an existing dependent’s eligibility date is the same as the participant’s. A newly acquired dependent’s eligibility date is the date he/she first meets the dependent definitions stated below. For example, a newborn child’s eligibility date is his/her birth date. The eligibility date of a dependent regaining eligibility (i.e., returning to school full-time) is the effective date of the event causing the dependent to regain eligibility (i.e., first day of the semester).

If the participant wishes to cover the newly acquired dependent, the participant must notify the plan sponsor. The timing of this notification must be such that the plan sponsor can give (mail) the participant the enrollment/change form and other important information, and the participant can complete and return the necessary forms to the plan sponsor for signature within 30 calendar days following the newly acquired dependent’s eligibility date. (The eligibility date is included in the 30 day count.)

The plan sponsor enters the enrollment/change form information on the plan administrator database. If the 30-day plan sponsor signature requirement is not met, the plan administrator enrolls the dependent in BlueCross/BlueShield and assigns to the dependent a status of “Not Covered” under the medical plan. The participant is unable to make an election of coverage for

the dependent until the next annual election period and coverage will not begin until the following plan year. (The exception to this is if the participant or dependent experiences a special enrollment event as defined under HIPAA. A dependent is considered a late entrant for future enrollment purposes.

The plan definition of an “eligible spouse” is the husband or wife of an eligible participant, married in accordance with the law of the jurisdiction in which the eligible participant legally resides.

The plan definition of an “eligible dependent child” is:

- Any unmarried child of an eligible participant from birth through the last day of the month the child attains age 23.
- Any unmarried child under age 25 of an eligible participant if the child is a registered student in regular full-time (as defined by the institution) attendance at an accredited college, university, or post-high school institution offering an associate degree, certification or accreditation. The child must be mainly dependent on the participant for care and support.

Such child is considered an eligible child until:

- The last day of the month following drop-out or withdrawal from the college, university or post-high school institution; The day the dependent child attains age 25, even if still in attendance at a school; or The last day of the third month after graduation from the college, university or post-high school institution (the month in which graduation occurs is considered the first of the three months).
- Any unmarried child, without regard to the child’s age, who is not self-supporting due to mental or physical impairment. The participant must give the plan administrator proof, when requested, that the child meets these conditions. A child who is not self-supporting must be mainly dependent upon the participant for care and support. This child must have become incapable of self-support either before reaching age 19 or while covered as a dependent under this plan or any other group health plan.

A “child” includes:

- The natural child, legally adopted child, stepchild of a participant or spouse, or child for whom the participant or participant’s spouse has obtained court ordered legal guardianship, who resides in the eligible participant’s home. (A child is considered legally adopted on the earlier of the date of placement or the date that the legal adoption proceedings have been started.)
- Natural child, legally adopted child or child for whom the participant has obtained court ordered legal guardianship, under age 19, who is not living with the participant, and for whom the employee is responsible by legal decree for the majority of financial support of the child, or specifically for the medical health care expenses of the child.

To be eligible, dependents must reside in the United States.

The following is not considered an eligible dependent child: married child of any age.

- Any grandchild or foster child who has not been legally adopted by the participant nor has court ordered legal custody.
- Natural or legally adopted child, under age 19, who is living with a former spouse at another location, and for whom the participant is not responsible by legal decree for the majority of financial support of the child, or specifically for the medical healthcare expenses of the child.
- Natural, legally adopted or step-child of a spouse of an eligible participant who is not living with the participant or for whom another party is legally responsible for the majority of financial support of the child, or specifically for the medical health care expenses of the child.

A newborn child is covered for 30 calendar days after the child’s birth, even if the participant does not accept coverage on the child.

UMC Couples Eligibility

If both persons are eligible for BlueCross/BlueShield benefits because of their clergy, deacon or lay employee statuses, they are considered a UMC couple. If the member of the UMC couple who is listed as the “participant” loses eligibility, the covered dependent spouse will become the covered participant and maintain the existing coverage for any covered dependents.

Non-Salaried Active Participant Eligibility

The plan sponsor indicates which types of non-salaried statuses it considers to be eligible for BlueCross/BlueShield purposes and the length of time eligibility continues.

Retiree Benefit Eligibility and Enrollment

In order to be eligible for retiree benefits under BlueCross/BlueShield as a retiree or a retiree dependent, both plan sponsor eligibility requirements and BlueCross/BlueShield eligibility requirements must be met. Participants need to obtain information on plan sponsor-specific eligibility requirements from their plan sponsor (Holston Conference).

Under BlueCross/BlueShield eligibility requirements, an active participant is eligible for retiree medical coverage if he/she completes ten consecutive years of coverage upon retirement under a group health plan maintained by a participating BlueCross/BlueShield plan sponsor and retires from active salaried or non-salaried service with a participating BlueCross/BlueShield plan sponsor.

Under BlueCross/BlueShield eligibility requirements, a dependent spouse or child is eligible for retiree coverage if the retiring participant has satisfied BlueCross/BlueShield retiree eligibility requirements.

Any eligible participant who is retiring must be notified by the plan sponsor of his/her eligibility for BlueCross/BlueShield retiree benefits and be given a BlueCross/BlueShield retiree enrollment packet and forms to complete and return to the plan sponsor. The recommended time for this material to be given to the retiring participant is three months prior to his/her retirement date.

On the enrollment form, the participant indicates whether coverage is being accepted or declined on him/herself and/or other dependents. If coverage is being declined, the participant indicates whether that person has other group health coverage. Upon reaching the retirement date the participant and spouse will have individual policies except in the case of a dependent child who is under age 23. The participant also indicates the legal residence he/she will have as of the retirement date.

It is recommended that the retiring participant complete the enrollment/change form and pension withholding form and return them to the plan sponsor no later than two months prior to his/her retirement date.

The plan sponsor enters the enrollment/change form information on the plan administrator database. It is recommended that this be done no later than two months prior to the participant’s retirement date. Because there are limitations on how far back in time coverage and election changes can be made, it is important for the plan administrator to receive the forms as soon as possible.

If an eligible retiree or retiree dependent declines BlueCross/BlueShield retiree coverage when first eligible for such coverage without having other group health coverage, all future coverage rights are lost with respect to that person.

If a covered retiree or retiree dependent subsequently declines retiree coverage, all future coverage rights are lost with respect to that person and, in the case of the retiree’s declination, all dependents.

A NEW SPOUSE OR DEPENDENT ACQUIRED BY A RETIREE AFTER RETIREMENT IS NOT AN ELIGIBLE DEPENDENT UNDER BLUECROSS/BLUESHIELD. The exception to this is a retiree gaining a new dependent child through court ordered legal guardianship, in which case the child is considered eligible.

Medical premium contributions of retirees are after-tax. The General Board of Pension and Health Benefits may deduct premiums from pension benefits payable under benefits administered. Certain plan sponsors require this on a mandatory basis. In other cases, the plan sponsor bills and collects these premiums from the retiree.

Surviving Dependent Eligibility and Enrollment

Survivors of active participants: The covered dependent of a deceased active covered participant is eligible for medical coverage as a “surviving dependent.” This means that both the deceased participant and survivor dependent must be covered at the time of death in order for survivor benefits to be available under BlueCross/BlueShield.

The plan sponsor must notify all eligible covered surviving dependents of their eligibility for BlueCross/BlueShield survivor benefits and give them important information about BlueCross/BlueShield survivor benefits. This notification of survivors must be done on a timely basis.

If a survivor wishes to decline survivor benefits, the plan sponsor includes in the information packet an enrollment/change form for the survivor to complete and indicate declination of coverage. The plan sponsor signs and dates the form within 60 days following the participant’s death and faxes (mails) the form to the plan administrator. (The date of death is included in the 60-day count.) If a surviving dependent declines BlueCross/BlueShield survivor coverage when first eligible for such coverage, all future rights to BlueCross/BlueShield coverage are lost with respect to that dependent.

A covered surviving dependent spouse may continue under the active medical until age 65 and then until death under the retiree medical.

A covered surviving dependent child may continue under the active non-salaried medical until he/she no longer meets the plan definition of an eligible child.

If a covered surviving dependent subsequently declines BlueCross/BlueShield coverage, all future coverage rights are lost.

A legally separated or divorced spouse of a deceased participant is not eligible for survivor benefits.

Premiums for survivor coverage are billed and collected by the plan sponsor.

Survivors of retirees: The above also applies to the survivor of an eligible retiree. However, if the surviving dependent of an eligible retiree is not a covered dependent under BlueCross/BlueShield but has other group health coverage, he/she may decline survivor coverage at the time of the retiree’s death and retain future coverage rights.

Those rights can be exercised in conjunction with any annual election for coverage commencing at the beginning of the next BlueCross/BlueShield plan year, so long as she/he maintains the other employer sponsored group health coverage through the last day of the BlueCross/BlueShield plan year preceding the commencement of BlueCross/BlueShield coverage.

If prior to the end of the BlueCross/BlueShield plan year the surviving dependent loses other group health coverage and he/she wishes to exercise his/her coverage rights, it is the survivor’s responsibility to notify the plan sponsor. The survivor should notify the plan sponsor on a timely basis such that the plan sponsor can give (mail) the survivor the enrollment/change form and other important information, and the survivor can complete and return the necessary forms to the plan sponsor for processing within 30 calendar days following the loss of that other group health

coverage. (The first day of being without coverage is counted as the first of the 30 days.) If this 30-day requirement is not met, all future surviving dependent coverage rights are lost.

If a non-covered surviving dependent of a retiree declines BlueCross/BlueShield survivor coverage when first eligible for such coverage without having other group health coverage, all future coverage rights are lost with respect to that dependent.

Divorced Spouse Eligibility and Enrollment

Divorced spouse of an active participant: The medical plan also considers as eligible the covered legally separated or divorced spouse of a covered participant, provided the participant is responsible by legal decree for the majority of financial support of the former spouse, or specifically for the medical, or other health care expenses, of the spouse.

The participant must notify the plan sponsor when there is an eligible “divorced spouse” who meets the conditions above and for whom the participant wishes to obtain BlueCross/BlueShield coverage. This notification must be done on a timely basis such that the plan sponsor can give (mail) the “divorced spouse” an enrollment/change form and the “divorced spouse” can complete and return it to the plan sponsor within 30 days of the date of the legal decree. If this 30-day requirement is not met, all future divorced spouse rights under BlueCross/BlueShield are lost.

On the enrollment/change form, the “divorced spouse” indicates whether coverage is being accepted or declined on him/herself. The divorced spouse also indicates his/her legal residence. The only coverage category available to a “divorced spouse” is “participant only.” If coverage is declined, the “divorced spouse” loses all future rights for coverage under BlueCross/BlueShield.

A covered “divorced spouse” may continue under the active medical until age 65 and then until death under the retiree medical option. In no event, however, will BlueCross/BlueShield eligibility extend beyond the period specified in the legal decree, the date of the participant’s death or the period for which premiums are paid.

If a “divorced spouse” remarries, he/she remains eligible for BlueCross/BlueShield benefits, unless otherwise provided for in the legal decree. BlueCross/BlueShield will consider as ineligible any newly acquired dependent of a “divorced spouse.”

A “divorced spouse” of a deceased participant is not eligible for survivor benefits unless legal decree requires it.

If a covered “divorced spouse” subsequently declines coverage, all future coverage rights are lost.

Premiums for “divorced spouse” coverage are billed and collected by the plan sponsor. Any contribution paid by the participant must be paid on an after-tax basis.

Divorced spouse of a retiree participant: The above also applies to a legally separated or divorced spouse of an eligible retiree. However, if the “divorced spouse” is not a covered dependent under BlueCross/BlueShield but has other group health coverage, he/she may decline “divorced spouse” coverage at the time of the legal separation or divorce and retain future coverage rights. Those rights can be exercised in conjunction with any annual election for coverage commencing at the beginning of the next BlueCross/BlueShield plan year, so long as she/he maintains the other group health coverage through the last day of the BlueCross/BlueShield plan year preceding the commencement of BlueCross/BlueShield coverage.

If prior to the end of the BlueCross/BlueShield plan year the “divorced spouse” loses other group health coverage and he/she wishes to exercise his/her coverage rights, it is the “divorced spouse’s” responsibility to notify the plan sponsor. The “divorced spouse” should notify the plan sponsor on a timely basis such that the plan sponsor can give (mail) the “divorced spouse” the enrollment/change form and other important information, and the “divorced spouse” can

complete and return the necessary forms to the plan sponsor for processing within the 30 calendar days following the loss of the other group health coverage. (The first day of being without coverage is considered the first of the 30 days.) If this 30-day requirement is not met, all future “divorced spouse” coverage rights are lost.

If a “divorced spouse” declines BlueCross/BlueShield coverage, all future coverage rights are lost.

If a covered “divorced spouse” of a retiree subsequently declines coverage, all future coverage rights are lost.

Continuants – Active Participants and Their Dependents, Surviving Dependents, “Divorced Spouses”, Retiree Dependents:

When a covered participant and/or dependent loses eligibility under the medical plan, coverage is lost the first of the month coincident with or next following the month in which the event that causes the loss of eligibility occurs. This is the same date on which any change in billing is effective.

It is the responsibility of the participant to notify the plan sponsor when dependent eligibility is lost. It is the responsibility of the plan sponsor to notify the participant of his/her loss of eligibility.

Once the plan sponsor is aware of the loss of eligibility, the plan sponsor must give the participant or dependent an enrollment form for continuation purposes. This must be done within 60 calendar days following the date the person loses coverage. (The first day of being without coverage is the first of the 60 days.) It is important for the person to accept continuation coverage and return the form to the plan sponsor within those same 60 days. The plan sponsor signs and dates the form, authorizing the continuation of coverage. This must be done within the same 60-day period. The plan sponsor processes the enrollment and enters the information on the plan administrator’s database.

If the participant or dependent does not elect continuation coverage or if the plan sponsor does not audit and sign the enrollment/change form within the 60-day period, all continuation rights with respect to that person or persons are lost.

BlueCross/BlueShield considers as ineligible any newly acquired dependent of a continuant.

Premiums for continuation coverage are billed and collected by the plan sponsor. Contributions are paid on an after-tax basis.

When a Participant’s Membership Conference Changes

In the event participant’s employment, membership or appointment changes from one BlueCross/BlueShield plan sponsor to another, the participant is treated as a new hire for eligibility, enrollment and election purposes. For retiree eligibility and determination of continuous coverage purposes, however, the prior period of continuous coverage will carry over to the new plan sponsor.

In the event a participant’s membership results in him/her joining a non-BlueCross/BlueShield plan sponsor, the participant is considered to have lost eligibility under BlueCross/BlueShield. Continuous coverage for retiree eligibility purposes is lost. The exception to this is in the case of a ¶337.1 appointment. If the participant returns to a BlueCross/BlueShield plan sponsor and he/she has maintained continuous medical coverage while on the ¶337.1 appointment, he/she will be considered to have continuous coverage under BlueCross/BlueShield.

Effective Dates of Coverage and Billing

A. At the Time of Hire or on Becoming a Newly Eligible Participant

Within a week to ten calendar days of the plan administrator receiving the participant's enrollment/change form, the participant receives a health administration system-generated election worksheet listing the alternative options available to him/her. The participant has 30 calendar days from the date the worksheet is generated to make his/her elections using the BlueCross/BlueShield election line, which includes accepting the plan sponsor's base options. Once elections are made no changes are permitted until the next annual election period, or unless a family status change or special enrollment event occurs.

A participant and his/her dependents must be covered under the same options, even if they live in different geographic areas. The exception to this is a retiree where the covered person who is age 65 or over may be covered under an option that is different from that of the covered person who is under age 65.

B. On Becoming an Active Non-salaried Participant

If a participant goes on a disability leave of any type, leave of absence, a family medical leave or a maternity/paternity leave as defined in The Book of Discipline and determined by the plan sponsor, the following occurs:

- The participant maintains his/her medical, as if he/she were an active salaried participant, for three calendar months from the end of the month in which that particular leave status began.
- In the case of a participant receiving disability benefit payments under a plan administered by the General Board of Pensions and Health Benefits, the participant may request for his/her premium amounts to be paid out of his/her disability benefit (certain plan sponsors may require this on a mandatory basis).

Disability and Medicare

If an active participant becomes entitled to Medicare due to a disability, the medical options available to the participant are the same as those offered retirees age 65 and over. Dependents of the participant remain in their current options.

If a covered dependent of an active participant becomes entitled to Medicare due to a disability, the medical options available with respect to the dependent are the same as for the active participant.

If a covered retiree dependent under age 65 becomes entitled to Medicare due to a disability, the medical coverage available to him/her is the same as for Medicare eligible retirees. If the retiree also happens to be eligible for Medicare, the dependent goes into the coverage as the retiree. If the retiree is not eligible for Medicare, the dependent will be covered under the active coverage.

Upon Regaining Eligibility in the Same Plan Year

When a person regains eligibility during the same plan year in which he/she lost eligibility, there are certain rules that apply to the benefits available to him/her. This situation occurs when a person is rehired in the same plan year as his/her previous employment terminated with the same plan sponsor or when a person loses BlueCross/BlueShield eligibility due to a status change and gains eligibility again in the same plan year due to another status change. An example of this is when a person goes into an ineligible leave status and returns to active service in the same plan year.

When the person returns, he/she indicates on the enrollment/change form whether he/she accepts or declines coverage. The process and 30-day plan sponsor signature requirement apply as for a newly eligible participant.

ARTICLE III: ACTIVE CLERGY, SPOUSES AND DEPENDENTS

Insurance shall be provided, at current premium rates, for enrolled clergy who are under Episcopal appointment (and for the spouses and dependents of those clergy), and who are:

- Full-time clergy of local churches, or
- Full-time clergy whose salaries are paid by the Conference

ARTICLE IV: DISABLED CLERGY, SPOUSES AND DEPENDENTS

Insurance shall be continued, at current premium rates, on Conference members and full-time local pastors who become disabled according to the standards of the Comprehensive Protection Plan, the Social Security Administration or other comparable standards, who were covered by the Conference insurance program at the time of their becoming disabled. an uncured

For a Conference member or a full-time local pastor who becomes disabled according to the above standards, insurance shall be continued, at current premium rates, on the spouse and dependents of such disabled clergy, provided such spouse and dependents were covered by the Conference insurance program at the time the clergy became disabled and provided.

Coverage shall terminate on the spouse of a disabled clergy when such spouse accepts employment where medical coverage is offered at no expense to such spouse.

ARTICLE V: SURVIVING SPOUSES AND OTHER DEPENDENTS

Insurance shall be continued, at current premium rates, on spouses and dependents of deceased Conference members and deceased full-time local pastors provided such spouses and dependents were covered by the Conference insurance program at the time of the death of the member or pastor.

Conference funding shall terminate for a surviving spouse upon remarriage prior to age sixty or through acceptance of employment where medical coverage is offered at no expense to such spouse.

Surviving spouses and dependents of other deceased persons covered by the Conference insurance program may continue in the program provided they were insured under the Conference program at the time of such person's death and their premium is timely and regularly paid to the Conference in accordance with guidelines from time to time established by the Conference.

ARTICLE VI: RETIRED CLERGY, THEIR SPOUSES AND DEPENDENTS

Subject to the limitations of Article VIII below, medical insurance shall be continued, at Conference expense, on retired clergy, their spouses and dependents, where such clergy were, at the time of their retirement:

1. Conference members who had served at least ten (10) years in the Conference, were 65 years of age or older, were covered by the Conference insurance program at the time of retirement
2. Conference members who had served at least ten (10) years in the Conference, were under 65 years of age, were eligible to retire under the "40 years of service" rule, were covered by the Conference insurance program at the time of retirement.
3. Local pastors who had served full-time for at least ten (10) years in the Conference, were 65 years of age or older, were covered by the Conference insurance program at the time of retirement.

Conference members and local pastors who retire after the year 2004 shall receive the supplement benefit according to the following schedule of service years with the Holston Conference:

25 or more service years	100% of the conference contribution
20-24 service years	80% of the conference contribution
15-19 service years	60% of the conference contribution
10-14 service years	40% of the conference contribution
0-9 service years	0% of the conference contribution

Years of service shall be as determined by General Board of Pensions' records and standards.

ARTICLE VII: EARLY RETIREMENT

Subject to the limitations of Article VIII below, a clergy entitled to early retirement pursuant to ¶359.2b of the *2004 Discipline* shall be entitled to continue medical coverage under Conference Insurance program as follows:

1. The early retirement must have been approved by the Conference in accordance with its guidelines.
2. The retiring clergy shall pay for covering such clergy and the spouse and dependents of such clergy (where such additional persons are to be covered) under the program from the effective date of retirement until the earlier of the clergy attaining age 65.
3. The monthly amount to be paid by the retired clergy's family unit for coverage shall continue until the earlier of (a) the death of the clergy, or (b) the month in which the clergy attains 65 years of age.
4. The amounts to be paid for such early retirement coverage shall be paid to the Conference in accordance with such procedures and guidelines as are established from time to time by the Conference.
5. As soon as the clergy who retires early reaches the of age 65. thereafter be provided in accordance with Article VI above.
6. If the clergy dies while covered under this Article VII and before coverage would have started under Article VI above, coverage for the spouse and dependents of the clergy will be according to Article V above.

ARTICLE VIII

1. After July 1, 2004, Conference members will not be entitled to coverage under the Conference insurance program with Conference premium participation under Articles VI or VII above unless such member has been covered by the Conference insurance program for ten (10) years immediately preceding retirement or has been continuously covered by the Conference insurance program or the member is otherwise entitled to coverage under Articles VI and VII.

Conference members not entitled to coverage with Conference premium participation under Articles VI and VII because of the limitations contained in paragraph 1 of this Article VIII who would otherwise be entitled to such coverage, may apply for coverage under the Conference insurance program, subject to such restrictions and limitations as are from time to time established by the insurance carrier, and, if such members are accepted for coverage by the insurance carrier, pay the full cost of providing the coverage to the Conference in accordance with guidelines and procedures which are established by the Conference from time to time.

2. Lay employees of the Holston Conference, local church, district, conference board or agency with 10 years of continuous insurance coverage with any United Methodist Conference are eligible to keep the conference insurance with full payment of current premium rates.

ARTICLE IX: CONTINUATION COVERAGE (COBRA)

If you are no longer an employee of the Holston Conference you will need to apply for continuation coverage (COBRA) adopted by the Conference if you wish to keep insurance coverage.

- 36 months where the member is a surviving spouse or child of a deceased Subscriber, a separated or divorced spouse of the Subscriber or a Dependent who no longer meets the definition of eligible Dependent under the contract.
- 18 months where the loss of coverage would be due to a reduction in hours or termination or employment (unless due to gross misconduct)
- 29 months where the loss of coverage would be due to a reduction in hours of work or termination of employment and the Member is considered disabled under Title II or Title XVI of the Social Security Act.

Application forms for the continuation coverage (COBRA) are available from the plan sponsor and must be filled out and returned to the plan sponsor within 30 days. Failure to return this form will result in cancellation of coverage

Subscriber will be responsible for the full premium amount due a month in advance. Failure to make the required payments will result in cancellation of coverage. Note: COBRA rules are subject to change and the Holston Conference will automatically adopt these changes.

ARTICLE X: NON PAYMENT OF HEALTH INSURANCE PREMIUMS

After 30 days a letter will be sent to the Pastor/employee with a copy to the District Superintendent. After 60 days there will be NO coverage without total payment of premiums. After 60 days, coverage may be re-instated by paying full premiums due and proof of insurability.

ARTICLE XI: LOCAL CHURCH-RELATED AGENCY AND INSTITUTIONS PARTICIPATION GUIDELINES

All local churches, related agencies and institutions of the Annual Conference will be considered sub-groups of Holston Conference for insurance purposes. The following requirements will apply:

1. They must follow the current guidelines for participation.
2. Must have 75% of their eligible employees enrolled in the Holston Conference Health Insurance. If they fall below 75% there will be a grace period of one year for churches to find other insurance coverage or reach the 75% enrollment.
3. Employees covered under group insurance plan will be considered part of the 75% enrollment.
4. No new churches, related agencies and institutions will be enrolled in the Holston Conference Health Insurance after 7/1/2004 unless the 75% enrollment guideline is followed.
5. Present churches, related agencies and institutions will be allowed to stay on the Holston Conference Health Insurance but no new employees will be enrolled unless the 75% enrollment guideline is followed.
6. New enrollments, terminations and changes in coverage must be sent to the Holston Conference in a timely manner for processing. If premiums are incurred because terminations or changes were not sent within 30 days of the effective date the church, related agency or institution will be responsibility for those premium amounts.
7. Churches, related agencies or institutions are responsible for offering COBRA coverage to any employees leaving employment with them. A form must be signed by the employee and sent to Holston Conference for processing.
8. Churches, related agencies or institutions will be required to sign a sub group contract form with Holston Conference.

9. An employee must work 30 hours or more per week to be a full-time employee.

ARTICLE XI: AMENDMENTS

These guidelines may be amended from time to time by the Conference in its discretion

~ PAUL STANTON, *Chair*
~ DAVID E. BRANNOCK, *Vice Chair*
~ LINDA BIRD WRIGHT, *Secretary*
~ CLYDE H. McDONALD, *Treasurer*

PAYMENTS TO ANNUITANTS AND BENEFICIARIES REPORT

January 1, 2004 - December 31, 2004

Annuity payments include pre-1982 service.

Amounts from the CPP pooled Account and Special Grants are included for some dependent children, surviving spouses and active ministers on disability leave.

Permanent records are on file in the Holston Conference Board of Pensions Office.

