

## VI. REPORTS, RESOLUTIONS

### A. REPORTS

#### 1. ADVANCE SPECIALS

##### International Advance Specials

##### A. Missionaries Assigned to Holston Conference

Although Advance Specials salary support for missionaries is needed in any amounts, churches wishing to have a Covenant Relationship with a missionary provide \$1,000 per year or with under 333 members \$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.

	<u>Country</u>	<u>Code</u>
The Rev. & Mrs. Warren Harbert	Cambodia	002239-3 AZ
Maria Humbane	Zimbabwe	012912-0 HZ
Dr. & Mrs. David Jensen	Bolivia	011933-6 CZ
James & Joyce Keech	Nigeria	010841-3
The Rev. Bill Lovelace	Russia	011872-0 GZ
The Rev. & Mrs. Herbert Zigbuo	Liberia	010911-1
Missionary Salary Support	(Any Amount)	000779-6 HZ

(Other missionaries may be supported by Holston churches. Inquiry should be made through the Conference Mission Secretary.)

##### B. Africa

ISHE ANESU Project, Zimbabwe, No. 0130711 RA .....15,000

##### C. Bolivia

Andean Rural Health Care Program, No. 010158-2 RA.....5,000

##### D. Brazil

Ana Gonzaga Children’s Home, Rio de Janeiro, No. 008769-5 RA.....5,000

##### E. India

1. Holston Hospital, Community Health Center, Bheemanahalli  
No. 0078130-3 RA .....5,000
2. Holston Hospital, Yadgiri, No. 00119609 RA .....20,000
3. School, College, and Hostel Buildings, (specify Chiranjeevi School)  
No. 009836-8 BN

##### F. Mexico

“Give Ye Them To Eat” Hunger Program, No. 007629-3 RA .....5,000

##### G. Estonia

1. Baltic Mission, Seminary Scholarships .....20,000
2. Camp Gideon .....15,000
3. Christian Care Center.....5,000

**United States Advance Specials**

A. Missionaries Assigned to Holston Conference

Although Advance Specials salary support for missionaries is needed in any amounts, churches wishing to have a Covenant Relationship with a missionary provide \$1,000 per year or with under 333 members \$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.

Steve and Diantha Hodges .....	Jubilee Project, Hancock County .....	781325-3
Fran Lynch Baxter.....	Alaska Missionary Conference.....	982950-1
Elizabeth Lamb Nichols .....	St.Elmo/Alton Park Empowerment, Chattanooga, Tennessee .....	982953
Rev. & Mr. David Warden.....	Red Bird Missionary Conference, Kentucky .....	773990-0

- B. Appalachian Service Project, No. 982050-1 .....\$30,000
- C. Appalachian Regional Ministries, No. 982041-0 .....10,000
- D. Cherokee U.M. Church, Cherokee, North Carolina, No. 731144-8 .....10,000
- E. Four Corners Native American Ministries, Shiprock, New Mexico,  
No. 581254-3 .....15,000
- F. Henderson Settlement, Frakes, Kentucky, No. 773365-2.....10,000
- G. Hinton Rural Life Center, Hayesville, North Carolina, No 731372-2 .....10,000
- H. Red Bird Mission, Inc., Beverly, Kentucky, No. 773726-2 .....25,000
- I. Society of St. Andrew Potato Project, Big Island, Virginia, No. 982875-6.....20,000
- J. United Methodist Volunteers in Mission, SEJ Jurisdiction, Atlanta,  
No. 982875-6 .....10,000
- K. Willow/Parks Highway, Willow, Alaska, No. 931511-7 .....25,000

**UMCOR Advance Specials**

A. Missionaries Assigned to Holston Conference

Although Advance Specials salary support for missionaries is needed in any amounts, churches wishing to have a Covenant Relationship with a missionary provide \$1,000 per year or with under 333 members \$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.

The Rev. & Mrs. Robert Osgood .....	012087-1 AZ
Heifer Project International, No. 982530-8.....	\$20,000
Heifer Project, Living Gift, No. 982532-1 .....	10,000
UMCOR Disaster Response in U.S., No. 9801670-1.....	Any Amount
UMCOR Emergency Relief (Around the World), No. 982450-8.....	Any Amount
World Hunger/Poverty, No. 982920-4.....	Any Amount

**Conference Advance Specials**

A. Persons in Mission assigned to Holston Conference

Although Conference Advance Specials salary support for persons in mission (missionaries and Church & Community workers) is needed in any amounts, churches wishing to have a Covenant Relationship with a missionary provide \$1,000 per year or with under 333 members \$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.

Nancy Hobbs.....Johnson City, Tennessee  
 Harry Howe .....Marion, Virginia  
 Bruce & Emilie P.\* ..... Kazakhstan  
 (\*totally supported by churches of Holston Conference)

B. Asbury Centers for the Retired .....\$50,000

C. Central Asia Ministries

- 1. Central Asia Outreach Fund .....5,000
- 2. Islamic Ministry Scholarship .....2,000

D. Church Extension in Holston Conference

- 1. Builders Club .....500,000
- 2. Funds for Starting New Churches.....25,000

E. Community Colleges Campus Ministry and Wesley Foundations.....10,000  
*(Be sure to indicate which ministry you are supporting)*

F. CONTACT Telephone Ministries .....20,000  
*(Be sure to indicate which ministry you are supporting.)*

- 1. Chattanooga
- 2. Johnson City
- 3. Kingsport
- 4. Knoxville/Blount County/Sevier County
- 5. McMinn County/Meigs County/Monroe County
- 6. Oak Ridge

G. Disaster Relief Within Holston Conference .....Any Amount

H. District Advance Specials .....Any Amount

I. Habitat for Humanity Ministries.....100,000  
*(Be sure to indicate which habitat you are supporting)*

- |                       |                      |                        |
|-----------------------|----------------------|------------------------|
| 1. Anderson County    | 2. Appalachia        | 3. Blount County       |
| 4. Campbell County    | 5. Catoosa           | 6. Greater Chattanooga |
| 7. Claiborne County   | 8. Cleveland         | 9. Cocke County        |
| 10. Greene County     | 11. Hamblen County   | 12. Hawkins County     |
| 13. Holston           | 14. Jefferson County | 15. Knoxville          |
| 16. Loudon County     | 17. Marion County    | 18. McMinn County      |
| 19. Monroe County     | 20. New River Valley | 21. Roane County       |
| 22. Sevier County     | 23. Smyth County     | 24. Tazwell County     |
| 25. Washington County | 26. Wytheville       |                        |

J. Hispanic Ministries within Holston Conference .....	15,000
K. Holston Conference Camps	
1. Scholarships for Campers in Holston Conference .....	25,000
2. Camp Development Funds .....	Any Amount
<i>(Be sure to indicate which camp you are supporting)</i>	
3. Buffalo Mountain Learning Center .....	5,000
4. Strength for the Journey Scholarships (HIV/AIDS Retreats).....	5,000
L. Holston United Methodist Homes for Children	
1. Dermid Home, Bristol, Virginia.....	3,000
2. Holston Home, Greeneville, Tennessee .....	100,000
M. Neighborhood Centers	
1. Bethlehem Community Center.....	36,000
2. Wesley Community Center, Knoxville .....	10,000
N. Student Aid, Conference Scholarship Grants	
1. Emory and Henry College.....	30,000
2. Hiwassee College .....	30,000
3. Tennessee Wesleyan College.....	30,000
O. Support for Action Ministries	
1. Agrimissions/OPSAG .....	Any Amount
2. Bridge Refugee and Sponsorship Services, Inc. ....	5,000
3. Big Stone Gap District Church & Community Renewal.....	8,000
4. Coalition for Kids, Inc. ....	20,000
5. Emerald Youth Foundation .....	10,000
6. Good Samaritan Ministries, Inc. ....	30,000
7. Jubilee Project, Inc. ....	15,000
8. Kaleidoscope Ministries, Inc.....	10,000
9. Morgan-Scott Project .....	20,000
10. Mustard Seed Ministries of Kingsport, Inc.....	Any Amount
11. Overhome Ministries .....	Any Amount
12. Plateau Home School.....	10,000
13. Project Crossroads Ministries .....	17,000
14. Teen Challenge of the Mid South, Inc. ....	10,000
15. Unity Center .....	8,000
16. W.S. Hight Community Outreach PACE .....	Any Amount
17. Wellness Center.....	10,000
18. Crossroads Medical Mission.....	10,000
P. Volunteer Labor Program	
<i>(Be sure to indicate which region you are supporting)</i>	
1. Central Region	
2. Northern Region	
3. Southern Region	

- Q. Volunteer in Mission Projects and Personnel Projects approved by the Conference STVIM (Task Force)
1. Travel Team and Expenses.....20,000
  2. New Church Development and Orphanage in Guatemala.....10,000
  3. New School Development in Guanaja, Honduras ..... 5,000
  4. New Church Development in Latvia .....5,000
  5. New Church Development in Costa Rica .....5,000
  6. La Familia Children’s Home .....Any Amount
- R. World Ministries
1. Operation Classroom/Liberia .....15,000
  2. Connecting Churches World Evangelism .....Any Amount
  3. Ishe Anesu Project – Conference Initiative.....125,000
- S. “Change for Children” .....Any Amount

**2. ASBURY CENTERS, INC.**

Asbury Centers, related to the United Methodist Church and serving the Holston and Tennessee River Valleys of East Tennessee, is the leading regional network of continuing care retirement centers providing a complete range of programs, services, and activities designed to enhance the life of each individual resident.

In keeping with our heritage as a United Methodist-affiliated organization, the vision of Asbury Centers is to:

- assure a continuum of quality care and service for residents at each of our locations
- be the center of preference for seniors in each of our locations
- be the employer of preference at each of our locations

Asbury Centers’ 850 employees provide care and services for 1,100 residents in five geographic locations – Chattanooga, Johnson City, Kingsport, and Maryville, TN, and Wytheville, VA. Residents live in independent living cottages and apartments, assisted living centers, and health care centers.

***Mother’s Day Offering Benefits Circle of Friends Endowment***

**At the heart of Asbury Centers’ mission is the belief that aging with dignity should not be an issue of affordability. Asbury’s Circle of Care Endowment Fund enables residents who outlive their resources to age with dignity in a comfortable, secure and caring environment. Requests for fellowship assistance are on the rise at Asbury and are far beyond our ability to help currently. Building a strong Circle of Friends endowment is more important than ever. For this reason, an annual Mother’s Day appeal in Holston Conference churches has been approved to support the Circle of Friends Endowment.**

***Community Education Director and Fund-Development Director Named***

Ginny West Case joined the Asbury staff as director of community education this year. She is the primary liaison with churches and community organizations and has been leading programs related to creative aging in Sunday morning services and Sunday Schools, Wednesday night suppers, UMW groups, retreats, training evenings, and other settings. Anna B. Graham, the new director of fund development, is establishing a program to seek charitable donations which enhance the mission and vision of Asbury Centers, including support for the Circle of Friends Endowment.

***Expanding the Continuum of Services and Care***

A land purchase in Maryville has enlarged the Asbury Acres campus to 75 acres, and model cottages in a variety of sizes, floor plans, and price ranges are now open for tours. Asbury Place is exploring the possibility of adding assisted living services in the current retirement center, and we are ready to embark on construction of patio homes there. Asbury Center in Johnson City is seeking charitable donations to assist with refurbishing the downtown apartment complex for independent senior adults. Future plans call for building a new health center in the current parking lot and demolishing the old one. In Kingsport, the first patio home has been built at the Steadman Hill campus.

***A Special Place for Those with Alzheimer's and Other Forms of Dementia***

*A secured unit has opened at Asbury Acres in Maryville to provide a specialized environment and program for persons with Alzheimer's Disease and other forms of dementia. Staff from all departments who interact with the residents in this unit have completed 40 hours of extra training about dementia and care of persons with dementia. Their specialty team approach has become a model for the entire health center.*

***It's Not Just Bingo Anymore***

Yes, Bingo is still a popular pastime, but you might be surprised at some of the other activities Asbury residents choose. A senior-friendly computer lab and full-time teacher-mentor at Asbury Acres keeps over 50 residents engaged in daily learning and a variety of useful projects, including email pen pal programs with school children, missionaries, and their own grandchildren. At Baysmont the line dancing class has nearly outgrown the Great Room, where a live band comes in regularly to keep things exciting. At Asbury Place fast-paced Skip Bo card tournaments keep residents busy when they aren't participating in a group exercise to write their autobiographies. At Baysmont women led the way in establishing and enlarging a first-class billiards team who play pool in the game room every night after dinner. At Johnson City the Eden Alternative continues to expand, offering health center residents opportunities to care for plants and animals. Birdmont residents are engaged in a project with *Birds & Blooms* magazine to attempt to feed wild birds from the palms of their hands.

***The Big Challenge: Recruiting and Retaining Employees***

Recruiting and retaining excellent employees is a high priority for all the Asbury Centers this year. Our region is enjoying a period of low unemployment, and finding and keeping competent and compassionate caregivers is an everyday challenge in every department. Competition for service workers is rising in the communities Asbury serves. Providing the wages, benefits, and kind of work environment attractive to today's employees is requiring creativity and new ways of thinking.

***How Did You Hear About Asbury Centers?***

When asked, more than 50% of our potential residents tell us they heard about Asbury at their church or from a friend or family member, oftentimes someone from church. ***Thank you!*** Without your referrals and good recommendations, many persons who need the services and facilities offered by Asbury Centers might not find us.

*As we begin a new year, we thank the churches and members of this annual conference for 40 years of interest in the ministry of Asbury Centers. We covet the continued prayers and support of United Methodists in this region as we endeavor to meet the needs of senior adults and their families in the coming year.*

~ Bernie Bowman, *President/CEO*

### 3. BISHOPS' INITIATIVE ON CHILDREN AND POVERTY

The Bishops' Initiative on Children and Poverty Task Force has been active for the past four years in the Holston Conference. In the past year the Task Force has been exploring how to best assist local churches in advancing the mission of the Children and Poverty Initiative.

To aid in this effort of supporting local churches during the next quadrennium, the Task Force made a recommendation, which was approved, to shift the leadership and implementation of the Children and Poverty Initiative to the Nurture Team and the Conference Children's Council. The following is a summary of each of these groups' responsibilities as they relate to the Children and Poverty Initiative.

#### Nurture Team

Communicate and articulate the vision of the Children and Poverty Initiative with Holston Conference leadership and ministry teams. Be the "keeper of the dream."

#### Children's Council

*(Each district will have a representative on the Children's Council.)* Resource local churches and articulate the vision of the Children and Poverty Initiative with them. Seek new strategies to connect local churches with children and those oppressed by poverty. Advocate with local, state, and federal government for children and poverty issues.

The Task Force wishes to thank all laity, pastors, and other leaders who have participated thus far in the development of the Children and Poverty Initiative for the Holston Conference. Your efforts will continue to be beneficial to God's children, all of God's children.

~ Steve Diggs, *Chairperson*

### 4. BOARD OF LAITY

This is my first opportunity as your Conference Lay Leader to present the report of the Conference Board of Laity. I am honored to have been selected for this position and am awed by the extraordinary leadership that is being provided by the District Lay Leaders and other members of your Board of Laity.

At our August 2000 Retreat at Buffalo Mountain Camp we explored the role of the Board of Laity and focused our thoughts on developing strategy to implement our primary responsibility which is to promote the role of the laity in ministry throughout Holston Conference. In examining that role and attendant responsibilities, we carefully considered that board members are hearing throughout the Conference that lay persons and local churches are most interested in being trained and equipped at home in their local churches, or at least no further from home than the district level. As a result we determined to concentrate our efforts as a Board on promoting training and ministry awareness at the lowest organizational level possible, thus de-emphasizing conference-wide efforts. This approach puts primary responsibility for fostering awareness of the role of the laity in ministry on the shoulders of the individual District Lay Leaders and the Boards of Laity at the district level. We plan to develop training for District Lay Leaders to better equip them for these responsibilities.

What this approach means in practice is that the Board of Laity has committed to a continuing effort to strengthen the Lay Speaking Ministry, which has traditionally, and very effectively, conducted training at the district level. Lay Speaking Ministry is perhaps the most effective program for training lay persons for ministry, not solely for a ministry of speaking. Bill Skeen, immediate past Conference Lay Leader, is now the Conference Director of Lay Speaking and

will, in that position, assume principal responsibility for guiding and directing the Lay Speaking Ministry throughout Holston.

In carefully studying our role and responsibility as a Board, we centered our discussion on the conference theme for this quadrennium, "By All Means, Win Some!" Focusing on this theme has enabled us to make decisions on how we allocate our resources, both our finances and our people.

We have also been engaged in a thorough assessment of the continued utility and viability of the annual gathering of laity sponsored by the Board known as "Transformation." We spent considerable time in a joint meeting between the Board and the Extended Cabinet exploring these questions and have concluded that, although Transformation is an event held at the Conference level, there are elements of Transformation that leaders see as serving a viable and worthwhile purpose in promoting the ministry of the laity in Holston and in furthering the Conference theme. For 2001 Transformation was held on the weekend of March 31-April 1. Leadership for adult participants in Transformation was led by a team from Hillvue Heights Church in Bowling Green, Kentucky, where Steve Ayers is the pastor. Steve and his team provided inspirational worship, dynamic preaching, and motivational workshops, all centered on the theme of outreach and witness for Jesus Christ. In 2002 Transformation will be held on April 6-7, again at Lake Junaluska. The Board of Laity is continuing to explore ways to make Transformation even more effective and focused upon the needs of lay people and clergy for developing a more comprehensive and effective understanding of what it means to be partners in ministry together.

The Board of Laity has also decided that it will become active in developing and presenting resolutions to the Annual Conference that are designed to promote awareness of the role of lay persons in ministry, and also to present legislation to the general church for consideration at the General Conference in 2004.

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.

~ Robert Lockaby, *Chairperson*  
*Conference Lay Leader*

## 5. BOARD OF ORDAINED MINISTRY

The Board of Ordained Ministry of the Holston Conference takes very seriously its responsibility to provide the congregations of this conference, as well as the wider United Methodist Church, with faithful, committed, qualified, educated, competent, and compassionate pastoral leadership. The Board has the responsibility of leading persons from their initial call to ministry through a process of inquiry and discernment of that call; testing that call to determine if a candidate's gifts, grace, and fruits can best be used in the Holston Conference of the United Methodist Church; and guiding persons as they become educated and equipped to live out that call effectively. A major challenge in this responsibility is to evaluate the fitness, the readiness, and the effectiveness of candidates for ministry at the various levels of service for which they are preparing.

The Conference Board works closely with the District Boards on Ordained Ministry in order to assist and guide persons under their care who are seeking to receive the credentials needed to serve effectively. Training events were held in the summer for all members of District Committees, so they might be better equipped for the responsibilities they have been given.



Each District Committee now has an assigned representative from the Conference board, who interprets the work of the board and acts as a liaison between the District and Conference level. Attempts have also been made to strengthen the relationship between the Board of Ordained Ministry and the Cabinet, so that we might work together at our respective tasks and responsibilities more effectively.

This year saw a major change in the formation of the board as we welcomed additional lay persons, a Local pastor, and an Associate Member as full members of the board.

In addition to the interviewing responsibilities, the board this year has accomplished two other major tasks. The Licensing School for Local pastors has been reorganized, revised, and strengthened, with excellent participation by both faculty and students. The school is held in the spring for persons who are certified candidates in order to prepare them to receive a license for pastoral ministry.

The Board has also designed a comprehensive mentoring process for probationers, which will be implemented in the summer of 2001. This period will serve as an extension of theological education, leading persons toward full conference membership. Mentors will be recruited to work closely with persons during the probationary period, and covenant groups among probationers will be formed for the purpose of theological reflection upon ministry and mutual support.

The Board continues to be most grateful for the exceptional guidance given by the Administrative Registrar, Dr. Raymon White. His careful attention to detail, his ability to maintain accurate and current records, as well as his expertise in the development of procedures and policies has been invaluable. Deep appreciation is also extended to all members of the Board for their dedication and their willingness to serve the conference so faithfully and diligently.