PASTORS-INSIDE*

284 Conference Members	\$2,041,600.92
29 Local Pastors	69,151.74
10 Active Conference Members on Disability	181,630.22
1 Active Local Pastors on Disability	18,301.74

SURVIVING SPOUSES-INSIDE*

170 Conference Members	1,056,479.45
17 Local Pastors	35,977.69

DEPENDENT CHILDREN-INSIDE*

3 Conference Members	10,734.87
2 Conference Members Special Grant	5,523.00
1 Special Grant	565.20

TOTAL INSIDE

\$3,419,964.83

PENSION BENEFIT RESPONSIBIITY-ELSEWHERE**

110 Ministerial Members	\$234,522.07
1 Special Grant	3,390.84
1 Local Pastor	4,110.00
75 Surviving Spouses	101,431.79
1 Local Pastor Surviving Spouses	1,227.72

TOTAL ELSEWHERE

\$344,682.42

CONFERENCE TOTAL

\$3,764,647.25

Kathy Parker, Pensions/Health Insurance Administrator

* Retired from Holston Conference

** Retired from another conference with some Holston Conference service

***Total Recipients 704 / Inside 516, Outside 188

HOLSTON CONFERENCE

Conference Health Insurance Fund

	2003	2004	2005 Projection	2006 Projection
Income				
Fair Share Apportionments *	1,303,584.00	2,263,918.15	2,480,400.00 *	2,678,850.00 (+)
Claims Payment Refunds	0.00	0.00	0.00	0.00
BCBS Stop-Loss Recoveries	42,524.37	17,398.09	20,000.00	20,000.00
Premiums Deducted From Pension Checks **	510,613.04	592,048.64	690,000.00	793,500.00 (b)
Premium Payments From Active Clergy/Lay	4,638,803.77	4,555,401.89	4,920,000.00	5,658,000.00 (b)
Premium Payments From Retirees and Surviving Spouses	36,522.00	42,062.00	45,650.00	52,500.00
Miscellaneous ****	2,899.79	3,648.00	4,000.00	4,000.00
Total Income	\$6,534,946.97	\$7,474,476.77	\$8,160,050	\$9,206,850
Expenses				
Adm. Fees to Holston Conf. Admin. Office	\$27,000.00	\$36,000.00	\$36,000.00	\$36,000.00
Claims and Admin Fees ***	6,149,384.36	7,441,857.18	8,558,135.00 (a)	9,585,110.00 (b)
AFLAC Premiums paid	4,783.74	4,415.28	4,600.00	4,700.00
Stop-Loss Insurance Premiums ***	262,049.18	320,067.50	342,120.00	365,700.00 (c)
Miscellaneous	0.00	0.00	0.00	0.00
Total Expenses	\$6,443,217.28	\$7,802,339.96	\$8,940,855.00	\$9,991,510.00
Excess(-Deficit) Income vs. Expense	\$91,729.69	(\$327,863.19)	(\$780,805.00)	(\$784,660.00)

	2003	2004	2005 Projection	2006 Projection
Fund Balance - Beginning of Year				
Adjustments:				
Less: Premiums Deducted From Pension Checks	(\$759,598.82)	\$59,131.83	\$220.00	\$20,415.00
Add: Transfer from GBOPHB Endowment Account	(\$510,613.04)	(\$592,048.64)	(\$690,000)	(\$793,500)
Fund Balance - End of Year	\$1,237,614.00	\$861,000.00	\$1,491,000	\$1,558,000
	\$59,131.83	\$220.00	\$20,415	\$255
+ 2006 FSA - Request to CFA \$2,976,500 - Proj. received at 90%				
* 2005 FSA - \$2,755,970 2006 - \$2,838,650 (proj 90% rec'd)				
** Premiums are deducted in GBOPHB Books - shown to allow for proper Excess (Deficit) for year				
*** Stop-Loss Payments included in premium payments until 2002				
**** Includes payment for Thomas Byrd				
(a) 15% trend factor				
(b) 15% Premium and Trend Factor Increase				
(c) 6.9% Increase			Office of the Treasurer	
			March 1, 2005	

HOLSTON CONFERENCE BLUE CROSS-BLUE SHIELD PREMIUM RATES

Effective January 1, 2006

ACTIVE MINISTER

		Individual Coverage			Family Coverage		
		Per Month	Per Quarter	Per Year	Per Month	Per Quarter	Per Year
Conference	(20%)	\$92	\$276	\$1,104	\$234	\$702	\$2,808
Local Church	(40%)	\$184	\$552	\$2,208	\$470	\$1,410	\$5,640
Minister	(40%)	\$184	\$552	\$2,208	\$470	\$1,410	\$5,640
Total		\$460	\$1,380	\$5,520	\$1,174	\$3,522	\$14,088
Billing Amount (LC 40% + M 40%)		\$368	\$1,104	\$4,416	\$940	\$2,820	\$11,280

ACTIVE LAY EMPLOYEE

		Individual Coverage			Family Coverage		
		Per Month	Per Quarter	Per Year	Per Month	Per Quarter	Per Year
Employer	(60%)	\$276	\$828	\$3,312	\$704	\$2,112	\$8,448
Employee	(40%)	\$184	\$552	\$2,208	\$470	\$1,410	\$5,640
Total		\$460	\$1,380	\$5,520	\$1,174	\$3,522	\$14,088

RETIRED LAY EMPLOYEE

		Individual Coverage		
		Per Month	Per Quarter	Per Year
Employer	(60%)(if applicable)	\$228	\$684	\$2,736
Employee	(40%)	\$152	\$456	\$1,824
Total		\$380	\$1,140	\$4,560

RETIRED MINISTER & SPOUSE / DISABLED MINISTER & SPOUSE

With Medicare A & B Primary			Not Eligible for Medicare Under 65		
Individual Coverage		Per Month	Individual Coverage		Per Month
Conference	(70%)	\$266	Conference	(60%)	\$276
Claimant	(30%)	\$114	Claimant	(40%)	\$184
Total		\$380	Total		\$460
Family Coverage			Per Month		
Conference	(60%)	\$704	Conference	(60%)	\$704
Claimant	(40%)	\$470	Claimant	(40%)	\$470
Total		\$1,174	Total		\$1,174

SURVIVING SPOUSE OF DECEASED MINISTER*

With Medicare A & B Primary			Not Eligible for Medicare Under 65		
Individual Coverage		Per Month	Individual Coverage		Per Month
Conference	(85%)	\$322	Conference	(60%)	\$276
Claimant	(15%)	\$58	Claimant	(40%)	\$184
Total		\$380	Total		\$460
Family Coverage			Per Month		
Conference	(60%)	\$704	Conference	(60%)	\$704
Claimant	(40%)	\$470	Claimant	(40%)	\$470
Total		\$1,174	Total		\$1,174

*Surviving spouse rate regardless of minister's years of service

Holston Conference Board of Pensions Fund					
	2003	2004	Projection 2005	Projection 2006	
Income					
Fair Share Apportionments - MPP/CPP/Pre82 *	5,237,112.67	2,715,568.83	2,811,420.00	2,881,800.00	
UM Publishing House	15,454.33	18,872.97	19,000.00	19,500.00	
Retirees Luncheon	1,320.00	1,462.10	1,500.00	1,600.00	
Estate Gifts	50.00	0.00	0.00	0.00	
Transfer from Legacy Pension Campaign	1,388,794.97	604,041.02	150,000.00	50,000.00	
Total Income	6,642,731.97	3,339,944.92	2,981,920.00	2,952,900.00	
Expenses					
Moving Expenses	11,756.06	11,507.10	12,000.00	12,500.00	
Meeting Expenses	2,901.55	1,437.95	2,500.00	2,600.00	
Transfer to GBOP **	6,409,309.68	3,126,695.53	2,998,000.00	2,930,000.00	
Retirees Luncheon	3,496.03	4,228.28	4,500.00	4,700.00	
Retirees Seminar	380.00	416.36	800.00	850.00	
Miscellaneous Expense	3,512.04	11.43	100.00	100.00	
Total Expenses	6,431,355.36	3,144,296.65	3,017,900.00	2,950,750.00	
Excess (Deficit) for Year	211,376.61	195,648.27	(35,980.00)	2,150.00	
Fund Balance - Beginning of Year	(371,346.63)	(159,970.02)	35,678.25	(301.75)	
Fund Balance - End of Year	(159,970.02)	35,678.25	(301.75)	1,848.25	
* 2005 FSA - \$3,123,800 (proj 90% rece'd)					
* 2006 FSA - \$3,202,000 (proj 90% rece'd)					
** Projection for 2005/2006 based on actual revenues			Office of the Treasurer	3/15/05	

Holston Conference							
Analysis of Legacy Pension Campaign Funds 1999 - 2004							
December 31, 2004							
	1999	2000	2001	2002	2003	2004	Cumulative Totals
Income							
Contributions from Individuals	120,324.00	1,417,084.18	1,321,181.25	1,412,543.28	709,181.14	449,133.70	5,429,447.55
Rent Payments-Cox Property	200.00	440.00	0.00	0.00	0.00	0.00	640.00
Sale of Property	0.00	309,099.54	0.00	0.00	0.00	0.00	309,099.54
Gifts From Churches	9,385.98	960.00	61,642.33	1,121,509.96	127,627.40	156,982.81	1,478,108.48
Total Income	129,909.98	1,727,583.72	1,382,823.58	2,534,053.24	836,808.54	606,116.51	7,217,295.57
Disbursements							
Transfer to GBOP	0.00	1,516,125.13	750,000.00	2,250,000.00	1,388,794.97	604,041.02	6,508,961.12
Secretarial Services	4,372.89	22,846.45	3,478.47	0.00	0.00	0.00	30,697.81
Task Force Travel Expense	726.50	1,787.12	0.00	0.00	0.00	0.00	2,513.62
Solicitation of Donors	9,918.60	11,291.00	15,779.63	21,922.15	0.00	0.00	58,911.38
Travel	0.00	244.19	8,275.35	4,442.26	0.00	0.00	12,961.80
Training	534.30	495.00	1,079.70	0.00	0.00	0.00	2,109.00

	1999	2000	2001	2002	2003	2004	Cumulative Totals
Salaries Expense	0.00	0.00	129,029.12	83,740.33	7,978.36	0.00	220,747.81
General & Administrative	4,626.17	9,984.54	5,483.97	5,462.39	676.28	2,075.49	28,308.84
Telephone	0.00	10,615.84	372.35	272.74	0.00	0.00	11,260.93
Consultant Expense	127,322.96	158,527.97	32,557.28	0.00	0.00	0.00	318,408.21
Video Production	0.00	0.00	5,443.00	0.00	0.00	0.00	5,443.00
AC Report	0.00	9,792.00	0.00	0.00	0.00	0.00	9,792.00
Furniture & Equipment	4,569.95	0.00	799.00	0.00	0.00	0.00	5,368.95
Miscellaneous	0.00	0.00	1,726.64	84.46	0.00	0.00	1,811.10
Total Disbursements	152,071.37	1,741,709.24	954,024.51	2,365,924.33	1,397,449.61	606,116.51	7,217,295.57
Excess (deficit)	(22,161.39)	(14,125.52)	428,799.07	168,128.91	(560,641.07)	0.00	0.00
FUND BALANCE		(36,286.91)	392,512.16	560,641.07	0.00	0.00	0.00
* Pledge Total - \$8,002,000						Office of the Treasurer	1/31/05

Report No. 13

BOARD OF TRUSTEES

The Board of Trustees continues to fulfill its responsibilities in the management and oversight of all conference properties and investments related to the same. Since the last Annual Conference, the following transactions have occurred: A house in Pennington Gap, known as the Ely Property was sold for \$17,000 net. Proceeds went to the Pension Reserve Fund, and the Washington Chapel church (KI district) which closed in 2004 is being leased to a local congregation.

REAL ESTATE ASSETS

Location	Estimated Value (+ or -)
Johnson City Conference Center, Johnson City, TN	\$200,000
Episcopal Residence, Knoxville, TN	\$500,000
The Bailey Property, Sullivan Co, TN	\$500,000
The ETSU Wesley Foundation, Johnson City, TN	\$650,000
The Radford Wesley Foundation, Radford, VA	\$450,000

Historic Sites

Acuff's Chapel Shrine, Sullivan Co. TN	N/A
Cox House Shrine, Sullivan Co. TN	N/A
Page's Meeting House & Cemetery, Pulaski Co. VA	N/A

Additional Properties

Contributed in support of the Legacy of Commitment campaign and available for sale.

Undeveloped lot: Lot 17, Birdwell Addition of Forest Hill, Church Hill, TN, Hawkins Co. Estimated value \$13,100. Proceeds restricted to support Legacy of Commitment. (Offer in process - \$1,500)

Undeveloped lot: Tract 1 & 2, Robbins St., Jellico, TN, Campbell Co. Gifted value \$8,000. Proceeds restricted to support of Legacy of Commitment

Cemetery Lots at Sherwood Memorial Garden, Alcoa, TN. Garden of the Nativity, Lot # 178D, Space 3 & 4. Proceeds restricted to support of Legacy of Commitment.

Financial Accounts on deposit with Holston Conference Foundation (as of 12/31)

Account	12/31/02	12/31/03	12/31/04
#1220 New Church Real Estate Fund (Restricted)	\$433,313	\$441,347	\$443,276
#1222 Real Estate Fund (Sale of conference real estate)	\$500,213	\$590,050	\$629,915
#1172 Trustee Endowment Fund (Restricted)	\$216,603	\$245,290	\$258,126
Total:	\$1,150,129	\$1,276,687	\$1,331,317

~ DAVID SCYPHERS, *Chairperson*

Report No. 14
COMMISSION ON ARCHIVES AND HISTORY

One of the biggest concerns of the Commission on Archives and History this past year was the lack of a Conference Historian. History is constantly being made, so the Commission felt it important to recommend candidates to fill the position vacated some time ago by Bob Hilten. The Commission is pleased that Roy Howard has been named to the position and confident that he will serve the position well. We would also like to thank Bob Hilten for his past leadership in this position.

The Commission has identified several goals for the future. One area of concern is the lack of some local church histories at the Archives. Although many churches have submitted histories in the past, there are still a number of churches that are not represented. A master list is now available listing all histories in the Archives. To check to see if your church is included, visit the Commission's information table at Annual Conference. Churches are encouraged to periodically update their history with the Archives.

At the Archives, archivist Robert Vejnar has been working to post resources on the Emory and Henry College Library website (<http://library.ehc.edu/archivesnew.html>). This website is now linked to the Holston Conference website and additional resources will be added in the future. A number of titles have been added to the book collection in the past year. We are also in the process of re-housing and creating inventories for a number of districts including Oak Ridge and Big Stone Gap.

The Holston Conference Historical Society meets three times yearly. Meetings are held in different areas and meetings offer the opportunity to study histories of local churches, pastors, laypersons, and a variety of other subjects. The meetings are open to everyone and you are encouraged to join. Membership is ten dollars per year. If you would like to invite the society to your church, would like to volunteer to give a paper at a meeting, or would like more information, please contact the president, Rev. Roy Howard, 1317 Blocker Lane, Chattanooga, TN 37412.

~ GAYE W. KING, *Chairperson*

Report No. 15
COMMISSION ON EQUITABLE COMPENSATION

The *2004 Book of Discipline*, ¶624, assigns the Commission on Equitable Compensation with the responsibility of directing the disbursement of the equitable compensation fund.

The primary responsibility for pastoral compensation is with the individual congregation and we strongly encourage each charge to move toward full support of their pastor. We ask the cabinet to consider charge realignments, mergers or matching ministerial leadership to the category of salary paid by the charge in order to reduce the demand for supplementation of clergy salaries

The purpose of equitable compensation is to support full-time clergy serving as pastors in the charges of the annual conference. This will be accomplished by:

- a) recommending conference standards for pastoral support;
- b) administering funds to be used in base compensation supplementation;
- c) providing counsel and advisory material on clergy support to district superintendents and committees on pastor-parish relations.

The Commission on Equitable Compensation will accomplish these objectives by:

- a) Performing an annual review and recommendation of minimum salary levels.
- b) Submitting an annual budget request adequate to fund equitable salary needs.

- c) Providing direction and oversight in the disbursement of this fund.
- d) Providing counsel and advisory support to the cabinet and PPR committees.

APPLICATION AND DISBURSEMENT PROCEDURES

The district superintendent must submit an application for each pastor to receive funds. These forms are available from the Office on Administrative Services. The application must be presented at the Charge Conference, approved and signed by the charge conference secretary, the pastor, and the district superintendent. This requirement is waived on mid-year pastoral changes; however, the district superintendent must sign the application and process it accordingly.

Step 1: The district superintendent is responsible for the recommendation of pastors who are eligible for equitable compensation within their respective district. To determine eligibility the following items must be reported on the application form:

- Total compensation from the charge including salary, travel allowance, parsonage utilities, social security payment, pastor’s share of medical insurance premiums (including salary reduction, if applicable.)
- Contributions from all other sources at the national, conference, district and local church levels.
- All other income from church sources.

Step 2: The district superintendent will submit applications to the cabinet secretary for review by the entire cabinet. Once approved, the applications will be forwarded to the Conference Administrative Services Office for disbursement.

Step 3: The decision of eligibility for and distribution of equitable compensation funds is delegated to the cabinet, who will, insofar as possible, seek to follow the conference guidelines on equitable compensation. The Commission on Equitable Compensation and the Conference Council on Finance and Administration encourage judicious stewardship in the allocation of these funds.

Step 4: The district superintendent shall diligently guide those charges and pastors who receive support in his or her district toward self-sufficiency.

CATEGORIES TO BE FUNDED AND SCHEDULE OF MINIMUM SALARY LEVELS FOR 2006

The Stewardship Ministry Team recommends a minimum of 2.5% increase in salary levels for the year 2006. The maximum paid for salary supplement shall not exceed 50% of the minimum salary level.

For full-time Service by Conference Members:

Conference Member (Mdiv) or equivalent degree	\$33,822
Probationary Member (Mdiv) or equivalent degree	\$31,895
Conference Member	\$31,611
Probationary Member	\$31,047
Associate Member	\$30,626

For Service as full-time Pastors:

Completed Studies	\$28,788
Beginning Studies	\$24,957

For Service as Student Pastors:

Seminary Students (Probationary Members)	\$24,426
Seminary Students	\$23,263
College Students	\$20,216

Annual Supplements for Student Pastors with Dependant Children:

Each Dependant Child	\$600
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The Office of Administrative Services will send payments directly to the church treasurers rather than to the pastors. The treasurers are to include the funds in the pastor's paychecks and account for them on the pastors W-2 forms. Equitable compensation supplements shall not be included in the pastor's compensation line item on end of year reports for purposes of calculating the apportionment figure.

CHARGE CATEGORIES

Equitable Compensation Charge A charge in which the proposed equitable salary schedule is not fully paid by the charge, but which possesses the potential to become self-sustaining. Amount of funding will be reduced by 25% per year with the church becoming self-sufficient within four years. Funding beyond four years will be subject to a review by a joint committee of the cabinet and Committee on Equitable Compensation.

Mission Aid Charge A charge, rural or urban, where the minimum salary level cannot be paid by the charge and where there is no expectation of improvement. It is the responsibility of the district, the minister serving the charge and a representative of the charge conference to justify the designation of such a charge and why it qualifies for aid.

Interim Salary Charge To be eligible, the pastor must be a new full-time appointee in any of the conference approved equitable compensation categories. Eligibility presumes that compensation is not available from any other source. The charge will assume responsibility for payment of the salary of the appointee at the time of arrival. The maximum number of days shall be from moving day to the last day of June.

Cooperative Parish A cooperative parish is a group ministry made up of two or more charges for the purpose of enhancing ministry among churches in a specific geographical area. It is expected that any request for equitable salary funds in a cooperative parish shall meet the approved guidelines and standards for equitable compensation.

QUALIFICATIONS AND REQUIREMENTS

For a pastor to receive Equitable Compensation Supplement, he or she must be under Episcopal appointment as an approved full-time pastor.

A student pastor is a clergy person under Episcopal appointment to serve a pastoral charge while a full-time student in pursuit of a degree and residing within the geographical bounds of the charge. A full-time student is one who is so classified by the school in which the student is enrolled.

A seminary probationary student must be appointed full-time to a local charge and will receive the minimum salary for a seminary probationary member of the Annual Conference in accordance with ¶327 of the *2004 Book of Discipline*.

The student pastor receiving equitable compensation will be expected to:

- a) Work at least 2 ½ days per week on site.
- b) Work full-time each week the student is not in school.
- c) Be absent from Sunday worship no more than three Sundays per year.

The charge/church receiving salary supplementation must pay at least 50% of the minimum salary, provide housing or a housing allowance for the pastor and offer Sunday school and other local church programs in addition to weekly worship services. A charge not meeting this standard is not eligible for salary supplementation even if served by a student. Students serving a charge in this category will be classified as part-time local pastors and receive only the salary level paid by the charge.

Utility costs should be considered when making appointments. If the utilities are paid by the charge, this should be considered as part of the salary. The utilities should always be in the name of the charge/church and not the pastor. Each charge should provide for their pastor's travel expenses in their budget and provide reimbursement at the standard IRS approved mileage rate for all properly documented travel expenses related to the performance of ministry within the charge.

STEPS IN BECOMING A SELF-SUPPORTING CHARGE/CHURCH

The cabinet is responsible for the conserving of conference funds by ongoing efforts to move charges to a self-supporting status. It is recommended that each charge receiving supplemental salary establish the goal of reducing the equitable compensation supplement by 25% per year over a four-year period. The district superintendent will work with the charge to develop a plan and to monitor the implementation of the plan so that the goal of reducing equitable compensation by 25% per year over a four-year period will be realized. The Annual Conference should recognize those charges that succeed and move to a self-supporting status for their achievement.

The Commission on Equitable Compensation will continue the process of contacting by letter the Charge, PPR Chairperson, the Charge Treasurer, the district superintendent and the pastor reminding them of the Charge's progress in reducing equitable compensation. This correspondence is intended to keep the goal before the charge and to encourage the charge to reach the goal.

In those situations where this is not possible, it is the responsibility of the cabinet to consider regrouping of charges, mergers, or the matching of ministerial leadership to the category of salary paid by the charge in order to provide service at minimum expense to the Annual Conference.

~ BRENT HALL, *Chairperson*

Equitable Compensation by Districts for January - December 2004

	Salary	Mission	Cooperative	Depend't	Interim	Gross
Church/Charge	Supplement	Aid	Parish	Children	Salary	Paid
Abingdon District						
Abingdon					445.90	445.90
Benham's Circuit	1,788.96			600.00		2,388.96
Broadford Circuit	962.52					962.52
John Wesley	453.48					453.48
Lebanon Circuit	1,293.00					1,293.00
Smyth County Parish			550.00			550.00
Total	4,497.96	0.00	550.00	600.00	445.90	6,093.86
Big Stone Gap District						
Coeburn	250.00					250.00
Three Bells/Hortons	1,100.52					1,100.52
Total	1,350.52	0.00	0.00	0.00	0.00	1,350.52
Chattanooga District						
Hands Across the River CP			600.00			600.00
Middle Valley	8,319.00					8,319.00
Principe De Paz	5,938.50				455.56	6,394.06
Sand Mountain	3,170.04					3,170.04
Sequatchie Coop. Parish			600.00			600.00
Trenton Coop. Parish			600.00			600.00
Total	17,427.54	0.00	1,800.00	0.00	455.56	19,683.10
Cleveland District						
Apison					455.56	455.56
Benton/Mt. Hermon	7,029.00					7,029.00
Chestuee/Sugar Creek	621.48			1,200.00		1,821.48
Evensville/New Bethel	381.00					381.00
Tasso					582.19	582.19
West Side Parish	6,000.00					6,000.00
Total	14,031.48	0.00	0.00	1,200.00	1,037.75	16,269.23
Johnson City District						
Austin Springs	4,879.98					4,879.98
Clear Spgs/Pleasant Grove	4,500.00					4,500.00
Greystone Circuit	2,834.37					2,834.37
Wesley Memorial					582.19	582.19
Total	12,214.35	0.00	0.00	0.00	582.19	12,796.54
Kingsport District						
Colonial Heights					582.19	582.19
Emory	2,780.04					2,780.04
Total	2,780.04	0.00	0.00	0.00	582.19	3,362.23

Equitable Compensation by Districts for January - December 2004

	Salary	Mission	Cooperative	Depend't	Interim	Gross
Church/Charge	Supplement	Aid	Parish	Children	Salary	Paid
Knoxville District						
Emerald Avenue	41,700.37	3,795.18				45,495.55
Knoxville Coop. Parish			600.00			600.00
Middlebrook Pike					582.19	582.19
Rutherford Memorial	166.67					166.67
Total	41,867.04	3,795.18	600.00	0.00	582.19	46,844.41
Maryville District						
Philadelphia/New Hope	2,012.52					2,012.52
Sweetwater Circuit	1,057.00					1,057.00
Tellico Plains Circuit	200.00			2,200.00		2,400.00
Union Grove	1,600.00					1,600.00
Total	4,869.52	0.00	0.00	2,200.00	0.00	7,069.52
Morristown District						
Cherokee Circuit	1,067.52					1,067.52
Hills Union Circuit	267.00	2,937.00				3,204.00
Rutledge Circuit	8,392.50					8,392.50
Strawberry Plains					582.19	582.19
Total	9,727.02	2,937.00	0.00	0.00	582.19	13,246.21
Oak Ridge District						
Sunbright Circuit		1,427.04				1,427.04
Total	0.00	1,427.04	0.00	0.00	0.00	1,427.04
Tazewell District						
Pearisburg		8,610.00				8,610.00
Pocahontas/Christ First					455.56	455.56
Total	0.00	8,610.00	0.00	0.00	455.56	9,065.56
Wytheville District						
Max Meadows					582.19	582.19
Mt. Airy/New Hope	8,303.22					8,303.22
New Mt. Olive					424.62	424.62
Oakland/Blue Ridge Stn					617.40	617.40
Pilot					424.62	424.62
Wytheville Parish	5,422.50				525.49	5,947.99
Total	13,725.72	0.00	0.00	0.00	2,574.32	16,300.04
Stacey Morgan	1,247.55					1,247.55
TOTALS	123,738.74	16,769.22	2,950.00	4,000.00	7,297.85	154,755.81
Miscellaneous Expenses						278.68
TOTAL DISBURSEMENTS						155,034.49

Kathy Parker, Pensions/Health Insurance Administrator

COMMISSION ON EQUITABLE COMPENSATION									
January - December 2004									
Year to Date by Recipients									
Name	Church/Charge	Salary Supplement	Mission Aid	Cooperative Parish	Dependent Children	Interim Salary	Total		
Armstrong, Douglas	Chestuee/Sugar Creek	621.48			1,200.00		1,821.48		
Bean, Robert H.	Knoxville Coop Parish			600.00			600.00		
Brewer, Robert	Hills Union Circuit	267.00	2,937.00				3,204.00		
Campbell, Paula D.	Pilot					424.62	424.62		
Cantrell, R. Wil	Middlebrook Pike					582.19	582.19		
Caruso, Cheryl M.	Tasso					582.19	582.19		
Cate, Herman	Union Grove	1,600.00					1,600.00		
Chancey, J. Todd	Apison					455.56	455.56		
Crabtree, John	Strawberry Plains					582.19	582.19		
Daniels, Donald Sr.	John Wesley	453.48					453.48		
Doyle, Barbara A.	New Mt. Olive					424.62	424.62		
Edwards, Rance	Cherokee Circuit	1,067.52					1,067.52		
Fauscett, Reece F.	Trenton Coop Parish			600.00			600.00		
Franco, Darrell	Pearisburg Circuit		8,610.00				8,610.00		
Gillespie, William	Broadford Ct.	962.52					962.52		
Gutierrez, Samuel	Principe De Paz	5,938.50				455.56	6,394.06		
Hankins, Phyllis	Austin Springs	4,879.98					4,879.98		
Hardy, Angela	Hands Across River CP			600.00			600.00		

COMMISSION ON EQUITABLE COMPENSATION

January - December 2004

Year to Date by Recipients

Name	Church/Charge	Salary Supplement	Mission Aid	Cooperative Parish	Dependent Children	Interim Salary	Total
Havey, A. Stewart	Evensville	381.00					381.00
Hayes, Richard	Rutherford Memorial	166.67					166.67
Hess, Carlos H.	Pocahontas					455.56	455.56
Hill, Nicole	Abingdon					445.90	445.90
Johnson, Gleasanna	Mt Airy/New Hope	8,303.22					8,303.22
Kizer, Lewis B.	Sunbright Circuit		1,427.04				1,427.04
Lankford, Susan	Clear Spgs-Pleasant Grove	4,500.00					4,500.00
Lee, Gary W.	Middle Valley	8,319.00					8,319.00
Marshall, Jim	Three Bells/Hortons	1,100.52					1,100.52
Martin, Carole	Emory	2,780.04					2,780.04
McCobin, Timothy	Rutledge Circuit	8,392.50					8,392.50
McCormack, Jarrod	Sweetwater Ct	1,057.00					1,057.00
McGrew, Keith	Benham's Ct	1,788.96			600.00		2,388.96
McKnight, R. Mark	Sequatchie Coop Parish			300.00			300.00
Merker, Mathilda S.	Benton-Mt Hemmon	7,029.00					7,029.00
Morgan, Stacey		1,247.55					1,247.55
Nelson, Edward	Coeburn	250.00					250.00
O'Neal, Jason L.	Lebanon Circuit	1,293.00					1,293.00