~ Stella M. Roberts, *Chairperson*

#### Certified Christian Educators

Doris Ahern, Resource Person, Christian Education & Program,  
732 Liberty Church Rd., Kingsport, TN 37663

Patricia Barbee, Director of Program, First UMC, Jefferson City,  
714 W. Charles St., Morristown, TN 37813

Lisa R. Blackwood, Director of Children's Ministries, First UMC,  
Maryville, 804 Montvale Station Road, Maryville, TN 37803

Darres Carter, Membership Secretary, First Broad Street UMC, Kingsport,  
1932 Greenway, Kingsport, TN 37660

Linda Coffey, Minister of Membership Development & Senior Adult  
Ministries, First Broad Street UMC, Kingsport, P.O. Box 1346,  
Kingsport, TN 37662

Mary Kathryn Crone, DCE, St. John's Cathedral, Knoxville,  
613 Broad Ave., Sevierville, TN 37862

Wanda Sue Hicks-Caskey, Retired, 233 Faldo Drive,  
Murfreesboro, TN 37128

M. Jeannie Higgins, Minister of Discipleship, Asbury UMC, Greeneville,  
201 S. Main St., Greeneville, TN 37743

- Patricia Hogan, DCE, First UMC, Cleveland,  
2409 Hickory Drive, NW, Cleveland, TN 37311
- Ginger Howe, Dir. Wesley Foundation, UVA Wise,  
P.O. Box 1039, Wise, VA 24293
- Gerald K. Hurst, Director of Youth, Munsey Memorial UMC,  
Johnson City, P.O. Box 1336, Johnson City, TN 37605
- Richard Isbell, Director of Program, Church Street UMC, Knoxville,  
P.O. Box 1303, Knoxville, TN 37901
- Sue Isbell, Director of Children's Ministries, Church Street UMC,  
Knoxville, P.O. Box 1303, Knoxville, TN 37901
- Sue Lynn Johnson, DCE, Kingston UMC, Kingston, 122 Shady Lane,  
Kingston, TN 37763
- Debra K. Larkin, Director of Program, First UMC, Morristown,  
337 Meade Circle, Morristown, TN 37814
- James W. Thompson, Assoc. Prof. of Sociology, Tennessee Wesleyan  
College, P.O. Box 40, Athens, TN 37303
- Carolyn Whitaker, Leave of Absence, 20680 Haskell Station Rd.,  
Bristol, VA 24202
- Ottalee S. Winegar, Leave of Absence, 1501 Crescent Dr., Kingsport, TN  
37664

Certified Music Directors

- Carlene B. Eastridge, #2 Townvies Dr., Johnson City, TN 37604
- Douglas Grove-DeJarnett, Minister of Music, Munsey Memorial UMC,  
Johnson City, P.O. Box 1336, Johnson City, TN 37605
- Linda B. Hansen, Appt. North Georgia Conference, 8211 Fallen Maple  
Dr., Chattanooga, TN 37421
- Lynn S. Hurst, Associate Minister of Music, Munsey Memorial UMC,  
Johnson City, P.O. box 1336, Johnson City, TN 37605
- Lynn W. Hutton, Director of Music and Education, Central UMC,  
Knoxville, 7604 Emory Road E, Corryton, TN 37721
- Beth McCoy, Leave of Absence, 20129 McCray Dr., Abingdon, VA 24211
- Cynthia C. Thompson, Pastor, Oakdale-Woods Chapel,  
242 Woods Chapel Rd., Harriman, TN 37748

Certified Business Administrator

- Jeannette Dalton, Broad Street UMC, P.O. Box 3, Cleveland, TN 37364

## **6. BOARD OF PENSIONS**

### PHILOSOPHY OF PENSIONS

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.

### BACKGROUND

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. Funding is provided by apportionments, campaigns, earnings, etc. Unfunded Liability is possible if the Conference does not provide the funding when the benefit is determined.

Pre-1982 Years x Past Service Rate = Annual Pension

Example: 20 x 375 = \$7,500

#### SERVICE YEARS AFTER 1981 – DEFINED CONTRIBUTION

The contribution is defined, and then the benefit results from accumulated contributions and earnings. Annual Conference (churches) contributes a percentage of compensation monthly to an account for the pastor. The account balance is converted to an annuity at time of retirement. Unfunded Liability is not possible.

Contribution Rate x Compensation Base + Earnings = Annual Pension

Example: 11% x \$42,233 + \$XXX = \$YYY

Increases that the Annual Conference approves in the Past Service Rate add to the Total Liability. Unfunded Liability is created when sufficient funding is not provided for the approved benefits. Unfunded Liability is the present value of the future benefit obligation. Currently, the Pre-1982 pension program is eighty-six (86%) funded.

In the past a substantial portion of the cost for the Pre-1982 program was amortized over the years through 2012. With minimal increases in past service pensions, low inflation, and exceptional earnings our funded percentage has increased from 60% to 86% in the last ten years. Eventually the benefit payout for pre-1982 pensions will decrease; however, the cost will increase significantly over the next fifteen years unless an alternate strategy is developed. The 1998 Annual Conference approved a pension campaign to address the Unfunded Liability. The Board of Pensions recommends that all Holston Conference United Methodists support this priority effort. We urge United Methodists to remember ministers that have helped in their spiritual journey by making memorial gifts for deceased ministers, loved ones and friends.

RESOLUTION RELATING TO RENTAL/HOUSING ALLOWANCE FOR RETIRED  
OR DISABLED MINISTERS OF THIS CONFERENCE

Whereas, the religious denomination known as The United Methodist Church has and functions through Ministers of the Gospel who are duly ordained or licensed; and

Whereas, the practice of The United Methodist Church is to provide a parsonage or a rental allowance as part of the gross compensation for each of its active ordained or licensed ministers; and

Whereas, pensions paid to retired ordained or licensed ministers of The United Methodist Church are considered as deferred compensation and are paid to a retired ordained or licensed minister in consideration of previous active service, and disability benefits are considered payments in lieu of compensation for active service; and

Whereas, the Internal Revenue Service has recognized that the Holston Annual Conference is the appropriate organization to designate a housing/rental allowance for retired ordained or licensed ministers who are members of this conference; and

Now therefore be it resolved:

1. An amount equal to 100% of the pension payments received during the year 2002 be and is hereby designated as a rental/housing allowance for each retired and disabled ordained or licensed minister of The United Methodist Church who is or was a member of the Holston Annual Conference at the time of his or her retirement;
2. This rental/housing allowance shall apply to each retired and disabled ordained or licensed minister who has been granted the retired relation or placed on disability leave by the Holston Annual Conference and whose name and relationship to the conference is recorded in the Journal of the Holston Annual Conference and in other appropriate records maintained by the conference.
3. The pension or disability payment to which this rental/housing applies shall be the pension or disability payment resulting from all service of such retired and disabled ordained or licensed ministers from all employment by any local church, annual conference, general agency, or institution of The United Methodist Church, or any former denomination that is now a part of The United Methodist Church, or any other employer who employed the minister to perform services related to the ministry and who elected to make contributions to the pension or benefit funds of The United Methodist Church for such retired minister's pension or disabled minister's benefits.

NOTE: The rental/housing allowance which may be excluded from a minister's gross income is limited to the lesser of (1) the amount of the rental/housing allowance designated by the minister's employer or other appropriate body; (2) the amount actually expended by the minister to provide his/her housing; (3) the legally-determined fair rental value of the parsonage or other housing provided. As specified in Rev. Rule. 71-280, 1971 C.B. 92, "the only amount that will qualify for exclusion under section 107 (2) of the code as a 'rental allowance' is an amount equal to the fair rental value of the home, including furnishings and appurtenances such as a garage, plus the cost of utilities."

Beginning in 1984, there is no longer a sick pay or disability income exclusion available with respect to disability benefit payments. Such payments are income to the recipient beginning in 1984.

DISABILITY LEAVE

In accordance with Para. 354, 1996 *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 2001-02: Benny J. Bishop, Janice Cate, Gary Franklin Hill, George Mowrey, Scott R. Neil, Alfred Newman, Robert M. Southerland, and Oliver W. Spriggs.

RECOMMENDATIONS

**To implement our Pension and Benefits Program for 2002, the Board of Pensions submits the following recommendations and rules:**

- 1. The Board of Pensions recommends a past service retirement rate of \$383 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 amortization of the Past Service Unfunded Liability shall be determined each year. A portion of the earnings on funds invested with the General Board of Pension and Health Benefits of the United Methodist Church shall be utilized to fund that segment of the budget total not covered by church apportionments in the Fair Share Askings. 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 2002 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 2002 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 checks must be issued by the salary-paying unit. A Before-tax and After-tax Contribution Agreement must be completed by the participant and the salary paying unit.**
- 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. Effective January 1, 1992, upon receipt of an itemized statement, an amount not to exceed \$1,500 is available as a moving expense. 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 established 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.**

11. **A 60 day grace period will be established concerning non-payment of health insurance premiums by either an individual or church. 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 the 60 days, coverage may be reinstated by paying full premiums due and proof of insurability (from BCBS medical questionnaire).**
12. **The Holston Conference Board of Pensions is recommending that 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.**
13. **The following benefit change for January 1, 2002, is recommended for all groups (active and retired): \$10/\$20/\$35 drug card**
14. **An increase in premium rates for 2002 of 11% for active participants and 10% for retired participants with Medicare primary.**

#### INSURANCE GUIDELINES

The following persons are eligible for enrollment in the conference health insurance program at rates determined by the Board:

1. Conference members and local pastors under episcopal appointment to render full-time service who are enrolled in the Ministerial Pension Plan and who enroll by August 1 following the session of the Annual Conference, or within 30 days after appointment to a local church, or they are on the conference payroll, by payments of the premiums in these proportions: Conference 25%, local church 35%, minister 40%.
2. Conference members classified as “less than full-time” and part-time local pastors who are enrolled in the Ministerial Pension Plan, at rates determined by the Board of Pensions.
3. Probationary members attending seminary, not serving an appointment, upon payment of 75% of the premium.
4. Conference members on sabbatical leave by payment of 75% of the premium.
5. Conference members on disability leave and local pastors receiving disability benefits, at rates determined by the Board of Pensions.
6. Conference members enrolled in MPP prior to leave of absence and who have established eligibility for deferred pension benefits by payment of the full premium.
7. Student local pastors enrolled in MPP, serving under episcopal appointment in Holston Conference, may continue their coverage while in seminary by payment of 75% of the premium.
8. Ministerial members and full-time local pastors retiring while serving an appointment are eligible to continue enrollment in the conference health plan provided they have a minimum of ten years continuous Holston Conference service with annuity benefits, at rates determined by the Board of Pensions.
9. Spouses of retired ministers (covered by the conference insurance) who have married after the minister’s retirement, with the retired minister responsible for the full cost of the coverage. The surviving spouse may continue that coverage until death or remarriage by paying for the full premium.
10. Surviving spouses and dependent children of full-time conference members and full-time local pastors who die while serving under episcopal appointment and who were enrolled in the Ministerial Pension Plan and health care plan, at rates determined by the Board of Pensions.

11. Surviving spouses of eligible retired members who were enrolled in the health care plan and who were conference claimants, at rates determined by the Board of Pensions.
12. Local church, district, conference board and agency lay employees working 30 hours or more per week who have been employed at least 60 days, provided that 100% of the premium is paid by employee and/or employer.
13. A lay employee of a local church or agency of the conference that meets the conditions for retirement is eligible to keep the conference insurance with payment of full premium.
14. Diaconal ministers or deacons under appointment rendering full-time service who enroll within 30 days after appointment, provided that 100% of the premium is paid by employee and/or employer.
15. Diaconal ministers or deacons retiring may continue coverage at a rate determined by the Board of Pensions with the percentage of payment negotiated through the employing agency.

SPECIAL GRANTS 2000-01 CONFERENCE YEAR

“A 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.”

*The 1996 Book of Discipline*, Para. 1506.13.

MINISTERS

**Roland Willis Aytes**, birth date 10/20/10, who was granted two years based on disability, at \$53.00 monthly.

**Charlie D. Mehaffey**, birth date 8/10/02, who was granted two years (1965-67) disability credit, recorded in Personal Notation, *1987 Conference Journal*.

**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 13.00 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.

## 7. BOARD OF TRUSTEES

The Board of Trustees has continued to carry out the directions of the Holston Annual Conference in the disposition of abandoned church properties.

We have cooperated in the development of the Conference facilities on Maple Street in Johnson City. The office of Administrative Services and its staff have been moved to the renovated building from the Asbury Center at Johnson City.

We anticipate future development in the Johnson City area as a long-range effort.

~ Alan D. Groseclose, *President*

## 8. CAMPING AND LEISURE MINISTRIES

### FINANCIAL CRISIS

Camping ministries as we know them in Holston Conference are at risk. HCCLM has just experienced its fifth consecutive year-end deficit. The cumulative deficit now totals \$253,000.00. The deficit consists of operating, program, and capital cost overruns. A master-plan study to determine what should be done in the short term and long term is underway and will be presented to the HCCLM Board by the end of June 2001. Then the HCCLM Board will prepare a Master Plan for Conference Camping to present to the Nurture Team, the Discipleship Team, the Conference Trustees, CCFA, and the extended Cabinet. Since Conference reserves have been used to cover the costs of the overruns, the Master Plan will include provisions to pay back those Conference reserves. In the meantime, any additional cost overruns will be covered by HCCLM resources. The future of camping in Holston Conference will remain at risk until we can bring costs under control and plot a financially sustainable future. That future may require radical change for camping ministries.

~ Larry Martin, *HCCLM Board Chair*

### CAMPING SETS NEW RECORDS

In the midst of our critical financial situation, the summer camping ministry participation continues to increase. More children and youth attended summer camp during the summer of 2000 than any other summer for which we have records. This trend is expected to continue for 2001. Holston Conference Camping summer ministry continues to have a large impact on the spiritual lives of children, youth and young adults of our conference. This fact makes the financial difficulties hard to understand. Simply put, the cost per camper is greater than the revenue generated per camper. This truly is a critical time. A strategy for camping ministry must be designed that continues to provide quality outdoor ministry, reaches increasing numbers of children and youth, while at the same time achieves financial stability.



2000 USE OF HOLSTON CONFERENCE CAMPS										
SUMMER RESIDENT CAMP			RETREAT GROUP USAGE					ENVIRONMENTAL AND ADVENTURE EDUCATION		
Camps	Campers	Staff	# Groups	Children	Youth	Adults	Total	# Groups	Campers	GRAND TOTAL
Ahistadi	23	10	24	201	180	359	740			773
Buffalo Mtn.	830	119	132	203	591	2,054	2,848	11	508	4,305
Dickenson	508	54	99	518	569	1,755	2,842			3,404
Ft. Blackmore			21	251	127	419	797			797
Laurel	41	16	25	188	162	597	947			1,004
Lookout	360	67	70	218	571	1,286	2,075	63	3,575	6,077
Wesley Woods	1,089	95	110	757	592	1,343	2,692	133	6,503	10,379
<b>Total</b>	<b>2,851</b>	<b>361</b>	<b>481</b>	<b>2,336</b>	<b>2,792</b>	<b>7,813</b>	<b>12,941</b>	<b>207</b>	<b>10,586</b>	<b>26,739</b>

**9. CANDLER SCHOOL OF THEOLOGY**

During 2000-01 Candler participated actively in the “Year of Reconciliation,” a university-wide theme for Emory’s special events, research, teaching and service. The university’s faculty, students, alumni and the public engaged various societal issues: global, ethnic, religious and regional conflicts; race relations; health care access, delivery and financing; social justice; the environment. A high point was the Symposium on Reconciliation, January 25-28, 2001, featuring talks by Emory faculty member and former President Jimmy Carter; former Candler Dean, Emory President and United States Ambassador to Korea, James Laney; United States Representative John Lewis; and former Southern Christian Leadership Conference President, Joseph Lowery. The reconciliation theme ran through the wonderful chapel services throughout the year. Reconciliation became as well the motif for the annual Fall Reformation Day at Candler, jointly sponsored by the Kessler Reformation Collection of the Pitts Theology Library and by the Aquinas Center of Theology (Emory University), with special focus on the Joint Declaration on Justification, signed by the Lutheran World Federation and the Roman Catholic Church in 1999. The day concluded pertinently with another fine performance by the Candler Choraliers, directed by Professor Marian Dolan. Homecoming 2001 also focused on the theme of reconciliation.

Thomas G. Long, described by Baylor University and Newsweek magazine as one of the 12 most effective preachers in the English-speaking world, joined the faculty in January as the Bandy Professor of Preaching. Long has taught preaching and worship for more than 20 years at Erskine Theological Seminary, Columbia Theological Seminary and Princeton Theological Seminary, from which he holds a Ph.D. An Atlanta native, Long has written or edited more than a dozen books, including *The Witness of Preaching* (1989), a standard preaching text; *Preaching and the Literary Forms of the Bible* (1989); and commentaries on the book of Hebrews (1997) and Matthew (1997). Since 1991 he has served as senior homiletics editor of the *New Interpreter’s Bible*.

Rebecca S. Chopp, Provost and C. H. Candler Professor of Systematic Theology, has assumed the presidency of the American Academy of Religion (AAR). The AAR, the overarching scholarly association for religious studies, is an international organization with more than 9,000 faculty and researchers as members. Gail R. O’Day, A. H. Shatford Professor of Preaching and New Testament, recently became editor of *The Journal of Biblical Literature (JBL)*, the quarterly of the Society of Biblical Literature, the other umbrella scholarly religious organization. Theodore

Brelsford, newly appointed as Assistant Professor of Religion and Education, has become editor of the scholarly journal for his field, *Religious Education*. Brent Strawn will join us as Assistant Professor of Old Testament. He currently teaches at Asbury Theological Seminary.

With the Southeastern Jurisdiction and United Methodism generally, Candler mourns the death of one of the university's trustees, Bishop Cornelius L. Henderson. In other "Episcopal" news, Candler welcomed two bishops-in-residence this year, Frank Kellogg Allan, Episcopal Bishop of Atlanta from 1989 to 2000 and founder of The Work of Our Hands Inc., and Marshall L. Meadors Jr., recently of the Mississippi Area and chair of the Council of Bishops' Initiative on Children and Poverty. L. Bevel Jones, III, remained as bishop-in-residence for another year. Emory elected two bishops to the Board of Trustees in 2000, Kenneth Carder, resident bishop for the Jackson Area, and Michael Watson, '74T, of the South Georgia area. Also elected to the University board was Ms. Rhoda Peters, the Kentucky Conference provost for the United Methodist Church and editor-in-chief of the conference newspaper, *NetNews*.

Emory has received a five-year \$3.2 million grant from the Pew Charitable Trusts to help establish a new Center for the Interdisciplinary Study of Religion. "Emory aspires to make religion one of the five or six cardinal themes that suffuses its scholarship and defines its educational mission nationally and internationally," said Provost Rebecca Chopp. "Emory faculty are doing path breaking work in the study of religion and practice, religion and the professions, and comparative religions. This support will help the university become a permanent center for world-class religious scholarship." The new center will be housed at the law school and will draw the University's well-known Law and Religion Program into collaboration with a variety of other campus initiatives and institutions, including the School of Theology, the Graduate Division of Religion, and the Department of Religion. John Witte, director of the Law and Religion Program, and Jonas Robitscher, Professor of Law, will head the center.

Candler further benefits from a \$2.5 million grant for a "Faith and the City" project, jointly undertaken with the Interdenominational Theological Center, Atlanta, and Columbia Theological Seminary, Decatur, Georgia. Leading Candler in involvement in this venture to train, develop and deliver skilled, informed, articulate and morally based leadership for North America's urban centers is Dr. David Jenkins. Dr. Jenkins was previously Executive Director of the Christian Council of Metropolitan Atlanta, and prior to that he was United Methodist Campus Minister at Duke University. See <http://www.faithandthecity.org/index.shtml>. Two major grants from Lilly Endowment support the work of the school: \$1.5 million for the Contextual Education program, now in its third year, and another for the Youth Theological Initiative (YTI) currently in planning for its eighth summer. YTI is an innovative program based at Candler, the model for similar ventures in other theological schools, "whose goal is to reconceive the way youth are viewed within society and within the church." The centerpiece of YTI is a four-week summer academy for rising seniors in high school which explores Christian Theology and Public Issues. See <http://www.emory.edu/CANDLER/yti/>.

Through another year Candler has functioned effectively in its various endeavors – in its teaching and courses, in the Contextual Education program, through continuing education, and in research and publication – to live out its purpose, to remain grounded in the Christian faith, and to be constantly shaped by the Wesleyan tradition of evangelical piety, ecumenical openness, and social concern. It remains faithful to its mission to educate – through scholarship, teaching, and service – faithful and creative leaders for the church's ministries in the world. If you cannot come to see us and witness Candler's fidelity first-hand, then visit us online at <http://www.emory.edu/CANDLER/>.

~ Russell E. Richey, *Dean and Professor of Church History*

**10. CHILDREN’S MINISTRY TEAM**

*“Let the children come to me for such is the kingdom of God.”*

(MARK 10:14)

Children are a vital part of the church today. Their capacity to be a blessing to the church and to be blessed by the church is enormous. Herein lies our challenge and our opportunity.