COMMISSION ON EQUITABLE COMPENSATION									
January - December 2004									
Year to Date by Recipients									
Name	Church/Charge	Salary Supplement	Mission Aid	Cooperative Parish	Dependent Children	Interim Salary	Total		
Ousley, John W.	Oakland/Blue Ridge					617.40	617.40		
Probst, Amy Rollins	Sequatchie Coop Parish			300.00			300.00		
Sayers, Crystal D.	Colonial Heights Kingsport					582.19	582.19		
Sanks, Van	Emerald Avenue	41,700.37	3,795.18				45,495.55		
Sawyers, Kenneth L.	Wytheville Parish	5,422.50					5,422.50		
Seay, Paul	Wesley Memorial					582.19	582.19		
Shaw, Helen	Philadelphia-New Hope	2,012.52					2,012.52		
Shearer, Laura A.	West Side Parish	6,000.00					6,000.00		
Smart, Gregory	Sand Mountain	3,170.04					3,170.04		
Teague, Michael	Smyth Cnty Coop Parish			550.00			550.00		
Weidon, William G.	Wytheville Parish					525.49	525.49		
Wilhite, Nancy	Greystone Circuit	2,834.37					2,834.37		
Wilks, Scott	Tellico Plains Circuit	200.00			2,200.00		2,400.00		
Wyke, Laura B.	Max Meadows Circuit					582.19	582.19		
TOTAL		\$123,738.74	\$16,769.22	\$2,950.00	\$4,000.00	\$7,297.85	\$154,755.81		
Miscellaneous Expenses							\$278.68		
TOTAL DISBURSEMENTS							\$155,034.49		
Kathy Parker, Pensions/Health Insurance Administrator ~ February 25, 2005									

Report No. 16

COMMITTEE ON NOMINATIONS

*Nominees whose names are printed in bold are to be elected by the 2005 Annual Conference.
Cabinet representatives will be appointed by Resident Bishop and shall begin service
following the close of the 2005 Annual Conference.*

II. COMMISSION ON COMMUNICATIONS

Chairperson Larry Trotter
Vice Chairperson James Crook
Secretary Beth Anderson

- | | | |
|---------------------------------------|-----------------------------------|-----------------------------|
| (C) Larry Trotter (OA)(5) | (L) Steve Bender (KN)(5) | (L) Beth Anderson (JO)(3) |
| (C) Richard Worringham (WY)(4) | (L) James Crook (KN)(4) | (L) Teresa Williams (KN)(2) |
| (C) Frank Trexler (MA)(2) | (L) Steve Hawkins (AB) (4) | |
| (C) Jason Gattis (CL)(1) | (L) Clint Cooper (CH)(3) | |
| (C) Frank Woodward (OA)(1) | | |
| (C) Mark Barber (CL) | | |

(Numbers in brackets indicate total number of years served as of June 2005)

Cabinet Representative.....Gordon Ridenour

III. COMMITTEE ON CONGREGATIONAL DEVELOPMENT

Chairperson Rebecca Hall
Vice-Chairperson
Secretary Ronald Goodman

- | | | |
|------------------------------|----------------------------|---------------------------|
| (C) Steve Sallee (KN)(6) | (L) John Maddox (OA)(6) | (L) Rebecca Hall (CH)(6) |
| (C) Richard Edwards (OA)(2) | (L) Leroy Stratton (OA)(2) | (L) Peggy Johnson (CL)(1) |
| (C) Ronald Goodman (CL)(2) | (L) Mike Trent (KI)(1) | (L) _____ |
| (C) Dwight Kilbourne (CH)(2) | | |
| (C) Luke Conway (KI)(1) | | |
| (C) Scott Ketron (AB)(1) | | |

(Numbers in brackets indicate total number of years served as of June 2005)

Cabinet Representative Bill Kilday

IV. BOARD OF LAITY

Chairperson Robert Lockaby
Vice Chairperson Mary Ruth Richards
Secretary Beverly Johnson
Associate Conference Lay Leaders: Lee Laningham (BI)/North

..... Mary Ruth Richards (KI) / Central
..... Del Holley (KN) / South

District Lay Leaders:

- Luther Roberts (AB), Lee Laningham (BI), Steve Kizziah(CH), Beverly Johnson (CL),
Carol Blankenship (JO), Mary Ruth Richards (KI), Del Holley (KN), Donald Story (MA),
Sherri Franklin (MO), Dale Hensley (OA), Patricia Jones (TA), Randy Eley (WY)

Conference Presidents:

- United Methodist Men* James Ball
United Methodist Women Ellen C. Moore
United Methodist Youth John Patterson

Members-at-Large: Javier Hernandez, Joyce Moore, Patty Muse

Ex-Officio Members:

- Resident Bishop* James E. Swanson, Sr.
Conference Director of Lay Speaking William "Bill" Skeen

Cabinet Representatives Caryl Griffin, Charles Starks

V. BOARD OF HIGHER EDUCATION AND CAMPUS MINISTRY

Chairperson Karen Albers
 Vice Chairperson **Leanna Robertson**
 Secretary Cynthia Haskins

(C) Karen Albers (JO)(6)	(L) Chris Brown (KN)(1)	(L) Leanna Robertson (JO)(4)
(C) Amanda Bell (OA)(2)	(L) William F. Snyder (WY)(1)	(L) Ann Sartwell (KN)(3)
(C) Charles Ensminger (CL)(2)		(L) Cynthia Haskins (KI)(2)
(C) Ray Penn (OA)(1)		(L) Gwen Scott (CH)
(C) Bill Cahill (BI)		
(C) Charles Ledger (AB)		

(Numbers in brackets indicate total number of years served as of June 2005)

Member, General Board of Higher Education and Ministry Albert J. Bowles
 Cabinet Representative Grady C. Winegar

VI. DISCIPLESHIP TEAM

Chairperson Larry Martin
 Vice Chairperson _____
 Secretary **Debra Holly**

_____	(L) Larry Martin (MA)(3)	(L) Glenda Gray (JO)(3)
		(L) Debra Holly (KN)(1)
		(L) Leah Burns (KN)

Presiding Bishop James E. Swanson, Sr.
 Conference Lay Leader Robert L. Lockaby, Jr.
 Chair, Board of Higher Education and Campus Ministry Karen Albers

Chairpersons with vote:

Missions Ministry Team _____
 Nurture Ministry Team Jeffrey W. Wright
 Outreach Advocacy Ministry Team **Steve Hodges**
 Stewardship Ministry Team **Brian Burch**
 Witness Ministry Team Ann Robins

Representatives without vote (named by respective groups):

Cabinet Representative Anne Travis
 Board of Ordained Ministry Nathan Malone
 Wesley Institute Board David Graybeal

a. Missions Ministry Team

Chairperson _____
 Vice Chairperson David Graves
 Secretary Barbara Tilson

(C) David Graves (CL)(5)	(L) Norma Smith (OA)(6)	(L) Danny Howe (KI)
(C) Joel Campbell (KI)(4)	(L) Marie Kile (OA)(2)	
(C) James Goddard (AB)(4)	(L) Barbara Osborne (OA)(1)	
(C) Lurone Jennings (CH)(2)	(L) Jennie Simmerman (WY)(1)	
(C) Curtis McKee (CH)(2)	(L) Barbara Tilson (JO)(1)	
(C) Melissa Smith (KN)(1)		

(Numbers in brackets indicate total number of years served as of June 2005)

Ex-Officio Members with vote:

Chair, Native American Ministries Vicki Collins
 Conference Secretary of Global Ministries Mathilda Merker
 Member, General Board of Global Ministries Bob Lockaby
 Cabinet Representative Anne Travis
 Staff Resource/Coordinator of Missions/Outreach Bill W. Daugherty, Sr.

1. Native American Ministries

Chairperson Vicki Collins
Vice Chairperson Deborah Glenn
Secretary Heather Hovienagle
(C) John Thompson (MO)(2) (L) Vicki Collins (OA)(6) (L) Pat Amick (KN)(1)
(L) Mona Juckett (OA)(3) (L) Valerie Brestel-Ohle (MA)(1)
(L) Heather Hovienagle (MA)(2) (L) Deborah Glenn (KN)(1)
(L) Lee Ann Middleton (CL)(2)

(Numbers in brackets indicate total number of years served as of June 2005)

Cabinet Representative Richard Patterson

b. Nurture Ministry Team

Chairperson Jeffrey W. Wright
Vice Chairperson
Secretary Kathie Wilson-Parker

(C) Kathie Wilson-Parker (AB)(6) (L) Mary Chapiewski (TA)(2) (L) Gary Johnson (KN)
(C) Jeffrey W. Wright (CL)(2) (L) Kathy Galyon (CH)(2)
(C) Betty Furches (JO)(1) (L) Lindy Mann (WY)(1)
(C) Cynthia Thompson (KI)(1)

(Numbers in brackets indicate total number of years served as of June 2005)

Representatives with vote (named by respective groups):

Children's Ministry Team Older Adult Ministry Team
Council on Youth Ministries Camp and Retreat Ministry Board
Young Adult Ministry Team

Cabinet Representative Anne Travis

1. Children's Ministry Team

Chairperson Jaymie Derden
Vice Chairperson Heather Jones
Secretary Melissa Reasor

(C) Mary Kathryn Crone (MA)(2) (L) Jaymie Derden (AB)(2) (L) Mary Ketchersid (CL)(1)
(L) Ann Overbey (TA)(2) (L) Heather Jones (WY)(2) (L) Melissa Reasor (CH)(1)
(Numbers in brackets indicate total number of years served as of June 2005)

Ex-Officio Members:

Christian Education Advisor Sue Isbell
Early Childhood Advisor Vickie Scyphers
Conference Representative, Holston Home for Children Anita Henderlight
Cabinet Representative Anne Travis
Staff Resource Person Anita Henderlight

2. Conference Council on Youth Ministries (Elected by the Districts)

3. Young Adult Ministry Team

Chairperson Beth Gibson

(C) Carl Blackburn (MA)(1) (L) Teresa Cogburn (MA)(1) (L) Jason Onks (JO)(1)
(C) Keith Moore (CH)(1) (L) Beth Gibson (BI)(1) (L) Anthony Fears (CH)
(C) Mark Wills (MO)(1) (L) Barbara Hall (OA)(1)
(L) Heather Rowland (AB)(1)
(L) Heather Mize (KN)

(Numbers in brackets indicate total number of years served as of June 2005)

Divine Rhythm Design Team Representative Eric Glass
Cabinet Representative Anne Travis

4. Older Adult Ministries Team
Chairperson Ginny West Case
Vice Chairperson Pat Hogan
Secretary Phyllis Spangler

- (C) **Pat Hogan (CL)(3)** (L) **Ginny West Case (KN)(3)** (L) **Tom Lineberry (WY)**
 (C) Robert T. Edmonds (JO)(1) (L) **Mary Lynn Copeland (BI)(3)** (L) **Charles Sipe (KI)**
 (C) **Don Scott (TA)** (L) **Phyllis Spangler (KN)(3)**
 (L) **Jane Blevins (AB)**
 (L) **Bessie Madison (KN)**
 (L) **Dot Peoples (CH)**
 (L) **Shirley Snowden (MO)**

(Numbers in brackets indicate total number of years served as of June 2005)

Conference Representative, Asbury Centers, Inc. (named by Resident Bishop)
Coordinator of Older Adult Ministries..... Frank M. Bostick
Cabinet Representative Anne Travis

5. Camp and Retreat Ministry Board
Chairperson David Bradshaw
Vice Chairperson Jami Schmid
Secretary Rosemary Searcy

- (C) **Maria Grimm (WY)(3)** (L) David Bradshaw (OA)(5) (L) Jami Schmid (KN)(5)
 (C) Thomas Ballard (WY)(1) (L) **Randy Allen (MA)(3)** (L) **Ann Grogg (CH)(3)**
 (C) Betty Furches (JO)(1) (L) **John Morris (OA)(3)** (L) **Rosemary Searcy (WY)(3)**
 (C) Dennis Milligan (MA)(1) (L) **Charles Wimmer (MA)(3)** (L) Brenda Copeland Byrd (BI)(1)
 (C) **Tim Paul (CH)** (L) Douglas Fairbanks (CH)(1) (L) Retta Overturf (KI)(1)

(Numbers in brackets indicate total number of years served as of June 2005)

Ex-Officio Members:

Bishop James E. Swanson, Sr.
Director of Connectional Ministries/Cabinet Representative Anne S. Travis
Camp and Retreat Ministry Executive Director Randall C. Pasqua
Site Directors
Site Board Chairpersons

c. Outreach/Advocacy Ministry Team

- Chairperson* **Steve Hodges**
Vice Chairperson **Bruce Spangler**
Secretary Judith Anna

- (C) Meg Taylor Poister (CL)(5) (L) Claire Lovelace (JO)(6) (L) Steve Hodges (MO)(2)
 (C) Walter Cross (CH)(4) (L) Elaine Wynn (OA)(4) (L) **Barry Anderson (WY)**
 (C) Bruce Spangler (KN)(2) (L) Greta Smith (MA)(1)
 (C) Judith Anna (MO)(1)
 (C) Don Hanshaw (KN)(1)
 (C) **Crystal Salyers (KI)**

(Numbers in brackets indicate total number of years served as of June 2005)

Chairperson, Religion and Race Ramon Torres
 Chairperson, Church and Society Bruce Spangler
 Chairperson, Status and Role of Women **Judith Anna**
 Chairperson, Christian Unity & Inter-religious Concerns Selected by Ministry Team

Ex-Officio (named by the Team):

Representative, Alcohol and Related Issues Eric Amburgey
Representative, Prison and Family Ministry Advocacy Group Paul Griffith
Coordinator, Peace with Justice Steve Hodges
Representative, General Board of Church and Society Jonathan Jonas
Representative, General Committee on Christian Unity and
Inter-religious Concerns Stella Roberts
Cabinet Representative Anne Travis

1. Religion and Race Ministry Team

Chairperson Ramon Torres

- (C) Walter Cross (CH)(4) (L) James Wood (BI)(8) (L) Janie Bowers (JO)(4)
- (C) Alan Jones (OA)(4) (L) Mayo Partee (MA)(4) (L) Deborah Neal (TA)(4)
- (C) Gwang Son (KN)(4) (L) Carl Mills (KN) (L) Mary Waterson (KI)(4)
- (C) Leroy Henry (WY)(1) (L) Frank Shipe (MO) (L) Gail Slaughter (CH)
- (C) Ramon Torres (WY)(1)
- (C) Adam McKee (KN)
- (C) Don Smith (AB)

(Numbers in brackets indicate total number of years served as of June 2005)

Representative, Hispanic Ministry Arturo Reyna

Representative, General Commission on Religion and Race Anne Travis

Cabinet Representative Albert J. Bowles

2. Prisoner and Family Ministry Advocacy Group

Chairperson Paul Griffith

- (C) Barbara Clark (CL)(1) (L) Harold Bryson (CH)(1) (L) Nancy Peake (KN)(1)
- (C) Paul Griffith (TA)(1) (L) Jimmy Mitchell (BI)(1)
- (L) Graham Simmerman (WY)(1)

Cabinet Representative Anne Travis

d. Stewardship Ministry Team

Chairperson Brian Burch

Vice Chairperson Kenneth Webb

Secretary James Bennington

- (C) Brian Burch (CH)(5) (L) Kenneth Webb (CL)
- (C) Joe Green (MA)(4) (L) Steve Chafin (TA) (L) Beverly Johnson (CL)(2)
- (C) James Bennington (WY)(2) (L) Austin Fesmire (CL) (L) Molly Sasse (CH)(2)
- (C) Wil Cantrell (CH)(1) (L) Beth Stubbs (KN)(1)
- (C) Janice Robertson (MO)

(Numbers in brackets indicate total number of years served as of June 2005)

Staff Resource Person Bill Kilday

Cabinet Representative Anne Travis

e. Witness Ministry Team

Chairperson Ann Robins

Vice Chairperson Amy Probst

Secretary Wilma Snyder

- (C) Sandra Johnson (CH)(5) (L) Michael Eastridge (JO)(4) (L) Wilma Snyder (WY)(2)
- (C) Robert Bean (KN)(2) (L) Ronnie Collins (WY) (L) Anna Dirl (KN)
- (C) Amy Probst (CH)(2) (L) David Waters (CL) (L) Teddy Stevens (AB)
- (C) Ann Robins (MA)(2)
- (C) Jason Roe (MA)(1)
- (C) Tom Seay (KN)

(Numbers in brackets indicate total number of years served as of June 2005)

Ex-Officio Member with vote:

Chairperson, Committee on Rural Churches Thomas Reed

Chairperson, Hispanic/Latino Leadership Team Jim Dougherty

Director of Connectional Ministries Anne Travis

Cabinet Representative Richard Patterson

1. Committee on Rural Churches
Chairperson Thomas Reed
Vice Chairperson
Secretary **Catherine “Katye” Fox**
 (C) Porterfield Bradby (OA)(2) (L) Shayne Crenshaw (AB)(2) (L) Elizabeth Wood (BI)(1)
 (C) Archer Coppedge (CL)(2) (L) Daniel Duggar (MO)(2)
 (C) Catherine Fox (AB)(1) (L) M.W. Rhyne (OA)(1)
 (C) Thomas Reed (BI)(2)
 (C) John W. Wilson (MO)(1)

(Numbers in brackets indicate total number of years served as of June 2005)

Cabinet Representative Kim Goddard

2. Hispanic/Latino Leadership Team
Chairperson Jim Dougherty
Vice Chairperson **Bonnie Howard**
Secretary **Billy Kurtz**

- (C) Jim Dougherty (KN)(1) (L) Bonnie Howard (MA)(1) (L) Wayne Scott (JO)(1)
 (C) Mike Feely (CH)(1)
 (C) Jay Ferguson (MO)(1)
 (C) Jim Goddard (AB)(1)
 (C) Billy Kurtz (CL)(1)
 (C) Arturo Reyna (WY)(1)

(Numbers in brackets indicate total number of years served as of June 2005)

Cabinet Representative Stella Roberts

VII. BOARD OF ORDAINED MINISTRY

Nominated by the Bishop ~ Elected by the Annual Conference

- Chairperson* Brenda F. Carroll
Vice Chairperson Linda Keller
Secretary Nathan Malone
Chair, Division of Elders Mickey Rainwater
Chair, Division of Local Pastors and Associate Members Larry E. Ramey
Chair, Division of Deacons, Diaconal Concerns and Professional Certification
 Doug Grove-DeJarnett
Chair, Committee on Probationary Mentoring Jonathan Jonas
Chair, Enlistment, Recruitment, and Interpretation Charles Neal
Coordinator, Extension Ministries James R. Green

Clergy

- | | | | |
|---------------------------|------------------------------|----------------------------|--------------------------|
| Gary E. Baker (CL)(3) | C. Dennis Ford (KN)(5) | Sam Johnson (OA)(1) | Mickey Rainwater (CH)(8) |
| Thomas Ballard (WY)(4) | James R. Green (MA)(1) | Jonathan Jonas (JO)(5) | Larry Ramey (TA)(5) |
| Brenda F. Carroll (MA)(2) | Doug Grove-DeJarnett(JO)(1) | Nathan A. Malone (KN)(2) | Bruce Spangler (KN)(1) |
| S. Mark Clark (MO)(6) | Kathy Hale (WY)(1) | Joseph Manis (JO) | Lisa A. Stone (OA)(5) |
| Julie Collins (KN)(1) | Angela M. Hardy (CH)(3) | Daniel F. Moore (MO)(4) | Richard Tallent (OA)(2) |
| Jack Edwards (KI)(1) | Charles Harrison (KI) | Charles T. Neal (CH)(1) | John F. Toney (KI)(3) |
| Ron Fisher (KN)(1) | C. Michael Hubble (CL)(3) | Cynthia Pennington (MA)(4) | Dale S. Wyrick (BI)(3) |

Lay

- | | | | |
|------------------------|-----------------------|-----------------------|----------------------|
| Julie Bennett (KI)(1) | Linda Keller (JO)(5) | Roger Leonard (AB)(1) | Heda Quillin (AB)(5) |
| Rita Dixon (WY) | Aravella Kirk (KN)(3) | Ralph Maylott (OA)(5) | |

Ex-Officio:

- Chair, Order of Elders* Carol Wilson
Chair, Order of Deacons Sue Lynn Johnson
Chair, Fellowship of Local Pastors Samuel L. Johnson
Chair, Fellowship of Associate Members
Cabinet Representatives Stella Roberts, Mike Travis
Administrative Registrar Grady C. Winegar

1. *Administrative Review Committee:* Robert H. Bean, William C. Mooney, Jr.,
Caroline W. Goddard; *Alternates:* Richard Gregory, Kenneth D. Pierce
2. *Committee on Investigation (Clergy):*
 - Principals:* Mary K. Briggs, Lynn Hutton, Paul Y. Marchbanks,
Helen Phillips, Bradley H. Scott
 - Lay Observers:* Ray Adams, Ann Rowland
 - Alternates:* Alberta Clark-Johnson, Stephen B. DeFur, David H. Lovelace,
James Whedbee, Kathie Wilson-Parker
 - Lay Observer:* Marty Large

VIII. GROUPS RELATED TO THE CABINET AND ORDAINED MINISTRY

- a. **Orders** (*Nominated by Board of Ordained Ministry, Elected by Clergy Session*)
 - Chairperson of the Order of Elders* Carol E. Wilson
 - Chairperson of the Order of Deacons* Sue Lynn Johnson
 - Chairperson of the Fellowship of Local Pastors* Samuel L. Johnson
 - Chairperson of the Fellowship of Associate Members* _____
 - Cabinet Representative* _____
- b. **Pastoral Counseling Center Supervisory Committee**
 - Chairperson* **Barbara Clark**
 - Vice Chairperson* Carl McGraw
 - Secretary* Tom Reed
 - (C) James Titcombe (OA)(3) (L) Carl McGraw (WY)(3) (L) Sarah Clark (MO)(2)
 - (C) Barbara Clark (CL)(1) **(L) Judy Whedbee (KN)**
 - (C) Donald Swift (CH)(1)
 - (C) Thomas Reed (BI)(1)
 - (C) Don Ferguson (KN)**
 - (Numbers in brackets indicate total number of years served as of June 2005)*
 - Representative, Board of Ordained Ministry* Jonathan B. Jonas
 - Knoxville District Superintendent* Stella Roberts
 - Chattanooga District Superintendent* Albert J. Bowles, Jr.
 - Abingdon District Superintendent* Kimberly Goddard
 - Steward of Clergy Concerns* F. Douglas Smith
- c. **Wesley Institute Board**
 - Chairperson* David Graybeal
 - Vice-Chairperson* Bradley Hyde
 - Secretary* _____
 - (C) Jane Taylor (AB)(7) (L) Arthur Fowler (MA)(7) (L) Sandra Jonas (AB)(7)
 - (C) Bradley Hyde (MO)(4)** (L) Lucius Ellsworth (BI)(2) (L) Anna Sherrill (AB)(1)
 - (C) Aldana Allen (OA)(3) **(L) Scottie Mayfield (CL)**
 - (C) Ellen Fisher (MO)(2)
 - (C) David Graybeal (CL)(2)
 - (C) Sam Roberts (CL)(1)
 - (C) David St. Clair (AB)(1)
 - (Numbers in brackets indicate total number of years served as of June 2005)*
 - Cabinet Representatives* Caryl Griffin, F. Douglas Smith
 - Representatives with vote:*
 - Board of Laity* Bob Lockaby
 - Board of Ordained Ministry* John Toney

IX. COUNCIL ON FINANCE AND ADMINISTRATION

President F. Anderson Ferguson
Vice President Robert Lee
Secretary Tom Rush
Chair, Personnel Robert Lee

(C) F. Andy Ferguson (CL)(7)	(L) Robert Lee (OA)(6)	(L) Sandra Davis (MA)(5)
(C) Gary Grogg (CH)(3)	(L) Carl Hanks (WY)(1)	(L) Kathy Mitchell (TA)(5)
(C) Michelle Buckles (CH)(1)	(L) Howard Hatcher (CH)(1)	(L) Mae Wilkins (CL)(5)
(C) Eugene Lovell (MA)(1)	(L) Mark Lay (CL)(1)	(L) Kate Bledsoe (CL)(1)
(C) Donald Stansell (WY)(1)	(L) Tom Rush (MO)(1)	(L) Nancy Goodson (KN)(1)
(C) Malcolm Wansley (AB)(1)	(L) Darrell Kirkland (OA)(1)	(L) Sue Ann Greene (KI)(1)
(C) Walter Weikel (OA)(1)	(L) Charles Stewart (MA)(1)	(L) Marcia Parsons (MO)(1)

(Numbers in brackets indicate total number of years served as of June 2005)

Ex-Officio Members (without vote):

Resident Bishop James E. Swanson, Sr.
Conference Treasurer Clyde McDonald
Cabinet Representative Ronald H. Matthews
Director of Connectional Ministries Anne S. Travis

X. ADMINISTRATION

a. Board of Pensions

Chairperson Paul Stanton
Vice Chairperson David Brannock
Secretary Linda Wright
Treasurer Clyde McDonald

(C) Terry Goodman (CH)(6)	(L) Leonard Fant (CH)(5)	(L) Betty Lenoir (OA)(5)
(C) Clarence Dishman (CH)(5)	(L) James H. Jones (TA)(5)	(L) Patricia Taylor (JO)(2)
(C) Charles Lockerby (WY)(5)	(L) Paul Stanton (JO)(3)	(L) Mayme Crowell (OA)(1)
(C) Linda Wright (CL)(4)	(L) Thomas Jackson (WY)(2)	(L) Ann Lambert (WY)(1)
(C) David Brannock (TA)(3)	(L) Charles Kuykendall (OA)(2)	(L) Patty Muse (JO)(1)
(C) David Jackson (KN)(2)	(L) Charlie Harr (KN)(1)	(L) Wilda Parrott (MO)(1)
(C) Darris Doyal (MO)(1)	(L) J. Ed Nanney (CH)(1)	(L) Carolyn Truelove (CL)(1)
(C) Mary Parson (WY)(1)	(L) Rick Witt (KI)(1)	(L) Marsheine McClurg (MA)

(Numbers in brackets indicate total number of years served as of June 2005)

Pensions Director Clyde H. McDonald
Chairperson of Joint Committee on Incapacity Charles W. Lockerby
Cabinet Representative Donald L. Nation

b. Board of Trustees

President *elected by Board of Trustees*
Vice President Gene Frazier
Secretary *elected by Board of Trustees*
Treasurer Clyde McDonald

(C) Leonard Arnold (OA)(7)	(L) Roland Dykes (MO)(2)	(L) Martha Rector (KI)(5)
(C) Julian Walton (MO)(1)	(L) Arthur Meadows (WY)(2)	(L) Linda Franklin (MO)(2)
	(L) Steve Bovell (CH)(1)	
	(L) Bill Dender, Sr. (CL)(1)	
	(L) Gene Frazier (KN)(1)	
	(L) Del Holley (KN)(1)	
	(L) Rob Goddard (MA)	
	(L) Jim Wheeler (JO)	

(Numbers in brackets indicate total number of years served as of June 2005)

Ex-Officio Member:

Resident Bishop James E. Swanson, Sr.
Cabinet Representative Clyde H. McDonald

c. Personnel Resources Committee

- Chairperson* Mary Frances Tucker
- Vice Chairperson* William Deskins
- Secretary* Kathy Hoard

(C) Robert Dreyer (OA)(7)	(L) William Crawford (KI)(3)	(L) Kathy Hoard (MO)(5)
(C) Mark Gooden (OA)(6)	(L) William Deskins (TA)(2)	(L) Mary Frances Tucker (KN)(5)
(C) Brian Taylor (JO)(2)	(L) Craig Hendrix (KN)(1)	(L) Laura Steele (AB)
(C) James Whedbee (KN)(2)	(L) Frederick Evans (KN)	(L) Wendell Morgan (CH)

(Numbers in brackets indicate total number of years served as of June 2005)

Ex-Officio Members:

- Resident Bishop* James E. Swanson, Sr.
- Conference Chancellor* Jay Garrison
- Chairperson, Committee on Episcopacy* Robert Cantrell
- Chairperson, Personnel Committee, CFA* Robert Lee
- Executive Assistant to the Bishop* Gordon Ridenour

d. Commission on Equitable Compensation

- Chairperson* Brent Hall
- Vice Chairperson* **Bill Rodgers**
- Secretary* **Millie Meese**
- Treasurer* Clyde H. McDonald