This year Children’s Ministry in Holston Conference has undergone several changes. The Conference Children’s Council has been reorganized with a new name – Conference Children’s Ministries Team. The purpose and the mission statements of the Children’s Council were reexamined as well. Special thanks go to those of you who served as team members.

The Children’s Ministry Team (CMT) met quarterly to plan activities and workshop opportunities including: 1) Children’s Session at the Young Adult Retreat, “Divine Rhythm,” 2) Children’s Day at Annual Conference, and 3) “Learn to Teach: Teach to Learn” Sunday School Workshop. The CMT revived the Holston “Hearts and Hands” Children’s newsletter to help communication. This newsletter includes important information about Children’s Ministry in the conference, workshop opportunities, and many resources and new ideas to be used at the local church level.

A new part-time conference staff position was created in November, 2000. Angee Woody left the full-time Children’s and Youth Coordinator position to go part-time as Coordinator of Youth Ministry. Claudia Howard became the new part-time Coordinator of Children’s Ministries.

The Bishop’s Task Force on Children and Poverty proposed that the CMT take ownership of the Initiative for the next four years. The Children’s Ministry Team accepted the proposal. Exciting plans are being made for the fall of 2001.

As we begin a new conference year, may we saturate every aspect of our ministry in prayer, rededicate our lives to Christian discipleship, and truly commit ourselves to *“By All Means, Win Some.”*

May God bless each of you in ministry to the children of Holston Conference, our country, and our world.

~ Claudia Howard, *Coordinator*

**11. CHURCHES OF EXCELLENCE IN EVANGELISM**

**Abingdon District**

**GOLD MEDAL**

- Addilynn Memorial
- Laurel Community
- Lebanon (Chilhowie)
- McCready
- Pleasant View

**SILVER MEDAL**

- Abingdon
- Doe Valley
- Emory
- Yellow Springs

**BRONZE MEDAL**

- Laurel Springs
- St. John’s

Sinking Springs

- South Bristol
- Weaver
- Zion (Damascus)

**HONORABLE**

- MENTION**
- Bethany
- Booher’s Chapel

Lebanon (Glade  
Spring Charge)

- Mt. Olivet
- Mountain View  
(Abingdon)

- Rich Valley
- Shady Grove
- Wright’s Chapel

**Big Stone Gap District**

<u>GOLD MEDAL</u> Dryden Mt. Vernon	Holston View Miller's Chapel	Seminary Smyth Chapel	Nottingham Russell Chapel Tacoma
<u>SILVER MEDAL</u> Bethel Big Stone Gap Trinity Gate City	<u>BRONZE MEDAL</u> East Stone Gap Hiltons Memorial McClure Midway Memorial	<u>HONORABLE MENTION</u> Flatwoods Jonesville First Morgan Mitchell	

**Chattanooga District**

<u>GOLD MEDAL</u> Christ Grace Pleasant Grove Sulphur Springs	<u>BRONZE</u> Bethlehem Community Burks Hurst Lookout Mountain	Mount Crest Randolph <u>HONORABLE MENTION</u> East Ridge Havron's Chapel	Pikeville Wesley, South Pittsburg
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**Cleveland District**

<u>GOLD MEDAL</u> Ooltewah	<u>BRONZE MEDAL</u> Asbury Daisy Evensville Graysville Keith Memorial Mars Hill Mt. Olive New Bethel Pleasant Hill	Salem Spivey Spring City <u>HONORABLE MENTION</u> Broad Street Chilcutt Concord Croft's Chapel Decatur	Ducktown McDonald Mt. Tabor Red Hill St. Paul's Trinity, Athens Trinity, Cleveland Valley Head Wesley Memorial, Etowah
<u>SILVER MEDAL</u> Allen Memorial Oak Grove Spring Creek Wesley Memorial- Cleveland			

**Johnson City District**

<u>GOLD MEDAL</u> Edgefield Fairhaven First Johnson City Gray Hunter Limestone Cove Piney Flats Rockhold	Slagle Stone Dam Telford Unicoi Valley View Vincent <u>SILVER MEDAL</u> Jonesborough Mt. Carmel	Mt. Tabor Mt. Wesley St. Paul, Piney Flats <u>BRONZE MEDAL</u> Afton Asbury Austin Springs Centenary, Erwin Fairview	Seviers Taylor Memorial <u>HONORABLE MENTION</u> Grace New Victory Wesley Memorial
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**Kingsport District**

**GOLD MEDAL**

Crossroads  
Kingsley  
Rogersville First

**SILVER MEDAL**

Glen Alpine  
Mafair  
Mountain View

**BRONZE MEDAL**

Colonial Heights  
Emory  
Grange Hall  
Hemron  
Hulls Chapel  
Okolona  
St. Matthews

**HONORABLE MENTION**

Morrison Chapel  
Surgoinville First  
Washington Chapel

**Knoxville District**

**GOLD MEDAL**

Bearden  
Bethel Amherst  
Cokesbury  
Emerald Avenue  
Faith  
Hillcrest  
Trentville

**SILVER MEDAL**

Asbury  
Christ, Knoxville  
Kodak  
St. Mark  
Trinity

**BRONZE MEDAL**

Central  
Colonial Heights  
St. Andrews  
West View

**HONORABLE MENTION**

Ebenezer  
Lynnwood  
New Life

**Maryville District**

**GOLD MEDAL**

Fairview  
Pleasant Hill (Blount)  
Tellico, First

Middlesettlements  
Oakland  
Seymour  
St. Marks  
Wears Valley  
(Sevierville Parish)

Fenders (Sweetwater  
Circuit)  
Logan's Chapel  
Loudon  
Tuckaleechee  
Walden's Creek  
(Sevierville Parish)  
Walland

**HONORABLE MENTION**

Axley's Chapel  
Bethel (Loudon)  
Browder Memorial  
Campground  
Green Meadow

**SILVER MEDAL**

Alcoa First  
Bethel-Seymour  
Buckner Memorial  
Eden (Fairgarden  
Circuit)

**BRONZE MEDAL**

Carpenter's  
Campground

**Morristown District**

**GOLD MEDAL**

Grant's Chapel  
Mt. Zion, Afton  
Panther Springs  
Rutledge

Shady Grove  
Shiloh, Sneedville  
Trinity, Morristown  
Watkins Chapel

Love's Memorial  
Mary's Chapel  
Midway  
Mt. Carmel,  
Greenville  
Mt. Zion, Dandridge  
Noe's Chapel  
Whittenburg

Cedar Grove, New  
Market  
Central, Bean Station  
Doty's Chapel  
First Bulls Gap  
Jones Chapel  
Loy Memorial  
Mt. Pleasant,  
Thorn Hill  
Pleasant Valley  
Romeo  
Wesley's Chapel,  
Greenville

**SILVER AWARD**

First Newport  
George Street  
Hunt's Chapel  
Liberty Hill  
Oakland  
Ottway  
Russellville

**BRONZE AWARD**

Bogart's Chapel  
Bradburn Hill  
Centenary  
Economy  
Edwards Chapel  
First Jefferson City  
Fowler's Grove  
Glendale

**HONORABLE MENTION**

Antioch  
Baileyton  
Bethel

**Oak Ridge District**

<b><u>GOLD MEDAL</u></b>	<b><u>SILVER MEDAL</u></b>	<b><u>BRONZE MEDAL</u></b>	Fincastle
Beaver Ridge	Central	First Farragut	Good Shepherd
Concord	Lake City	New Tazewell	Haven Chapel
Hansard Chapel	Midtown Valley	Oliver Springs	Miller's Chapel
Martel	Wellsprings		
Moore's Gap		<b><u>HONORABLE</u></b>	
Mt. Harmon		<b><u>MENTION</u></b>	
Thompson		Asbury Chapel	
		Cawood	

**Tazewell District**

<b><u>GOLD MEDAL</u></b>	<b><u>BRONZE MEDAL</u></b>	Pocahontas First	Keen Mountain
Alexander Memorial	Boyd's Chapel	Rich Creek First	Narrows First
Brown's Chapel	Dennison	Shady Grove	Pleasant Hill
Edgewood	Elk Garden	(Staffordshire	(Staffordsville
Ingram Village	Green Valley (Round	Circuit)	Circuit)
	Mountain Circuit)	Wright's Valley	Round Bottom
<b><u>SILVER MEDAL</u></b>	Hale's Chapel		Thessalia
Dailey's Chapel	Kathleen Memorial	<b><u>HONORABLE</u></b>	Wesendock
Honaker	Midway	<b><u>MENTION</u></b>	Wesley Chapel
Macedonia	(Belfast/Midway)	Burke's Garden	
Richlands First	Pine Grove	Byrne's Chapel	
Tip Top	Pleasant Hill (Pisgah/ Pleasant Hill)	Garden	
		Grundy First	

**Wytheville District**

<b><u>GOLD MEDAL</u></b>	Jordan's Chapel	<b><u>BRONZE MEDAL</u></b>	<b><u>HONORABLE</u></b>
Atkins Memorial	Oakland	Bethel	<b><u>MENTION</u></b>
Draper	West Galax	Glenwood	Crockett Chapel
Fancy Gap		Graham's Forge	Crossroads
Floyd	<b><u>SILVER MEDAL</u></b>	Willis	Mt. Mitchell
Forest	Cecil's Chapel	Mt. Olivet	Olive Branch
Franklin Street	Floyd		
Hillsville First	Mountain View		
Island Creek	Shiloh		
	Woodhaven		

**Gold Medal Churches**

*Attained five Effort Goals and five Harvest Goals.*

**Silver Medal Churches**

*Attained four Effort Goals and four Harvest Goals, including a new member by profession of faith for every 50 resident members.*

**Bronze Medal Churches**

*Attained three Effort Goals and three Harvest Goals, including a new member by profession of faith for every 50 resident members.*

**Honorable Mention**

*Had a profession of faith for every fifty resident members.*

### Effort Goals

1. Hold a Confirmation or Membership Class during the year.
2. Begin at least one new Sunday School class or ongoing study or growth group.
3. Develop or continue an active Lay Visitation Program.
4. Hold an evangelistic training event or send laity from the church to start such an event.
5. Hold at least one Renewal Event (revival, lay witness mission, etc.).
6. Hold at least one in-depth Discipleship Program.
7. Be engaged in ministry for and with the poor or marginalized of the community.

### Harvest Goals

1. Profession of Faith for every 50 resident members.
2. Net increase in membership.
3. Increase in average attendance in Sunday School.
4. Increase in average attendance in morning worship.
5. Baptize at least one person.

## 12. COMMUNICATIONS TEAM

The past year has been extremely productive in the area of communications. Just prior to the 2000 Annual Conference, Annette Spence Bender joined the Conference staff as editor of *The Call*, the Holston Conference newspaper. In the following months the Communications Team, along with the Personnel Team, made focused efforts to fill the position of Director of Communications of the Conference. In November Kevin Slimp accepted the position as Director of Communications, beginning January 1, 2001.

Over the past year the Communications Team has set several goals with work underway to achieve each. A major priority this year is Holston's participation in the Igniting Ministry media campaign being staged on a national level beginning August. The Communications Team approved funds being used from a foundation account (in the amount of \$40,000) to pursue a matching grant from United Methodist Communications. An additional \$10,000 was raised through the district offices enabling our conference to apply for the maximum matching grant available. If awarded, this grant will allow our conference to stage a major television campaign, geographically saturating the entire conference area during the back-to-school period this year. With the assistance of the Holston Conference Cabinet the Communications Team scheduled four training events throughout the conference to be held in July. These events are designed to help local churches take full advantage of the Igniting Ministry campaign by becoming more inviting and welcoming.

A major goal of the Communications area this year has been to improve the communications efforts between the Holston Conference Centers (Johnson City and Knoxville) and the local church. Plans are underway which will lead to greater dispersment of information throughout the conference. Efforts have been taken to improve the current communications available throughout the Conference as well as creating new communications tools. One goal of the Communications Team is to greatly increase the number of households receiving *The Call*. In response to requests throughout the Conference, efforts are underway to move *The Call* to an "in-house" publication. This will increase the space available for Holston Conference news, as well as allowing our editor to make decisions concerning which general church items would be of most interest to our constituency.

A few years ago efforts began to improve our presence on the Internet. Experts in the area of church communications fear the church is losing a great opportunity to spread its message through the use of modern media. In April of this year Donna Hankins accepted the position of Communications Technology Specialist for the Holston Conference. Her top priority is to give Holston a presence on the Internet which surpasses any efforts made by annual conferences in the past. Donna has broad experience in this area and is excited about the possibilities of working with the Holston Conference to create a significant presence on the Internet. It is our plan that this will work to the benefit of our local churches rather quickly.

The Communications staff has been quite involved in the work of other teams to assist in their communications efforts. Of note has been our involvement with the Legacy of Commitment pensions campaign of the Holston Conference. Our team has worked with Ron Hammond and the Legacy of Commitment Committee to develop brochures, videos, flyers, articles in *The Call* and other promotional materials. Ministry areas including New Church Development, Board of the Laity, Missions Team, Personnel Resource Team, district offices and others have also teamed with the Communications office for various projects. A new “magazine-style” publication, *Clergy Connections*, premiered in April. This publication, produced by the Office of Clergy Concerns and the Office of Communications, exists to call clergy into deeper covenant with God through Christ and to call clergy to live in covenant with each other. Jim Green, Steward of Clergy Concerns, is editor.

A major emphasis for the coming year is to create a “crisis management” process within the Holston Conference. Every large organization finds itself in some kind of crisis eventually. Creating a plan to work with news media and other entities during times of crisis softens potentially negative impacts upon an organization. It is our goal to make sure our Conference deals with the possibility of a crisis with clarity and common sense. The Communications Team has begun the process of dealing with this issue.

The Communications Team has a great responsibility in assisting the Holston Conference in spreading the message to its geographical area and the world beyond the conference borders. Much has been done in the past twelve months to increase our effectiveness in this area, and the coming year looks to offer significant opportunities to “win some” through the work of the Holston Conference.

~ Fred Gault, *Chairperson*

### 13. CONNECTIONAL MINISTRIES

For about a year while serving on the Discipleship Team, I felt a strong urging and calling from God to be more involved in the ministry of the church, and then the opportunity was provided. My acceptance of the position of Director of Connectional Ministries was truly an answer to prayer for me. I thank God daily for the privilege of being in ministry with each lay and clergy person in Holston. I began in this position on November 1, 2000, and I have learned so much during this time. The primary thing I have learned is how much I still have to learn! I am grateful to Bishop Chamberlain and all those persons across the Conference for patience with me and assistance to me.

The position of Director of Connectional Ministries, as defined in *The Book of Discipline*, has responsibility for (1) serving as “the steward of the vision of the annual conference,” (2) serving as the “leader of the continuous process of transformation and renewal” within the annual conference, (3) ensuring alignment of the resources of the conference to the vision, and (4) ensuring “the connections among the local, district, annual conference, and general church ministries for the purpose of networking, resourcing, and communicating shared ministry.”



These are lofty words for the day-to-day operations of any annual conference. My specific responsibilities within Holston are to coordinate all connectional ministries, supervise the Connectional Ministry staff, and serve as an advocate for the General Church Connectional Ministries. I provide administrative oversight for the directors of the five Wesley Foundations, the director of the Holston Conference Camping and Leisure Ministries program, and the coordinators of Missions, Children, and Youth ministries. I am also the contact person for all ministry areas not covered by clergy, administrative, or communication teams. In addition, my duties include serving as the staff resource person for the Discipleship Team, the Personnel Resources Team, the Board of Higher Education and Campus Ministries, adult ministries, and the United Methodist Women. In working with the Personnel Resources Team, I am responsive in implementing staff policies for the Holston Conference staff. While I have specific teams for which I am responsible, I also try to meet with other teams and Boards across the conference as time permits: Wesley Foundation boards, Camping and Leisure Ministries Board, the Nurture Ministry Team, the Missions Ministry Team, and the Outreach Advocacy Team, among others.

During my tenure I have also participated in the Southeastern Jurisdiction Administrative Council, where I serve as a member of the Ministry Team. I am the Holston contact for much information coming from the General Boards and Agencies of the church, so I “funnel” large amounts of material to the appropriate staff persons or Ministry Teams.

In looking to the future, I have many dreams of ministry that I would like to pursue. I want to enable conference staff and Ministry Teams to provide the kind of resources the local churches are requesting, and I am specifically interested in expanding our Hispanic ministries and providing ongoing older adult ministries in Holston, among other programs.

I look forward to working with each of you as we seek to expand God’s kingdom and win some to Christ in our area and our world.

~ Anne Travis, *Director of Connectional Ministries*

#### 14. CONSTITUTIONAL AMENDMENTS (PROPOSED)

##### Proposed Constitutional Amendment – I

On May 9, 2000, at a session of the General Conference of The United Methodist Church held in Cleveland, Ohio, the following Constitutional Amendment was made by a recorded vote of 864 Yes, 57 No. It is now presented to the Annual Conferences for vote.

Amend the Preamble to the Constitution, beginning with the third paragraph, as follows:

Insert “The United Methodist Church and its predecessors,” after “The prayers and intentions of” in the first sentence of the third paragraph and “The United Methodist Church has adopted and amended the following Constitution” following “Therefore,” in the fifth paragraph.

Delete “In harmony with these prayers and intentions, these churches do now propose to unite, in the confident assurance that this act is an expression of the oneness of Christ’s people” from the end of the third paragraph, the entire fourth paragraph and all, except the first word, of the fifth paragraph.

If voted and so declared by the Council of Bishops, the Preamble to the Constitution would read:

**The church is a community of all true believers under the Lordship of Christ. It is the redeemed and redeeming fellowship in which the Word of God is preached by persons divinely called, and the sacraments are duly administered according to Christ’s own appointment. Under the discipline of the Holy Spirit the church**

**seeks to provide for the maintenance of worship, the edification of believers, and the redemption of the world.**

**The church of Jesus Christ exists in and for the world, and its very dividedness is a hindrance to its mission in that world.**

**The prayers and intentions of The United Methodist Church and its predecessors, The Methodist Church, and The Evangelical Brethren Church have been and are for obedience to the will of our Lord that his people be one, in humility for the present brokenness of the Church and in gratitude that opportunities for reunion have been given.**

Therefore, The United Methodist Church has adopted and amended the following Constitution.

**Proposed Constitutional Amendment – II**

On May 9, 2000, at a session of the General Conference of The United Methodist Church held in Cleveland, Ohio, the following Constitutional Amendment was made by a recorded vote of 908 Yes, 17 No. It is now presented to the Annual Conferences for vote.

In Division One, Paragraph 1, Article I, substitute the words “have been” for “shall be” and “into” for “in” in the first sentence and “United Methodist Church” for “united” in the second sentence.

If voted and so declared by the Council of Bishops, Paragraph 1 would read:

**Declaration of Union – The Evangelical United Brethren Church and The Methodist Church have been united into one Church. The United Methodist Church, as thus constituted, is, and shall be, the successor of the two united churches.**

**Proposed Constitutional Amendment – III**

On May 10, 2000, at a session of the General Conference of The United Methodist Church held in Cleveland, Ohio, the following Constitutional Amendment was made by a recorded vote of 865 Yes, 32 No. It is now presented to the Annual Conferences for vote.

In Division One, Paragraph 3, Article III, amend by deletion and addition, as follows:

Delete “shall be” and “currently.” Insert “of The United Methodist Church are” after “Confession of Faith.” Add “at the time of their uniting” at end of sentence.

If voted and so declared by the Council of Bishops, Paragraph 3 would read:

**Articles of Religion and the Confession of Faith - The Articles of Religion and the Confession of Faith of The United Methodist Church are those held by The Methodist Church and The Evangelical United Brethren Church, respectively, at the time of their uniting.”**

**Proposed Constitutional Amendment – IV**

On May 12, 2000, at a session of the General Conference of The United Methodist Church held in Cleveland, Ohio, the following Constitutional Amendment was made by a recorded vote of 700 Yes, 170 No. It is now presented to the Annual Conferences for vote.

In Division One, Paragraph 4, Article IV, amend by deletion and addition as follows:

Delete the second sentence, which reads, “Therefore all persons, without regard to race, color, national origin, status, or economic condition, shall be eligible to attend its worship services,

to participate in its programs, and, when they take the appropriate vows, to be admitted into its membership in any local church in the connection.” In its place, add, “The United Methodist Church acknowledges that all persons are of sacred worth. All persons without regard to race, color, national origin, status, or economic condition, shall be eligible to attend its worship services, participate in its programs, receive the sacraments, upon baptism be admitted as baptized members, and upon taking vows declaring the Christian faith, become professing members in any local church in the connection.”

If voted and so declared by the Council of Bishops, Paragraph 4 would read:

**Inclusiveness of the Church – The United Methodist Church is a part of the church universal, which is one Body in Christ. The United Methodist Church acknowledges that all persons are of sacred worth. All persons without regard to race, color, national origin, status, or economic condition, shall be eligible to attend its worship services, participate in its programs, receive the sacraments, upon baptism be admitted as baptized members, and upon taking vows declaring the Christian faith, become professing members in any local church in the connection. In The United Methodist Church no conference or other organizational unit of the Church shall be structured so as to exclude any member or any constituent body of the Church because of race, color, national origin, status or economic condition.**

#### **Proposed Constitutional Amendment – V**

On May 12, 2000, at a session of the General Conference of The United Methodist Church held in Cleveland, Ohio, the following Constitutional Amendment was made by a recorded vote of 831 Yes, 45 No. It is now presented to the Annual Conferences for vote.

In Division One, insert a new paragraph immediately following Paragraph 4, which would read as follows:

**Racial Justice – The United Methodist Church proclaims the value of each person as a unique child of God and commits itself to the healing and wholeness of all persons. The United Methodist Church recognizes that the sin of racism has been destructive to its unity throughout its history. Racism continues to cause painful division and marginalization. The United Methodist Church shall confront and seek to eliminate racism, whether in organizations or in individuals, in every facet of its life and in society at large. The United Methodist Church shall work collaboratively with others to address concerns that threaten the cause of racial justice at all times and in all places.**

If voted and so declared by the Council of Bishops, this amendment would become Paragraph 5. Other articles would be renumbered accordingly.

#### **Proposed Constitutional Amendment – VI**

On May 10, 2000, at a session of the General Conference of The United Methodist Church held in Cleveland, Ohio, the following Constitutional Amendment was made by a recorded vote of 900 Yes, 15 No. It is now presented to the Annual Conferences for vote.

In Division One, Paragraph 6, Article VI, amend by deletion and addition as follows:

Delete “in” following “Titles to properties” and “upon consummation of the union” in the first sentence.

Add “formerly held by” after “Titles to properties” in the first sentence.

If voted and so declared by the Council of Bishops, Paragraph 6 would read:

**Title to Properties – Titles to properties formerly held by The Evangelical United Brethren Church and The Methodist Church shall be held and administered in accordance with *The Book of Discipline*. Nothing in the Plan of Union at any time after the union is to be construed so as to require any local church or any other property owner of the former The Evangelical United Brethren Church or the former The Methodist Church to alienate or in any way change the title to property contained in its deed or deeds at the time of union and lapse of time.**

**Proposed Constitutional Amendment – VII**

On May 12, 2000, at a session of the General Conference of The United Methodist Church held in Cleveland, Ohio, the following Constitutional Amendment was made by a recorded vote of 813 Yes, 57 No. It is now presented to the Annual Conferences for vote.

In Division Two, Section 11, Paragraph 14, amend by substituting “professing” for “church” before members in (2).

If voted and so declared by the Council of Bishops, Paragraph 14 would read:

**The General Conference shall fix the ratio of representation in the General, Jurisdictional, and Central Conferences from the annual conferences, missionary conferences, and the provisional annual conferences, computed on a two-factor basis: (1) the number of clergy members of the annual conference and the missionary conference, and (2) the number of professing members in the annual conference and the missionary conference; *provided* that each annual conference, missionary conference, or provisional annual conference shall be entitled to at least one clergy and one lay delegate in the General Conference and also in the Jurisdictional or Central Conference.**

**Proposed Constitutional Amendment – VIII**

On May 12, 2000, at a session of the General Conference of The United Methodist Church held in Cleveland, Ohio, the following Constitutional Amendment was made by a recorded vote of 702 Yes, 168 No. It is now presented to the Annual Conferences for vote.

In Division Two, Section VI, Paragraph 30, Article I, amend by addition as follows:

Add “professing” before “lay member” (also delete “a” and make “member” plural) in first sentence and before “members” in the third sentence.

**Proposed Constitutional Amendment – IX**

On May 12, 2000, at a session of the General Conference of The United Methodist Church held in Cleveland, Ohio, the following Constitutional Amendment was made by a recorded vote of 686 Yes, 157 No. It is now presented to the Annual Conferences for vote.

In Division Two, Section VI, Paragraph 30, Article I, amend by deletion and addition as follows:

Delete “two young persons under twenty-five (25) years of age” in the first sentence and “twenty-five (25)” in the second sentence. In place of the deletions, add “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)” in the first sentence and “thirty (30)” in the second sentence.

If voted and so declared by the Council of Bishops, Paragraph 30, Article I would read:

The annual conference shall be composed of clergy members as defined by the General Conference, together with professing lay members elected by each charge, the diaconal ministers, the active deaconesses 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 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 should 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 on the annual conference.

#### Proposed Constitutional Amendment – X

On May 12, 2000, at a session of the General Conference of The United Methodist Church held in Cleveland, Ohio, the following Constitutional Amendment was made by a recorded vote of 791 Yes, 71 No. It is now presented to the Annual Conferences for vote.

In Division Two, Section VI, Paragraph 34, Article V, insert the word “professing” before the second use of “members.”

If voted and so declared by the Council of Bishops, Paragraph 34 would read:

*Article V.* The lay delegates to the General and jurisdictional or central conferences shall be elected by the lay members of the annual conference or provisional annual conference without regard to age; *provided* such delegates shall have been professing members of The United Methodist Church for at least two years next preceding their election, and shall have been active participants in The United Methodist Church for at least four years next preceding their election, and are members thereof within the annual conference electing them at the time of holding the General and jurisdictional or central conferences.

#### Proposed Constitutional Amendment – XI

On May 10, 2000, at a session of the General Conference of The United Methodist Church held in Cleveland, Ohio, the following Constitutional Amendment was made by a recorded vote of 778 Yes, 94 No. It is now presented to the Annual Conferences for vote.

In Division Two, Section IX, Paragraph 42, Article II, insert the word “professing” before “members.”

If voted and so declared by the Council of Bishops, Paragraph 42 would read:

**Article II. Election of Church Officers.** Unless the General Conference shall order otherwise, the officers of the church or churches constituting a charge shall be elected by the charge conference or by the professing members of said church or churches at a meeting called for that purpose, as may be arranged by the charge conference, unless the election is otherwise required by local church charters or state or provincial law.

RATIONALE FOR PROPOSED CONSTITUTIONAL AMENDMENTS

*The United Methodist Church  
Voted General Conference May 2000*

- I. The current Preamble contains language that anticipates a union of The Evangelical United Brethren Church and The Methodist Church, which took place more than thirty years ago. The proposed revision gives reference to The United Methodist Church and its predecessors, acknowledging an accomplished fact.
- II. The current paragraph contains language that anticipates a union of The Evangelical United Brethren Church and The Methodist Church, which took place more than thirty years ago. The proposed revision gives reference to The United Methodist Church and its predecessors, acknowledging an accomplished fact.
- III. The current paragraph contains language that anticipates a union of The Evangelical United Brethren Church and The Methodist Church, which took place more than thirty years ago. The proposed revision gives reference to The United Methodist Church and its predecessors, acknowledging an accomplished fact.
- IV. In keeping with the directives of Judicial Council Decision #811, this proposed amendment amends language in the Constitution that will allow sections of *The Book of Discipline* to be brought into alignment with the theological concepts already present in The United Methodist Baptismal Covenant Services, approved by the 1984 General Conference, and in *By Water and the Spirit*, an official statement of baptism for The United Methodist Church approved by the 1996 General Conference.
- V. The proposed new paragraph decries racism in every time and place and promotes racial justice throughout the church universal and in the world. It highlights the urgency of Christ's call to love and justice for persons of all races more clearly and emphatically.
- VI. The current paragraph contains language that anticipates a union of The Evangelical United Brethren Church and The Methodist Church, which took place more than thirty years ago. The proposed revision gives reference to The United Methodist Church and its predecessors, acknowledging an accomplished fact.
- VII. In keeping with the directives of Judicial Council Decision #811, this proposed amendment clarifies the one category of membership used when calculating numbers for General Conference delegates.
- VIII. In keeping with the directives of Judicial Council Decision #811, this proposed amendment clarifies the one membership category for the election of lay members of the annual conference.
- IX. The proposed amendment clarifies the categories, ages 12-17 and 18-30, from which young persons from each district are to be selected for membership in the annual conference. In addition, it raises the upper age limit from 25 to 30.

- X. In keeping with the directives of Judicial Council Decision #811, this proposed amendment clarifies the membership category for the election of lay members as delegates to the General, jurisdictional and central conferences.
- XI. In keeping with the directives of Judicial Council Decision #811, this proposed amendment clarifies the membership category of those eligible to elect the officers of a church or a charge.

## **15. COUNCIL ON FINANCE AND ADMINISTRATION**

### PRESIDENT'S REPORT

As we keep our goal, By All means Win Some, constantly before us, the Council on Finance and Administration has collaborated with the Discipleship Team and its Ministry Teams to fashion a budget which will reflect our stewardship commitment to do the Lord's work in the Holston Conference. As we joined the Discipleship Team in listening to the local churches, it was our strong desire to recommend wise investments of the gifts you give so that God's will may be done in this place.

The Ministry Teams came together to shape program priorities. The budget reflects their decisions. Our outreach to Hispanic populations will be strengthened and our capacity to communicate with each other and with those outside the church will continue to grow. These are but two examples of the vibrancy of the work. Churches will be encouraged to offer their successful program ideas to others so that all may grow. The strength of the connection will be demonstrated in what we give and what we share.

We heard the desire of some that apportionments be held within reasonable limits, and to that end we recommend a budget for the year 2002 that is 1.9% over the budgeted figure for 2001. It is our belief that we propose an increase that is below the anticipated rate of inflation.

This again has been a year of transition. The position of treasurer is now occupied by Ron Matthews, a member of the ordained clergy of the Holston Conference. We welcome Ron to this position. The administrative staff has been reorganized under his leadership. We thank Anne Travis, director of Connectional Ministries, and Dr. Raymon White, Secretary of the Conference, for their work in budget preparation during the interim before Ron assumed the leadership role.

It is our responsibility to recommend to the Annual Conference a proposed budget of \$15,100,804 which represents a dollar increase of \$286,726.00. We ask that you prayerfully support this stewardship investment.

In His service,  
Mai Bell Hurley, *CFA President*

I. CONFERENCE BUDGET 2002

	D	E	F	G	H	I	J	K	L	M
	Team Budget and Line Items	Budgeted Amount for 2000	Allocation for 2000	Amount Spent for 2000	Budgeted Amount for 2001	Proposed Budget for 2002	Dollar Increase 2000-2001	% Increase 2001-2002	Comments	% of Total
1	<b>GENERAL CHURCH</b>									
	<b>APPORTIONED FUNDS</b>									
2	World Service	\$1,298,734.00	\$1,162,889.22	\$1,162,912.10	\$2,809,048.00	\$2,787,819.00	(\$21,229.00)	-0.8%		18.4%
3	Black College Fund	\$223,757.00	\$195,638.19	\$195,638.19	\$1,372,877.00	\$1,362,965.00	(\$9,912.00)	-0.7%		
4	Africa University Fund	\$50,080.00	\$44,454.18	\$44,454.18	\$222,773.00	\$220,218.00	(\$2,555.00)	-1.1%		
5	General Administration Fund	\$96,734.00	\$81,730.68	\$81,730.68	\$49,860.00	\$49,288.00	(\$572.00)	-1.1%		
6	Interdenom. Coop. Fund	\$33,333.00	\$28,188.74	\$28,188.74	\$110,856.00	\$116,852.00	\$5,996.00	5.4%		
7	Jurisdictional Conf. Fund	\$117,305.00	\$99,077.47	\$99,077.47	\$43,857.00	\$41,983.00	(\$1,864.00)	-4.3%		
8	Focus 2000/Mission Initiatives	\$23,838.00	\$21,004.61	\$21,004.61	\$0.00	Deleted for 2002	\$6,206.00	5.2%		
9	Episcopal Fund	\$353,288.00	\$335,548.40	\$335,548.40	\$342,870.00	\$328,907.00	(\$13,963.00)	-4.1%		
10	Ministerial Education Fund	\$548,118.00	\$492,439.01	\$492,439.01	\$547,477.00	\$542,912.00	(\$4,565.00)	-0.8%		
11										
12	<b>PROGRAM MINISTRIES FUNDS</b>									
13	<b>COMMUNICATIONS TEAM</b>									
14	Meeting Expenses	\$3,880.00	\$3,467.06	\$97.74	\$75,482.00	\$70,596.00	(\$4,886.00)	-6.5%		0.5%
15	Operational Expenses (Postage, Telephone, Dues, Subscriptions, etc.)					\$3,000.00				
16	Training Events/Leader Development	\$1,501.00	\$1,155.74	\$0.00		\$1,500.00				
17	Equipment Purchases	\$0.00	\$0.00	\$1,479.03		\$2,000.00				
18	The Call	\$54,776.00	\$49,115.90	\$49,115.90		\$0.00				
19	Public Relations	\$1,940.00	\$1,733.57	\$0.00		\$1,500.00				
20	Communications Training	\$970.00	\$868.74	\$0.00		\$1,600.00				
21	Media	\$4,856.00	\$4,044.86	\$1,365.51		\$0.00			\$50,000 from Foundation and District funds	
22	Advertising (lighting Ministries)				\$0.00	\$0.00			Formerly in Conn. Min. budget	
23	Audio Visual Library	\$7,760.00	\$6,934.05	\$6,934.05	\$7,760.00	\$5,996.00	(\$1,764.00)	-22.6%		
24	<b>DISCIPLESHIP TEAM</b>									
25	Meeting Expenses	\$7,760.00	\$6,933.96	\$13,501.29		\$7,000.00	(\$960.00)	-5.9%		0.1%
26	Telephone	\$0.00	\$0.00	\$0.00		\$100.00				
27	Postage	\$0.00	\$0.00	\$1,214.32		\$1,250.00				
28	Training Events/Leader Development	\$693.00	\$577.87	\$0.00		\$500.00				
29	Emerging Programs Through Conference	\$7,760.00	\$6,933.96	\$0.00		\$3,500.00				
30	Gathering of Conference Leaders					\$3,000.00				



CONFERENCE BUDGET 2002, cont'd

	D	E	F	G	H	I	J	K	L	M
	Team Budget and Line Items	Budgeted Amount for 2000	Allocation for 2000	Amount Spent for 2000	Budgeted Amount for 2001	Proposed Budget for 2002	Dollar Increase 2000-2001	% Increase 2001-2002	Comments	% of Total
1	<b>MISSIONS MINISTRY TEAM</b>				<b>\$131,600.00</b>	<b>\$194,950.00</b>	<b>\$63,350.00</b>	<b>48.1%</b>		<b>1.3%</b>
31	Meeting Expenses	\$7,760.00	\$6,933.96	\$6,484.82	\$10,000.00					
32	Team Expenses (Meetings, Telephone, Postage, Dues, Subscript.)				\$5,000.00	\$11,000.00	\$0.00			
33	Telephone	\$0.00		\$221.58		\$0.00	\$0.00			
34	Postage	\$0.00		\$678.65		\$0.00	\$0.00			
35	Dues and Subscriptions	\$0.00		\$174.00		\$0.00	\$0.00			
36										
37	Training Events/Leader Development	\$1,155.74		\$214.44		\$0.00				
38	Southeastern Jurisdiction Programs									
39	UMVIM Office	\$1,444.63		\$1,444.63	\$1,500.00	\$1,500.00				
40	SEJANAM	\$1,444.63		\$1,444.63	\$1,500.00	\$1,500.00				
41	Native American Ministry	\$485.00		\$577.87	\$0.00	\$0.00			Funds from Special Offerings?	
42	In-Conference Ministries									
43	Chattanooga Nbrd. Center	\$5,744.00	\$5,200.51	\$5,200.51	\$5,300.00	\$5,250.00				
44	Morgan Scott Project	\$3,666.00	\$3,178.11	\$3,178.11	\$3,400.00	\$3,250.00				
45	Wesley House Center	\$1,915.00	\$1,733.57	\$1,733.57	\$1,750.00	\$1,700.00				
46	Other Agencies									
47	Bridge Refugee Service	\$970.00	\$866.74	\$45.81	\$1,000.00	\$1,000.00				
48	Va. Council Refugee Spon.	\$436.00	\$288.85	\$2.42	\$450.00	\$450.00				
49	Ethnic Minority Local Church Concerns (EMLCC)	\$29,100.00	\$26,002.51	\$26,000.00	\$35,000.00	\$35,000.00				
50	Missions Program	\$56,454.00	\$52,026.51	\$39,923.78						
51	Mission Intern Team			\$5,159.25						
52	Conf. Mission Emphasis			\$9,306.10	\$1,500.00	\$1,000.00				
53	Meet the Missionaries			\$860.25	\$400.00	\$1,000.00				
54	Hispanic Ministries			\$39.20	\$0.00	\$50,000.00				
55	Thanksgiving Hunger			\$0.00	\$200.00	\$200.00				
56	Natl Volunteer in Mission			\$2,029.88		\$2,000.00				
57	Disaster Training Retreat			\$0.00	\$1,000.00	\$500.00				
58	Mission Cultivation			\$2,721.06	\$3,000.00	\$3,000.00				
59	Church & Comm. Workers			\$17,750.00	\$40,100.00	\$40,100.00				
60	App.Serv.Project Week			\$1,538.65	\$1,500.00	\$1,500.00				
61	Volunteers in Mission									
62	Intern Team				\$10,000.00	\$12,000.00				
63	Committee				\$3,000.00	\$3,000.00				
64	Youth/Young Adult Schol.				\$1,000.00	\$1,000.00				
65	Emerging VIM Team				\$5,000.00	\$5,000.00				
66	Global Gathering					\$5,000.00				

CONFERENCE BUDGET 2002, cont'd

	D	E	F	G	H	I	J	K	L	M
	Team Budget and Line Items	Budgeted Amount for 2000	Allocation for 2000	Amount Spent for 2000	Budgeted Amount for 2001	Proposed Budget for 2002	Dollar Increase 2000-2001	% Increase 2001-2002	Comments	% of Total
1	<b>NURTURE MINISTRY TEAM</b>				<b>\$892,169.00</b>	<b>\$908,452.00</b>	<b>\$16,283.00</b>	<b>1.8%</b>		<b>6.0%</b>
67	Meeting Expenses	\$7,760.00	\$6,933.96	\$1,200.71	\$7,760.00	\$3,000.00				
68	Telephone			\$290.63		\$0.00				
70	Postage & Supplies			\$3,040.85		\$1,500.00				
71	Training Events/Leader Development	\$1,503.00	\$1,155.74		\$1,503.00	\$5,000.00				
72	<b>Emerging Ministries</b>					<b>\$6,000.00</b>			Divine Rhythm	
73	Young Adult Celebration			\$0.00						
74	Older Adult Jubilation			\$0.00						
75	Education								Example	
76	Family Life								Example	
77	Worship								Example	
78	<b>Children's Council</b>	<b>\$1,891.00</b>	<b>\$1,692.26</b>	<b>\$2,241.00</b>	<b>\$4,000.00</b>	<b>\$7,000.00</b>	<b>\$3,000.00</b>	<b>75.0%</b>	Actually 0%, but incorporates Bishop's Initiative	
79	Meeting Expenses			\$225.00		\$225.00				
80	Packets for Ordinands			\$0.00		\$25.00				
81	Resources			\$250.40		\$300.00				
82	Children at Annual Conf.			\$254.00		\$900.00				
83	Teacher's Training Event			\$539.60						
84	Children's Ministries Team Retreat					\$1,000.00				
85	Resource Manual Development					\$1,000.00				
86	Hearts and Hands Newsletter					\$1,200.00				
87	Bishop's Task Force on Children and Poverty & Emerging Programs	\$941.93		\$0.00	\$3,000.00	\$3,000.00				
88	<b>Youth Council</b>	<b>\$15,035.00</b>	<b>\$13,579.08</b>	<b>\$13,579.08</b>	<b>\$15,035.00</b>	<b>\$17,000.00</b>	<b>\$1,965.00</b>	<b>13.1%</b>		
89	Youth Rally					\$3,000.00				
90	Salt & Light				\$3,422.50	\$3,500.00				
91	Youth in Missions Week				\$2,422.50	\$2,500.00				
92	Sr. High Assembly				\$1,922.50	\$2,000.00				
93	Jr. High Assembly				\$1,922.50	\$2,000.00				
94	Leader Training Event				\$4,922.50	\$4,000.00				
95	<b>Adult Council</b>	<b>\$2,600.22</b>			<b>\$2,910.00</b>	<b>\$0.00</b>	<b>(\$2,910.00)</b>	<b>-100.0%</b>		
96	<b>Camping &amp; Leisure Ministries</b>	<b>\$125,390.00</b>			<b>\$150,000.00</b>	<b>\$150,000.00</b>	<b>\$0.00</b>	<b>0.0%</b>		
97	<b>Pastoral Counseling Center</b>	<b>\$14,510.78</b>			<b>\$17,072.00</b>	<b>\$22,100.00</b>	<b>\$5,028.00</b>	<b>29.5%</b>		
98	Travel			\$4,805.41		\$2,500.00				
99	Supervisory Committee			\$2,217.20		\$1,200.00				
100	Continuing Education			\$800.31		\$3,300.00				