(C) Brent Hall (KN)(3)	(L) Ben Allen (BI)(3)	(L) Millie Meese (KN)(1)
(C) William Rodgers (WY)(3)	(L) Wayne Anderson (JO)(3)	(L) Carolyn Neal (AB)
(C) Danny Hensley (OA)(1)	(L) Hal Jones (KI)(3)	
(C) Brenda Holloway (MO)(1)		

(Numbers in brackets indicate total number of years served as of June 2005)

- Cabinet Representative* Ken Henderlight

e. Committee on Nominations

- Chairperson* James E. Swanson, Sr.
- District Superintendents:* Kimberly Goddard (AB), Daniel H. Taylor, Jr. (BI), Albert J. Bowles (CH), Michael Travis (CL), Randall Frye (JO), Fred E. Dearing (KI), Stella M. Roberts (KN), Ronald H. Matthews (MA), Richard J. Patterson (MO), Kenneth H. Henderlight (OA), Donald L. Nation (TA), Charles W. Starks (WY)
- Additional Members of the Cabinet:* Caryl Griffin, Clyde McDonald, Gordon Ridenour, F. Douglas Smith, Anne Travis
- Conference Lay Leader* Robert Lockaby
- Chairperson of the Discipleship Team* Larry Martin
- Presidents:*
 - United Methodist Men* James Ball
 - United Methodist Women* Ellen C. Moore
- Conference Secretary* Grady C. Winegar
- United Methodist Youth Representative* John Patterson
- Clergy Members at Large:* Jeff Lambert, Lisa Stone
- District Representatives:* Virginia Kincheloe (AB), William Skeen (BI), June Smith (CH), Beverly Johnson (CL), Lynice Broyles (JO), Russell C. Taylor (KI), Mary Frances Tucker (KN), Beverly Henry (MA), Sherri Franklin (MO), George Oliphant (OA), Patricia Jones (TA), Ima Wallace (WY)

f. Committee on Resolutions

- Chairperson* James R. Green
- Members:* Teryl James, Gary Grogg, Amy Probst, Arthur Meadows

g. Committee on Rules and Order

Chairperson Frank Leuthold
Resident Bishop James E. Swanson, Sr.
Secretary/Conference Secretary Grady C. Winegar
Chancellor Jay Garrison

- (C) Ann Blair (WY)(1) (L) Frank Leuthold (KN)(5)
- (C) John Graham (AB)(1) (L) George Oliphant (OA)(1)
- (C) John Grimm (WY)(1) (L) Don Parnell (KN)(1)
- (C) Lynn Hutton (KN)(1)
- (C) Freddrick Long (MO)(1)

(Numbers in brackets indicate total number of years served as of June 2005)

Cabinet Representative Gordon L. Ridenour

h. Conference Committee on Episcopacy

Chairperson Robert Cantrell
Vice Chairperson Charlotte McKee
Secretary Jean Hutcheson

- (C) Robert Cantrell (OA)(5) (L) Randy Eley (WY)(5) (L) Jane Johnson (TA)(5)
- (C) Carol Wilson (JO)(4)** (L) Denver King (KI)(5) (L) Jane Robinson (MA)(5)
- (C) Dennie Humphreys (CH)(1) (L) Lloyd Brown (OA)(2) (L) Jean Hutcheson (OA)(1)
- (L) Harold Chafin (TA)(2) (L) Charlotte McKee (KN)(1)

(Numbers in brackets indicate total number of years served as of June 2005)

Appointed by the Bishop: Arlene Garrison, Alan Groseclose, Douglas Grove-DeJarnett

Ex-Officio Members:

Conference Lay Leader Robert Lockaby
Members, Jurisdictional Committee (with vote)..... Jean Henderson, Albert Bowles, Jr.

i. Episcopal Residence Committee

Chairperson & Representative of the Committee on EpiscopacyJane Robinson
Representative of the Board of Trustees
Representative of the Council on Finance and Administration Sandra Davis

j. Petitions Committee

Chairperson James R. Green

- (C) James Dougherty (KN) (L) Steve Bovell (CH)
- (C) Michael Feely (CH) (L) Mai Bell Hurley (CH)
- (C) Catherine A. Fox (AB) (L) Arthur Meadows (WY)

k. Program Committee, Annual Conference Session

Chairperson James E. Swanson, Sr.
Executive Assistant to the Bishop Gordon L. Ridenour
Conference Secretary Grady C. Winegar
Conference Lay Leader Robert Lockaby
President-United Methodist Women Ellen C. Moore
President-United Methodist Men James Ball
Chairperson of the Discipleship Team Larry Martin
Cabinet Representative Daniel H. Taylor, Jr.
Director of Connectional Ministries Anne Travis
Director of Communications Gordon L. Ridenour

Additional Members Appointed by the Bishop

I. Commission on Archives and History

Chairperson Gaye W. King
Vice Chairperson Joe Manis
Secretary **Marie Willis**

(C) Gaye W. King (MA)(2) (L) Robert Gemmell (TA)(3) (L) Georgia Ruth Lister (MO)(2)
(C) Robert Layell (TA)(1) (L) Durwood Dunn (CL)(2) (L) Izetta Thurmond (CH)(2)
(C) Joseph Manis (JO)(1) (L) Jerry Catron (AB)(2) (L) Marie Willis (KI)(1)

(Numbers in brackets indicate total number of years served as of June 2005)

Ex-Officio with vote Roy Howard
Cabinet Representative Grady Winegar

XI. SUPPORT GROUPS

a. United Methodist Men

President James Ball
Honorary President James E. Swanson, Sr.
1st Vice President Nathaniel Watson
2nd Vice President Lawrence Losh
Secretary Neal Wirt
Treasurer Darrel Edmondson
Scouting Coordinator Allan Marshall
Prayer Advocate Gary Westmoreland
Member of the United Methodist Men's Division Denver King
Cabinet Representative

b. United Methodist Women

President Ellen C. Moore
Vice President Marsheine McClurg
Secretary Pat Marshall
Treasurer Cheryl Morgan
MC/Spiritual Growth Kay Hamrick
MC/Education & Interpretation Jennie Simmerman
MC/Social Action Charlene Asbury
MC/Membership, Nurture & Outreach Jennifer Tackett
Secretary of Program Resources Becky Conar
Communications Coordinator Linda Franklin
Chairperson, Committee on Nominations Barbara Mauldin
Cabinet Representative Anne Travis

DISTRICT COMMITTEES ON ORDAINED MINISTRY

Nominated annually by the District Superintendent in consultation with the Chairperson or Executive Committee of the Board of Ordained Ministry and approved by the Annual Conference (¶ 663.1, 2004 Book of Discipline)

Abingdon District

Clergy: Jeffrey Lambert, Janet Richardson, Beverly Robinette, Reed Shell
David St. Clair, Malcolm Wansley, Emmitt Wilson, Nelson Woody
Lay: Fred Dalaney, Joann Fleanor, Heda Quillin

Big Stone Gap District

Clergy: Nancy T. Hobbs, David Gilbert, Edward D. Nelson, D. Layne Pennington,
Kenneth Pierce, Thomas Reed, Kenneth L. Sprinkle, Dale Wyrick
Lay: Ann Cawood, Russell Martin

Chattanooga District

Clergy: Donald E. Allison, Sherrell E. Boles, Lawrence Clark, Douglas Fairbanks, Henry M. Groseclose, Angela Hardy, Dennie Humphreys, Dwight Kilbourne, Benny Matherly, Mickey Rainwater, Gregory S. Smart, Don Swift, David Tabor

Lay: Shirley Hixson, David Lamb, Gwendolyn Scott

Cleveland District

Clergy: Robert Burlingham, Barbara Clark, Archer Coppedge, Patricia H. Hogan, R. Michael Hubble, Kenneth Scoggins, James W. Thompson, Jeffrey W. Wright (Chair), Linda Wright

Lay: Joan Burner, David Ketchersid, Don Randolph

Johnson City District

Clergy: Ricky Clowers, Doug Grove-DeJarnett, David Lovelace, Joe Manis (Chair), Laura Rasor

Lay: Linda Keller, Eric Matthews, David Mauk

Kingsport District

Clergy: John Anderson, Charles Harrison, Ralph Kidd, Scott Robertson-Gouge, Robert Smith, Cynthia Thompson, John Toney

Lay: Joyce Eberhart, Edwin S. Pace, Marie Willis

Knoxville District

Clergy: Rowland Buck, Jan Buxton-Wade, Julie Collins, David Green, Mark A. Hicks, Richard Isbell, David Lewis, Nathan Malone (Chair), Thomas Seay, David Smith

Lay: Tom Addington, Susan Brown, Leah Burns

Maryville District

Clergy: Lisa Blackwood, Brenda Carroll, Bruce M. Galyon, Joseph Green, Louis T. Ketron, Keith Knight, Gene Lovell, Dan Moore, Carl Oaks (Chair), Eric Rieger

Lay: Robert Ergenbright, Martha Goins, Larry Martin

Morristown District

Clergy: Judith Anna, Timothy Bracken, S. Mark Clark, Roger L. Crim, Carol Ferguson, Jeannie Higgins, A. Virginia (Ginger) Howe, Terrill D. Littrell, Jeff Moncier, George Rawn, Janice Robertson, Julian F. Walton

Lay: Teddy Clowers, Linda Franklin, Nancy Renner

Oak Ridge District

Clergy: Gary Baker, Bobby Barton, Michelle Buckles, Robert Dreyer, James Ferguson, Danny Hensley, Tom Markwood, Steve Martin, Catherine Clark Nance (Chair), Lisa A. Stone

Lay: Lloyd Brown, Renni Morris, Lisa Stooksbury

Tazewell District

Clergy: Steve Aker, Fred Austin, David Brannock, Jeffrey Callahan, Kenneth Fields, Paul Hite, Hugh Kilgore, Robert Layell, Larry Murphy, Larry E. Ramey (Chair), Wm. Don Scott, Aubrey Whitlow

Lay: Jane Johnson, James Sink

Wytheville District

Clergy: Thomas Ballard, James Bennington (Chair), B. Ann Blair, Richard Gregory, John Grimm, Charles Lockerby, Mary Parson, Joe Mack Taylor

Lay: Emmett Shufflebarger, Kathy Smith

DISTRICT BOARDS OF CHURCH LOCATION AND BUILDING

Nominated by the District Superintendent in consultation with the district Nominating Committee, if one exists, and elected annually by the Annual Conference
(¶2518, 2004 Book of Discipline)

Abingdon District

Class of 2005: James Goddard, Richie Hayes, Betty Webb
Class of 2006: Lewis Morgan, Cathy Mullins, Mickey Tyler
Class of 2007: Michael Carter, Harry Cuskey, Don Chistor

Big Stone Gap District

Class of 2005: Doyle Alley, Lucius Ellsworth
Class of 2006: Ben Allen, Barbara Rosenbaum
Class of 2007:

Chattanooga District

Class of 2005: Walter Cross, John Dodds, Jr., Don Keef
Class of 2006: Sandra Johnson, Sullins Lamb, Molly Sasse
Class of 2007: Cecil Baxter, Bill Clegg, Dave Daffron

Cleveland District

Class of 2005: Arthur Bigham, David Graves, Betty Carolyn Ward
Class of 2006: Johnny Humberd, Mike Hubble, Edith Jones
Class of 2007: Bill Burch, Margie Hoffman, Pat Hogan

Johnson City District

Class of 2005: David Bailey, Dan Cross, Barbara Tilson
Class of 2006: Anna Moore, George Odle, David Woody
Class of 2007: Don Bull, Lloyd Jones, Dean Wilhoit

Kingsport District

Class of 2005: Bert Byer, Ruth Ketron, Tom Little
Class of 2006: Tom Bundy, Sr., Jerry Morrell, Rick Witt
Class of 2007: Buddy Bounds, Pierce J. Edwards, Charlie Sipe

Knoxville District

Class of 2005: Gretchen Beal, Tim Dunaway, Phil Newby
Class of 2005: Dick Kelso, Bruce Marston (Chair), Eddie Watson
Class of 2006: Nannie Greene, Joe Prueitt, Ann Sherbakoff

Maryville District

Class of 2005: Dave Berry, Larry Carroll, Marvin Gass, Ron Hammond
Class of 2006: Jim Embry, Allen Martin, Elizabeth Mize, Kyle Petree
Class of 2007: Ben Dalton, Mark McKnight, Mark Meade, Ruben Payne

Morristown District

Class of 2005: S. Lee Campbell, Randy Davenport, Tom Rush
Class of 2006: Hadley Carter, Helen Coddington, Mark Lord
Class of 2007: Nancy Ellis, Terril D. Littrell, Terry Schnell

Oak Ridge District

Class of 2005: Lloyd Brown (Chair), Bernice Kirkland, Toe Miller
Class of 2006: Rebecca Carr-Kirklin, Bill Duncan
Class of 2007: Linda Hawley, Frank Woodward
Ex-Officio: Robert Dreyer

Tazewell District

- Class of 2005:* Paul Hite, Cecelia Hymes, Robert Layell
- Class of 2006:* Dean Johnson, Priscilla Morris, Larry Ramey
- Class of 2007:* Danny Coulthard (Chair), Tucker Kidd

Wytheville District

- Class of 2005:* Hix Bondurant (Chair), Gerald Bush, Charles Shockley
- Class of 2006:* Ralph Morris, Ima Wallace
- Class of 2007:* Dick Carrico, J. W. Linkous, Linda Porter

TRUSTEES AND DIRECTORS OF CONFERENCE RELATED INSTITUTIONS AND AGENCIES

ASBURY, INC.

... the board and directors shall be nominated and elected by the Board and confirmed by the Holston Annual Conference of The United Methodist Church.

Standing Rule 7, 2004 Conference Journal

- Chairperson* Cole Piper
- Vice-Chairperson* Guy Wilson
- Secretary* James R. Green
- Treasurer/Chairperson Elect* Michael Ross

Board of Directors 2005:

Wayne Anderson	Marvin Eichorn	Carroll Richardson
Julie Bennett	Joe Fox	Michael L. Ross
Audrey A. Burnett	James R. Green	William Skeen
G. W. Catron	Charles W. Lockerby	Delores Smith
Stephen C. Daves	Tom Mottern	Lynn Sorrell
Joyce J. Eberhart	Cole Piper	Guy Wilson

Ex-Officio Members:

- Resident Bishop of Holston Conference*
- Health and Welfare Representative* Guy Wilson
- Legal Counsel* Julie Bennett

Officers of the Corporation:

- President/CEO* Bernie Bowman
- Vice President* Larry Martin
- Secretary/Treasurer* Carol Morgan
- Registered Virginia Agent* Glen Heatwole

HOLSTON CONFERENCE OF THE UNITED METHODIST CHURCH FOUNDATION, INC.

... a board of not fewer than fifteen (15) directors, elected by the Board of Directors and confirmed by the Holston Annual Conference of The United Methodist Church.

Standing Rule 9, 2004 Conference Journal

- President* Bradley Bower
- Vice Chairperson* Richard Timberlake
- Secretary* Nancy Stanley

<u>Panel of 2005</u>	<u>Panel of 2006</u>	<u>Panel of 2007</u>
William Deskins	Tom Bowen	Roy Brookshire
Don Francis	Bradley Bower	Josephine Clark
Ronald Hammond	David Goodson	Howard Heinz
Sue Piper	Ronald Matthews	Edwin Hoskins
Will Pugh	Lytle Rather	Michael Layman
Walt Seaman	Carter Runyan	James McCarten
Sandra Smith	Charles Stewart	Nancy Stanley
Mike Stice	Richard Timberlake	Daniel Taylor

<i>Chair, Investment Committee</i>	David Goodson
<i>Chair, Conference Relations</i>	Ronald Hammond
<i>Chair, Gifts Acceptance</i>	Will Pugh
<i>Chair, Grants Committee</i>	Sandra Smith
<i>Chair, Nominating Committee</i>	Ronald Matthews
<i>Chair, Personnel Committee</i>	Edwin Hoskins
<i>Ex-Officio:</i>	
<i>Resident Bishop</i>	James E. Swanson, Sr.
<i>Conference Treasurer</i>	Clyde H. McDonald
<i>Executive Director</i>	Roger Redding
<i>Legal Counsel</i>	Jackson Kramer

HOLSTON UNITED METHODIST HOME FOR CHILDREN

... the board and directors shall be nominated and elected by the Board and confirmed by the Holston Annual Conference of The United Methodist Church.

Standing Rule 7, 2004 Conference Journal

<i>Chair</i>	Kent Bewley
<i>Chair Elect</i>	Bill Dixon
<i>Secretary</i>	William J. Fowler
<i>Treasurer</i>	Arthur S. Masker

Members:

Ben E. Allen, Kent Bewley, Leonard Brabson, Brenda Carroll (C), Julie Clark, Bill Dixon, Charles T. Early, William J. Fowler (C), George Gwinn, William E. Harmon, Brandon Hull, Brenda Parrish-Dickman, Jim Powell, William Rose, Daniel Shore, Anthony L. Spezia, Jr., Dianne M. Stokely, Russell Taylor, Carlyle Walton, Ernest "Bill" Willard; Alternate: Vicki J. Lott

Ex-Officio:

<i>Resident Bishop, Holston Conference</i>	James E. Swanson, Sr.
<i>Representative, Outreach Advocacy Team, Health & Welfare</i>	Karen Karnei
<i>President/CEO HUMH</i>	Art Masker
<i>Morristown District Superintendent</i>	Richard Patterson
<i>Legal Counsel</i>	Richard M. Currie, Jr.
<i>Committee Consultants</i>	Maureen MacIver
<i>Honorary Member</i>	Mrs. Edward Emerson (Frances) Wiley, Jr.

HOLSTON CONFERENCE COLLEGES, INC.

Members of the Board of Directors of Holston Conference Colleges shall be nominated and elected by the respective Boards ... and confirmed by the Annual Conference.

Standing Rule 8, 2002 Conference Journal

<i>President</i>	Hal P. McHarris
<i>Vice-President</i>	E. Mahan Archer
<i>Secretary/Treasurer</i>	J. Ronald Hammond
<i>Executive Director</i>	William S. Rodgers
<i>Representative to Conference Loan Committee</i>	Hal P. McHarris
<i>College Representatives:</i>	
<i>Emory and Henry</i>	Ron Hammond, Barbara C. Polly
<i>Hiwassee</i>	Doug Fairbanks, Daniel H. Taylor, Jr.
<i>Tennessee Wesleyan</i>	E. Mahan Archer, George Oliphant
<i>Ex-Officio</i>	Hix C. Bondurant
.....	Earl Henley
.....	William S. Rodgers
<i>Agent for the Corporation</i>	Jackson G. (Jay) Kramer

Board Members:

E. Mahan Archer	Earl H. Henley	Barbara C. Polly
Hix C. Bondurant	Hal P. McHorris	William S. Rodgers
Douglas P. Fairbanks, Jr.	George Oliphant	Daniel H. Taylor, Jr.
J. Ronald Hammond		

HOLSTON CONFERENCE COLLEGES

Members of the Boards of Trustees of Holston Conference Colleges shall be nominated and elected by the respective Boards at their fall Board meetings and confirmed at the next session of Annual Conference.

Standing Rule 8, 2004 Conference Journal

Emory and Henry College Board of Trustees

Chairperson Thomas D. McGlothlin
Vice-Chairperson J. Ronald Hammond
Secretary Donald E. Thurston
Treasurer B. Fielding Rolston

Board of Directors:

Eugene M. Bane, Jr.	Robert F. Harman	Jane Compton Mullins
Bill G. Bennett	Condra Davis Harvill	Barbara Creasy Polly
James O. Bunn	E. Ann Hill-Jefferson	Leslie I. Prillaman, Jr.
Hobart G. Cawood	J. N. Howard	Patricia H. Quillen
Martha Copenhaver	Mary Trent Jones	Emmett V. Richardson, Jr.
G. Wayne Cummings	Thomas L. Joyce	William S. Rodgers
Stephen J. Drinkard	Larry John Lenhart	B. Fielding Rolston
Sarah B. Drummond-Schell	David Lester	Frank A. Settle, Jr.
John E. Eldridge	Eugene H. Lovell, Jr.	Jennie Pruner Smith
Elizabeth Snowden Glisson	Thomas D. McGlothlin	Donald E. Thurston
G. Paschall Grindstaff	E. W. McPherson	David R. White
J. Ronald Hammond	Eugene J. Meyung	

Ex-Officio Members:

President, Emory and Henry College Thomas R. Morris
Resident Bishop of Holston Conference James E. Swanson, Sr.
Abingdon District Superintendent, Holston Conference Kimberly M. Goddard
Legal Counsel Julie Bennett

Honorary Members: M. Beecher Dunsmore, Toy F. Reid

Representatives to the Board:

Faculty Linda Harris Dobkins
Student Brendan Roche

Hiwassee College Board of Trustees

Panel of 2005

Karl J. Jordan
 Ronald E. Mills
 J. Edward Nanney
 Julian F. Walton

Panel of 2006

Robert A. Ellis, Jr.
 J. Alan Johnson
 C. Eugene Patterson
 Hugh M. Queener

Panel of 2007

Albert J. Bowles
 Maribel W. Koella
 Judith B. Lee
 Robert G. Palmer
 John E. Stewart
 Donald R. Youell

Panel of 2008

William C. Clabough
 Douglas R. Fairbanks, Jr.
 James M. Henry
 Darryl E. Kirkland
 William R. Love
 S. Douglas Richesin, Sr.
 Ann P. Robins
 Daniel H. Taylor, Jr.

Honorary:

Panel of 2006

Frank Faris

Panel of 2007

Hal Reed Ramer

Panel of 2008

Evelyn Horton
 Paul M. Starnes

Faculty Member (1 year term)Curtis Chapman
Student Member (1 year term) Kari L. Sharpe
Ex-Officio Members:
Resident Bishop of Holston Conference James E. Swanson, Sr.
Maryville District Superintendent Ronald H. Matthews
President James A. Noseworthy

Tennessee Wesleyan College Board of Trustees

Chair Cary Davis
Vice Chair Fred Womack
Secretary Jackson G. Kramer
Board of Directors:

Donald E. Allison	Gray Epperson	George Oliphant
J. T. Arnold	Shelley F. Griffith	Donald B. Reid
C. Stephen Byrum	R. Danny Hays	Robert A. Roseberry
Elaine M. Cathcart	R. Michael Hubble	Daniel C. Smith
Rachel N. Cochran	Becky Jaquish	Claire W. Tucker
Lillian A. Cook	John Kennerly	Hugh M. Willson
Jeff Cunningham	William B. Kilbride	Fred Womack
Cary Davis	Jackson G. Kramer	Shirley S. Woodcock
Kenneth M. Elliott	Regenia L. Mayfield	
Robbie J. Ensminger	R. Donald Newman	

Faculty Representative Sandra Clariday
Student Representative Leigh Perrine
Alumni Representative Mike Dannel
Covenant Health Representative Sam Buscetta

Ex-Officio Members:
Resident Bishop of Holston Conference James E. Swanson, Sr.
President Stephen Condon
District Superintendent Charles E. Lippse

Honorary: Wiley Bourne, Jr. Marvin B. Gass William D. Sullins
 E.A. "Ed" Eldridge Earl Henley

Trustee Emeritus Donald B. Trauger, Robert L. Wilcox, Joe W. Wimberly

WESLEY FOUNDATIONS, BOARD OF DIRECTORS

East Tennessee State University Wesley Foundation Board of Trustees

Chair TBA
Vice Chair Barbara Trent
Secretary Judith Robertson
Treasurer Debbie Onks

<u>Panel of 2005</u> Carolyn Hudson Randy Johnson Anna Kapoor David Mauk	<u>Panel of 2006</u> Steven Campbell Brian Clough Janet S. Fisher Kevin Holmes G. Aubrey Lee Jason R. Onks Judith Robertson Nancy Stanton	<u>Panel of 2007</u> Jeff Anderson Cynthia Burnley Haden Scott	<u>Panel of 2008</u> Tom Haskins Scotty Myers Debbie Onks Paul Seay Barbara Trent
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Ex-Officio Members:
Campus Minister, Wesley Foundation Jerry L. Everley
District Superintendents Mahan Archer, Richard Patterson, Fred Dearing
Director of Connectional Ministries Anne Travis
Board of Higher Education and Campus Ministry Representative Leanna Robertson

Radford University Wesley Foundation Board of Directors

President Bob Boggess
Vice-President TBA
Secretary Mack Whitaker
Treasurer Charlie Graham
Assistant Treasurer Tommy Fisher

<u>Panel of 2006</u>	<u>Panel of 2007</u>	<u>Panel of 2008</u>	<u>Panel of 2009</u>
Charlie Graham	Dick Kidd	Tommy Fisher	Bob Boggess
Wayne Edmonds	Gayle Miller	Bill Hubble	Richard Gregory
David Harless	Cory Schepisi	Al Smith	Ellen Taylor
Donna Hester	Jackie Taylor	Sherry Vaughn	Joe Mack Taylor
Kathy Smith	Kathie Wilson-Parker	Richard Worringham	Ima Wallace
Melissa Webb			

Students Sherri Cook, Jeff Doss, Katy Everhart, Robbie Hamby
 Matt McDaniel, Brandy Tate; Alternates: Benny Lynn, Karen Minnick

Ex-Officio Members:

Campus Director, Wesley Center Martee Buchanan
District Superintendents Kim Goddard, Don Nation, Charles Starks
District Secretaries of Christian Education
 June Totten (AB), Robert Layell (TA), Jennie Simmerman (WY)
District Presidents of UMW
 Teresa Mills (AB), TBA (TA), Linda Porter (WY)
District Lay Leaders Luther Roberts (AB), Pat Jones (TA), Randy Eley (WY)
Pastors, Radford Churches Charles Lockerby (Central), Kristie Banes (Carter St.),
 James Bennington (Grove), Barbara Doyle (New Mt. Olive)
Director of Connectional Ministries Anne Travis
Board of Higher Education and Campus Ministry Representative Mack Whitaker

University of Tennessee, Chattanooga Wesley Foundation Board of Directors

Chair TBA
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COMMITTEE ON RULES AND ORDER

The Committee met two times and has recommended several rule changes in part B, Procedures of the numbered rules. The Committee also reviewed and approved several corrections to the Standing Rules of **A. Structure and Organization** and **B. Procedures**. The Committee Chair and Conference officials carefully reviewed the printed rules and recommended corrections that are included in the Standing Rules printed in the 2005 Book of Reports.

- Changes made and approved at previous Annual Conferences but not incorporated were included and also a more exact listing of the composition of entities was included. These were mostly changes of group names and more exact listing of composition of members.
- Some punctuation and grammatical corrections were made.
- Corrections were made in reference to the 2004 Book of Discipline of procedures and requirements that our conference must follow. The paragraph numbers of the 2004 Book of Discipline are now cited, when relevant. Also now included are statements that govern composition items of entities that must be followed by our selection process.

While our rules were mostly in compliance with the 2004 Book of Discipline, some changes were necessary due to action of the 2004 General Conference. The key items corrected were:

- The composition of the Young Adult Ministry,
- The composition of the Committee on Clergy Investigation, and
- The age division of young persons selected at the district level as delegates to the Annual Conference.

The Committee on Rules and Order reviewed all of these corrections and recommends approval by the Annual Conference of these corrections.