CONFERENCE BUDGET 2002, cont'd

	D	E	F	G	H	I	J	K	L	M
	Team Budget and Line Items	Budgeted Amount for 2000	Allocation for 2000	Amount Spent for 2000	Budgeted Amount for 2001	Proposed Budget for 2002	Dollar Increase 2000-2001	% Increase 2001-2002	Comments	% of Total
1	Supervision			\$102.18		\$350.00				
101	Secretarial Services			\$2,677.94		\$5,300.00				
103	Telephone			\$935.49		\$2,100.00				
104	Office Rent/Utilities/Maint.			\$2,233.20		\$3,000.00				
105	Office Supplies			\$470.95		\$1,000.00				
106	Postage			\$53.00		\$0.00				
107	Office Equipment			\$0.00		\$200.00				
108	Transition to New Director					\$3,000.00				
109	Contingency					\$150.00				
110	<b>Board of Laity</b>	<b>\$2,001.53</b>			<b>\$2,425.00</b>	<b>\$2,425.00</b>	<b>\$0.00</b>	<b>0.0%</b>		
111	Meeting Expenses									
112	Board Meetings			\$1,235.66						
113	Association Meetings			\$0.00						
114	Telephone			\$0.00						
115	Office Supplies			\$0.00						
116	Postage			\$277.84						
117	Dues			\$0.00						
118	<b>Board of Higher Education and Campus Ministry</b>	<b>\$682,360.00</b>	<b>\$610,818.36</b>	<b>\$607,424.67</b>	<b>\$688,464.00</b>	<b>\$694,427.00</b>	<b>\$5,963.00</b>	<b>0.9%</b>		
119	Meeting Expense	\$5,600.00	\$4,670.37	\$76.68	\$2,832.00	\$2,500.00				
120	Postage & Supplies					\$1,000.00				
121	Evaluation Teams			\$0.00	\$600.00	\$0.00			Budget every other year	
122	Student Leadership Forum			\$1,200.00	\$2,000.00	\$2,000.00				
123	Wesley Foundations									
124	ETSU	\$11,232.00	\$10,112.06	\$10,112.06	\$11,569.00	\$11,916.00				
125	Radford University	\$18,623.00	\$16,757.26	\$16,757.26	\$19,182.00	\$20,755.00				
126	UT Chattanooga	\$0.00	\$0.00	\$0.00	\$4,000.00	\$3,500.00				
127	UT Knoxville	\$41,026.25		\$41,026.25	\$47,256.00	\$49,256.00				
128	UVA College at Wise	\$866.74		\$866.74	\$1,025.00	\$3,500.00				
129	Conference Colleges									
130	Emory & Henry	\$179,128.56		\$179,128.56	\$200,000.00	\$200,000.00				
131	Hwassee	\$179,128.56		\$179,128.56	\$200,000.00	\$200,000.00				
132	Tennessee Wesleyan	\$179,128.56		\$179,128.56	\$200,000.00	\$200,000.00				
133	<b>OUTREACH ADVOCACY TEAM</b>				<b>\$36,427.00</b>	<b>\$47,500.00</b>	<b>\$11,073.00</b>	<b>30.4%</b>	<b>2001 total does not include Asbury Chr.</b>	<b>0.3%</b>
134	Meeting Expenses	\$3,880.00	\$3,467.06	\$1,019.17	\$1,500.00	\$1,000.00				
135	Expenses (Telephone, Postage, Dues, etc.)				\$500.00	\$500.00				
136	Training Events/Leader Development	\$1,155.74		\$0.00	\$0.00	\$0.00				
137	Status and Role of Women									
138	Clergy Women Retreat	\$673.00	\$781.25	\$1,000.00	\$500.00	\$500.00				



CONFERENCE BUDGET 2002, cont'd

	D	E	F	G	H	I	J	K	L	M
	Team Budget and Line Items	Budgeted Amount for 2000	Allocation for 2000	Amount Spent for 2000	Budgeted Amount for 2001	Proposed Budget for 2002	Dollar Increase 2000-2001	% Increase 2001-2002	Comments	% of Total
1										
177	Equitable Compensation				\$133,000.00	\$133,000.00	\$0.00	0.0%		0.9%
178	Equitable Compensation Fund	\$158,000.00	\$149,338.66	\$89,427.65	\$133,000.00	\$133,000.00				
179	WITNESS MINISTRY TEAM				\$753,000.00	\$768,000.00	\$15,000.00	2.0%		5.1%
180	Meeting Expenses	\$3,880.00	\$3,467.06	\$821.30	\$0.00	\$1,000.00				
181	Evangelism	\$9,700.00	\$8,667.51	\$0.00	\$10,000.00	\$10,000.00				
182	Smaller Membership Churches	\$3,880.00	\$3,467.06	\$321.38	\$0.00	\$2,000.00				
	Church Extension and Parish Development									
183										
184	Spec. Min. Salary Fund	\$194,000.00	\$162,948.48	\$213,363.66	\$200,000.00	\$212,000.00				
185	Salary/Wages			\$136,015.32						
186	Housing			\$39,300.00						
187	Housing - Sanks			\$3,875.00						
188	Travel - Knight			\$7,081.09						
189	Travel - Rainwater			\$5,706.47						
190	Moving Expense			\$0.00						
191	MPP/GPP, Pension, Ins.			\$21,385.78						
192	Church Extension Grants	\$451,050.00	\$403,906.04	\$262,500.00	\$465,000.00	\$465,000.00				
193	Builders Club Admin.	\$14,550.00	\$13,001.26	\$8,861.01	\$15,000.00	\$15,000.00				
194	Office Supplies			\$615.03						
195	Postage			\$2,174.67						
196	Newsletter Printing			\$1,210.22						
197	Mailing Service			\$4,861.09						
198	Video			\$0.00						
199	Administration			\$0.00						
200	Church Program Grants	\$33,950.00	\$30,336.38	\$30,000.00	\$35,000.00	\$35,000.00				
201	Consultations	\$3,395.00	\$3,178.11	\$7,719.65	\$3,500.00	\$3,500.00				
202	New Pastor/Cadre Training	\$3,880.00	\$3,467.06	\$3,686.34	\$4,000.00	\$4,000.00				
203	Registration Fees			\$0.00						
204	Meeting Expenses			\$428.00						
205	Honorarium			\$600.00						
206	Training Expense			\$2,658.34						
207	Duke NCD Pastor Training	\$4,850.00	\$3,470.14	\$2,176.13	\$4,000.00	\$4,000.00				
208	Meeting Expenses			\$1,289.65						
209	Travel Expenses			\$686.48						
210	CD Staff Continuing Educ.	\$3,880.00	\$3,472.21	\$1,237.33	\$1,500.00	\$1,500.00				
211	Registrations			\$442.00						
212	Meeting Expenses			\$562.50						
213	Materials			\$232.83						
214	Research and Planning	\$12,125.00	\$10,834.90	\$189.32	\$12,500.00	\$12,500.00				
215	Percept Contract			\$12,500.00						
216	Southeastern Jurisdiction									
217	Hilton Rural Life	\$1,455.00	\$1,444.63	\$1,444.63	\$0.00	\$0.00				
218	Cooperative Ministry Consultation	N/A		N/A	\$2,500.00	\$2,500.00				



CONFERENCE BUDGET 2002, cont'd

	D	E	F	G	H	I	J	K	L	M
	Team Budget and Line Items	Budgeted Amount for 2000	Allocation for 2000	Amount Spent for 2000	Budgeted Amount for 2001	Proposed Budget for 2002	Dollar Increase 2000-2001	% Increase 2001-2002	Comments	% of Total
1	<b>CONFERENCE PERSONNEL</b>				\$1,450,682.00	\$1,492,682.00	\$42,000.00	2.9%		9.9%
257	Personnel Team Meeting Expense	\$0.00		\$1,603.44						
258	Connectional Ministries	\$191,816.84		\$238,037.40	\$226,984.00					
259	Volunteer Labor	\$27,021.10		\$30,572.72	\$31,490.00					
261	Holston Conf. Camping	\$9403.35		\$102,522.74	\$108,959.00					
262	Communications	\$39,697.82		\$1,200.00	\$105,536.00					
263	Special Ministries	\$0.00		\$109,305.11	See Witness Team					
264	Conf. Office - Knoxville	\$201,324.26		\$232,758.20	\$243,818.00					
265	Wesley Institute	\$12,676.51		\$19,582.51	\$19,308.00					
266	Pastoral Counseling	\$76,226.36		\$87,862.78	\$87,550.00					
267	Administrative Services	\$338,524.93		\$333,314.94	\$255,400.00					
268	Archivist Contract Services	\$13,510.63		\$15,189.49	\$17,741.00					
269	Missions	\$63,216.14		\$49,914.88	\$0.00					
270	Wesley Foundation Directors	199525.8		\$206,978.33	\$243,708.00					
271	<b>CONFERENCE ADMINISTRATION</b>				\$149,000.00	\$140,000.00	(\$9,000.00)	-6.0%		0.9%
272	Conference Equipment	\$0.00		\$10,114.17	\$31,000.00	\$20,000.00				
273	Holston Conf. Administration	\$14,000.00	\$11,842.61	\$6,362.72	\$10,000.00	\$10,000.00				
274	Annual Conference Sessions Expense	\$25,266.00	\$21,872.81	\$35,087.92	\$30,000.00	\$30,000.00				
275	At-Large Delegates Expense	\$48,500.00	\$41,032.08	\$33,561.24	\$50,000.00	\$40,000.00				
276	Conference Journal	\$17,993.00	\$17,059.54	\$15,189.54	\$20,000.00	\$20,000.00				
277	Audits	\$7,760.00	\$6,505.15	\$0.00	\$8,000.00	\$20,000.00				
	<b>CONFERENCE BOARD OF TRUSTEES</b>				\$32,812.00	\$32,812.00	\$0.00	0.0%		0.2%
278	Conference Board of Trustees	\$31,550.00	\$26,687.60	\$22,903.10	\$32,812.00	\$32,812.00	\$0.00	0.0%		
280										
281	<b>Total for 2001 and 2002</b>				\$14,814,078.00	\$15,100,804.00	\$286,726.00	1.9%		100%
282	<b>2% increase would be</b>					\$15,110,359.00				

## II. THE 2002 APPORTIONMENTS TO CHURCHES

The Conference Single Figure shall be apportioned to the charges of the conference. This apportionment is based upon a formula wherein 25 percent (25%) is based upon church membership and 75 percent (75%) is based upon the total payments to all causes, less payments for building improvements, debt retirement, advance specials, general church offerings, payment to Single Figure Apportionment in excess of the amount apportioned, payments by the United Methodist Women to women's district and conference treasurers, by the United Methodist Youth to the Youth Service Fund, miscellaneous benevolence, and actual moving expense paid by the church for the incoming pastors.

Immediately following the 2001 session of the Holston Annual Conference, the fair share for each church for 2002 will be calculated based on the information the church has furnished to the conference. The district superintendents and pastors will receive the apportionment for each church.

## III. 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. Advance Special Funds shall be remitted through the conference treasurer with appropriate designations.
- C. We continue to urge the support of the Industrial Matching Gift Program as a means of obtaining additional resources for the Conference Colleges.
- D. It is recommended that the Annual Conference continue recognition of local churches which 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.

## IV. 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 2002, after subtracting \$3,200 for travel, the salary of each district superintendent will be \$72,504.
- 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 and Stewardship Resources or other appropriate boards, councils or agencies 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 president of the Council on Finance and Administration.
- 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 dialog between the Council on Finance and Administration and the staff person.

**V. OFFICE OF FINANCE RESOURCES AND STEWARDSHIP RESOURCES**

- A. A fidelity bond of \$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 fifth day of each month with reports being provided promptly.

**VI. POLICIES FOR BOARDS, COMMISSIONS, AND AGENCIES**

- A. At the close of each monthly banking 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 per mile traveling alone and an additional 2 cents per person per mile for others traveling in the same vehicle for the same board or agency. It is strongly recommended that efforts be made to reduce the amount of travel required for meetings. 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.
- F. The officers, directors, and trustees of every conference agency and institution are reminded of the responsibilities of their positions. It is urged that all audit reports be studied diligently and that any questions or auditor's "qualifications of opinion" be investigated promptly and resolved effectively.

## VII. RECOMMENDATIONS TO THE LOCAL CHURCHES

- A. It is the policy of the Holston Conference that administrative boards or charge conferences designate 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 Buildings and Improvements, line #73, 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 Discipline, paragraph 620, 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 pastors 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 Emory & Henry, Hiwassee, and Tennessee Wesleyan by promoting gifts, grants and bequests from our members.
- H. The Council on Finance and Administration encourages the local churches to support Holston United Methodist Home for Children by promoting the "**Fifth Sunday Offering,**" the Advance Specials, special gifts, and bequests from our members and the Annual "**Mother's Day Offering,**" supporting the Circle of Friends Endowment for Asbury Centers.

## VIII. 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 2001 Conference Journal has been contracted with United Graphics Inc. of Knoxville, Tennessee. The 2001 Journal will be sold for \$11.00 per copy for conference distribution, \$15.00 for non-conference distribution, \$16.00 for loose-leaf or spiral bound, and \$30.00 for commercial distribution.

- 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 at the recommended IRS rate for charitable travel per mile plus 2 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. We recommend the continuation of the Task Force on Direct Billing of Minister's Pension, which is made up of representatives from the Council on Finance and Administration and the Board of Pensions. This task force is studying the viability of directly billing local churches for pensions.
- F. 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.

~ Mai Bell Hurley, *President*  
 ~ Andy Ferguson, *Secretary*

## 16. DISCIPLESHIP TEAM

The Discipleship Team has made two intentional efforts to listen to our local churches this past year to find out where they are in ministry, to find out what they are doing well, to find out where they are struggling, to hear about needs, and to learn how in their strengths they may be equipped to help other churches in their ministries. The first "listening tool" was distributed last year at Annual Conference and completed by over 300 lay and clergy members. We learned a number of things from those responses, among them the following:

- We heard the need for churches to share and partner with each other, especially in ministries to youth and children.
- We heard the need for better communication as we try to "connect" resources of all kinds with churches that need them.
- For the most part people who receive *The Call* do read it, and we heard the suggestion that we needed to work on a wider distribution among the people of Holston.
- We heard that clergy leadership made a great difference in the effectiveness of a congregation.
- We heard that we need to listen more to the "unchurched." Quite a number of times we heard churches point to Disciple Bible Study or other small group studies as being the catalyst for "turning their congregations around."

A second effort at listening to the local church came during the season of Charge Conferences last fall. Lay members to Annual Conference were invited to be our "listening partners" as

they shared with us the church's response to how they are intentionally involved in "By All Means Win Some." From those responses came enough good suggestions to keep us busy for at least the rest of this quadrennium. They provided numerous concrete examples of what churches are doing successfully. Detailed summaries of these examples are available in each District office.

From these two listening tools the Discipleship Team has identified a number of ways the conference and district Ministry Teams can effectively assist local churches to "By All Means Win Some." We list only a few of them here:

- Develop and implement a system for routinely obtaining specific examples of what is working in ministry areas in churches of various sizes and locations and then routinely provide that information to similarly sized and/or located churches. (Some of the Ministry Teams are already working on this idea.)
- Develop and implement a cooperative partnering or mentoring program through which churches have the opportunity to minister together.
- Prayer is central to the success of "By All Means Win Some," and the conference leadership and teams should set the "prayer" example. (Several districts have already had special emphasis on prayer or are planning to this fall.)
- Develop and implement specialized training (including audiovisual resources) on methods of effective evangelism for laity, lay speakers, and clergy. (The Nurture Team has some exciting plans just in the beginning stage for this idea.)
- Continue to publish successful ministries and testimonies in *The Call*.
- Develop and implement specialized training on successful ministries for youth, children, young and senior adults, and family.

The task looms large before us as we attempt to respond to both of the listening experiences. The churches have spoken, and we have heard you; in fact, we have recorded what you said, and it will be at the forefront of our plans and actions. Please pray for the Discipleship Team and the six Ministry Teams as we involve ourselves in this very important response.

During the year the team has met quite a number of times. We engaged ourselves and other leaders in prayer and Bible study as we sought to discern God's direction for our Annual Conference. We brought together Ministry Team chairpersons, staff, and others who represent groups funded by our Annual Conference as we looked at action steps and plans for the 2002 conference year and at the funding needed to implement these plans. We consulted with the Council on Finance and Administration concerning needed financial resources for the ministries of the conference, and we believe the proposed Budget for 2002 represents the best response possible to our stated needs.

Anne Travis, one of our team members, was named Director of Connectional Ministries this year. We lost her as a team member, but we gained her wonderful guidance and assistance as she became the staff person who relates to our team. We express appreciation to her and to Bishop Chamberlain for his unfailing support and continued wisdom shared with us, especially at times when we are struggling with decisions. Both of these persons are gifts from God to the team. I want to express heartfelt thanks to each of the team members for their commitment and dedication to our task, and I thank God for the many ways His strength is made perfect in our weakness.

~ Jean Henderson, *Chairperson*

## 17. DISTRICT SUPERINTENDENTS

*Bishop Chamberlain, District Superintendents, and members of the annual conference, I would call your attention to the composite report of the district superintendents on page 95 of your annual conference manual.*

*We left the 2000 annual conference last year excited about the theme “By All Means, Win Some.” As spiritual leaders of the twelve districts of Holston, we have sought to give leadership to lifting up that theme across the annual conference. Many local churches caught the vision and really sought to win people to Christ through many different means. While we regret the loss of membership in Holston for 2000, we do celebrate the 2,777 persons won to Christ during 2000. We mourn over the fact that 415 churches did not win anyone to Christ in 2000.*

*No church in Holston Conference should be a barren church in 2001. Surely, every church could birth one new soul into the Kingdom of God this year. There is someone lost in your neighborhood. Please hunt for that person until you find her/him. The Holy Spirit is already preparing the heart of that person and will prepare the way for you.*

*We would encourage every local church to take the Fair Share seriously. Please educate your people about the Fair Share. Do not fall into the pattern of waiting to pay your Fair Share after all the other bills have been paid and the Fair Share gets what is left over if anything. It is a wonderful way to be a part of the connectional church. I trust we will increase our giving to the Fair Share in 2001.*

*The District Superintendents give full support to the “Legacy of Commitment Campaign” for Pensions. Our conference must raise money to not only secure those pre-82 retirement years for our clergy, but to be able to lower our Fair Share by fifteen to twenty percent. The local churches can use this money to expand their programs of outreach and witness.*

*I would ask every local church to ponder this question: “What are we doing in our little corner of the world for Jesus?” Until we struggle with this question and seek to find the answers then little will be accomplished in our community or around the globe.*

*Finally, I would like to thank the conference for giving me an opportunity to serve as the District Superintendent for six years of one of the great districts in Holston. I hope God has used me to make a difference as the spiritual leader of a District.*

*Remember, we can “by all means, win some.” We must be servants of Jesus and then we will save some.*

The annual report of the District Superintendents is representative of some of the work being done in all twelve districts of the Holston Conference. It is impossible for one report to reflect all the ministries that are taking place in each district. Two new superintendents were appointed last June when Charles Lippse was assigned to the Chattanooga District and Mahan Archer was assigned to the Johnson City District. All twelve District Superintendents are committed to working as a team and being the spiritual leaders of the districts.

When the annual conference adopted the theme “By All Means, Win Some”, the clergy and laity of the conference became excited about the new emphasis on winning people to Christ. However, we grieve over the end of the year reports that reflect a significant loss of membership. There are people in every community who do not attend church. So many of the

people are just waiting for an invitation. It is the dream of the cabinet that every church seek to take the Great Commission seriously. No church in Holston Conference should be a barren church. Surely, every church could birth one new soul into the Kingdom of God in the next twelve months. Local churches are encouraged to use Percept, Inc. to better understand the demographics of the communities where they are located. Each district has a trained person to assist every church.

We celebrate the increase in giving to the Fair Share in 2000. Every local church should set a goal to pay 100% of the Fair Share. It is not a tax from the conference but an opportunity to be a part of the ministry of The United Methodist Church around the world. Local churches must begin to see the Fair Share as a positive way to share in ministry beyond the four walls of the building. Our failure to be committed to these ministries is to hinder the work of the church and to narrow the vision that God has for The United Methodist Church.