Proposed Changes to the Numbered Standing Rules, B. Procedures

1. Standing Rule number three (3):

- a. The Committee on Rules and Order considered a recommendation from the Conference Committee on Nominations to change the length of term for “teams” from three years to four years to match that of many other groups in the Conference. The Committee agreed to that change. Several changes in Standing Rule number three (3) are thus needed. First, add the word “teams” between the words “boards” and “councils” in the first sentence. Also, to add clarity, divide the first sentence by ending it after the words “four-year term” and starting a new second sentence with “Members are eligible...” Further, the first bullet is no longer needed.
- b. The Committee on Rules and Order, based upon the recommendation of the Conference Secretary, is recommending that a term of office start with selection of a person. Thus, there would not be partial terms and the difficulty of keeping up with filling positions by the Committee on Nominations. Thus, we recommend replacing the first sentence of the present fourth bullet with two new sentences: “The year a person is elected at the Annual Conference, or is appointed by the Extended Cabinet to fill a vacancy, shall be year “one” of a term. After completing year “four” of a term, a person is eligible to serve a second term of office or year “five” through year “eight.” Also, in the last sentence of the fourth bullet, change the words “once a term has occurred which is defined as one-half or more of the term” to the words “after four years.”
- c. In the present fifth bullet, remove the words “Persons who have two consecutive unexcused absences” and replace with the words “Members who fail to participate in the meetings and activities of a conference board, council, committee or team...”

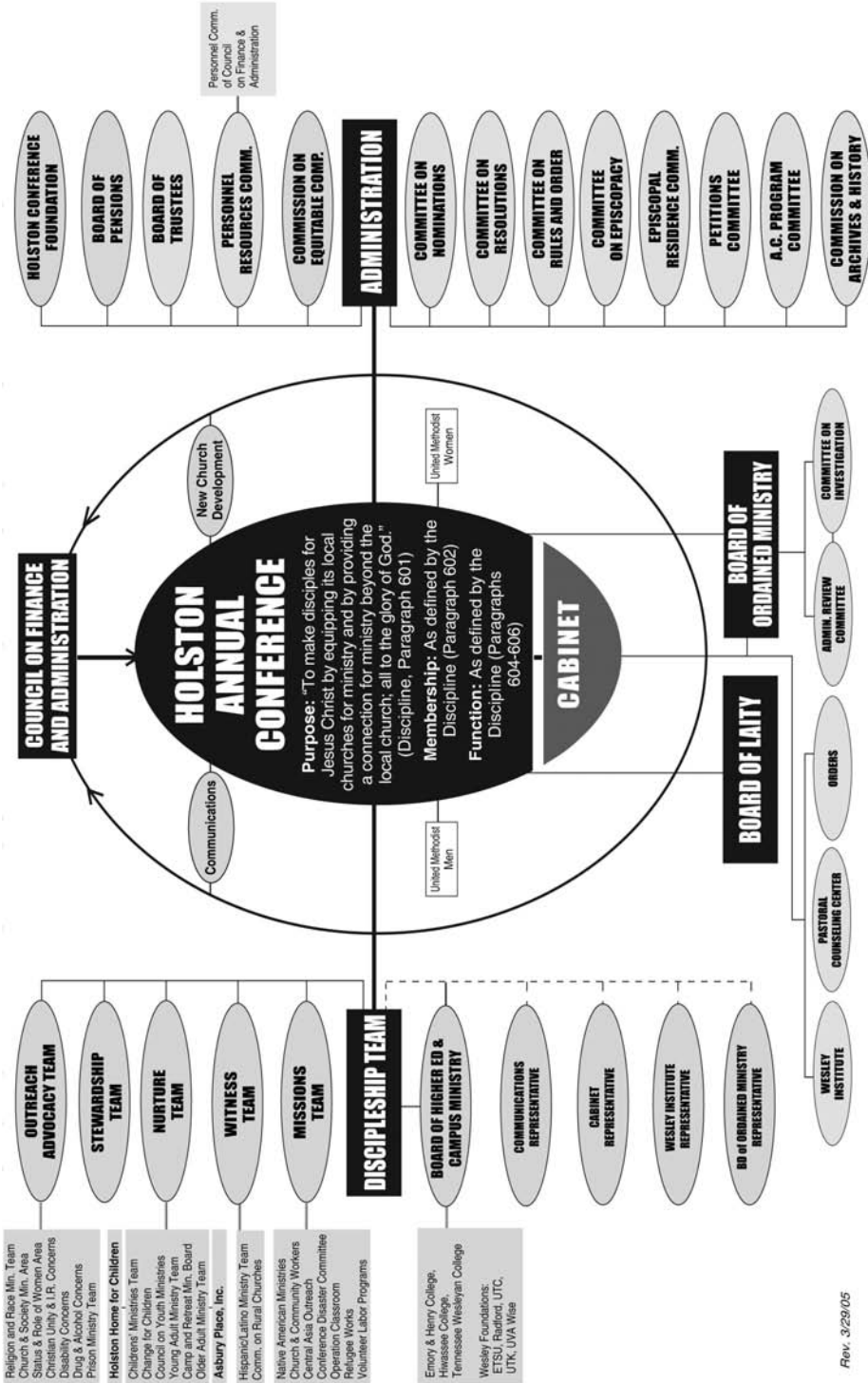
- d. Add a new bullet: The chairperson, majority of members, or Resident Bishop may call a meeting of any conference board, council, committee, team or commission. The call of a meeting shall be coordinated with the Conference office and shall give the date, time, place, and purpose of the meeting. Unless a meeting is called at the Annual Conference, in order to report to the Annual Conference, a three day or greater notice should be given to members.
2. Under Standing Rule number five (5) add a new sentence: The Resident Bishop or designated person may charge a council, board, committee, team or commission or other conference entity to study or consider an issue that he/she believes is necessary to carry out the mission of the Conference.
3. Under Standing Rule number sixteen (16), add “Table No. 3” to what is needed in the Statistical Report.
4. Replace the wording of Standing Rule number eighteen (18): There shall be a Conference Committee on Resolutions consisting of five persons elected by the Annual Conference after nomination by the Committee on Nominations. All proposed resolutions to be considered by the Annual Conference shall first be presented to the Committee on Resolutions which shall evaluate each proposed resolution for concurrence, non-concurrence or appropriate referral. Proposed resolutions shall be presented to the Committee on Resolutions or the Conference Secretary by March 1. The Committee shall present its actions in the Book of Reports. A proposed resolution made at the Annual Conference that was not first considered by the Committee on Resolutions must be referred by the Annual Conference by a majority vote to the Committee on Resolutions for a recommendation. After receiving a recommendation, the Annual Conference may consider the proposed resolution or alternate resolution proposed by the Committee on Resolutions.
5. Replace the wording of Standing Rule number nineteen (19) with: There shall be a Conference Petitions Committee appointed for consideration of petitions that the Annual Conference would send to the General Conference. The Petitions Committee shall be appointed at the Annual Conference the year prior to the one for consideration of petitions. Any petition proposed for consideration of the Annual Conference must be presented to the Petitions Committee or Conference Secretary by March 1. The Petitions Committee shall evaluate each petition for concurrence, non-concurrence or appropriate referral and shall present its action in the Book of Reports. A proposed petition made at the Annual Conference that was not first considered by the Petitions Committee must be referred by the Annual Conference by a majority vote to the Petitions Committee for a recommendation. After receiving a recommendation, the Annual Conference may consider the proposed petition or alternate petition proposed by the Petitions Committee.
6. In Standing Rule number twenty-four (24), add the words “business” between the words “opening session” of the first sentence. Also remove the words “in order to become in effect” in the second sentence.
7. Add Standing Rule number thirty-four (34) at the end of Standing Rule number twenty-four (24).
8. In Standing Rule number twenty-five (25), replace it with the words: There shall be a Conference Council of Finance and Administration. The Council of Finance and Administration shall submit its proposed budget and recommendations in the Book of Reports to the members of the Annual Conference for its consideration. Budget amendments and other recommendations made by the Council of Finance and Administration, but not included in the Book of Reports may be considered at the Annual Conference. All requests for Conference funds or monetary obligations by any board, committee, council, team, agency or other body shall first be submitted to the Council of Finance and Administration for consideration in the budget. Requests for funds must be submitted to the Council of Finance and Administration or Conference Treasurer by

March 1. All requests for funds properly made in time, but not recommended in the budget by the Council of Finance and Administration may be considered by the Annual Conference by amendment to the budget. Other requests for funds or obligations shall not be considered by the Annual Conference unless first referred by majority vote of the Annual Conference to the Council of Finance and Administration for a recommendation. After receiving a recommendation, the Annual Conference may consider a proposed budget amendment.

9. Replace the wording of Standing Rule number twenty-nine (29) that reflects the duties of the Conference Board of Trustees. The present section that refers to requests for funds has been moved to proposed Standing Rule number twenty-five (25). The new wording: There shall be a Conference Board of Trustees. Any request for the sale, mortgage, transfer or disposal of real estate or other assets owned by the Conference shall first be considered by the Conference Board of Trustees. The Board shall present its recommendations in the Book of Reports, but can include additional property or assets or change its recommendation at the Annual Conference. Any other items not considered by the Conference Board of Trustees must be referred to the Conference Board of Trustees by a majority vote of the Annual Conference before action. After receiving a recommendation from the Conference Board of Trustees, the Annual Conference may consider the item.
10. In Standing Rule number thirty-six (36), eighth sentence, replace the words “with the programs and reports to all members of the Annual Conference” to the words “in the Book of Reports.”
11. Under item I, Cabinet, Structure and Organization, Extended Cabinet, add the sentence: The Conference Lay Leader shall be invited to attend meetings of the Extended Cabinet.
12. Under item VII, Groups Related to the Cabinet and Ordained Ministry, Wesley Institute Board, add the “Director of Wesley Institute” to the membership.
13. Under item V. Board of Laity add: “The Board may elect up to 3 assistant Conference Lay Leaders from its membership.”

~ FRANK LEUTHOLD, *Chairperson*

A. HOLSTON ANNUAL CONFERENCE DESIGN FOR MINISTRY



Rev. 3/29/05

B. STRUCTURE AND ORGANIZATION THE ANNUAL CONFERENCE

“The purpose of the Annual Conference is to make disciples for Jesus Christ by equipping its local churches for ministry and by providing a connection for ministry beyond the local church; all to the glory of God.” (2004 Book of Discipline, ¶601).

Composition and Character is defined by 2004 Book of Discipline, ¶602

Organization is defined by 2004 Book of Discipline, ¶603

Function is defined by the 2004 Book of Discipline, ¶¶604-606

I. CABINET

- a. **Appointment Cabinet** (Resident Bishop; 12 District Superintendents; Executive Assistant to the Bishop)
- b. **Extended Cabinet** (Appointment Cabinet; Director of Clergy Services/Conference Secretary; Director of Connectional Ministries; Director of Finance Services/Conference Treasurer; Director of Congregational Development; Director of the Wesley Institute; Steward of Clergy Concerns)

II. **COMMISSION ON COMMUNICATIONS**, a service agency of the entire Conference (Total Membership = 13: 12 elected members, Cabinet Representative)(Discipline ¶645) Related to Council on Finance and Administration and Annual Conference.

III. **COMMITTEE ON CONGREGATIONAL DEVELOPMENT**
(Total Membership = 13: 12 elected members, Cabinet Representative)

IV. **BOARD OF HIGHER EDUCATION AND CAMPUS MINISTRY**
(Total Membership = 13: 12 elected members, one of whom shall be from the Young Adult Ministry, Cabinet Representative) (Discipline ¶633) Related to the Discipleship Team and Council on Finance and Administration

- 1. *Wesley Foundations*
- 2. *Conference Colleges*

V. **BOARD OF LAITY** (Related directly to Annual Conference)
(Total membership 23: 12 District Lay Leaders, presidents of United Methodist Men, United Methodist Women, United Methodist Youth, Resident Bishop, Conference Director of Lay Speaking, 2 cabinet representatives, 3 members-at-large, Conference Lay Leader) (Discipline ¶630)

VI. **DISCIPLESHIP TEAM** (Total Membership = 19: 6 elected members, Resident Bishop, Board of Higher Education & Campus Ministry Chairperson, Conference Lay Leader, Director of Connectional Ministries, 5 Ministry Team Chairpersons with vote: Missions, Nurture, Outreach/Advocacy, Stewardship, Witness, 4 Representatives without vote: Appointment Cabinet, Board of Ordained Ministry, Commission on Communications, Wesley Institute Board)(Discipline ¶629)

a. **Missions Team** (Total Membership = 15: 12 elected members, Chairperson of Native American Ministries, Conference Secretary of Global Ministries, Cabinet Representative)(Discipline ¶632)

Sub-groups to be determined by Missions Team in consultation with Discipleship Team.

1. *Native American Ministries* (Total Membership = 7: 6 elected members, Cabinet Representative)Discipline ¶653

b. **Nurture Team** (Total Membership = 15: 9 elected members, Representatives of the 5 Ministry Teams with vote: Children’s, Council on Youth, Young Adult, Older Adult, Camp and Retreat, Cabinet Representative) Other Representatives to be determined and named by Nurture Team in consultation with Discipleship Team.

1. *Children's Ministry Team* (Total Membership = 7: 6 elected members , Cabinet Representative)
 2. *Conference Council on Youth Ministries* (Total Membership = 38: 2 youth per District, 1 adult per District, Coordinator of District Coordinators, Cabinet Representative) Discipline ¶648
 3. *Young Adult Ministry Team* (Total Membership = 13: 12 elected members, age 19 to 30, one from each District selected by the District , Cabinet Representative) Discipline ¶649
 4. *Older Adult Ministry Team* (Total Membership = 14: 12 elected members, Representative of Jubilation Design Team, Cabinet Representative) Discipline ¶650
 5. *Camp and Retreat Ministry Board* (Total Membership = 18+ : 15 elected members, Resident Bishop, Director of Connectional Ministries, Camp and Retreat Ministry Executive Director, 4 Site Directors, Chairpersons of 4 Site Boards)
- c. Outreach/Advocacy Team** (Total Membership = 19: 12 elected members which include the four ministry area chairpersons of Religion and Race, Church and Society, Status and Role of Women, and Christian Unity and Inter-Religious Concerns, Cabinet Representative, additional Ex-Officio members named by the Team in consultation with the Discipleship Team) Discipline ¶628
1. *Religion and Race Ministry Team* (Total Membership = 13: 12 elected members (1 from each District), Cabinet Representative) Discipline ¶642
 2. *Church and Society Ministry Area* (Chair) Discipline ¶628
 3. *Status and Role of Women Ministry Area* (Chair) Discipline ¶643
 4. *Christian Unity and Inter-Religious Concerns Ministry Area* (Chair) Discipline ¶641
 5. *Disability Concerns* (Chair) Discipline ¶652
 6. *Prisoner and Family Ministry Advocacy Group* (6 elected members; Cabinet Representative) Discipline ¶655
- d. Stewardship Team** (Total Membership = 13: 12 elected members, Cabinet Representative)
- e. Witness Team** (Total Membership = 15: 12 elected members, Chairpersons of Committee on Rural Churches and Hispanic/Latino Ministry Leadership Team, Cabinet Representative)
1. *Committee on Rural Churches* (Total Membership = 10: 9 elected members, Cabinet Representative)
 2. *Hispanic/Latino Leadership Team* (Total Membership = 10: 9 elected members, Cabinet Representative)

VII. BOARD OF ORDAINED MINISTRY (Total Membership = 40: 34 elected members [nominated by the Resident Bishop and elected by the Annual Conference]; Administrative Registrar (without vote); Chair, Order of Deacons; Chair, Order of Elders [nominated by the Board of Ordained Ministry and elected by Clergy Session]; Chair, Fellowship of Local Pastors; Chair, Fellowship of Associate Members; 1 District Superintendent appointed by Resident Bishop) The Board shall select its own officers. Discipline ¶634

- a. Administrative Review Committee** (Total Membership = 3: 3 elected clergy in full connection and two alternate clergy in full connection, nominated by the Bishop and elected by the Clergy Session)
- b. Committee on Investigation (Clergy)** (Total Membership = 7: 4 clergy in full connection, 3 professing members; 10 alternates of 5 clergy in full connection and 5 professing members. Members are nominated by the Resident Bishop and elected by the Annual Conference quadrennially.) Discipline ¶¶2703-2706

VIII. GROUPS RELATED TO THE CABINET AND ORDAINED MINISTRY

- a. Order of Deacons, Order of Elders** (Discipline ¶306-309);
Fellowship of Local Pastors, Fellowship of Associate Members (Discipline ¶323)

b. Pastoral Counseling Center Supervisory Committee (Total Membership = 13: 8 elected members, Representative of the Board of Ordained Ministry, District Superintendents from Abingdon, Chattanooga, Knoxville, Steward of Clergy Concerns) Related to Cabinet and Board of Ordained Ministry.

c. Wesley Institute Board (Total Membership = 15: 12 elected members, 1 representative each from Cabinet, Board of Laity, Board of Ordained Ministry)

IX. COUNCIL ON FINANCE AND ADMINISTRATION (Total Membership = 25: 21 elected members and 4 persons without vote: Resident Bishop, Conference Treasurer, District Superintendent chosen by the Cabinet, and Director of Connectional Ministries.) The Council shall elect its own officers, except the treasurer who shall be the Conference Treasurer. Discipline ¶610

X. ADMINISTRATION

a. Board of Pensions (Total Membership = 27: 8 elected members each from Clergy, Laymen, Laywomen, Pensions Director, Chair of Joint Committee on Incapacity, Cabinet Representative)

b. Board of Trustees (Total Membership = 13: 12 elected members, Cabinet Representative; Ex-Officio, Resident Bishop) The Board shall elect its own officers. Discipline ¶¶639, 2512

c. Commission on Archives and History (Total Membership = 12: 9 elected members, Cabinet Representative, Historical Society Representative, Conference Archivist)

d. Commission on Equitable Compensation (Total Membership = 12: 10 elected members [an equal number of lay and clergy members], 1 District Superintendent named by the Cabinet, Conference Treasurer)

e. Committee on Episcopacy (Total Membership = 14: 3 elected clergy, 4 elected laymen, 4 elected laywomen, 3 members appointed by Resident Bishop, Ex-Officio Members are the lay and clergy members of Jurisdictional Committee on Episcopacy. The Conference Lay Leader shall be one of the lay elected persons.)

f. Committee on Nominations (membership according to Standing Rule 1.)

g. Committee on Resolutions (membership according to Standing Rule 18.)

h. Committee on Rules and Order (Total Membership = 12: 8 elected members [4 Lay and 4 Clergy] nominated by the Committee on Nominations and elected by the Annual Conference, 4 Ex-Officio members with vote: Resident Bishop, Conference Chancellor, Conference Secretary and a Cabinet Representative)

i. Episcopal Residence Committee (Total Membership = 3: Chair or Representative of the Committee on Episcopacy, Council on Finance and Administration, and Board of Trustees.) Discipline ¶637

j. Personnel Resources Committee (Total Membership = 15: 12 elected members, Chairperson of Committee on Episcopacy, Chairperson of Personnel Team of the Council on Finance and Administration, Ex-Officio, Resident Bishop)

1. Personnel Team of the Council on Finance and Administration

k. Petitions Committee (Total Membership = 8: 7 members, Cabinet Representative)

l. Program Committee, Annual Conference Session (Total Membership = 9+: Resident Bishop, Conference Secretary, Conference Lay Leader, President of United Methodist Men, President of United Methodist Women, Chairperson of Discipleship Team, District Superintendent chosen by the Cabinet, Director of Connectional Ministries, additional members appointed by Resident Bishop as necessary)

XI. SUPPORT GROUPS

a. United Methodist Men (All men of local churches or charges chartered or unchartered within the bounds of the Annual Conference) Discipline ¶647

b. United Methodist Women (All members of local units within the bounds of the Conference) Discipline ¶646

XII. THE CONFERENCE CONNECTIONAL TABLE (Membership: The Resident Bishop, who shall be chairperson, Executive Assistant to the Bishop, Conference Lay Leader, chairpersons of Conference Boards, Teams, Councils, Commissions, and Committees and Conference staff.) *Purpose: to assist in identifying Conference priorities and coordinating Conference ministries and emphasis.*

C. PROCEDURES

I. NOMINATIONS AND ELECTIONS

1. There shall be a Conference Committee on Nominations composed of the Resident Bishop, who shall serve as Chairperson, members of the Extended Cabinet, Conference Lay Leader, President of the Conference of United Methodist Women, President of the Conference of United Methodist Men, Chairperson of the Discipleship Team, Conference Secretary, a representative of United Methodist Youth, one lay person from each district chosen by the District Committee on Nominations, and additional lay and clergy persons for equalization of lay and clergy membership.
2. The Annual Conference Committee on Nominations shall nominate all members of Conference boards, teams, councils, commissions, and committees including the Chairperson, Vice-Chair person, and Secretary, unless such nominations are otherwise provided for in the Book of Discipline or elsewhere in these Standing Rules. The Committee on Nominations shall also nominate the Conference Lay Leader for election to a four year term of office. When a term is complete or a vacancy occurs of the Conference Lay Leader, the Board of Laity may submit the names of one or more persons for consideration by the Committee on Nominations. The Conference Lay Leader is eligible to serve two consecutive terms of office. All persons elected at the Annual Conference will begin serving at the close of the Annual Conference session. The Extended Cabinet shall fill all mid-year vacancies which shall be confirmed at the next meeting of the Annual Conference.
3. Election to Conference boards, councils, and committees shall be for a four-year term, and eligible for a second four-year term, except where the Discipline of the Church or action of the Annual Conference provides otherwise.
 - Membership on the Discipleship Team and related Ministry Teams shall be for a three-year term, and members may serve two consecutive terms.
 - Members of the Board of Pensions are elected for a term of eight years and are arranged in panels: one-third laywomen, one-third laymen, and one-third clergy. (Discipline ¶638)
 - No person shall serve as an elective member of more than one Conference board, team, commission or council. The limitations on joint membership shall not apply for membership on committees, agencies, United Methodist Men, United Methodist Women, Religion and Race Ministry Area and the Board of Directors of the Holston Conference Foundation, Inc., and Asbury, Inc.
 - Appointment to an unexpired term of office (of three or four years) shall count as a full term of service if one-half or more is served, whereas services under one-half shall not count as a term of office. If a person has served two consecutive terms in an office, they are ineligible to serve another term in that office, but are eligible to serve in another conference office. A person who has served two consecutive terms in an office becomes eligible again once a term has occurred which is defined as one-half or more of the length of the term.
 - Persons who have two consecutive unexcused absences may be removed and a successor named in the next report of the Committee on Nominations to the Annual Conference, unless the by-laws of the agency provide otherwise.
4. No person in the employ of a Conference agency shall be a voting member of a board, committee, commission, or council which supervises the work of the agency by which that member is employed.

5. The Resident Bishop may designate a person to represent the Bishop on any board, team, council, commission, committee, other position, or any occasion where the Bishop deems it necessary.
6. There shall be a Committee on Nominations within each district, composed of the District Superintendent (who shall serve as Chair), District Lay Leader, District President of United Methodist Women, District President of United Methodist Men, a representative of the District Youth Council, the Chairperson of the District Leadership Team or other structure, and the District Lay representative to the Conference Committee on Nominations. Additional representatives may be added by the District Leadership Team or other structure to ensure adequate representation. These district committees shall serve as a resource group throughout the year to supply appropriate names of clergy and lay persons to the Conference Committee on Nominations for service within the Annual Conference.
7. Members of the boards of directors of Asbury Centers, Inc., Holston United Methodist Home for Children, and Advisory Board of Directors of the Methodist Medical Center of Oak Ridge shall be nominated and elected by the respective boards and confirmed by the Annual Conference.
8. Members of the Board of Trustees of Holston Conference Colleges (Emory and Henry College, Hiwassee College and Tennessee Wesleyan College) shall be nominated and elected by the respective Boards at their fall Board meetings and confirmed at the next session of Annual Conference.
9. The Holston Conference of the United Methodist Church Foundation, Inc. shall be governed by a board of not fewer than fifteen (15) directors elected by the Board of Directors and confirmed by the Holston Annual Conference of The United Methodist Church. The Resident Bishop of the Holston Conference of The United Methodist Church, and the Conference Treasurer shall be ex officio members of the board with full voice privileges and voting rights. All elected directors shall serve for terms of one, two, or three years as determined by said Board.

II. MEMBERS TO ANNUAL CONFERENCE

10. The lay members of the Annual Conference may be elected annually, or to four-year terms to provide continuity. Lay members shall serve at the meeting of the next Annual Conference following election.
11. The District Leadership Team or other structure, in consultation with the District Council on Youth Ministries or other appropriate group representative of youth throughout the district, shall elect members of the Holston Annual Conference. The young persons elected shall meet the requirements for election of all lay members as stated in the Book of Discipline, ¶ 32, which is one person from age 12 to 17 and one person from age 18 to 30. The names and addresses of the elected members shall be sent to the Holston Conference Secretary by January 15. If any elected youth is unable to attend the Annual Conference, the District Leadership Team may select a replacement member to attend by sending the name of the youth to the Conference Secretary. A per diem for these youth members shall be paid by the Annual Conference.
12. Each year there shall be elected an equal number of lay and clergy members to the Holston Annual Conference. Lay members representing each local charge are to be elected at the Charge Conference. Diaconal ministers, deaconesses, some missionaries, Conference President of United Methodist Men, Conference President of United Methodist Women, the Conference Treasurer, Director of Connectional Ministries, Director of Communications, Conference Chancellor, Chair of the Committee on Rules and Order, Chair of the Discipleship Team, Chair of the Personnel Resources Committee, Chair of the Council on Finance and Administration, the Conference Lay Leader and other members of the Conference Board of Laity not otherwise elected as members of the Annual Conference shall be members of the Annual Conference. The remaining lay members that will be needed to achieve equalization are to be apportioned to the Districts on the basis of district lay membership, provided that the total number of lay members shall include the Youth delegates as required by the Discipline, the District lay leaders, the District presidents of United Methodist Women, and the United Methodist Men. Discipline ¶602
13. The Conference Secretary shall notify each District Superintendent of the number of lay members to be elected not later than sixty days following Annual Conference. The additional

persons apportioned to the Districts as lay members to the Holston Annual Conference shall be elected at each of the District Conferences upon nomination from the local churches and District Committee on Nominations. Where there is no District Conference, lay members shall be elected in a manner determined by the District Leadership Team or other equivalent structure.

A prepared ballot of these nominees will be available for the election. Nominations may be received from the floor of the District Conference. A per diem for these members shall be paid by the Annual Conference upon requisition, where they are not paid by the local Church, the District, or some other source. The District Superintendents will be responsible for seeing that the members are elected and that their names and addresses are sent to the Holston Conference Secretary by January 15th of each year.

III. PROGRAM AND REPORTS

14. The Conference Secretary shall be responsible for Memoirs. A memorial service for clergy members, spouses of clergy members, and members of local congregations deceased during the year shall be held at each Annual Conference.
15. Proposed programs from boards, teams, commissions, committees, councils, and agencies that require Conference action shall be compiled and printed under the direction of the Annual Conference Program Committee and mailed to all lay and clergy members of the Conference at least thirty (30) days before the opening session of the Annual Conference.
16. The Statistical Report (Table No. 1 and Table No. 2) for each local church shall be due and submitted by the pastor at an announced place and date set by each District Superintendent, to be no earlier than January 10th and no later than January 15th of each year.
17. The Program of the Annual Conference shall be arranged by a Program Committee composed of the Resident Bishop, Conference Secretary, Conference Lay Leader, President of the Conference United Methodist Women, President of the Conference United Methodist Men, Chair of the Discipleship Team, and a District Superintendent. The Resident Bishop shall serve as chair and may appoint additional members to serve on the Program Committee. The Conference may make any change in the schedule necessary to facilitate its work.
18. There shall be a Conference Committee on Resolutions consisting of five members, elected quadrennially and nominated by the Committee on Nominations. All resolutions presented to the Annual Conference which do not originate in the Cabinet or in one of the other duly constituted conference entities shall be in the hands of the Conference Secretary no later than 90 days prior to the opening session of the Annual Conference and shall be included in the Annual Conference Book of Reports. The Committee on Resolutions shall evaluate each resolution for concurrence, non-concurrence, or appropriate referral, and shall present their report to the Annual Conference for action.
19. Any petition or resolution proposed to be sent to the General Conference shall arrive at the office of the Chair of the Petitions Committee at least sixty (60) days before the opening session of the Annual Conference. A Petitions Committee shall be appointed at the Annual Conference session preceding the year of election of delegates to General Conference to consider all petitions and to send them to the delegates, along with the program and reports, in accordance with the provisions of Standing Rule 18, with a recommendation of concurrence or non-concurrence.

IV. PROCEDURES

General

20. In those districts scheduling a district conference, the membership shall include the local church lay leader; chair of the administrative council or administrative board and council on ministries; presidents of United Methodist Youth, United Methodist Women, and United Methodist Men; lay leader; Diaconal ministers and pastors serving within the district; and such other persons as may be determined by the District Leadership Team or other structures.
21. No clerical member of the Annual Conference shall leave the seat of the Conference without notifying in writing that member's district superintendent, who will, in turn, report to the conference secretary.

22. The effective date for all clergy members of the Holston Annual Conference entering into voluntary retirement shall be at the close of the session of the Annual Conference at which their retirement is approved. No retirements may be voted for a projected date during the ensuing appointive year except by the joint recommendation of the Board of Ordained Ministry and the Board of Pensions in response to extraordinary and compelling circumstances.
23. The General Conference rules of order shall be used so far as they apply; otherwise, Robert's Rules of Order shall be used.
24. Any and all proposed changes in the Standing Rules of the Conference made by the Standing Rules Committee shall be printed in the Annual Conference Book of Reports as outlined in Standing Rule 15 and shall be presented for approval by the Annual Conference at the opening session of the Annual Conference. Any other motion to amend the Standing Rules must be presented in writing, lay over one day, and be reviewed by the Standing Rules Committee before a vote is taken, and such motion must be approved by a two-thirds vote of the Annual Conference in order to become in effect.

Finance

25. The Council on Finance and Administration shall be responsible for compiling, having printed, and distributing to all lay and clergy members of the Conference at least thirty (30) days before the opening session of the Annual Conference, its budget and any Council on Finance and Administration information. Discipline ¶¶610-618
26. The fiscal year of the Conference shall be from January 1st through December 31st of each year. The final day to receive payment on Conference apportionments shall be by the close of the business day of January 9th or the Monday following when the 9th falls on a Saturday or a Sunday.
27. The Treasurer of the Conference shall make final settlement and shall disburse all funds as designated after the adjournment of the Annual Conference. During the fiscal year, the Conference Treasurer shall make disbursements to various Conference Agencies at times and in manners approved by the Conference Council on Finance and Administration, and upon requisition of the proper officials of the Board and Agencies. Discipline ¶618
28. The District Superintendents shall receive equal salaries, plus allowances for travel and other expenses beyond the District served and for which no other financial arrangement has been made on requisition from the fund designated for this purpose.
29. The Conference shall not consider any resolutions from Boards, Agencies, or any other source which involve any of the following:
 - a. Special appeals for funds or monetary obligations amounting to more than \$5,000 over their regular allocation from Conference Benevolences.
 - b. The sale, mortgage, transfer, or disposal of real estate or other assets under the ownership of the Conference unless approved by the Conference Board of Trustees.
 Requests such as items (a) and (b) must be submitted no later than thirty (30) days prior to the opening date of the Annual Conference.
30. Capital funds campaigns initiated by Conference agencies and institutions that involve the churches of Holston Conference must have the approval of the Council on Finance and Administration and the Annual Conference. Other fund-raising campaigns which extend beyond district boundaries must have the approval of and be coordinated by the Council on Finance and Administration and the Annual Conference. In those instances where financial goals are to be assigned to the congregations, said goals, along with the proposed strategies for meeting those goals, shall be clearly identified prior to approval. Appeals arising within the Conference between Annual Conference sessions may be conducted only on approval of the Council on Finance and Administration. Approval of such appeals shall be communicated to local churches of the Conference.
31. The Conference Council on Finance and Administration shall be required to give thirty (30) days notice to all boards and agencies prior to the annual meeting for budgetary review for consideration of the annual budget of the Conference.

Journal

32. The Committee on Rules and Order and the Conference Secretary and Staff shall establish the policy for the publication of the Journal. The Journal shall be published under the direction of the Conference Secretary, who shall serve as editor. The Conference Secretary shall, with the approval of the Council on Finance and Administration, enter into a contract to publish the Journal. All materials to be published shall be in the hands of the Editor within fifteen (15) days after the adjournment of the Conference.
33. The Conference Secretary shall be responsible for the distribution of the Journal. The District Superintendents shall obtain the orders for the Journals from the pastoral charges, and the cost of the Journals so ordered will be billed directly to the pastoral charges. These accounts are to be paid in full to the Conference Treasurer within sixty (60) days of delivery. Clergy and Diaconal Ministers who are retired, on incapacity leave, and conference claimants shall receive a free copy of the Journal upon request. Other persons may place orders with payment through the Conference Secretary. Receipts of Journal sales shall be held in a carry-over account at the end of the fiscal year.

Reports and Motions

34. The Standing Rules of the Conference shall be printed in each edition of the Conference Journal.
35. All motions presented to the Conference and amendments to any paper shall be in writing and placed in the hand of the Secretary immediately following the presentation.

Election Procedures for Delegates to General and Jurisdictional Conferences

36. To ensure that qualified lay persons are identified for consideration as delegates to the General and Jurisdictional Conference, persons may be nominated by local churches, District Boards of Laity, or the Annual Conference Board of the Laity on a form to be developed by the Conference Board of Laity. The form shall ask the potential nominee to respond to the following items:
 1. I agree to be a nominee for General and Jurisdictional Conferences.
 2. I wish to be a nominee for the Jurisdictional Conference only.

Names of all nominees from local churches shall be in the hands of the District Board of Laity by March 15th of the year in which delegates are to be elected. The District Board of Laity shall review the nominations and determine their eligibility. The Board may add names of persons it deems to be candidates and shall deliver the list to the Conference Board of Laity by March 31st. The Conference Board of Laity shall complete the lists, add any persons it deems to be candidates and provide the list, along with biographical information, to the Conference Secretary for printing and distribution with the programs and reports to all members of the Annual Conference. The form for nominations shall include the name, address, occupation, local church and district, indication if individual is of ethnic constituency, current photograph, and a biographical sketch of no more than fifty (50) words provided by the nominee. In addition to this process, nominations may be made at the Orientation Session for Laity at the seat of the Annual Conference for presentation to the Conference.

Following the election of the lay delegates to General Conference and two lay delegates to Jurisdictional Conference, the chair shall then explain to the lay members that an additional list of names is now available indicating persons who have asked to be considered for election to the Jurisdictional Conference only, and they may now vote for these persons as well as any unelected person.

37. Ministerial and lay delegates elected to the previous General and Jurisdictional Conferences shall be delegates to special sessions of the respective conferences.
38. Expenses of one alternate ministerial and lay delegate to the General and Jurisdictional Conferences, in order of their election, shall be borne by the Annual Conference at a rate not to exceed the per diem of delegates.
39. Each member shall be required to vote for no more than the number of delegates for that particular ballot, but ballots with less than the required number will be considered valid.

Report No. 18

PERSONNEL RESOURCES COMMITTEE

The Personnel Resources Team was named The Personnel Resources Committee effective at the 2004 Annual Conference, in order to be consistent with the Conference structure.

The Personnel Resources Committee (PRC) has found since its existence that change is a constant. In fact, we have experienced more change this year than ever before. Change, however, forces us to grow and to evaluate, which in turn makes us better, stronger, and wiser.

Some of the changes are listed below:

- Brent Sharp was hired as Information Technology (IT) Manager.
- Sherry Hagerdon was hired as Administrative Assistant to Treasurer/Director of Human Resources. She will work on compliance matters, assuring there is proper paperwork in the employee files, do background checks, exit interviews, etc. as well as make revisions to the Staff Handbook.
- Doug Smith became Steward of Clergy Concerns.
- Bill Kilday became Director of Stewardship and Congregational Development.
- Charles Maynard was hired to work in Camping.
- Jerry Everly, Director of ETSU Wesley Foundation, moved from part-time to full-time in October.

At the 2004 Annual Conference session, we had to say “good-bye” to Bishop Chamberlain who had led us so well during PRC’s formative years. And we had the pleasure of welcoming our new Episcopal leader, Bishop James E. Swanson.

We found Bishop Swanson to be warm, attentive, compassionate, and extremely helpful in all situations. Bishop Swanson has expressed his appreciation to this conference for having one personnel committee for the entire conference. And he has affirmed our strategic use of retired clergy in various roles.

The PRC is in the process of carrying out a comprehensive study of salaries and positions in the conference, beginning with our Wesley Foundations and our Camp and Retreat Ministries. PRC member, Craig Hendrix, is spearheading this enormous effort, and we are certain the end result will provide us a more highly integrated process for hiring, compensating, and retaining competent employees in the conference.

Bonnie Cox, who has served Holston Conference in various administrative capacities, retired January 14, 2005, after 24 years of service. We have truly been blessed by Bonnie’s faithful, effective work in Holston.

Pastors have responded positively to the guidance of Dr. Gary Mauldin, Conference Pastoral Counselor. In fact, his work-load has become so heavy that we are now providing him with a part-time assistant. The Reverend Laura Shearer is serving in this role.

The PRC expresses their gratitude for the assistance and guidance of Gordon Ridenour, Executive Assistant to the Bishop and Director of Communications. He has been very helpful to the PRC and helps our staff perform at peak efficiency.

~ MARY FRANCES TUCKER, *Chairperson*

UNITED METHODIST MEN

Holston Conference covers an area of approximately 13,598 square miles; there are approximately 212,435 men living in this area, which is about 449% of the population of the area. Out of this large number, only 4,228 are on record as being members of the United Methodist Men Ministry organization. Why? Only .019% of the male population in the Holston Conference area is involved in men's ministries.

The oldest men's organization known to the modern church was started by Charles Wesley in 1729. Charles Wesley was studying at Christ Church when he started attending weekly Sacrament and encouraged a friend to do the same. In May, 1729, Charles encouraged John, his brother, to join him and William Morgan in attending this weekly event. This small group not only attended the Sacraments regularly but also engaged in prayer, Scripture studies, and religious conversation. This seed later became the "Oxford Methodists" and as many called it, "The Holy Club." You can read the whole story in "A Real Christian, The Life of John Wesley" by Kenneth J. Collins, Abingdon Press.

Many will ask what does this have to do with today's church 276 years later. It set a precedent for what we should be doing today. Here is the perfect pattern for a modern United Methodist Men's Ministry: attending weekly worship, studying Holy Scripture, praying, and having religious conversation. We cannot do much better. Put yourself in a total Christian environment with other dedicated Christian men. There you can find the life for which you are looking, the life that is Christ centered. It could be that we might establish a "Breastplate:"

Christ with me, Christ before me, Christ behind me, Christ in me, Christ beneath me, Christ above me, Christ on my right, Christ on my left, Christ when I lie down; Christ when I sit down; Christ in the heart of every man who thinks of me; Christ in the mouth of every man who speaks to me; Christ in the eyes of all who see me; Christ in the ears that hear me; Christ in all that I do.

The first line of our Mission Statement is: "United Methodist Men exists to declare the centrality of Christ in every man's life." Somewhere in time, this conference has forgotten that statement. What is the center of your life today? Tomorrow? Have you read the vows you made when you joined the Church? They read something like this: "As a member of this congregation will you faithfully participate in its ministries by your prayers, your presence, your gifts, and your service." The answer was "I will."

The winds of change are blowing; we serve an awesome God. For us to carry the Good News and become disciple makers, we sometimes must change the way things are done. We accomplish more when we stop doing what does not work and do those things which do work.

We have been experiencing loss; can we change? We have lost charter organizations. In 2002, we had 140 chartered organizations. In 2004, we have 96 chartered organizations. There were 32 charters not renewed in 2003; 39 charters lapsed in 2002. Organizations do not grow when they are losing members. Our losses were not only chartered ministries, but we also lost EMS members. In 2002, we had 173 EMS members; in 2004, our membership was 105. In 2003, 31 members did not renew their membership. In 2002, 37 memberships lapsed because of non-renewal in 2003. I look at the potential of this conference and see a need to explain how the General Commission on United Methodist Men is organized and supported. Failing to communicate and assemble together is killing the ministry of men, to men, by men.

Consider this. We have in Holston Conference the potential to have 594 chartered organizations, with a potential membership in EMS of 21,857 and a conference income of \$54,642.50 from EMS dues only. What is our vision for the future for United Methodist Men's Ministry in Holston Conference?

~ JIM BALL, *Conference UMM President*

Report No. 20

UNITED METHODIST WOMEN

Holston Conference United Methodist Women have continued to meet our annual pledge and to participate in missions throughout the world. Our 2004 fall Annual Meeting encountered unusual circumstances when severe flooding caused by hurricanes forced postponement from September to early October. The meeting, although delayed, was held; and we presented our speaker Fran Lynch, a Deaconess from Holston Conference who is in mission in Alaska, with more than \$24,000 donated by the Holston United Methodist Women for her work. We also recognized 135 "Hearts of Gold" women nominated by local units for their contributions and example and celebrated the 135th birthday of our organization. Our annual theme for 2004 events was "Change My Heart, O God."

Since last Annual Conference, we have held a successful School of Christian Mission at Munsey Memorial UMC in Johnson City, Tennessee, offering studies on Prayer, Cuba, and Public Education. Our after-dinner speaker, Brenda White Wright, shared with the participants her views on "Diversity;" and the "Special Night" celebration was a Cuban Fiesta. Our fall training for district officers was held in Dandridge, Tennessee; and we were blessed by the presence of Bishop Swanson and his family and by his sharing with our group.

For 2005, we are using the theme "We Are God's Garden" based on 1 Corinthians 3:6-7 and began our year with a Young Women's Retreat in Gatlinburg held in early March. In addition to a new location, we revised the format, offering a retreat atmosphere, focus groups, and a special hands-on mission project for the young women, who made items for residents of Asbury Place. Speaker was the Reverend Lauri Jo Cranford from Munsey Memorial UMC, and music was provided by Beth Green and Hannah Beth Green. Two hundred twenty-six persons participated in the event.

Women from Holston Conference also participated in March in the Tri-Conference Legislative Event held every other year at Scarritt-Bennett Center in Nashville. The theme for this year's event was "Every Child Is Our Child," and the program included a presentation by Holston's Anita Henderlight. June Smith from Holston was the music leader, and the group made UMCOR school kits as a mission project. In addition to hearing from Dr. Lana Seivers, State Commissioner of Education, the event included a trip to Capital Hill to visit state legislators.

The two Spiritual Enrichment Experiences in May featured Dr. Stella Roberts, the Knoxville District Superintendent, as speaker and Rhonda Catanzaro from First Centenary UMC in Chattanooga as music leader. This opportunity for spiritual growth was well attended and provided creative worship opportunities with a dramatic portrayal of Mary, liturgical dance, and a sing-a-long by the lake.

This year Holston Conference United Methodist Women are assisting four projects in Holston Conference for our annual mission project. Cash donations to the "Sharing Our Bounty" project will be divided equally and go to Bethlehem Center, St. Elmo/Alton Park Empowerment Ministry, Wesley House, and Big Stone Gap District Church and Renewal Project. The amount of the donations will be announced at the Conference Annual Meeting in September.

Holston women continue to make a difference as we care about and share with others from the bountiful gifts we have received from God.

~ ELLEN MOORE, *Conference UMW President*

Report No. 21

ASBURY, INCORPORATED *The Winds of Change*

Just because change is inevitable, it doesn't make it any less challenging. The Asbury family certainly felt the winds of change blow strong over its sails this past year.

The first storm to blow through was accreditation. CARF-CCAC is the national organization for the accreditation of Continuing Care Retirement Communities or CCRCs. Just after our fiscal year began, CARF-CCAC invited Asbury to take part in a national pilot program to develop new standards for the accreditation of CCRCs. Normally, an organization would have a full year to prepare for visits by accreditation teams. The pilot program only allowed six months. Each Asbury Campus Leadership Team rolled up their sleeves and added accreditation to their already full plates. Six months later and just days before Christmas, a separate Accreditation Survey Team visited each campus. The Accreditation Survey Teams reviewed each campus's response to 638 different accreditation standards. Finally, at the end of February, Asbury learned the results. All four Asbury campuses were accredited for five years – the maximum that could be awarded – through February 2010.

In his letter to Asbury, CARF-CCAC President/CEO Dr. Brian J. Boon wrote: "This achievement is an indication of your organization's dedication and commitment to improving the quality of the lives of the persons served. Services, personnel, and documentation clearly indicate an established pattern of conformance to standards."

Additionally, each campus received exemplary ratings in at least two areas; Asbury Place Maryville received four exemplary ratings.

In Tennessee, only two CCRCs were accredited in the entire state until Asbury became accredited. Now, there are five accredited CCRCs in Tennessee – and three of them are Asbury Places.

The next major wind of change for Asbury was the sale of the Wytheville Campus. Asbury Place Wytheville had accumulated losses of more than 1.5 million dollars over the last 15 years. When an unsolicited offer came to purchase Asbury Place Wytheville, the Board of Directors concluded it was no longer appropriate for the other campuses in the Asbury Corporation to continue subsidizing both operational and capital expenses at the Wytheville campus and decided to sell the campus. Without the sale of the property, Asbury, Inc. could have been forced to substantially reduce the scope of operations at the campus, perhaps reducing it to only a nursing home operation.

The buyer is a Virginia based development firm named Smith/Packett with extensive experience and ownership in more than 30 facilities across the southeast. Smith/Packett plans to invest \$500,000 in the Wytheville campus in improvements in independent and assisted living. Most importantly, Smith/Packett will honor all current resident contracts and no residents will be displaced. Additionally, the District Superintendent's office will be deeded to the Wytheville District. After a period of due diligence, the sale should close sometime this summer.

Asbury, Inc was incorporated in 1956. As we prepare to celebrate a half-century of service, we are grateful for the vision and support of Holston Conference in creating the Asbury network. We look forward to our next fifty years together with hope and faith. And, we remind ourselves, the winds of change will continue to blow.

~ Bernie Bowman, *President/CEO*

HOLSTON UNITED METHODIST HOME FOR CHILDREN

As Christians dedicated to God's service, James 1:27 (NIV) fairly states the framework that has set the path for Holston United Methodist Home for Children. For in that Scripture, the Disciple reminds us, "Religion that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world." The care of orphans is what drove Mrs. Elizabeth Wiley, the widow of a Methodist minister, to provide a home for that first orphan in 1895, and now some 110 years later, that number has grown to more than 8,000 children and families who have been helped by this God-serving ministry. For the help of the members of the Holston Annual Conference, we could not be more grateful, because the help extended to children in their time of great need is in direct proportion to the generosity of United Methodist church members. God has blessed this ministry by helping Holston Home expose troubled children and their families to God's love and word, demonstrating that God's healing power restores broken families and provides loving homes for children unable to live with their natural parents. Due to trauma, sometimes beyond our ability to understand, children have come to Holston Home for aid, nurture and spiritual guidance, and the members of this Conference have been unfailingly generous in their response. Our belief has always been that a child deserves a home, and every day our efforts are focused on finding and placing these – God's children – with families who either provide a permanent home for them by adoption or as foster parents.

Although we try at every opportunity, words cannot express the appreciation the men, women and children associated with Holston United Methodist Home feel for the people of the Holston Conference for answering the call of Christ to minister to the poor, alienated, frustrated, disenfranchised and downtrodden members of our society. Proudly, we serve at the behest of this Conference, knowing that God has asked us to shoulder the burden of helping these children and their families. As ambassadors in partnership with members of Holston Conference churches, we are blessed to be God's servants in this great work.

The fruits of this partnership have been many in 2004, including:

- Thanks to Ambassadors and pastors in Conference churches, church giving set an all-time record, somewhat relieving financial shortfalls from previous years when the national economy was weak. People in the pews continue to follow the great tradition of Christians helping children on which this ministry is founded.
- The James H. Quillen Trust was responsible for a \$50,000 gift to the children, thanks to the strong relationship the late Congressman from Tennessee's First Congressional District had with Holston Home. As an active member of the First Broad Street United Methodist Church, in Kingsport, the late Congressman will continue to benefit the children until the end of time. Several other bequests by departed Methodists will provide continuing income that will enable many of today's troubled children to overcome their problems and become productive citizens.
- Fifth Sunday giving was the best ever in 2004.
- 690 children were helped by Holston Home last year; 76 children were reunited with their birth parent, and we facilitated 45 adoptions.
- Country music star Rodney Atkins, who was adopted by loving parents with Holston Home's help, regularly credits Holston Home for providing loving, Christian parents who made it possible for him to follow his dream.
- The United Methodist Association named the Rev. Charles Hutchins, who until the end of 2004 was the Vice President for Development and Church Relations, the 2004 Development Officer of the Year. Rev. Hutchins continues to follow God's calling by accepting the position of Director of Church Relations for the Home.

- The Rev. Cliff Amos accepted the position of Vice President for Resource Development and is now responsible for cultivating friends of the children who will further the work of this ministry through their financial support.
- Generous donors made it possible for the children to now be able to grow vegetables and flowers as a learning experience in their “pizza” garden and expansive grape arbor.
- The Home continues to generate great amounts of positive publicity for the good work that donors and volunteers expend on behalf of the children.
- The Dermid Family Services Center of Southwest Virginia was opened in Bristol, Va., in The Mosby Building, Unit A, 300 Moore St. The Dermid Group Home was closed, enabling this ministry to more closely follow its model of providing in-home services to children and their families.
- Successful Friends of Children events were held in Greeneville, Knoxville and Johnson City, and two women whose lives were turned around by this ministry when they were young – Rita and Sara – offered powerful Christian testimonies about the help from Holston Home that made their lives complete.

It is a strong testament to Christ’s admonition to care for His children that Holston Home, with the help of people in the pews, has continued to help so many children turn their lives around. Guided only by the charge that Christ places in the hearts of Christians, this partnership bears fruits far exceeding the original intent of Mrs. Wiley, fruits that only Christ can provide.

You are invited and encouraged to visit the Holston Home campus in Greeneville, for it is your children’s home. Following such a visit, return to your church, share our story, and remember the children in your prayers. Visits often result in renewed faith in this ministry.

We ask for your continued support of Fifth Sunday offerings, Advance Specials, and Children’s Change, and we give thanks to you as people with a strong and growing heart connection. As always, we stand ready to care for as many children as you are willing to call your own.

Our efforts would fall far short of God’s order to care for the children without the church. And each of you, in partnership with Christ, is God’s church.

~ ARTHUR S. MASKER, *President/CEO*

~ KENT BEWLEY, *Chairman, Board of Trustees*

Report No. 23

HOLSTON CONFERENCE FOUNDATION

“Well done you good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your Master’s happiness!” Most of us are familiar with Jesus’ Parable of the Talents found in Matthew 25:14-30 and in many ways that joyfully tells the experience and growth of The Holston Conference Foundation over the last 25 years.

The Foundation was started by The Holston Annual Conference in 1979 to assist churches, agencies, and programs associated with our Conference to invest designated funds and to provide education and assistance to individuals and congregations interested in supporting ministry through estate and other planned gifts. We started with nothing...only a vision of what could be and the hard work and determination of Bishop H. Ellis Finger, Jr., Benjamin St. Clair, Erma Greenwood and others who gave of their time, energy and funds. As we ended 2004, we are pleased to report that the Foundation has a record high of assets under management... \$45,567,839.78!

To mark the occasion of our 25th Anniversary, the Foundation board celebrated by creating and funding five new endowments at \$25,000 each:

- The Camp and Retreat Ministries Excellence Endowment
- The Minister’s Aid Endowment Fund

- The Wesley Institute Educational Excellence Endowment
- The Mission Scholarship Endowment
- The H. Ellis Finger, Jr. Bishop's Fund

While these endowments are relatively small, it is hoped that generous donors interested in these areas of ministry will add to these funds in the years ahead. It is part of our effort to give something back and demonstrate our support of these critical areas of ministry.

The year 2004 was quite a successful year by any measure. The financial markets continued to advance. Our Balanced Growth Fund rose 9.13% and our Intermediate Income Fund rose 2.77%. We also launched a new Short-Term Income Fund, which is providing much superior returns to the Money Market Fund it replaced. During the year, 50 new accounts were opened and a total of \$5,793,726 in new monies received. More importantly, over \$2,404,000 was distributed out of the Foundation for ministry. Funds to dig wells in Africa, scholarships to send youth to Conference colleges, as well as grants to fund ministries such as Conference camping, new church development, Jubilation, Holston Home for Children, Partners in Crisis, and for retired ministers pensions both here and in Estonia. All these things and more were possible because of generous people who provided funds for ministry and a wise board and staff dedicated to proper care and stewardship of these gifts.

During 2004, our Executive Director, Roger Redding made 149 presentations to churches, finance and trustee committee meetings, minister's meetings and in visits in people's homes sharing ideas and providing education about endowments, estate planning and other ways to make a difference in our connectional ministry. Many seeds were planted!

As we honor our past, we rejoice in the opportunities that we have had to be of service and the congregations, people, and agencies that have entrusted us to assist with the stewardship of the Master's money. There are even greater opportunities in the days and years ahead. Call on us...the talents of our board and staff are at your service!

~ BRADLEY J. BOWER, *President*

Report No. 24

CHAPLAIN SERVICE OF THE CHURCHES OF VIRGINIA, INC.

Did you know that ...

- Protestant Christian Chaplains are assigned to 30 prisons and 7 juvenile correctional centers in Virginia.
- Bishop Chamberlain and the extended Cabinet visited Keen Mountain Correctional Center on May 13, 2004.
- Holston Conference Chaplains are Paul Griffith, Keen Mountain Correctional Center, and Jimmy Mitchell, Red Onion and Wallens Ridge State Prisons.
- Lee Boyd Malvo, the young sniper, is incarcerated at Red Onion State Prison at Pound.
- Cecil E. McFarland, retired Holston Conference pastor, is the Executive Director since 1995.
- Reverend Kim Goddard, Abingdon District Superintendent, is the Holston Conference representative on the Board of Trustees.
- Two new prisons will be opened in 2006, one at Pocahontas in Tazewell County, the other at Chatham, near Danville.
- The 2005 Budget is \$913,380.

We need your prayers for the chaplains and those whom they serve.

~ CECIL E. MCFARLAND, *Executive Director*

SOUTHEASTERN JURISDICTIONAL CONNECTIONAL TABLE

We continue to celebrate the unique Southeastern Jurisdictional Ministry. Your SEJ staff at Lake Junaluska and the seven agencies (Archives and History, Gulfside Assembly, Hinton Rural Life Center, Intentional Growth Center, SEMAR, SEJANAM, UMVIM) work diligently to provide annual conference and congregational leaders opportunities for connecting, consulting and training in our three centers and around the jurisdiction. We are determined to offer the best discipleship training and spiritual formation opportunities for all ages.

In July 2004, the Southeastern Jurisdictional Administrative Council was honored to once again host the 2004 Southeastern Jurisdictional Conference at Lake Junaluska. It was a pleasure welcoming and serving conference leaders from around the jurisdiction. We appreciate the confidence the delegates gave to the SEJ ministry through supporting our request for funding. We are especially grateful for the special asking of .50 cents per member for the quadrennium designated to the restoration of the Lake Junaluska dam in order to bring it in line with strict North Carolina structure codes. The fund is to be paid over the 2005 – 2008 quadrennium. The overwhelming support was appreciated.