The lay leadership of the twelve districts should be the best trained group of people in any denomination. Every district has offered excellent training events with good attendance. Clergy are challenged to attend training events offered by the Wesley Institute. Together we can move the church forward in mission and ministry. We do believe that every baptized Christian is called to ministry. Local churches need to work towards helping people discover their spiritual gifts, so people can be used in the right places of leadership. Clergy and laity must be committed to allowing each other to be in mission and ministry. It is a team effort.

As the Holston Conference faces a shortage of clergy to be appointed to our churches, the District Superintendents would encourage local churches to cultivate the youth of the church to consider exploring God's call. The Morristown District has set up an annual event called "Exploring God's Call," which enables youth to come from across the district in a retreat setting to really examine the call to ministry. We affirm Resurrection weekends which offer our youth an opportunity to respond to God's call. We want to affirm the outstanding Lay Speaker Training events in each district. Over 100 people attended the training in the Wytheville District. God is using these training events to call his sons and daughters into ministry. Some of these are serving as part-time clergy and others are leaving with their families and attending our seminaries. God is doing a new thing among us to be sure that our churches are supplied with quality leadership in the 21st century.

We celebrate the beginning of two new congregations in the Knoxville District. An international congregation with a Korean emphasis is now meeting at the Cokesbury Center in cooperation with the Cokesbury Church. A new congregation is being developed at the old Virginia Avenue Church site in cooperation with the Emerald Youth Foundation. The District Superintendents are in full support of the beginning of the three new congregations being planned for this year. One of the major ways to reverse the membership decline in Holston Conference is to continue the planting of new congregations. The entire membership of the conference must get behind this effort with our prayers and financial support.

The Abingdon District had a week of Elementary Camp at their own Camp Ahistadi last year, and they have plans to have it this summer. The local churches of every district need to have a concerted effort to send our children and youth to our summer camping programs. There may be no greater place than summer camp to lay the foundation for a vital Christian faith in each child and youth. We salute those churches who offer camping scholarships for people to attend camp.

The Big Stone Gap District celebrates a revitalized Wesley Foundation on the campus of The University of Virginia at Wise. The students are now experiencing the Wesley Foundation as a positive place to bring their faith questions and search for answers with others. We commend the Board of Directors of UVA-Wise for opening their doors to a new church start for the Wise area with a mission to reach the poor and marginalized of the area.

We commend the leaderships of those districts who are seeking to reach a growing Hispanic population in Holston. The Chattanooga District is partnering with neighborhood public schools so that new ministries may begin with children. There is a partnership with a new Hispanic radio station so that Methodist youth from Mexico can provide popular segments to the radio station. The Wytheville District has two new Hispanic congregations meeting in Independence and Pulaski. The Maryville District continues to offer ministries such as Vacation Bible School in the Loudon area. Every district is challenged to look at new ways of reaching one of the fastest growing ethnic populations in our conference.

The District Superintendents would like to thank Dr. Sam Varnell for 13 years of ministry to the McMinn Ministries of the Cleveland District. Dr. Varnell sought to bring the churches of McMinn County together on a monthly basis so they could have a more loving relationship and cooperative endeavor for the Kingdom of God. Holston is a conference of small membership churches, and some districts have offered leadership training for the small membership churches to not only raise the self-esteem and morale of the small church but to train leadership. It can be done through cooperative parishes such as the six churches in Carter County, Tennessee. Pastors meet weekly for prayer and planning. Community worship is offered with outreach efforts to persons who are in need.

New forms of worship are being used to reach people for Christ. In the Kingsport District, St. Matthews, Mountain View, and First Broad Street have contemporary worship services that attract new people. The district superintendents affirm every local church that is trying to improve the worship hour so that it may be more open to the broken, disconnected, and unchurched people of Holston Conference. While the change in worship styles causes some pain, we cannot underestimate the gain of new souls for the Kingdom of God. Even revitalizing existing worship services would be a positive step in winning others to Christ.

Many of our churches are taking steps to improve and build physical facilities. The Fairview Church of the Maryville District is relocating its entire campus and building a new facility. Other churches such as Trinity-Morristown are planning for the future with new buildings. Central in the Oak Ridge District is looking at some innovative design and building options for the proposed facility at a new site. Martel in the Oak Ridge District is seeking God's vision for their newly acquired 12-acre relocation site. Other churches throughout the conference have entered into smaller building projects in order to have more space to reach others.

We encourage every local church to have an attractive facility. Road signage with directions to the church are important. Signage outside the church will help visitors to learn of the times of worship and other activities. While these may seem to be small efforts, they work to make the local church be more invitational.

The districts continue to have summer evangelistic events such as Camp Meetings in the Big Stone Gap, Johnson City, Kingsport, and Wytheville Districts. The Tazewell District has a unique Brush Arbor Camp Meeting for one day with dinner on the ground, children's activities, musical groups, and Bible study along with an evangelistic service. The Maryville and Morristown Districts continue to offer a four-day district revival which moves to different churches each night. These events do provide for spiritual renewal and should be a means for some to be won to Christ.

The churches of the Holston Annual Conference have accomplished much for the Kingdom of God during the past year. While we take great pride in what has been done, we are very quick to offer thanksgiving to God for blessing the churches to do the work of ministry. These are much to be done. The local church must never get comfortable lest it become self-serving and lose its passion for ministry. The Biblical mandate to go into every corner of the world to teach, preach and baptize has not changed. The question each local church must ponder is

“What are we doing in our little corner of the world for Jesus?” Until we struggle with this question and seek to find the answers, little will be accomplished. We must remember that God calls us to be his living witnesses. We are the light of the world and the salt of the earth. We are called to be messengers in a world where people await to hear the Good New.

Together we can “by all means, win some!!!!!!”

~ Pierce J. Edwards, *Dean*

## 18. DUKE DIVINITY SCHOOL

Duke Divinity School, which opened in 1926 as Duke University’s first graduate professional school, is celebrating 75 years of preparing leaders for the transformative ministry of the church through distinguished academic and field programs for education of both the clergy and laity.

During the past fiscal year the Divinity School received a record-breaking \$11.4 million in contributions, surpassing its original goal for the five-year Duke University Capital Campaign. Such success encouraged the university trustees to approve a revised goal of \$85 million for the Divinity School by the end of 2003, which will include funds for endowment, for building an addition, and for a new Divinity School chapel.

Enrollment for 2000-01 was 484 full-time students from 32 states and ten foreign countries. Sixty percent of the student body is United Methodist, with the balance representing 37 other denominations.

The Divinity School began several new endeavors in the past year. The Learned Clergy Initiative is an innovative effort to help develop a new generation of strong pastors. Funded by a \$10 million grant from Lilly Endowment Inc., the initiative is designed to inspire vital leadership for congregations. The program includes a total of 60 three-year Master’s Degree fellowships, six five-year Ph.D. scholarships, and a series of sustained learning opportunities to bring together clergy and lay leaders with divinity faculty and students to cultivate good habits of study, reflection and conversation.

The Duke Youth Academy for Christian Formation will hold its initial two-week residential session, July 8-21, on the Duke University campus. The academy, also funded by a Lilly Endowment grant, will accept 70 rising high school juniors and seniors of diverse races, cultures and Christian faith traditions.

The Duke Pastoral Leadership Project focuses on strengthening the quality of clergy and lay leadership across the country. Twenty separate research studies are planned, under way, or, in some cases, already completed. The first five of 10 Ph.D. research fellowships, each carrying a \$15,000 stipend, have been awarded, and more than 3,000 pastoral leaders are being surveyed.

“Living a Sunday Faith in a Monday World” was the title of Laity Weekend, a conference designed to help people learn how to live their faith in the weekday world.

A new Partnership between Duke Divinity School and the Methodist Church of Southern Africa (MCSA) has been established. This will have a particular connection with John Wesley College, the theological school for the MCSA. Student internships and other student and faculty exchanges are being developed to enhance the education and formation of people in both contexts.

~ Respectfully submitted by L. Gregory Jones, *Dean*



**19. FIVE STAR CHURCHES**

5 Star churches are churches who have paid their apportionment in full for the year and have given to each of the following (no set amount): International Advance Specials, United States Advanced Specials, Conference Initiated Specials, and UMCOR.

**Abingdon District**

Abingdon UMC	Damascus UMC	Mt. Pleasant UMC Marion
Addilynn Memorial UMC	Davis Memorial UMC	Oak Grove UMC Bristol
Aldersgate UMC Bristol	Elizabeth UMC	Pleasant view UMC Abingdon
Anderson Street UMC	Emory UMC	Reynolds Memorial UMC
Beech Grove UMC	First UMC Bristol	Shady Grove UMC
Bethany UMC	First UMC Marion	Shouns UMC
Blackwell's Chapel UMC	Greendale UMC	Smyth Chapel UMC
Booher's Chapel UMC	Lebanon UMC	State Street UMC
Brumley Gap UMC	Meadowview UMC	Trade UMC
Carvosso UMC	Mountain View UMC Abingdon	Union UMC
Chilhowie UMC	Mountain View UMC Chilhowie	

**Big Stone Gap District**

Andover UMC	Gilbert's Memorial UMC	Nottingham UMC
Blair's Chapel	Hiltons Memorial UMC	Pleasant Hill UMC
Bond Memorial UMC	Holston View UMC	Pound UMC
Bowling Chapel UMC	Imboden UMC	Prospect UMC
Campground UMC	Jonesville UMC	Robbin's Chapel UMC
Clintwood UMC	Legion Memorial UMC	Robinette UMC
Coeburn UMC	Marble Point UMC	Rye Cove UMC
Dryden UMC	McClure UMC	Seminary UMC
East Stone Gap UMC	Mendota UMC	Smyth's Chapel UMC
Exeter UMC	Midway Memorial UMC	South Coeburn UMC
First UMC Pennington Gap	Miller's Chapel UMC	St. Charles UMC
Flatwoods UMC	Morgan Memorial UMC	Tacoma UMC
Fort Gibson UMC	Mt. Vernon UMC	Three Bells UMC
Gate City UMC	Nickelsville UMC	York's Chapel UMC

**Chattanooga District**

Brainerd UMC	Highland Plaza UMC	St. Luke UMC
Brooks Memorial UMC	Mt. Crest UMC	Sulphur Springs UMC
Chapel Hill UMC	Red Bank UMC	Tyner UMC
Christ UMC	Signal Crest UMC	Washington Hills UMC
Dunlap UMC	Signal Mountain UMC	Wauhatchie UMC
East Ridge UMC	Simpson Memorial UMC	Wesley UMC
Fairview UMC	St. Elmo UMC	White Oak UMC
Harrison UMC	St John UMC	

**Cleveland District**

Allen Memorial UMC	Decatur UMC	Soddy UMC
Big Spring UMC	Englewood UMC	Spring City UMC
Broad Street UMC	Evensville UMC	St. Clair UMC
Calhoun UMC	First UMC Copperhill	Union Chapel UMC
Cedar Springs UMC	Keith Memorial UMC	Wesley Memorial UMC
Concord UMC	Mars Hill UMC	Cleveland
Daisy UMC	Reed's Chapel UMC	

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**Johnson City District**

Bluff City UMC	First UMC Johnson City	New Victory UMC
Cherokee UMC	Grace UMC	Piney Flats UMC
Chuckey UMC	Gray UMC	Rockhold UMC
East Pine Grove Park UMC	Greenwood UMC	Sulphur Springs UMC
Enterprise UMC	Hunter UMC	Unicoi UMC
Fairhaven UMC	Jonesborough UMC	Valley Forge UMC
Fairview UMC	Liberty Hill UMC	Watauga Point UMC
First UMC Elizabethton	Munsey Memorial UMC	

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**Kingsport District**

Amis Chapel UMC	First UMC Church Hill	Mountain View UMC
Blountville UMC	First UMC, Rogersville	Mt. Zion UMC
Cameron UMC	First UMC Surgoinsville	Okolona UMC
Cassidy UMC	Glen Alpine UMC	Otes UMC
Chalybeate Springs UMC	Grange Hall UMC	Persia UMC
Clouds Bend UMC	Hermon UMC	Salem UMC
Colonial Heights UMC	Hull's Chapel UMC	St. Luke UMC
Cross UMC	Ketron Memorial UMC	St. Mark UMC
Crossroads UMC	Kincaid UMC	St. Matthew UMC
Dodson Creek UMC	Kingsley UMC	Vermont UMC
Ebbing & Flowing Springs UMC	Klepper's Chapel UMC	Washington Chapel UMC
Fall Branch UMC	Mafair UMC	
First Broad Street UMC	Morrison Chapel UMC	

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**Knoxville District**

Bearden UMC	First UMC Knoxville	Norwood UMC
Bethel UMC French Broad	Fountain City UMC	Pleasant Hill UMC Knoxville
Bookwalter UMC	Huckleberry Springs UMC	Powell UMC
Central UMC Knoxville	Kodak UMC	Rutherford Memorial UMC
Christ UMC Knoxville	Lincoln Park UMC	St. Luke UMC Knoxville
Church Street UMC	Macedonia UMC Knoxville	St. Paul UMC Fountain City
Emerald Avenue UMC	New Life UMC	Zion UMC Knoxville

**Maryville District**

Bethel UMC Seymour	Friendsville UMC	St. John UMC
Binfield UMC	Loudon UMC	St. Mark's UMC
Broadway UMC	Meadow UMC	Tuckaleechee UMC
Eden UMC	Middlesettlements UMC	Walden's Creek UMC
Fairview UMC	Murphy's Chapel UMC	Walland UMC
First UMC Gatlinburg	New Salem UMC	Wears Valley UMC
First UMC Madisonville	Oakland UMC	Williamson's Chapel UMC
First UMC Maryville	Peck's Memorial UMC	
First UMC Sweetwater	Pleasant Hill UMC Blount	
First UMC Tellico Plains	Seymour UMC	

**Morristown District**

Antioch UMC	First UMC White Pine	Mt. Zion UMC Afton
Asbury UMC	Fowler's Grove UMC	Noes Chapel UMC
Beth Car UMC	George Street UMC	Oakland UMC
Bethel UMC	Glendale UMC	Panther Springs UMC
Bewley's Chapel UMC	Hardin's Chapel UMC	Parrottsville UMC
Bradburn Hill UMC	Harmon's Valley UMC	Pine Grove UMC
Bybee UMC	Harned Chapel UMC	Pruitt Hill UMC
Cedar Grove UMC	Lawson Chapel UMC	Rutledge UMC
New Market	Liberty Hill UMC	Seahorn's Chapel UMC
Cedar Grove UMC Rutledge	Loy Memorial UMC	Shady Grove UMC
Centenary UMC	Mary's Chapel UMC	Strawberry Plains UMC
Central Mosheim UMC	McCampbell UMC	Tate Chapel UMC
Bean Station	Midway UMC	Trinity UMC Morristown
Doty's Chapel UMC	Mooresburg UMC	Watkin's Chapel UMC
Economy UMC	Mt. Airy UMC	Weem's Chapel UMC
Edward's Chapel	Mt. Pleasant UMC	Wooten's Chapel UMC
First UMC Bulls Gap	Thorn Hill	Zion UMC
First UMC Morristown	Mt. Sinai UMC	
First UMC Newport	Mt. Vernon UMC	

**Oak Ridge District**

Beaver Ridge UMC	Good Shepherd UMC	Moore's Gap UMC
Bradbury UMC	Heiskell UMC	Norris UMC
Central UMC Lenoir City	Jacksboro UMC	Oliver Springs UMC
Concord UMC Knox	Jonesville UMC Roane	Rugby Road UMC
First UMC Farragut	Kern Memorial UMC	St. Mark UMC Clinton
First UMC Oak Ridge	Kingston UMC	Sunbright UMC
First UMC Oneida	LaFollette UMC	

**Tazewell District**

Bailey UMC	First UMC Pearisburg	Pleasant Hill UMC Pearisburg
Belfast UMC	First UMC Richlands	Pleasant Hill UMC Tazewell
Bland UMC	Goodman’s Chapel UMC	Pounding Mill UMC
Brown’s Chapel UMC	Green Valley UMC Bastian	Red Oak UMC
Cedar Bluff UMC	Hale’s Chapel UMC Narrows	Rocky Gap UMC
Dailey’s Chapel UMC	Honaker UMC	Round Bottom UMC
Davis UMC	Kathleen Memorial UMC	Shady Grove UMC
Dennison UMC	Macedonia UMC	Sheffey Memorial UMC
Eaton’s Chapel UMC	Main St UMC	Thessalia UMC
Ebenezer UMC Bluefield	Midway UMC Cedar Bluff	Tip Top UMC
Edgewood UMC Pearisburg	Millrons UMC	Wesley’s Chapel UMC
Elk Garden UMC	New Hope Union UMC	Wrights Valley UMC
First UMC Bluefield	North Tazewell UMC	
First UMC Narrows	Pine Grove UMC Bastian	

**Wytheville District**

Aldersgate UMC	First UMC Galax	Max Meadows UMC
Asbury UMC	First UMC Hillsville	Morgan’s Chapel UMC
Belspring UMC	Forest UMC	Mountain Plains UMC
Bethel UMC	Fort Chiswell UMC	Mt. Hope UMC
Camp Bethel UMC	Franklin Street UMC	Mt. Pleasant UMC
Central UMC Radford	Groseclose UMC	Mt. Zion UMC
Cold Springs UMC	Grove UMC	New Hope UMC
Crossroad UMC	Jersalem UMC	Oakland UMC
Dublin UMC	Lebanon UMC	Pleasant Hill UMC
Ebenezer UMC	Leonard Memorial UMC	Rockford UMC
Fairlawn UMC	Liberty Hill UMC	St. Paul UMC
Fairview UMC	Locust Hill UMC	Trinity UMC Austinville
Fancy Gap UMC	Long View UMC	Willis UMC

**20. HOLSTON CONFERENCE COLLEGES**

**Emory & Henry College**

I. Students (Fall Semester 2000)	
A. Full Time Students .....	932
B. Part Time Students .....	43
C. Full Time Equivalent Enrollment .....	949
D. Full Time Virginia Students .....	657
E. Full Time Methodist Students .....	268
F. Resident Students .....	617
G. Non Resident (Day) Students .....	358
H. Male Students .....	462
I. Female Students .....	513
J. American Black .....	51
K. Native American .....	0
L. Foreign .....	11
M. Number Students Receiving Financial Aid .....	775

II. Faculty (Fall Semester 2000)

A. Full Time Faculty .....	61
B. Part Time Faculty .....	22
C. Full Time Equivalent Faculty .....	65
D. Degrees of Full Time Faculty	
1. Doctorates .....	54
2. Masters .....	8
3. Bachelors .....	0
E. Average Salary Full Time Faculty .....	\$44,800
F. Average Compensation Full Time Faculty .....	\$54,700

III. Operating Finances (July 1, 1999-June 30, 2000 Audited)

A. Revenues (Total) .....	\$18,479,755
1. Tuition and Fees .....	\$7,890,431
2. State and Federal Grants .....	\$174,780
3. Private Gifts/Grants .....	\$2,885,721
4. Investment & Endowment Income .....	\$2,822,710
5. Auxiliary Enterprises .....	\$4,247,449
6. Other .....	\$458,664
B. Expenses (Total) .....	\$16,117,596
1. Instruction .....	\$6,032,415
2. Sponsored Research .....	\$428,431
3. Academic Support .....	\$970,832
4. Student Services .....	\$2,528,388
5. Institutional Support .....	\$2,802,012
6. Physical Plant (allocated to expenses)	
7. Financial Aid (netted against tuition)	
8. Auxiliary Enterprises .....	\$3,355,518
C. Total Net Assets (6/30/00) .....	\$88,121,479
D. Unrestricted Net Assets (6/30/00) .....	\$29,795,491
E. Operating Budget (2000-01) .....	\$17,334,090
F. Expenditures Per Student (2000-01) .....	\$19,027
G. Amount Per Student Provided by Holston Conference (1999-2000) .....	\$190

**Hiwassee College**

I. Students (as of Fall Semester 2000)

A. Full Time Students .....	306
B. Part Time Students .....	77
C. Full Time Equivalent Enrollment .....	335
D. Full Time Tennessee Students .....	252
E. Full Time Methodist Students .....	45
F. Resident Students .....	195
G. Non Resident (Day) Students .....	188
H. Male Students .....	171
I. Female Students .....	212
J. American Black .....	29
K. Native American .....	0
L. Asian American .....	0
M. Foreign .....	14
N. Number of Students Receiving Financial Aid .....	316