We served over one hundred twenty nine thousand United Methodists during 2001-2004 in our ministry events, Networking Groups and at Lake Junaluska, Gulfside Assembly and Hinton Rural Life Center. Plus we hosted over one hundred fifty thousand at our conference centers. Many lives are being touched for Christ through your jurisdictional ministry.

In December 2004 we welcomed new elected members to the Southeastern Jurisdictional Administrative Council. During our meeting it was decided to change our operating body to the Southeastern Jurisdictional Connectional Table and to streamline our organization using task groups and fewer committees. The Junaluska Properties and Services Committee will give leadership guiding our work at Lake Junaluska. Our organizational task group will be joined by four persons from the jurisdiction in order for an intensive study of the jurisdictional organization to be done.

Again I am delighted to report that our Workplace Discipleship Program designed to assist our staff in celebrating their call to ministry and leading us toward being a more inclusive staff continues to be successful. In 2004 we moved from 8% to 13%. Our staff has been diligent with this and I commend each of them for our success.

Great strides are being made toward the capital improvements at Lake Junaluska Assembly. We have seven million five hundred thousand dollars (\$7.5 million) committed to the campaign. We have one million one hundred thousand dollars committed to the Bethea Welcome Center and we continue to raise money and hope to begin that project in 2006.

We are in the process of renovating fifty (50) of the one hundred (100) rooms at the Terrace Hotel. The remaining rooms will be finished in early 2006. We plan to have the outside of the Terrace painted and new siding installed by this summer.

We are grateful for the leadership of the elected members of the Holston conference. They are:
Bishop James Swanson
Bonnie J. Howard
Vicki Collins
Anne Travis

Continue to pray with us as we strive to serve Christ and the work of the United Methodist Church in the Southeastern Jurisdiction.

~ JIMMY L. CARR, *Executive Director*

Report No. 26

HIWASSEE COLLEGE

“The Mission of Hiwassee College is to provide an educational environment within which each individual may fulfill his or her mental, physical, social, and spiritual potential. This mission is rooted in the desire of Hiwassee’s founders to establish an institution which would provide a quality Christian education for students, including those of limited financial means.”

Hiwassee College finds its life and mission in a Wesleyan commitment to offer education with a concern for religious faith to the people of Southern Appalachia and the world. We are Tennessee’s only two-year, residential, liberal arts, faith-related college (and one of only seven in United Methodism).

Our focus is helping students get a great start to their collegiate education. Student-faculty ratios are low; support services are strong; and faculty give primary attention to teaching and students.

The Learning Center, Student Support Services, and tutoring programs provide academic encouragement for students needing or desiring it. Persons who complete their work at Hiwassee and transfer to four-year institutions regularly excel in their new locations.

Our commitment to educational opportunity and success is reflected through our Upward Bound and Talent Search programs for young persons in the Monroe County area, representing the Wesleyan commitment to afford young persons the opportunity to develop all their God-given gifts.

Hiwassee is in the second year of a five-year strategy to transform educational technology. With financial support from a \$1.8 Title III Grant, the entire campus is equipped by wireless computer technology; classrooms are being equipped with state-of-the-art computer and technology resources; and the Hardwick-Johnson Library has become part of a ten-campus library consortium supported by the Appalachian College Association. The grant also supports significant improvements to research equipment for the sciences.

Hiwassee awards significant financial aid from its own resources to assure access to education. The college awards more than \$600,000 in unfunded student aid each year. Ninety percent of all students receive financial aid from the college; forty percent are fully underwritten through financial aid.

As a United Methodist-related college, concerns of faith and values are woven into the fabric of the college curriculum. Students are required to complete two courses in religion. The Mayfield Honors Program provides a venue for in-depth consideration of contemporary social issues.

Creative required weekly chapel services challenge students to explore the demands, opportunities and invitation of a dynamic faith. The Christian Student Movement provides opportunities for fellowship, prayer and study. Seven Allison Scholars, students preparing for full-time Christian service, serve as chaplain associates in serving the campus. Students also participate in ongoing service-learning opportunities, including special service weekends.

Hiwassee hosts the United Methodist Course of Study Program. The Holston Conference Junior High Assembly will return to campus this summer.

As I write this report, Hiwassee College has filed legal documents seeking preliminary and permanent injunctive relief against the Southern Association of Colleges and Schools and its decision to remove the college from membership. We believe there is good cause for this action. Hiwassee has a strong academic program respected by major colleges and universities, providing students an excellent beginning to their college experience.

SACS' decision was based on the opinion that Hiwassee does not have adequate financial resources to sustain its programs into the future. We disagree with that conclusion. During the past fiscal year, the college:

- Increased end-of-year unrestricted net assets by over \$260,000
- Completed the year with a balanced, “in-the-black” operating budget. The college has ended “in-the-black” for seven of the past eight fiscal years
- Increased endowment by \$1.2 million
- Increased overall alumni giving to the highest its been in over 10 years at 9.8 percent – a 46 percent increase over 2002-2003 and a 180 percent over 2001-2002
- Exceeded the Annual Fund Campaign goal by 25 percent.

Giving to the college this year is 100 percent ahead of where it was this time last year.

We still have work to do, and we continue addressing fiscal issues. We disagree with the opinion of one SACS official who said “Progress doesn’t matter; it is where you are now.”

During these challenging moments, I am deeply grateful for our United Methodist connection. Hiwassee is proud to identify itself as part of the church’s mission both in the Holston Conference and beyond. We are blessed with excellent United Methodist trustees, both clergy and laity, who are committed to addressing the issues before us and increasing the college’s strength and ministry.

Hiwassee is grateful for the steady financial support we receive from the churches of the Holston Conference; these funds are used to provide scholarships for United Methodists and others considering Christian ministry, as well as supporting our chaplaincy program.

The General Board of Higher Education and Ministry is lending its support through consultative services as well as by supporting our ongoing appeals process.

We continue to be faithful in our 156 mission of service in partnership with the Holston Conference and The United Methodist Church.

~ JAMES A. NOSEWORTHY, *President*

Report No. 27

TENNESSEE WESLEYAN COLLEGE

The year 2004 proved to be a year of change at Tennessee Wesleyan College. In May Dr. Thomas F. Armstrong resigned as the nineteenth president and Dr. Floyd A. Falany began his service as Interim President for the 2004-2005 school year. We started the fall semester with an enrollment of 814 students. Also, in the fall we added two Vice Presidents to our Executive Staff, Dr. Alan Duesterhaus, Vice President for Institutional Advancement, and Dr. Scott Mashburn, Dean of Student Life and Enrollment Management. We are continuing to make efforts to connect with our community, alumni and the Holston Conference of the United Methodist Churches..

The presidential search is in its final stages and the Board of Trustees hopes to announce the next president no later than May 1st.

In May 2005, the Tennessee Wesleyan College’s Choir will embark on a special journey of hope and music – the Yellow Ribbon Tour. The choir (50 members strong) will spend 10 days in Ramstein, Germany, where they will share the gift of music with the troops at Ramstein Air Base. They will also sing at American schools and chapels in the area.

While the college is proud of its new programs and efforts on the campus, we are particularly proud of our “Wesley and....” series. We have had five such events, the latest being “Wesley and Stewardship.” Our chapel convocations this year will included Bishop Dr. Peter Storey’s visit

—South African leader against apartheid, and faculty member at Duke Divinity School. During spring semester will host a panel discussion—at students’ request— featuring Catholic, Baptist, Pentecostal, and Methodist representatives. There is a student curiosity, desire to learn, about diverse range of faith traditions. Weekly chapel this year has featured student and faculty involvement in preaching and musical leadership.

A Bahamas Mission Trip is scheduled May 27-June 6. Tennessee Wesleyan College will be represented by faculty members, students and a trustee painting the exterior of St. Michael’s Methodist Church in Nassau, ministering among youth in that congregation and assisting in Sunday worship.

We continue to be proud of our strong teacher education program, which was recently re-accredited by the State of Tennessee Department of Education. Our “Education Angels” continue to work hard to prove teachers from our education department are the “best around.” We also continue to be proud of our strong pre-professional (particularly pre-law and pre-seminary) programs and our strong tradition of intercollegiate athletics. Our student-athletes participate in the NAIA “Champions of Character” program, and continue to graduate at rates higher than non-athletes and much higher than the national average. The Tennessee Wesleyan Men’s basketball team advanced to the national tournament this year, after winning the Appalachian Athletic Conference.

The college remains committed to our very special mission which reinforces the teachings of John Wesleyan and the United Methodist Church and we look forward to a continued strong partnership with the Holston Conference. Bishop James E. Swanson, Sr. will be our Baccalaureate speaker on May 13th.

~ DR. FLOYD A. FALANY, *Interim President*

Report No. 28

CANDLER SCHOOL OF THEOLOGY

Candler School of Theology is grounded in the Christian faith and shaped by the Wesleyan tradition of evangelical piety, ecumenical openness, and social concerns. Its mission is to educate—through scholarship, teaching and service—faithful and creative leaders for the church’s ministries in the world. These purposes define Candler’s role as a school of Emory University and of the United Methodist Church and point to the unique challenges and opportunities we face in leading a national research university in re-discovering what it might mean to relate to a major denomination.

With the full University community, the faculty has undertaken a strategic planning process. This initiative has allowed the opportunity to reflect on Candler’s significant commitments to church and society and to envision goals and investments through 2010. Chief among them is a three-phase building project. Plans are underway to construct a new building to house the Pitts Theology Library, classrooms, a teaching chapel, and the University’s Ethics Center. Later, Bishops Hall and the Quadrangle building currently housing the Pitts Theology Library will be renovated. You will hear a great deal about this project once architectural designs have been secured. In the interim, know that this effort is long overdue and speaks to Candler’s aspirations to secure facilities that will support the strong educational program already in place here.

Candler’s faculty continues to be among the most distinctive in theological education. Forty-four members hold full-time appointment, and one holds a part-time appointment. An additional seven serve in a part-time or adjunct capacity. Thirty Teaching Supervisors support our Contextual Education and Teaching Parish programs. In addition, Woodie White and Jack Meadors serve as United Methodist bishops in residence, and the Right Reverend Frank K. Allan, recipient of this year’s Emory Medal, serves as Anglican bishop in residence. Bishop L. Bevel Jones III remains at Candler working with the Development office.

As is typical, Candler faculty continue to provide leadership in professional societies. This year David Petersen serves as president of the Society for Biblical Literature and Roberta Bondi as President of the Society for the Study of Christian Spirituality. Both gave presidential addresses at the San Antonio AAR/SBL meeting in November. Gail O'Day continues as editor of the Journal of Biblical Literature, and Ted Brelsford as editor of the Journal of Religious Education.

Enrollment stands at 536, with 413 in the Master of Divinity program, 71 in the Master of Theological Studies program, 12 in the Master of Theology program, 7 in the Doctor of Theology program and 33 enrolled as Special, Non-Degree students. The number of students committed to full-time education is up with 80% of students enrolled full-time. The student population is 29% non-white, 7% international, and 52% women. More than 52 denominations are represented with 64% of MDiv students being United Methodist from 38 Annual Conferences. Other denominations of the Methodist family represented at Candler include African Methodist Episcopal, African Methodist Episcopal Zion, Nazarene, Christian Methodist Episcopal, and the Methodist Churches of Brazil, Korea, and the Caribbean.

The United Methodist Church elected three Candler alumni as bishops this summer. Mary Virginia Taylor '75T is now the Episcopal leader of the Columbia area; William Willimon '73DST, of the Birmingham area; and Dick Wills '67T, of the Nashville area. With their election, twenty-one United Methodist bishops are Candler alums. Willimon and Bishop Hope Morgan Ward have been elected to the Emory Board of Trustees, replacing retiring bishops Robert Fannin and William Morris.

Great things continue to happen with Candler's continuing and church education efforts. Currently, plans are underway for a fall conference on Music and Worship (October 9-11, 2005). Information about this and other upcoming events is available at <<http://candler.emory.edu>>.

Through the generosity of alumni and friends, Candler's scholarship program is one of the top in the nation. Last year, 87% of eligible students received scholarship support from Candler with an average scholarship covering 80% of tuition. Gifts from the Methodist Education Fund (MEF) have played a large role in this success. However, so much more still needs to be done. More than 60% of Candler's MDiv graduates leave school with educational debt. Your continued support, gifts and prayers mean a great deal as we work to provide a strong educational program and a strong start in pastoral ministry for our students.

For more information about Candler, our extraordinary faculty and dedicated students, I hope you will bookmark <<http://candler.emory.edu>>.

~ RUSSELL E. RICHEY, *Dean and Professor of Church History*

Report No. 29

DUKE DIVINITY SCHOOL

Duke Divinity School prepares students for strong, faithful leadership in the church through a persistent focus on spiritual formation and transforming ministry as well as rigorous academic study.

The school is at the center of Duke University, both physically and historically, and divinity students regularly access and enhance the university's intellectual and material resources. Several programs allow students to pursue joint degrees with other highly regarded schools on campus such as the School of Nursing and the School of Law. A partnership with the nearby University of North Carolina at Chapel Hill allows a joint master of divinity/master of social work degree.

Major construction was completed on the 47,000-square-foot building addition in recent months. It was named The Westbrook Building, honoring the Rev. Hugh Westbrook, a 1970 divinity school graduate who has donated nearly \$20 million to the school in recent years. The addition

includes significant new classroom space, the 315-seat Goodson Chapel, a large refectory, and offices for admissions and student life. It also includes offices for the Duke Institute on Care at the End of Life, a multi-disciplinary effort begun in 2000 to improve care at all levels for those near death.

The portions of the school formerly known as New Divinity and Old Divinity were renamed The Thomas A. Langford Building, in honor of the professor and dean who later served as Duke University provost. Langford, who died in 2000, was associated with the university for five decades.

The divinity school also was honored to receive a \$6.7 million grant from Lilly Endowment Inc. for Advancing Pastoral Excellence, a program bringing the school together with churches and church leaders across the country to promote innovative leadership and excellence in ministry. The effort is the second phase of the successful Pulpit & Pew: Research on Pastoral Leadership program, also based at the divinity school.

In the fall of 2004, Duke Divinity enrolled approximately 550 students. The student body continued to be younger, especially among master of divinity candidates. The median age overall for the school was 26. The median age for master of divinity students who entered in the fall of 2004 was about 22 and a half.

Duke Divinity students hailed from 32 states and several foreign countries. Most were from the United Methodist tradition, but more than 30 denominations were represented in the school. The student body was 55 percent male and 45 percent female. Eighteen percent of students were ethnic minorities; 12 percent were African-American.

The Divinity School's Field Education Department had another strong summer of placements. Duke Divinity had 195 students in full-time, formal placements (excluding student pastors and people working in ministry other than field education). This included four students in South Africa, and one each in Uganda, Lithuania, Brazil and Switzerland. The school has another 177 placements for the academic year. As 2005 began we welcomed from Mississippi the Revs. Joey and Connie Shelton, who have joined the school as co-directors of field education and church relations. Most recently, Joey was the pastor of Court Street United Methodist Church in Hattiesburg, and Connie has served as executive director of the "United Methodist Hour of Mississippi," a weekly television show.

Also in 2004 Allen Verhey, formerly of Hope College in Michigan, joined our faculty as professor of Christian ethics. He is a leading scholar in both Christian medical ethics and in the relationship of Scripture and Christian ethics.

Several Duke Divinity School faculty members were honored with major fellowships in 2004. Amy Laura Hall, assistant professor of theological ethics, received a Henry Luce III Fellowship in theology; Jay Carter, assistant professor of theology and black church studies, received fellowships from the Woodrow Wilson Foundation, the Louisville Institute and the Association of Theological Schools; and Joel Marcus, professor of New Testament and Christian origins, was awarded a fellowship by the National Humanities Center. Faculty publications continued to provide essential resources for a variety of disciplines.

We are thankful for the relationship between this Conference and Duke Divinity School, and we look forward to another year of working to prepare men and women for Christian ministry.

To learn more about Duke Divinity School, please visit our Web site at www.divinity.duke.edu.

~ DEAN L. GREGORY JONES

Report No. 30

GAMMON THEOLOGICAL SEMINARY

Gammon Theological Seminary founded in 1883 is one of 13 accredited United Methodist seminaries in The United States. Located at 653 Beckwith Street in Atlanta, it is The United Methodist component of The Interdenominational Theological Center consortium. Gammon was established by The Methodist Episcopal Church in connection with Clark University.

The mission of Gammon Theological Seminary in partnership with The Interdenominational Theological Center is to recruit, support and educate pastors and leaders for The United Methodist Church.

The student body is comprised of 78 United Methodist students who are enrolled in graduate/post graduate degree programs from Africa, Asia and The United States.

The interdisciplinary curriculum offers a holistic educational experience integrating theological studies with preparation for the ministry. 160 courses fall into four major areas of study: Biblical Studies and Languages; Philosophy, Theology, Ethics and History; Persons, Society and Culture; and The Church and Its Mission. A variety of classes, many of which actively engage students in the ecumenical and multicultural environment on campus and in the community beyond; they encounter a preview of the diversity they will discover in serving congregations and communities after graduation.

The alumni of Gammon Theological Seminary serve the community and larger society as bishops, pastors, counselors, professors, government officials, denominational executives, campus ministers, chaplains, college administrators clinical pastoral counselors, political and community leaders.

Gammon has started a major renovation project at a cost of \$2.5 million dollars to renovate the Gammon Hall Administration and Dormitory facility.

Gammon has embarked upon the twenty-first century with a vision to strengthen its physical plant and to promote financial security for the institution with its fundraising efforts and to increase recruitment of prospective students that will honor its historic mission and embrace its promising future.

~ DR. WALTER H. MCKELVEY, *President*

~ MADELYN C. GREENE, *Alumni & Student Affairs Director*

Report No. 31

METHODIST THEOLOGICAL SCHOOL IN OHIO

As our new academic year began in the fall of 2004, the Methodist Theological School in Ohio (MTSO) community celebrated the start of our 45th year of teaching, continuing our celebration of the vibrant life that results from the open, searching, challenging examination of theological issues.

A total of 235 students, with the largest number of students under age 30 in our history, joined us in academic year 2005-06. Members of our student body come to us from 20 states and 3 countries, including Nigeria and Ghana, and from 24 denominations, including United Methodist, and 26 annual conferences.

We were pleased and proud to welcome as our sixth academic dean the Rev. Dr. John Kampen, formerly Vice-President and Dean of Bluffton College, a Mennonite and renowned scholar on the Dead Sea Scrolls and the New Testament. In addition, with our partners in the Theological Consortium of Greater Columbus – the Pontifical College Josephinum and Trinity Lutheran

Seminar – we welcomed Dr. Paul Numrich as our first joint professor, in the field of World Religions and Inter-religious Dialogue.

Since we are a school grounded in the Wesleyan tradition and also proud of our commitment to being ecumenical in both spirit and practice, we continued our interdenominational outreach by developing specific programs for our students who are members of the Presbyterian Church USA and the United Church of Christ. In support of these programs, we have revised our Board of Trustees by-laws to add two members of the Presbyterian Church USA and two members of the United Church of Christ.

Also at the beginning of the current academic year, we learned that our Master of Arts in Counseling Ministries (MACM) degree program was approved by the Counselor, Social Worker and Marriage and Family Therapist Board of the State of Ohio. The director of our MACM program, Dr. Vergel Lattimore, III, was approved by the same Ohio Board as a licensed Independent Marriage and Family Therapist (I.M.F.T.). Earlier in 2004, Dr. Lattimore had received another honor: He became the first African-American to attain the rank of Brigadier General in the Air National Guard (ANG) and The United States Air Force.

Our new Doctor of Ministry degree program welcomed its first cohort group, specializing in Missional Congregations and Spiritual Leadership. Our Center for Applied Christian Leadership has implemented a coaching program designed to aid less experienced pastors by placing them in a mentoring relationship with a more experienced minister.

Our *Jesus Doesn't Work Alone* campaign continues to be successful, with almost \$19 million raised toward our \$30 million goal. The major focus of this campaign is scholarships, with the hope that we will be able to offer the first year of study at no cost to students in the future. The campaign has also established a new faculty chair in Youth Ministry and Practical Theology. We launched a new fundraising effort with our first golf outing, named A Swing and a Prayer. The outing raised \$16,000, and our second annual outing is set for May 19, 2005.

Our annual Schooler Institute on Preaching enjoyed record attendance in October 2004, with nearly 300 people in attendance, 119 of them MTSO alumni/ae, to hear keynote speaker Bishop William Willimon. This year's Institute, set for Oct. 16 – 18, will feature Dr. Marjorie Suchocki. Last year's Youth Ministry Institute featured Dr. Kenda Creasy Dean, as well as Steven L. Case, author of *The Book of Uncommon Prayer*, and attendees are looking forward to this year's Institute, to be held Oct. 11 – 15. The Institute for Evangelism, which last year featured Keith Wasserman, will change its focus in 2005 to address how congregations can work together in evangelism.

Finally, we are pleased to announce that prospective students are welcome to apply for admission online, through our website, www.mtso.edu. For those who apply online, we will waive our \$35 application fee. Within the first two weeks of the availability of online applications, we received 10, including one from Korea, and we look forward to the many other students who will discover the advantages of technology in answering God's call.

~ NORMAN E. "NED" DEWIRE, *President*

HOLSTON CONFERENCE PARSONAGE POLICIES AND GUIDELINES

I. THE PARSONAGE SYSTEM

During the frontier expansion of the Methodist movement in America, circuit riders were constantly on the road with no house to call their own. They were encouraged to remain single. As churches in cities, towns, and country grew, circuit riders became more settled in communities. Many were soon married and began to raise a family. The parsonage system evolved in the church to meet the housing needs of an itinerant, appointed ministry. This system has served us well and remains the primary response to the housing needs of full-time United Methodist clergy in Holston into the 21st Century. Our 2004 Book of Discipline continues a long tradition by giving the Church Council responsibility to: “review the recommendation of the committee on pastor-parish relations regarding provision of adequate housing for the pastor(s), and report the same to the charge conference for approval. Housing provisions shall comply with the annual conference housing policy and parsonage standards. Housing shall not be considered as part of compensation or remuneration.” (Par. 252.4e)

In recent years, several churches have fulfilled this mandate with a housing allowance in lieu of a parsonage. In Holston in 2005, there are 55 full-time pastors with a housing allowance, plus 4 District Superintendents and 7 Conference staff. While we will continue to operate with this dual system of either parsonage or housing allowance, we believe that the parsonage system will continue to be the primary option in Holston for the foreseeable future. This is based on economic issues, lack of available housing to purchase in many Holston communities, shorter tenure of younger clergy, and the time constraints involved in moving. With this in mind, we ask the 2005 Holston Conference session to give preliminary approval to this document which has some minor revisions, a few key principles, and a major new proposal.

II. KEY PRINCIPLES

The present situation requires that we take a fresh look at some key principles.

1. Although we have a dual system of parsonage or housing allowance, the parsonage will remain the dominant option in Holston. Any charge moving to a housing allowance must have a Charge Conference with the District Superintendent present, and the Bishop fully informed. Any housing allowance agreement is valid only for the pastor involved; it does not automatically transfer to the next appointment.
2. Our clergy have made covenant to itinerate and our churches have made covenant to receive the pastor who is appointed. No pastor's home ownership and no charge's housing allowance should hinder our itinerant appointive system. A charge with a housing allowance should be prepared to provide a parsonage for any newly appointed pastor who requires one.
3. We need flexibility to avoid rigid guidelines which assume that all things are the same in every situation. One size does not fit all.
4. Not all parsonage families are the same. Factors such as age, marital status, age and number of children, extended family, etc. create special needs and considerations.
5. The parsonage is the church's property and the pastor's home. The family's privacy must be respected by the church and the church's property must be respected by the pastor and family.
6. Every family has “stuff” which helps to make the house a home: family heirlooms, portraits, trophies, favorite chairs, preferred mattress, sentimental objects, collections, prized gifts, etc. Most people, including clergy families, find meaning, identity, and good memories and feelings in their own “stuff” which should not be denied or discounted. Having furniture of one's own is a source of personal satisfaction in living. Even in the parsonage system, we need to increasingly honor this principle of ownership.

III. NEW PROPOSAL

The historic pattern presented in Holston's current "Parsonage Policies and Guidelines," last printed in the Journal in 1997, Pages 237ff, has the parsonage fully furnished. These revised guidelines propose that during 2006-2010, parsonages will become partially furnished, beginning with one or two unfurnished bedrooms and an unfurnished family room or den. The principle here is personal choice and clergy family ownership of master bedroom furniture, age appropriate furniture for another bedroom, and a family room or den. The removal of any furniture from the parsonage should be negotiated with due consideration of both the pastor's family and the church. Negotiations could involve discarding worn furniture in the affected rooms, donating to a charity, selling to the current pastor, or to another buyer. Negotiations should begin with the current pastor and should involve the next incoming pastor as needed. The transition will be gradual, over the period 2006-2010.

These new Proposed Parsonage Policies and Guidelines are presented to the 2005 Holston Annual Conference for preliminary approval only. We ask that each of the twelve Districts in Holston conduct a District Conference or an equivalent representative meeting to present the new guidelines for review, discussion, and feedback to the Parsonage Task Force by December 31, 2005. The Task Force will consider the feedback and present any revisions to the 2006 session of Holston Annual Conference for review and adoption.

IV. THE PARSONAGE: ACCOUNTABILITY AND RESPONSIBILITY

- a. The parsonage is the home of the pastor and his/her family during their occupancy. Their rights and privacy should always be observed by members of the congregations(s). No meeting or other activity should be planned for the parsonage without the invitation of the pastor and his/her family.
- b. The parsonage is the property of the local charge and should be respected by the pastor and his/her family. The pastor and his/her family may be held responsible for the repair and/or replacement of furnishings, furniture and equipment when, through negligent use, breakage and or damage result.
- c. Ordinary wear, such as may be anticipated when any house is occupied, is the responsibility of the board of trustees/ parsonage committee (hereafter identified as the board/committee). House, furniture, furnishings and equipment will be used with inevitable and expected depreciation which make on-going repairs and replacements a necessity. Wear and tear review should be part of the annual inspection.
- d. The board/committee should meet often enough to be familiar with parsonage needs and to take the initiative in making repairs and improvements to the parsonage. Hence, a system of regular inspection is required. The following inspections are strongly recommended:
 1. The board/committee should do an inspection of the parsonage each year. A report of this inspection should be filed with the charge conference and the district superintendent on the form provided, duly noting the state of the parsonage, repairs and improvements made during the year, and repairs and improvements to be made in the year ahead.
 2. When a change in pastors is projected by the cabinet, an inspection should be made in order that any needed repairs and improvements may be made before the incoming pastor and his/her family arrive. If needed repairs and improvements cannot be made before the move takes place, the board/committee should work closely with the incoming pastor/family to complete the needed work as soon as possible, involving the pastor/family in the decisions about the work to be done.
 3. The out-going pastor and his/her family are responsible for leaving the parsonage and property clean and in good condition. An inspection of the Parsonage and property should be made by the board/committee on moving day, as soon as the outgoing pastor/family have removed their physical belongings and before the incoming parsonage family moves in.

4. All inspections of the parsonage shall take place at a time that is mutually agreeable to the parsonage family and the board/committee. The board/committee shall report to the district superintendent any pastor/ family who is unwilling to grant access to the parsonage for the purpose of inspection.