II. Faculty (as of Fall Semester 2000)

A. Number of Full Time Faculty .....	23
B. Number of Part Time Faculty .....	13
C. Full Time Equivalent Faculty .....	29
D. Number of Faculty and Administrative Staff Representing Ethnic Minorities ....	2
E. Degrees of Full Time Faculty	
1. Doctorates .....	9
2. Masters .....	14
3. Bachelors .....	0
F. Average Salary of Full Time Faculty .....	\$27,520
G. Average Compensation of Full Time Faculty .....	\$33,364

III. Operating Finances (for 1999-2000 Fiscal Year)

A. Operating Income (Total) .....	\$4,540,740
1. Student Fees .....	\$2,334,217
2. Endowment Income (Unrestricted) .....	\$339,587
3. Church Sources .....	\$179,222
4. Auxiliary Enterprises .....	\$1,032,997
5. Student Aid .....	\$1,295,597
6. Development Funds .....	\$865,192
7. Other .....	\$714,531
B. Operating Expenditures (Total) .....	\$5,379,730
1. Instructional .....	\$1,058,570
2. All Institutional Support Services .....	\$1,681,177
3. Library .....	\$89,571
4. Physical Plant .....	\$687,872
5. Auxiliary Services .....	\$572,111
6. Student Aid .....	\$988,395
7. Other .....	\$295,034
C. Operating Indebtedness at Beginning of Current Year .....	\$444,938
D. Operating Budget for Current Year .....	\$4,861,033
E. Expenditures Per Student for Current Year .....	\$14,297
F. Amount Per Student Provided by Holston Conference .....	\$588

**Tennessee Wesleyan College**

I. Students (Fall Semester 2000)

A. Full Time Students .....	595
B. Part Time Students .....	200
C. Full Time Equivalent Enrollment .....	705
D. Full Time Tennessee Students .....	514
E. Full Time Methodist Students .....	109
F. Resident Students .....	204
G. Non Resident (Day) Students .....	422
H. Male Students .....	296
I. Female Students .....	499
J. American Black .....	23
K. Native American .....	1
L. Foreign .....	42
M. Number Students Receiving Financial Aid .....	650

II. Faculty (Fall Semester 2000)

A. Full Time Faculty .....	50
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B. Part Time Faculty .....	17
C. Full Time Equivalent Faculty .....	54
D. Degrees of Full Time Faculty	
1. Doctorates .....	37
2. Masters .....	13
3. Bachelors .....	0
E. Average Salary Full Time Faculty .....	\$31,942
F. Average Compensation Full Time Faculty .....	\$39,646
<b>III. Operating Finances (July 1, 1999-June 30, 2000 Audited)</b>	
A. Revenues (Total) .....	\$7,961,883
1. Tuition and Fees .....	\$5,340,219
2. State and Federal Grants .....	\$105,506
3. Private Gifts/Grants .....	\$777,009
4. Investment & Endowment Income .....	\$589,479
5. Auxiliary Enterprises .....	\$801,861
6. Other .....	\$347,809
B. Expenses (Total) .....	\$7,874,522
1. Instructional .....	\$2,273,947
2. Academic Support .....	\$241,531
3. Student Services .....	\$724,698
4. Student Aid .....	\$1,893,468
5. Institutional Support .....	\$1,364,189
6. Physical Plant (Pro Rated to Expenses)	
7. Auxiliary Enterprises .....	1,376,689
C. Total Assets (6/30/00) .....	\$14,363,992
D. Unrestricted Net Assets (6/30/00) .....	\$2,973,969
E. Operating Budget (2000-01) .....	\$9,411,586
F. Expenditures Per Student (2000-01) .....	\$13,350
G. Amount Per Student Provided by Holston Conference (1999-2000) .....	\$270
<b>IV. Capital Funds</b>	
A. Book Value of Physical Plant (6/30/00) .....	\$5,006,487
B. Capital Indebtedness (6/30/00) .....	\$652,614
C. Net Increase in Physical Plant from Preceding Year .....	\$735,777
D. Market Value of Endowment (6/30/00) .....	\$7,646,124
E. Net Increase in Endowment Principal from Preceding Year .....	\$374,474

**21. HOLSTON CONFERENCE FOUNDATION**

The Holston Conference United Methodist Church Foundation, Inc. (The Foundation) took another leap forward in its ability to provide excellent service and leadership in the areas of financial stewardship, philanthropic education, and gift planning with the addition of Roger Redding as Executive Director. Roger’s 23 years of professional fund development experience (last with the University of Tennessee) and service on our Foundation’s board make him a great asset to the entire conference.

With Roger’s arrival the Foundation has a physical presence in both the Knoxville and Johnson City Conference offices. Roger’s primary office is in Knoxville, while Brenda Mills, Accounts Manager, continues her service in Johnson City.

While 2000 was a trying year in the financial markets, the Foundation’s three investment choices performed quite well. The Money Market Fund’s yield (for short-term investments) was

between 5-6% for much of the year. The Income Fund (for intermediate-term investments) had a stellar year with a 14.25% return. The Balanced Growth Fund (long-term investments) had a small setback, falling 2.7% (the S&P 500 fell 9.1%). The 5-year average annual return for the Balanced Growth Fund is 10.95%, and the 10-year average annual return is 11.12%, demonstrating the long-term ability of this fund to deliver.

At the end of 2000 the Foundation held investments for churches, conference agencies, programs, and individual endowments and trusts totaling \$35,747,491.41 in 418 separate accounts. This makes the Foundation the 17th largest Conference Foundation in the nation.

While the numbers might be impressive, the real blessings are the stories behind the gifts about the people who give in love to enhance Christ's Kingdom through church endowments and funds to support scholarships, missions, camps, care of children and the elderly, and countless other areas of "doing good".

The Foundation is poised and ready to help people learn more about the creation of endowments, donor advised fund, bequests, charitable trusts, and other financial instruments. With the enormous passing of wealth that is set to occur in this nation from one generation to the next, there has never been a greater opportunity or a greater need for education and planning to "do good." Developing materials and educational programs to help individuals, churches, and other conference agencies better understand these issues will continue to be a primary mission of our Foundation.

The Foundation has been blessed and is itself a blessing. Our board and our staff are committed and enthusiastic. The opportunities to be of service are limitless. How may we serve you? Please contact Roger or Brenda or any member of our board with your questions and ideas.

~ James Addington, *President, Holston Conference Foundation Board*

## 22. HOLSTON CONFERENCE PASTORAL COUNSELING CENTER

Change is the keyword for 2000 in the work of the counseling center. As I write this report, I am very aware of how many aspects of this ministry have changed in the years of operation. Not only are the changes in the center, but also in ministry within the Conference and the church worldwide. When the office was opened, I wrote and spoke to clergy and laity about God's direction and power within the system of the United Methodist Church. Never look at just the number of clergy, spouses or family members seen; look to the impact this ministry has had from a systemic way.

Look at the land covered by the Holston Conference and the people serving here as ordained or full-time church employees fulfilling the call they have received from God. The number of changes in forms of ministry is overwhelming. The number of changes in the communities we serve have certainly offered more challenges than we imagined in 1972. We talk to each other with wireless ease; think how many cell phones you see each day. We fax orders to be filled within 24 hours and are overwhelmed by the technology that is available. To know how we fulfill ministry and how our churches serve the changing communities is a stressor to all of us.

Let me state that the word of God is needed in this changing world. In my work I see people being called in a second or third career to ordained ministry. I watch as some seek God's direction in finding their role somewhere other than a pulpit ministry or even a fulltime position with the organized church. We continue to see God at work in lives that change and are fulfilled in new ways to celebrate God's love. These observations remind me of the systemic way that clergy and communities impact each other. I am working with some of those who have been impacted by these changes.



A person who has served this office for many years, Gaynell Seale, has moved to a new position of ministry, and I want to express my appreciation for her years of dedication. In July the backup of another counseling service in the same building in Knoxville changed. Sara Cawood and the counselors she directed moved to a new location. The Good Shepherd Board is hiring a new director, and we will continue to work together. Mid-year, with the support of my committee, I decided to end my trips to Emory and Henry and the Wesley Foundation at East Tennessee State University. Many of you have continued to use the office by driving to Knoxville, e-mail consultations, and phone contacts, once again illustrating a change in forms of ministry.

The report of direct services does not cover those involved in workshop’s, seminars or other activities I led in 2000.

**Direct Services**

	<u>1998</u>	<u>1999</u>	<u>2000</u>		<u>1998</u>	<u>1999</u>	<u>2000</u>
Clergy	196	195	171	Groups (5)	30	28	25
Spouses	71	72	75	Individuals	118	113	93
Children	12	11	22	Marital	30	44	33
Diaconal and Employees	20	11	8	Family	6	6	8
Clergy/Family				Pre-Marital	5	8	8
Other Denomination	10	9	6	Divorce	2	1	2
Other Conference	7	5	4	Supervision/Consultation	211	195	203

~ William H. Balch

**23. HOLSTON CONFERENCE PRISON MINISTRY**

On January 8, 2001, Reverend Timothy W. Graham was employed as the Chaplain at Marion Correctional Treatment Center. Chaplain Graham is a member of the Holston Conference and has served as a pastor in the Abingdon District since 1994. Chaplain Graham will serve with a team of psychiatrists, counselors and social workers to minister to one hundred and eighty prisoners who are mentally ill. Chaplain Graham has excellent credentials to serve in this specialized ministry. He is a graduate of Asbury College, United Theological Seminary, and has a Doctor of Ministry degree from Lexington Theological Seminary. He also has over 400 hours of clinical pastoral education and evaluation of counseling technique and procedure.

Chaplain Graham will also be employed as the chaplain at the Southwest Virginia Mental Health Institute.

This is the first time that a chaplain has been assigned to the Marion Correctional Treatment Center. Chaplain Service now has chaplains assigned to twenty-nine prisons and seven juvenile correctional centers in Virginia.

Chaplains are assigned to the prisons in the Holston Conference, Bland Correctional Center, Keen Mountain Correctional Center, Red Onion State Prison, and Wallens Ridge State Prisons. Most of these prisoners will be released from prison and return to their home communities. We want them to be changed people who have served their time and who will be responsible caring Christians and not people looking for further criminal activities.

Please continue to pray for the chaplains and those whom they serve.

“Remember those in prison as though in prison with them.” HEBREWS 13:3

~ Cecil E. McFarland, *Executive Director*

## 24. HOLSTON UNITED METHODIST HOME FOR CHILDREN, INC.

A beacon of hope for children and families, Holston United Methodist home for Children has been a ministry of the Holston Conference for 106 years. Working faithfully in the Wesleyan tradition, Holston Home touches the lives of children, youth, and their families...all children of God...whose lives have been torn asunder by family conflict, interpersonal relationship problems, family break-ups, and other traumas. We work to counteract the stresses and strains of the 20th century that put families and children "at risk." Through services ranging from safe haven for hurting children, through adoption and foster care, and in-home family help, Holston Home has brought about hope and healing for those in need and has touched the lives of hundreds of children and families in the past year.

We thank you for your part in the ministry as you answer the call of Christ to minister to the poor, downtrodden, alienated, frustrated and disenfranchised members of our society. We believe God has called us to be His ambassadors in partnership with the members of the churches of the Holston Conference.

Some of the accomplishments of our partnership in 2000 are as follows:

- Support for Fifth Sunday and Advance Specials continued to grow throughout 2000.
- Teachers in the school and the Home's chaplain emphasized spiritual development through attendance in weekly chapel services, Resurrection, and services to others.
- The Brumit Center, a home in which older adolescents learn independent living skills, opened in August. Ken Brumit and members of the Brumit Family of Elizabethton attended, and Mr. Brumit spoke at the dedication ceremony, along with Bishop Ray W. Chamberlain. The Center was dedicated to the memory of Ken's parents, Walter B. and Theresa Brumit.
- The Hull Residence for adolescent girls opened in the fall with an October dedication, attended by Bishop Chamberlain and the Honorable Judge Thomas G. Hull. The residence was dedicated to the memory of Judge Hull's daughter, Amy Hull Ransdell, and in honor of his wife, Joan Brnadon Hull.
- Maintenance staff continued to refurbish Wiley Center with renovation of Hardwick Cottage, the addition of a new conference room, and continued work on the grounds.
- Members of the Marine Corps League re-built the Chapel in the Woods, a historic outdoor meeting facility that had all but disappeared. The chapel will be dedicated in 2001.
- Holston Home continued to strengthen its outreach to the Tennessee Conference (Nashville) and the Memphis Conference (Memphis). The Miriam's Promise agency in Nashville moved to new, more accessible headquarters.
- Holston Home participated in partnership with the State of Tennessee to find permanent adoptive homes for children considered hard to place. Through the efforts of this ministry to waiting children, twelve young people who had been languishing in the system found homes they could call their own.
- The book, *Haven in the Hills*, a history of the Home by Eva Grey Hutchins, wife of Vice President Charles Hutchins, helped Holston Home reclaim its heritage as a ministry of this Conference.
- Administrators continued membership in the United Methodist Association and the Child Welfare League of America. President Arthur S. Masker was elected president of the Tennessee Conference on Social Welfare.
- The agency touched the lives of hundreds of children through twelve different services. Five hundred seventy-one children were assisted in their own homes, provided foster or adoptive homes, or supplied residence at Holston Home. Another forty-six received education as day students at Beacon School. Scores of families received counseling to

deal with trauma in their lives. Nearly one thousand children received better early childhood care as a result of the efforts of the in-home day care registry program. Around two hundred others received daily care from early childhood ministries.

- Administrators completed planning to expand services in southwest Virginia and appointed Rae Mullins, Vice President for Specialized Ministries, to implement this plan in 2001.

The people of Holston Conference responded magnificently in 2000, helping Holston Home enjoy one of the best years in its history. When one considers that there is no institutional claim on individuals or churches for support other than that of conscience, this response is especially moving. The support of the people in the pews is not an apportioned figure, but a free will offering from hearts touched by the plight of children in need. 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 heart connection. We will care for as many children as you are willing to underwrite. Your interest determines our future.

Visit our Greenville campus or one of our outreach centers and experience firsthand the transformation and redemption that is taking place in the lives of children. Return to your church, share our story, and remember us in your prayers!

“What does it profit, my brethren, if a man says he has faith but not works.” – JAMES 2:14 (RSV)

~ Arthur S. Masker, *President/CEO*  
~ Kent Bewley, *Chairman, Board of Trustees*

## 25. MINISTRY DESIGN TEAM

The 2000 Session of the Holston Annual Conference authorized the Ministry Design Team to continue to monitor and assist with the transition to the Design for Ministry approved provisionally at the 1999 Annual Conference. Included in this process was a thorough review of the changes in the 2000 *Book of Discipline*. Meetings were also held with the Chair of the Discipleship Team, the Director of Connectional Ministries, the Conference Secretary, and the Bishop to evaluate needed changes as a result of using the design for two years.

The second recommendation approved by the 2000 Annual Conference was the presentation of the Design for Ministry to the Judicial Council in the fall of 2001. Plans are under way to request this review pending any changes approved by this session of the Annual Conference.

The following represent changes/additions/deletions to the Design for Ministry approved in 1999:

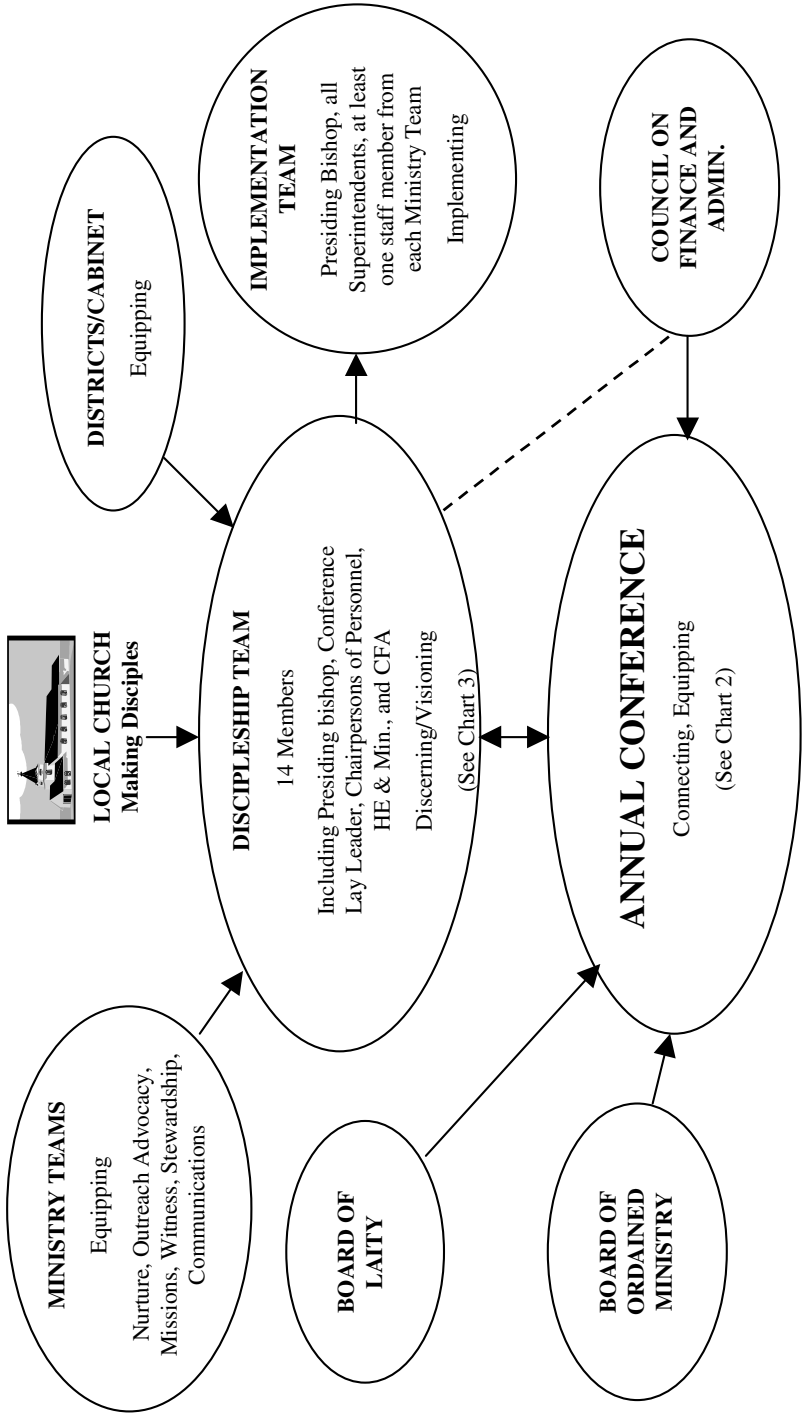
1. The name for Facilitating Teams is changed to Ministry Teams.
2. The chairperson of the Higher Education and Ministry Area is added as an ex-officio member of the Discipleship Team making the total membership thirteen.
3. All references to *The Book of Discipline* have been changed to reflect the 2000 *Book of Discipline*.
4. Minor changes have been made in Charts 1, 3, 4, and Addendums A and B to reflect these revisions.  
(Copies of these revisions may be secured from the Chat Room at Annual Conference.)

The Ministry Design Team recommends adoption of these minor changes. Following presentation to the Judicial Council in the fall of 2001, the Ministry Design Team understands that it will have fulfilled its role and will cease to exist. Any future revisions and adjustments to the Design for Ministry may be presented to the Annual Conference by the Discipleship Team.

~ The Ministry Design Team  
Gary W. Grogg, *Chairperson*

# CHART 1

## CORE PROCESS FOR DECISION-MAKING



## 26. 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 by the laity and clergy of Holston Conference.

The focus of the Nurture Ministry Team for this next year will be directed toward meeting the needs expressed by local churches in the Annual Conference survey conducted in 2000. We will address three crucial training areas:

1. **Ministry Formation:** We understand that seeking God's call to ministry is different than forming committees. It is our hope to make resources available for helping churches develop ministries to which it feels called.
2. **Leadership Skills:** We believe there is no point in having skills if you don't know for what you are going to use them. Survey results indicated the following skills which we hope to assist in training: people skills, management of meetings, transition processes, decision making, group dynamics, development of priorities and origination of ideas and concepts.
3. **Structure in the Local Church:** Working with the idea that structure follows ministry formation, the team plans to make available resources to help local churches organize from within in order to be able to reach out and "By All Means Win Some".

Already being formed are core groups of trainers willing to go into local churches to address specific training needs (e.g., Youth Ministry, Children's Ministry, Older Adult Ministry, Contemporary Worship).

We are excited about the opportunities before us to respond to the needs expressed by the local churches within the conference. With God's help, we will see the vision of the Nurture Team come to fruition, a vision of churches that are alive with spiritually-enriched, well-trained disciples living out the love of Christ.