V. PARSONAGE NEGLECT AND ABUSE

a. The Congregation

1. An adequate, attractive and comfortable parsonage for the pastor and his/her family should be the goal of every pastoral charge. Its standards and furnishings should be at least those of the community in which the parsonage is located. It should be of sound construction and located in the parish area served by the charge. Moreover it should be remodeled and renovated as needed in keeping with the surrounding community and the changing needs of the occupants. Since the pastor and his/her family are expected to live in the parsonage, the charge, in turn, should provide the necessary funds to keep the house in good condition.
2. It is extremely important for the board/committee to have a plan detailing what repairs, replacements and improvements need to be done at the parsonage each year. The annual inspection should provide an agenda for the board/committee.
3. Since the parsonage represents a significant financial investment for the charge, time and funds expended to keep it in good condition are an expression of faithful stewardship and may well serve as a preventative to even greater expenditures in the future.

b. The Pastor and His/Her Family

1. The parsonage family should take good care of all parsonage property, never abusing it and observing the rule to “always leave the parsonage in better condition than was found.”
2. If on moving day, the board/committee feels that the parsonage/property has been left in an abused and/or unacceptable condition, the district superintendent shall be notified immediately and pertinent information regarding the state of the parsonage filed with him/her. Upon receiving notification, the district superintendent and the chairperson of the District Committee on Ordained Ministry shall meet with the board/committee as soon as possible to inspect the parsonage and property.
3. If the district superintendent and the chairperson of the District Committee on Ordained Ministry concur with the judgment of the board/committee regarding the state of any parsonage, the district superintendent shall file a written complaint against said pastor/family following the procedures outlined in ¶362.
4. The bishop shall make a supervisory response according to ¶362.b, seeking a just resolution among all parties, including possible reimbursement to the charge by the pastor/family for repairs and/or cleaning.
5. Any pastor who continues to leave a parsonage in an abused and/or neglected condition may be deemed “unappointable” by the board of ordained ministry and/or cabinet.

c. Grievance Resolution

1. If the pastor/family feels that the group responsible for the parsonage is neglecting the maintenance and care of the parsonage/property, either by its failure to provide adequate funding or by its refusal to address and correct basic, ongoing needs, the pastor shall first notify the church Board or Council of the neglect. If no action is taken the pastor shall notify the district superintendent. Upon notification, the district superintendent and the chairperson of the district board of church location and building shall make arrangements with the pastor/family to inspect the parsonage. If the complaint of the pastor/family is confirmed by the inspection, the district superintendent shall meet with the board/committee to develop a mutually acceptable plan for completing the necessary work to be done at the parsonage.

2. If the group responsible for the parsonage feels that the pastor is neglecting the maintenance and care of the parsonage/property, the responsible group shall first notify the Pastor Parish Relations Committee who will then discuss the matter with the pastor. If the matter cannot be resolved, the Pastor Parish Relations Committee shall notify the district superintendent. Upon notification, the district superintendent shall confer with the pastor and PPRC to resolve the issue.

VI. THE CARE AND MAINTENANCE OF THE PARSONAGE

General Considerations

- a. All keys to the parsonage should be seen as the property of the pastoral family and adequate measures should be worked out in each charge as to who would hold an emergency key.
- b. Each pastoral charge should place an amount in the budget annually for normal maintenance and repairs to the parsonage, furnishings and equipment. The minimum for such work should be an amount equivalent to 2.5% of the value of the property. Insurance coverage should be equal to at least 80% of replacement cost. Pastors are strongly encouraged to acquire an appropriate renter's policy for his/her belongings.
- c. An up-to-date, complete inventory (a video inventory is desirable), of all furniture, furnishings and equipment should be maintained at all times – one copy for the board/committee, one copy for the parsonage. This inventory should be reviewed with each outgoing and incoming parsonage family.
- d. When a gift of furniture, furnishings and/or equipment is placed in the parsonage, it should be specifically stated on the inventory whether it is to remain in the parsonage or is a personal gift to the pastor and his/her family and, thus, may be taken with them when they vacate the parsonage.
- e. Discarded furniture, furnishings and/or equipment should not be accepted by the board/committee nor placed in the parsonage for use except in extreme cases of emergency and then only on a temporary basis
- f. All broken and worn-out furniture, furnishings and/or equipment should be removed from the parsonage promptly rather than stored in the attic, basement or garage.
- g. All manufacturers maintenance manuals, specification sheets and all guarantees and warranties should be kept in a safe place in the parsonage for future reference.
- h. A valuable record that should be carefully preserved is a complete set of the working drawings and specifications from which the parsonage was constructed. This should be kept by the Trustees in a safe location.
- i. The pastor and his/her family assume all responsibility and/or liability for the presence of pets in the parsonage. When a change in pastoral leadership occurs, any necessary maintenance, replacement, repair and/or cleaning connected with the soiling or staining of carpets or furniture connected with the housing of pets in the parsonage shall be the responsibility of the exiting pastor.
- j. Churches should be aware of environmental allergy conditions associated with molds, mildew, smoking and pet dander from previous occupants.
- k. It is recommended that all utilities be placed in the name of the charge, even if the pastor pays them, in order that there is no interruption of service when there is a change in pastors.
- l. Appropriate shares of all utility bills covering the period of the change of pastors shall be negotiated between the pastors involved. Any disagreements are to be mediated by the district superintendent in whose district the parsonage is situated.
- m. In those instances where the moving pastor fails to take care of final utility bills in a reasonable period of time (60 days), the charge shall notify the district superintendent accordingly. If attempts to collect the outstanding amount(s) fail, the district superintendent shall, under the provision of ¶362 of the 2004 Book of Discipline, (“Chargeable Offenses”) file a written complaint against said pastor.

VII. GUIDELINES FOR MOVING

- a. When moving, the pastor and his/her family are expected to make every reasonable effort to cut costs. Competitive bids should be secured. Professionals should not be hired to do packing if this cost is to be passed along to the receiving charge. Moving costs should be negotiated with the receiving charge ahead of moving day to eliminate any surprises.
- b. All charges are expected to pay the moving expense for the incoming pastor when the provisions of VII.b have been mutually satisfied.
- c. When moving to a new charge, if the pastor and his/her family find that they have more furniture, furnishings and/or equipment than can be utilized adequately in the parsonage the matter of storage should be fully negotiated between pastor and charge, with the counsel of the District Superintendent as needed.
- d. In negotiating with the movers, inform them that, wherever possible, there shall be two moving days. There shall be a MOVE OUT day before noon of Day One. There shall be a MOVE IN day after noon of Day Two. The receiving charge shall be responsible for motel lodging for the incoming family overnight. This two-day schedule gives a day for inspection and special work to be done at the parsonage and it gives the clergy families a more realistic schedule in moving.
- e. Pastors moving into the Conference from outside the bounds of Holston are reminded that the charge is obligated to pay moving expenses only from the boundary of the Conference to the charge parsonage. Charges are encouraged to absorb the total cost whenever possible.
- f. Clergy couples have worked out many different arrangements with regard to housing. Some couples choose to maintain two parsonages, using one as an office and one as a place of retreat, while using the other as their primary residence. Others decide only to live in one parsonage. In some instances, the other parsonage is rented and income split between the charges involved in a way agreed upon by all concerned. Any housing arrangement between the clergy couple and the local charge(s) should be clearly negotiated prior to moving and should be in writing with copies of the agreement given to all parties involved - the couple, the charge(s), and the district superintendent.
- g. If a clergy couple is moving from two separate appointments to two new, separate appointments, generally both charges involved will share equally in the cost of the move. However there may be circumstances that will require some other arrangement; these situations must be worked out in consultation within the charge(s) involved and the district superintendent prior to moving.

VIII. BUYING, BUILDING, AND REMODELING

Minimum Standards For The Parsonage

- a. Charges planning to buy, build or remodel the parsonage should be aware of the following standards recommended by the Board of Architecture, National Division, Board of Global Ministries, The United Methodist Church. NOTE: ¶2544.d, 2004 Book of Discipline: New parsonages shall include on the ground floor one room which could be used as a bedroom, a fully accessible bathroom and laundry facilities.
- b. Suggested room size not including closets

<u>Room</u>	<u>Minimum</u>	<u>Good</u>	<u>Excellent</u>
Living Room	240 sq. ft.	280 sq. ft.	320 sq. ft.
Bedrooms	120 sq. ft.	150 sq. ft.	210 sq. ft.
Dining Room	120 sq. ft.	150 sq. ft.	210 sq. ft.
Family Room/Den	224 sq. ft.	255 sq. ft.	320 sq. ft.
Kitchen	90 sq. ft.	140 sq. ft.	180 sq. ft.
Office/study	80 sq. ft.	96 sq. ft.	120 sq. ft.
Bathrooms	35 sq. ft.	50 sq. ft.	60 sq. ft.

c. Other recommendations:

1. At least three bedrooms (with ample closet space in each)
2. Living room
3. Dining room (or dining area)
4. Kitchen
5. At least two full bath s (with one Bathroom on ground floor)
6. Utility room (or area)
7. Garage (or carport)
8. Pastor's study on ground level (if not furnished outside the parsonage)
9. Family room (or recreation room/den)
10. Central heat and air conditioning (heat pump recommended)
11. Good weather stripping, insulation and energy efficient windows
12. An alternative, non-electric heating unit (wood stove, fireplace) for emergencies
13. Adequate storage area(s)
14. Utility company efficiency survey
15. Radon testing and any corrective measures

Furnishings and Equipment:

1. Basic furniture for each room, except 1 or 2 empty bedrooms and empty family room or den, phased in between 2006 -2010.
2. Shades, blinds, curtains and/or draperies for windows
3. Automatic washer and clothes dryer, large capacity/heavy duty
4. Telephone with multiple extension jacks
5. Kitchen should have an electric or gas range, refrigerator, built-in cabinets, adequate electrical outlets, proper cabinets, counter workspace of proper size and height, closet or pantry for storage, dishwasher, disposal if applicable
6. Lawn mower adequate for lawn size
7. Trees, flowers and/or shrubbery where needed
8. Lamps
9. Smoke and carbon monoxide detectors on all levels

The purchase, building, or remodeling (when it exceeds 10% of the value of the parsonage) must be approved by the district board of church location and building. (See ¶2544 in the 2004 Book of Discipline) Charges having parsonages which do not meet these minimum standards at the present time are strongly encouraged to pursue and strive to meet them, as quickly and as fully as possible.

~ TASK FORCE ON PARSONAGE POLICIES AND GUIDELINES

STEPHEN YEANEY, *Chair*

TERRY GOODMAN, *Secretary*

GRADY WINEGAR, *Cabinet Representative*

Sonya Allen, Mary Hicks, Kim Isley,

Hal Jones, Elihugh Kilgore,

Lori Sluder, Brian Taylor, Doris Wilson

Report No. 33

A REPORT ON THE RESOLUTION ENTITLED, “ROLE OF DISTRICT SUPERINTENDENTS”

I. THE BACKGROUND

As a result of a resolution brought by Tom Seay addressing changes to the role of District Superintendent, the 2004 Annual Conference mandated a task group be appointed by the Cabinet to study the position of District Superintendent, specifically examining the issues highlighted by that resolution.

II. THE RESOLUTION IN QUESTION “*Role of District Superintendents*”

WHEREAS, pursuant to paragraph 419 in The Book of Discipline of the United Methodist Church – 2000 which defines the primary role of the district superintendent saying “the district superintendent shall oversee the total ministry of the clergy and of the churches in the communities of the district in their missions of witness and service in the world

- a) by giving priority to the scheduling of time and effort for spiritual leadership, pastoral support, supervision, and encouragement to the clergy and to the churches of the district;*
- b) by encouraging their personal, spiritual, and professional growth;”*

and recognizing that the time constraints are often overwhelming.

THEREFORE, be it resolved that,

- a) the district superintendents, recognizing their service as connection and communication points for the conference but realizing the changing situations and needs of today’s local churches and pastors in the area of leadership development, shall no longer be required to be members of the various teams, work areas, commissions, etc. of the conference, entrusting those duties to those capable servants of Christ, and shall use those days being equipped to provide pastors, and local churches leadership training and consultant abilities;*
- b) shall then provide to district pastors and local church leadership, leadership training and consultant expertise;*
- c) shall choose at least three churches, with sensitivity to race, urban, rural, and potential, to work with in an intensive manner.*

Methods of reporting and accountability shall be reported to and refined by the Bishop and Cabinet.

III. THE RATIONALE BEHIND THE RESOLUTION

Our discussion with Cabinet members suggests the first clause following “Therefore, be it resolved” accurately identifies an issue that needs to be addressed but gives a rationale that is no longer true. District Superintendents do indeed spend a great deal of time in meetings - however, Conference teams and committees are not a major drain on their schedule. This assumption, which has been a part of our Annual Conference culture for many years, is no longer accurate. Cabinet members reported that recent changes in Conference structure mean that no Superintendent is on more than two Conference Committees. Additionally, many of these groups do not meet more than twice a year.

The meetings that occupy Superintendent’s time fall under two categories: District gatherings and Cabinet meetings. The former might be an issue, but they are in alignment with the spirit of the resolution which seeks to assure Superintendents will spend time in their assigned Districts. Interestingly, while the time spent in Cabinet meetings does take Superintendents out of the

Districts directly, their activities and discussions, such as considering appointments, have some of the most significant impacts on the local churches themselves.

Thus, while the rationale behind the original resolution is no longer accurate, the larger issue it addresses is critical: the need for District Superintendents to give priority to equipping local churches for ministry.

Cabinet members report that recent national training events for Superintendents have stressed the same point the resolution makes. While there are many tasks listed in their job description, the first priority of the District Superintendent is to provide churches with effective pastors and help churches be effective in spreading the gospel of Jesus Christ. As the resolution points out, this is entirely in line with both the purpose of the local church (which exists for the building up of the Kingdom of God, not maintenance of the status quo) and the priorities The Book of Discipline sets in the job description for Superintendents in paragraph 419.

Our Task Force wants to emphasize this particular point: the resolution is not redefining the role of the Superintendent, but asking the Conference to reaffirm and promote the priorities in the job description given in The Book of Discipline. We believe the resolution is timely in its desire to apply these priorities in our cultural context. We need to make building healthy, vital, growing local churches a primary concern in Holston Annual Conference. Asking Superintendents to focus on renewal and revitalization efforts in at least 36 churches throughout our 12 districts each year makes perfect sense.

IV. OUR RECOMMENDATION

Our Task Force recommends that Holston Annual Conference approve the following Resolution (which acts as a substitute for the original resolution):

WHEREAS, pursuant to paragraph 419 in The Book of Discipline of the United Methodist Church – 2000 which defines the primary role of the district superintendent saying “the district superintendent shall oversee the total ministry of the clergy and of the churches in the communities of the district in their missions of witness and service in the world

- a) by giving priority to the scheduling of time and effort for spiritual leadership, pastoral support, supervision, and encouragement to the clergy and to the churches of the district;*
- b) by encouraging their personal, spiritual, and professional growth;”*

and recognizing that the time constraints are often overwhelming.

THEREFORE, be it resolved that, district superintendents, recognizing their service as connection and communication points for the conference, but realizing the changing situations and needs of today’s local churches and pastors in the area of leadership development:

- 1) shall be equipped to be consultants providing leadership skills to pastors and local church leaders;*
- 2) shall then provide leadership training, consultation expertise, and coaching to pastors and local church leaders in their assigned district;*
- 2) and shall choose at least three churches, with sensitivity to matters such as race, urban and rural settings, and the potential of churches under consideration, to work in an intensive manner.*

The Bishop and Cabinet will decide appropriate methods of reporting and accountability.

V. A FEW IMPLICATIONS

In our discussions with members of the Cabinet, we have found support and encouragement for both this resolution's goal and our recommendation of it to you. We believe the Superintendents desire to hear the Conference make a strong statement of encouragement and priority regarding the use of their time and energy in training and equipping local churches.

Approval of this resolution will send a clear signal to the District Superintendents, Conference leaders, and standing committees that the body of Holston Conference believes time and energy should be given to the priority of local church effectiveness.

However, as with all signals of intent, particular actions will need to be taken to implement the intended goal. Our Task Force believes some of those actions include:

- Local church representatives to Annual Conference will need to communicate the priority of Kingdom-building and growth (rather than Kingdom maintenance) to their congregations.
- District Superintendents will need to undergo training in leadership development and consultation practices.
- District Committees on the Superintendency will need to encourage and support Superintendents as they prioritize their time to equip selected local churches.
- Members of the Cabinet will need to hold one another accountable for the use of their time and energy in this priority.

~ Task Force to study the resolution "Role of District Superintendents"

Fred Dearing; Steve Evans; Mark Flynn, Chair;
Kim Goddard; Caryl Griffin; Ken Henderlight;
Jean Henderson; Bernice Kirkland; Charles Kuykendall;
Ellen Moore, Secretary; and Tom Seay.

SECTION II – CONSTITUTIONAL AMENDMENTS

During the 2004 General Conference, action was taken on eight (8) Proposed Constitutional Amendments. They are now presented to the Annual Conference for vote. This is in accord with 2000 Book of Discipline ¶57, Article I (2004 Book of Discipline ¶59, Article I), which reads:

Amendments to the Constitution shall be made upon a two-thirds majority of the General Conference present and voting and a two-thirds affirmative vote of the aggregate number of members of the several annual conferences present and voting, except in the case of the first and second Restrictive Rules, which shall require a three-fourths majority of all the members of the annual conferences present and voting. The vote, after being completed, shall be canvassed by the Council of Bishops, and the amendment voted upon shall become effective upon their announcement of its having received the required majority.

Following are the specifics ...

PROPOSED CONSTITUTIONAL AMENDMENT I

The proposed amendment specifies that a fair and open process shall be utilized for the election of General Conference delegates.

On May 3, 2004, at a session of the General Conference of The United Methodist Church held in Pittsburgh, Pennsylvania, the following Constitutional Amendment was made by a recorded vote of 812 Yes, 72 No. It is now presented to the Annual Conferences for vote.

In the 2000 Book of Discipline, Division II, Section II, ¶12.2, Article I, (2004 Book of Discipline, Division II, Section II, ¶13.2, Article I) amend by substitution as follows:

Delete ¶12.2, which reads, “Delegates shall be elected by the annual conferences except that delegates may be elected by other autonomous Methodist churches if and when the General Conference shall approve concordats with such other autonomous Methodist churches for the mutual election and seating of delegates in each other’s highest legislative conferences.” In its place, substitute, “Delegates shall be elected in a fair and open process by the annual conferences. Delegates may be elected by other autonomous Methodist churches if and when the General Conference shall approve concordats with such other autonomous Methodist churches for the mutual election and seating of delegates in each other’s legislative conferences.”

If voted and so declared by the Council of Bishops, ¶12.2 (¶13.2) would read:

Delegates shall be elected in a fair and open process by the annual conferences. Delegates may be elected by other autonomous Methodist churches if and when the General Conference shall approve concordats with such other autonomous Methodist churches for the mutual election and seating of delegates in each other’s legislative conferences.

PROPOSED CONSTITUTIONAL AMENDMENT II

The proposed amendment adds home missionaries to the classifications over which General Conference has authority to define and fix powers and duties.

On May 3, 2004, at a session of the General Conference of The United Methodist Church held in Pittsburgh, Pennsylvania, the following Constitutional Amendment was made by a recorded vote of 876 Yes, 20 No. It is now presented to the Annual Conferences for vote.

PROPOSED CONSTITUTIONAL AMENDMENT II *(continued)*

In the 2000 Book of Discipline, Division Two, Section II, ¶15.2, Article IV, (2004 Book of Discipline, Division Two, Section II, ¶16.2, Article IV) amend by deletion and addition, as follows:

Delete “and” before “deaconesses” and add “and home missionaries” at end of sentence.

If voted and so declared by the Council of Bishops, ¶15.2 (¶16.2) would read:

To define and fix the powers and duties of elders, deacons, supply preachers, local preachers, exhorters, deaconesses, and home missionaries.

PROPOSED CONSTITUTIONAL AMENDMENT III

The phrase, proposed to be elected, applied to annual conference in existence prior to 1981. It is now obsolete and may be appropriately discontinued.

On May 3, 2004, at a session of the General Conference of The United Methodist Church held in Pittsburgh, Pennsylvania, the following Constitutional Amendment was made by a recorded vote of 873 Yes, 31 No. It is now presented to the Annual Conferences for vote.

In the 2000 Book of Discipline, Division Two, Section IV, ¶25.4, Article V, (2004 Book of Discipline, Division Two, Section IV, ¶27.4, Article V) amend by deletion, as follows:

Delete “and provided further that this provision shall not apply to annual conferences of the former Evangelical United Brethren Church during the first three quadrenniums after union.”

If voted and so declared by the Council of Bishops, ¶25.4 (¶27.4) would read:

To determine the boundaries of their annual conferences; provided that there shall be no annual conference with a membership of fewer than fifty clergy in full connection, except by the consent of the General Conference.

PROPOSED CONSTITUTIONAL AMENDMENT IV

The proposed amendment would guarantee that the person responsible for promoting work of the Mission agency of The United Methodist Church is a member of the Annual Conference. Approximately 30% of Conference Secretaries of Global Ministries are laity. Presently, unless elected by their home church or included under the Conference’s equalization rule, this person is not a member of the Annual Conference.

On May 3, 2004, at a session of the General Conference of The United Methodist Church held in Pittsburgh, Pennsylvania, the following Constitutional Amendment was made by a recorded vote of 851 Yes, 60 No. It is now presented to the Annual Conferences for vote.

In the 2000 Book of Discipline, Division Two, Section VI, ¶30, Article I, (2004 Book of Discipline, Division Two, Section VI, ¶32, Article I) amend by addition as follows:

Add “Conference Secretary of Global Ministries (if lay),” after “district lay leaders” in the first sentence.

PROPOSED CONSTITUTIONAL AMENDMENT V

The proposed amendment adds home missionaries under episcopal appointment to the membership of the annual conference.

On May 3, 2004, at a session of the General Conference of The United Methodist Church held in Pittsburgh, Pennsylvania, the following Constitutional Amendment was made by a recorded vote of 864 Yes, 34 No. It is now presented to the Annual Conferences for vote.

In the 2000 Book of Discipline, Division Two, Section VI, ¶30, Article I, (2004 Book of Discipline, Division Two, Section VI, ¶32, Article I) amend by addition as follows:

Add “and home missionaries” after “the active deaconesses” in the first sentence.

PROPOSED CONSTITUTIONAL AMENDMENT VI

The proposed constitutional amendment is needed to support the addition of the conference director of Lay Speaking Ministries to the list of lay members of the annual conference in ¶602.4, as passed by General Conference in 2000.

On May 3, 2004, at a session of the General Conference of The United Methodist Church held in Pittsburgh, Pennsylvania, the following Constitutional Amendment was made by a recorded vote of 832 Yes, 51 No. It is now presented to the Annual Conferences for vote.

In the 2000 Book of Discipline, Division Two, Section VI, ¶30, Article I, (2004 Book of Discipline, Division Two, Section VI, ¶32, Article I) amend by addition as follows:

Add “the conference director of Lay Speaking Ministries” after “district lay leaders” in the first sentence.

PROPOSED CONSTITUTIONAL AMENDMENT VII

The proposed amendment provides a definition of clergy members of the annual conference.

On May 3, 2004, at a session of the General Conference of The United Methodist Church held in Pittsburgh, Pennsylvania, the following Constitutional Amendment was made by a recorded vote of 877 Yes, 19 No. It is now presented to the Annual Conferences for vote.

In the 2000 Book of Discipline, Division Two, Section VI, ¶30, Article I, (2004 Book of Discipline, Division Two, Section VI, ¶32, Article I) amend by deletion and addition as follows:

Add “and lay” between “clergy” and “members” in first sentence.

Delete “as defined by the General Conference, together with” after “clergy and lay members” in first sentence.

Place a period after “clergy and lay members” in first sentence. Insert the following immediately after the first sentence: “The clergy membership shall consist of deacons and elders in full connection, probationary members, associate members, and local pastors under appointment. The lay membership shall consist of”

If voted and so declared by the Council of Bishops, ¶30 (¶32) would read:

The annual conference shall be composed of clergy and lay members. The clergy membership shall consist of deacons and elders in full connection, probationary members, associate members, and local pastors under appointment. The lay membership shall consist of professing members elected by each charge, the diaconal ministers, the active deaconesses and home missionaries under episcopal appointment within the bounds of the annual conference, the conference president of United Methodist Women, the conference president of United Methodist Men, the conference lay leader, district lay leaders, the conference director of Lay Speaking Ministries, Conference Secretary of Global Ministries (if lay), the president or equivalent officer of the conference young adult organization, the president of the conference youth organization, the chair of the annual conference college student organization, and one young person between the ages of twelve (12) and seventeen (17) and one young person between the ages of eighteen (18) and thirty (30) from each district to be selected in such a manner as may be determined by the annual conference. In the annual conferences of the central conferences, the four-year participation and the two-year membership requirements may be waived by the annual conference for young persons under thirty (30) years of age. Such persons must be professing members of The United Methodist Church and active participants at the time of election. Each charge served by more than one clergy shall be entitled to as many lay members as there are clergy members. The lay members shall have been for the two years next preceding their election members of The United Methodist Church and shall have been active participants in The United Methodist Church for at least four years next preceding their election.

If the lay membership shall number less than the clergy members of the annual conference, the annual conference shall, by its own formula, provide for the election of additional lay members to equalize lay and clergy membership of the annual conference.

PROPOSED CONSTITUTIONAL AMENDMENT VIII

The Proposed amendment would make possible adoption of enabling legislation at the same General Conference as the amendment is voted. Such adoption would be contingent upon required ratification by the various annual conferences. Presently, enabling legislation cannot be introduced until at least the General Conference following adoption, and subsequent ratification, of a constitutional amendment.

On May 7, 2004, at a session of the General Conference of The United Methodist Church held in Pittsburgh, Pennsylvania, the following Constitutional Amendment was made by a recorded vote of 806 Yes, 32 No. It is now presented to the Annual Conferences for vote.

In the 2000 Book of Discipline, Division Five, ¶57, Article I, (2004 Book of Discipline, Division Five, ¶59, Article I) amend by addition.

Add a new second paragraph as follows, "In the event that the General Conference adopts an amendment to the Constitution, the General Conference may immediately adopt enabling legislation for such amendment which shall be contingent on ratification of the amendment by the required two-thirds affirmative vote of the aggregate number of members of the several annual conferences present and voting, and effective once the Council of Bishops, operating as a canvasser of votes, announces that the amendment has been passed. In the same manner, an annual conference may approve legislation in anticipation of such a change in the Discipline and/or Constitution that would likewise become effective upon the effective date of said Disciplinary Change or Constitutional Amendment.

LISTENING FOR GOD THROUGH THE SCRIPTURE

Spiritual Formation Exercise

Dick Murray, the late Southern Methodist University Christian educator, once said,

“The Bible we possess is not the Bible we hold in our hands, but the Bible we hold in our hearts.”

Each of us has those portions of scripture which dramatically shape beliefs of the Christian faith. These passages give us focus and life-direction, consolation and hope, connection with the Holy, and so much more. We also find that God speaks to us through these passages.

Spend the next few minutes selecting one of the three most influential Old Testament passages and one of the three most influential New Testament passages in your special collection of internalized scripture.

Old Testament	New Testament
Passage: Why so significant?	Passage: Why so significant?
Passage: Why so significant?	Passage: Why so significant?
Passage: Why so significant?	Passage: Why so significant?

**FORM
FOR
MOTION OR AMENDMENT TO REPORT**

HOLSTON ANNUAL CONFERENCE 2005

"All motions presented to the Conference and amendments to any paper shall be in writing and placed in the hand of the secretary immediately following the presentation."

Standing Rule 35, 2004 Journal

Date _____

Agenda Item _____

Motion / Amendment

Name of Maker _____

Clergy Member Lay Member

Motion _____

Seconded by _____

Conference Action

Approved

Voted Down

Referred to _____

for _____

Other _____

Thank you for assisting the Secretarial staff by the completion of this form!

Holston Conference

The United Methodist Church

Date: _____

BALLOT

Yes

No

Holston Conference

The United Methodist Church

Date: _____

BALLOT

Yes

No

Holston Conference

The United Methodist Church

Date: _____

BALLOT

Yes

No