My gratitude is extended to the Nurture Team members for their faithfulness, creativity, and willingness to serve. Although new to the conference and its structure, I have been embraced and encouraged by the team members. It is a pleasure to work together.

~ Julie Collins, *Chairperson*

## 27. OUTREACH/ADVOCACY MINISTRY TEAM

**Mission:** The mission of the Outreach/Advocacy (O/A) Ministry Team is to promote and facilitate ministries of justice and advocacy.

**Vision:** The vision of the O/A Ministry Team is that local congregations are actively engaged in Christian witness through ministries of justice and advocacy for all God's children and creation.

During the past annual conference year the O/A Ministry Team served primarily as a funding resource for grass-roots justice ministries throughout Holston Conference. Some of the projects/ministries included:

1. Summer camping scholarships for children and adults who attended a Holston Conference sponsored camp in 2000;
2. Five Accessibility Grants of \$500 each for congregations engaged in upgrading their building to accommodate persons with special needs;
3. Funding for the "Strength for the Journey" retreats for persons with HIV/Aids which are held at the Buffalo Mountain Retreat Center;

4. Scholarships of \$700 each for persons who attended the National African American Convocation in Dallas, Texas;
5. Funding for the Hight Project in Chattanooga, Tennessee, a ministry for persons just released from prison;
6. Funding for Interfaith Hospitality Network in Chattanooga, Tennessee, a ministry that provides shelter for persons in local churches;
7. Funding for the Virginia Chaplaincy Service, an organization that provides chaplains for state-run prisons in Virginia.

The O/A Ministry Team looks forward to providing funding and resource for other ministries in 2001-2002. Two ministry priorities for the coming year will be the Parish Nurse program and Restorative Justice ministry.

Respectfully Submitted,  
Beverly C. Robinette, *Chairperson*

## **28. PERSONNEL RESOURCES TEAM**

The Personnel Resources Team has experienced another busy but productive year.

Reflecting upon this year, it has been a long hard battle, but we persevered; we prayed a lot; we believed that God was ever present in our decisions.

Some of the remarkable and exciting events are listed below:

- Replacing Susan Grove DeJarnett was a challenge, but Annette Bender came on board and has done a superb job as Editor of *The Call*.
- Search Committee for a Director of Communications struggled for months, receiving resumes and having numerous interviews, but the person we finally hired was here in our own backyard. Kevin Slimp comes to us with all kinds of credentials and leadership qualities that will be beneficial to Holston Conference.
- When Tom Haskins resigned, another Search Committee for a Director of Connectional Ministries was formed. One of our own, a member of the Discipleship Team, Anne Travis felt the call to make a career change. Anne has and is doing a fabulous job!
- Annette Flynn's resignation was quite a surprise. How can you replace someone so vivacious, someone with such spiritually, and someone that worked so hard to get this new endeavor off the ground, but the door opened for Kim Goddard to take up the torch and charge on, which she has done well.
- Angee Woody decided since she was going to be the mother of two that she needed to be part-time. With Angee's longevity and experience as Director of Youth, she could continue in that role, but would not be able to do Children's work also. God does work in mysterious ways his wonders to perform, and the door opened for Claudia Howard to work on a part-time basis as Coordinator of Children's Work. Her skills and talents have made the transition work wonderfully.
- Joyce Jones, for personal reasons, had to resign as receptionist of the Johnson City Conference office. She will remain as Librarian of Audio Visuals, working one day a week.
- Judy Arwood was hired as receptionist and is doing very well.
- Effective May 1, 2001, the Reverend Ron Matthews will serve as Director of Finance Services and Stewardship Resources. This position includes the work and responsibility of Conference Treasurer and Pensions Officer. Ron brings years of experience and a passion for stewardship.

**OTHER ROLES AND CHANGES:**

- John Ripley became the Director of New Church Development.
- Ron Hammond became Director of Merging/Relocating Churches. However, he assumed the role of Director of the Pension Campaign upon the resignation of Ed Laity.
- Jim Green became Director of Clergy Concerns.
- Roger Redding became Director of the Holston Conference Foundation.
- Bill Daugherty assumed the role as Coordinator of Missions and has been hard at work ever since he came on board in a part-time role.
- Sandra J. Ruebush became the Administrative Assistant of the Pensions Campaign.
- Misty Litton was hired as a support person in the Administrative Services offices.
- Donna Hankins was hired as Technology Specialist, completing the Communications Team for the time being.

Yes, there were times when we were practically in agony; there were times we shed some tears; and there were a few times for laughter, but above all, we believe we were following a course and that God was leading us. We are most fortunate in Holston Conference to have such an outstanding staff.

The Personnel Resources Team is a very dedicated team and consider it a privilege to be chosen for this role in Holston Conference. We have come a long way, but we still have a long way to go. We constantly practice patience.

~ Mary Frances Tucker, *Chairperson*

**29. RECOMMENDATION ON EQUITABLE COMPENSATION***The 2001 Session of Holston Annual Conference*

*The 2000 Book of Discipline*, paragraph 623, assigns the Commission on Equitable Compensation or, in the case of Holston Conference, The Stewardship Ministry Team 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, and (c) providing counsel and advisory material on clergy support to district superintendents and committees on pastor-parish relations. The Stewardship Ministry Team will accomplish these objectives by:

- Performing an annual review and recommendation of minimum salary levels.
- Submitting an annual budget request adequate to fund equitable salary needs.
- Providing direction and oversight in the disbursement of this fund.
- Providing counsel and advisory support to the cabinet and PPR committees.

APPLICATION & 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:

- (a) 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.)
- (b) Contributions from all other sources, i.e., the national, conference, district and/or the local church level.

**STEP 2:** The district superintendent will submit applications to the cabinet representative 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 Stewardship Ministry Team 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 2002

**The Stewardship Ministry Team recommends a 2.5% increase in salary levels for the year 2002. 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 .....	\$30,345
Probationary Member (MDiv) or equivalent degree .....	\$28,617
Conference Member.....	\$28,361
Probationary/Commissioned Member .....	\$27,855
Associate Member.....	\$27,477

**For Service as full-time Local Pastors:**

Completed Studies .....	\$25,829
Beginning Studies .....	\$22,398

**For Service as Student Pastors:**

Seminary Students (Probationary Members).....	\$21,915
Seminary Students.....	\$20,872
College Students .....	\$18,138

**Annual Supplements for Student Pastors with Dependent Children:**

Each Dependent 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 pastor's 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 stewardship ministry team.

**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 the day of the reading of appointments at the Annual Conference 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 Paragraph 318 of *The 2000 Book of Discipline*.

The student pastor receiving equitable compensation will be expected to:

- (a) Work at least 2 1/2 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 a 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 TO BECOMING A SELF-SUPPORTING CHARGE/CHURCH:

**STEP 1:** The cabinet is responsible for the conserving of conference funds by ongoing efforts to move charges to a self-supporting status within a four-year period.

**STEP 2:** Beginning with year one, the charge will receive no more than 50% of the funds necessary to achieve the minimum level of compensation for which their pastor is qualified. Each year thereafter, the percentage received will be based on the minimum for that particular year. In effect, year two at 37.5%; year three at 25%; and finally in the fourth year up to 12.5% of the amount needed by that charge to achieve the minimum level.

**STEP 3:** Letters will be sent from the Conference Administrative Services Office in early March to the Charge PPR Chairperson, the Charge Treasurer, the District Superintendent and the Pastor notifying them they are in their 4th and final year of salary supplement status.

**STEP 4:** In situations where self-supporting status 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.

**STEP 5:** Those charges that succeed and move to a self-supporting status should be recognized for their achievement by the Annual Conference.

### **30. SOUTHEASTERN JURISDICTION ADMINISTRATIVE COUNCIL**

For the Administrative Council of the Southeastern Jurisdiction the year 2000 was a year of change and transition. A new Executive Director began in May and Bishop Robert Fannin, from the Birmingham area, finished his two years of service as President of the Administrative Council with Bishop William Morris, from the Nashville area, becoming President in December. David Snipes the Business Manager/Treasurer after eleven years of wonderful service to the Council resigned to return to his home in South Georgia.

The position of Director of Ministry was filled by Joy Carr, a diaconal minister in the Mississippi Conference. She had previously served as Director of Christian Education related to Annual Conferences with the Board of Discipleship and Associate Director of the Conference Council in the Mississippi and Tennessee Conferences.

Clyde McDonald, the North Georgia Conference Treasurer for 17 years, has filled the position of Business Manager/Treasurer. He brings a varied background in city government, real estate, and business and technology to the Jurisdiction that will be of great value to our diverse organization.

Several years of planning were culminated in the establishment and filling of a new position of Director of Development and Foundation. James Hanna, an Elder in the North Georgia Conference moved from Charleston, Illinois, where he had been working with the General Board of Global Ministries in development. He brings a rich history of development in higher

education, private consulting and service in the local church. His first task will be leading the Administrative Council in a capital funds drive and the establishment of our foundation.

A communication audit will be finished in May. United Methodist Communications is working with the Administrative Council to access understanding and future projections for the diverse ministry of the Jurisdiction. Twenty-six focus groups involving over two hundred people from around the Jurisdiction along with an extensive survey will provide a solid foundation for future development of ministry options as well as more effective connection with our constituents.

The Administrative Council continues to be committed to strengthening the local church. Our mission is to work with Annual Conferences providing support and expertise. It is our intent to enrich and supplement the work of Annual Conferences with leader development, spiritual formation, and technical training in order to make disciples of Jesus Christ.

The Ministry Team is planning its work for the quadrennium around three priorities:

1. Small membership church.
2. Training and discerning of new persons for the call to ministry.
3. Ministry with the poor.

These priorities will enrich and influence the existing ministry options provided around the Jurisdiction through our seven agencies and ministry areas and will help us to create new opportunities for ministry.

The Junaluska team continues to give direction in making the Lake Junaluska Conference and Retreat Center and Residential Services a community committed to our mission of making more effective the ministry of all Christians. During the year 2000 there were 104,856 guest/nights at Lake Junaluska, the jewel of the Southeastern Jurisdiction. The participants came for conferences, continuing education events, worship, spiritual enrichment, training and relaxation. We are a group center facility, and 261 of our groups were United Methodist.

We have embarked on a program of restoration of the Lake by removing over 100,000 cubic yards of sedimentation at the cost of almost \$700,000. This was done with the help of private contributions and local organizations and an unprecedented grant of \$500,000 from the State of North Carolina.

Progress is being made with our goal to make the Conference Center a year-round facility. The first quarter of 2001 was the best in our history. There is a strong support of the ministry at Lake Junaluska from the persons who own homes around the Lake making for a good partnership.

The Southeast Jurisdictional Administrative Council continues to be the unique agency in the United Methodist Church, providing a myriad of ministry opportunities in our seven agencies, at Lake Junaluska and around the Jurisdiction. We desire to be a servant of the Southeast as well as the entire United Methodist Church. Please pray with us that it will be so!

~ Jimmy L. Carr, *Executive Director*

**31. STATISTICIAN’S REPORT**

*Conference Membership Summary*

	<u>1/1/99 - 12/31/99</u>		<u>1/1/00 - 12/31/00</u>
1. Total full members reported at close of last year	<u>171,944</u>	1	<u>171,869</u>
2a. Received this year on Profession of Christian Faith	<u>2,897</u>	2a	<u>2,777</u>
2b. Restored by affirmation	<u>193</u>	2b	<u>254</u>
3. Received from other United Methodist Churches	<u>1,995</u>	3	<u>2,136</u>
4. Received from other denominations	<u>1,738</u>	4	<u>1,731</u>
5a. Removed or corrected by Charge Conference action	<u>826</u>	5a	<u>1,378</u>
5b. Withdrawn	<u>735</u>	5b	<u>823</u>
6. Removed by transfer to other United Methodist churches	<u>1,612</u>	6	<u>1,756</u>
7. Removed by transfer to other denominations	<u>1,155</u>	7	<u>1,312</u>
8. Removed by death	<u>2,570</u>	8	<u>2,652</u>
9.* Total full members at close of this year:	<u>171,869</u>	9	<u>170,846</u>
(Enter the total of these six amounts in the space to the right)			
<b>1999</b>	<b>A= 272</b>	<b>AA/B= 2,216</b>	<b>H= 173</b>
	<b>N= 50</b>	<b>P= 22</b>	<b>W= 169,136</b>
<b>2000</b>	<b>A= 171</b>	<b>AA/B= 3,200</b>	<b>H= 111</b>
	<b>N= 31</b>	<b>P= 25</b>	<b>W= 167,308</b>
10. Average attendance at the principal weekly worship service(s)	<u>73,836</u>	10	<u>74,018</u>
<b>Total Full Members Net Gain (Net Loss)</b>	<b><u>(-75)</u></b>		<b><u>(-1,023)</u></b>

**32. UNITED METHODIST MEN**

AND JESUS WALKING BY THE SEA OF GALILEE, SAW TWO BROTHERS, SIMON CALLED PETER, AND ANDREW HIS BROTHER, CASTING A NET INTO THE SEA: FOR THEY WERE FISHERS. AND HE SAITH UNTO THEM, FOLLOW ME ... AND THEY STRAIGHTWAY LEFT THEIR NETS, AND FOLLOWED HIM. (MATTHEW 4:18-20)

The primary purpose of the United Methodist Men is to declare the centrality of Christ in the lives of men in all their relationships.

The United Methodist Men spent the entire year serving Christ and reaching out to others. Some of the concerns of the United Methodist Men (UMM) included: (1) To encourage knowledge of and support for the total mission of the United Methodist Church; (2) To engage in evangelism by sharing the fullness of the gospel in it’s personal and social dimensions; (3) To clarify and speak to the identity and role of the man in contemporary society; and (4) to seek commitment to discipleship. In addition, we encouraged each member to read the Bible, pray, bear witness to Christ through daily work, and to engage in Christian service.

Our Annual Retreat was held at Tennessee Wesleyan College on August 5-6, 2000. Our spiritual leaders were Lurone Jennings, Jr., of Chattanooga, Tennessee, and Gerald L. Jones, Louisville, Kentucky. Bradley Hyde of Bristol, Tennessee, led the Bible Study. Jay Gaddis, of Newport, Tennessee, was the Sunday School Teacher. Wade Childress and Dick Blaney led the music for the weekend.

At our Annual August Retreat new officers were elected for a two-year term: President James W. Bellamy, Inskip UMC, Knoxville District; First Vice-President Lawrence Losh, Trinity UMC, Oak Ridge District; Second Vice-President Nathaniel Watson, St. John's UMC, Johnson City District; Secretary Neal Writ, First UMC, Pulaski, Wytheville District; Treasurer Darrell Edmondson, Trinity UMC, Oak Ridge District; Scouting Coordinator Allen Marshall, Aldersgate UMC, Abingdon District; and Gary Westmoreland, Asbury UMC, Oak Ridge District.

The men at the retreat also voted to honor two members with lifetime membership. Clyde Ivey of Inskip UMC, Knoxville, received his award at the Saturday service for his service as a prayer advocate, treasurer and faithful UMM member. On October 29, 2000, Allan Marshall received his award as a lifetime member at the morning worship service in his home church, Aldersgate UMC, Bristol, Tennessee. Scores of scouts and former scouts attended the service. Allan has given thirty years of his life to scouting.

Since the scouting movement started in 1910, over 100 million youth have been members. During the Vietnam War the membership declined, but it has increased greatly in the last twenty years. According to researchers there are 3.4 million scouts in the program this year plus 1.2 million adults. The UMM have established an endowment to fund scouting ministries to assist growth of scouting in local churches. Each year the church through the scouting ministry serves over 600,000 young people and their families. The UMM raised funds for the four scout councils represented in the Holston area to have chaplains at each camp this year.

In September our scouting coordinator, Allan Marshall, is planning to coordinate another Bishop's Dinner for scouting in the Virginia area. This event should influence and challenge the United Methodist Churches to include the youth in the total program of the church.

The UMM supported the prayer line of the Living Prayer Center at the Upper Room (toll-free 800-251-2468) for prayer and counseling. The Upper Room Living Prayer Center handles nearly 200,000 calls each year from around the world. The UMM pays for the annual cost of the toll-free line.

The UMM participated in the Transformation Event at Lake Junaluska on March 31-April 1, 2001. This was a spiritual growth event to inspire and equip church leadership, both lay and clergy, for the 21st Century. The theme of the event was **"By All Means, WIN SOME!"** Two of the leaders were Stephen L. Ayers, Pastor of Hillvue Heights Church, Bowling Green, Kentucky, and Jason Roe, Youth Director at Seymour UMC in the Maryville District.

The UMM are promoting two important events this summer. One is the Worldwide 8th International Congress of UMM to be held July 13-15, 2001, at Purdue University. The theme for the Congress is "Christ's Men in the New Millennium." This quadrennial global meeting began at Purdue University in 1953 and continues to provide men with an unparalleled spiritual experience. Dr. Tony Campolo, Bishop Woodie White, Dr. Maxie Dunnam, Coach Tom Osborne and Bill McCartney are a few of the distinguished speakers who will address the expected 6,000 men who will attend. Choirs from across the nation will furnish music, including the Lake Junaluska Singers. Also, more than 50 workshops will be held on various topics.

On August 4-5, 2001, the Holston Conference UMM Annual Retreat will be held at Emory and Henry College. One of the speakers at Purdue will be one of our worship leaders. We will

continue the same theme, “**Christ’s Men in the New Millennium.**” It will be a weekend of fellowship and spiritual activities.

To summarize the activities of the UMM, we can say that the UMM are found everywhere doing all sorts of things, including collecting aluminum cans, promoting fruit sales, selling Christmas trees, teaching Sunday School Classes, filling pulpits, holding Holy Week Services, recycling newspapers, having a Bowl-A-Thon, building Habitat Houses, visiting the sick, and sponsoring: golf tournaments, pancake breakfasts, craft fairs, auctions, car washes, fish fries, Easter egg hunts, Valentine dinners, and numerous other projects. We are also available to assist United Methodist Groups in their special events.

The UMM are not a yacht club, but are a **fleet of fishing boats** with the right equipment to carry out the Great Commission, “Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost.”

~ James W. Bellamy, *President*

### 33. UNITED METHODIST WOMEN

*“The organized unit of United Methodist Women shall be a community of women whose purpose is to know God and to experience freedom as whole persons through Jesus Christ; to develop a creative, supportive fellowship; and to expand concepts of mission through participation in the global ministries of the church.”*

Mission is our purpose. Holston Conference United Methodist Women are continuing the legacy of our foremothers begun over one hundred years ago. Women, children, and youth are the focus of this ongoing work. Mission programs and projects are supported through our prayers, financial giving, volunteering, advocacy, and being a voice for those who cannot speak for themselves. Last year, 2000, our financial support of the mission programs and projects of the General Board of Global Ministries through the Women’s Division totaled \$530,610.88, plus \$93,175.29 in gifts to designated missionaries, projects and programs. Total giving through the Women’s Division for 2000 was \$623,786.17. In addition to these gifts to mission, many visits and thousands of dollars and hands-on gifts were made to projects by the local units and districts.

The Conference United Methodist Women again promoted undesignated giving through the 5-Star Women’s Program. United Methodist Women units who gave in all five channels of undesignated giving were awarded a certificate and star pin at their district annual meetings. This program helped increase our gifts to the pledge to missions.

Since our report to Annual Conference in 2000 Holston United Methodist Women have sponsored and participated in several events. Our annual Young Women’s Event, held in Pigeon Forge, Tennessee, April 8-9, 2000, attracted many young women to hear the Rev. Cynthia Pennington challenge and inspire us with her messages on “We Are The Branches.” Everyone enjoyed and was blessed by the music provided by the Duncan sisters.

March 10-12, 2000, were the dates for the Southeastern Jurisdiction Quadrennial Meeting in Greensboro, North Carolina. One hundred fifty eight women from Holston traveled by bus and car to attend this special meeting. It was a time of meeting new friends, renewing friendships, worship, and voting for Women’s Division Directors and Southeastern Jurisdiction Core Planning Group officers, who will serve for the next four years. Our own Georgia Lister was elected to a second term as Director of Women’s Division.

The Spiritual Enrichment Experience was held at Lake Junaluska, North Carolina, May 5-6-7, 2000. We heard Cal Maas, liaison with United Methodist Women and Holston Conference,

talk about “the branches” and how we are the branches connected to the vine. June Smith and Sandy Parkinson were outstanding in leading our music during the weekend.

We decided to try a different setting for the Conference School of Christian Mission. The scene was First United Methodist Church in Morristown, and the attendees stayed in local motels. Again, this was a special time for all who participated. We feel the School was very successful, and we are looking forward to the same location for our School of Christian Mission in 2001.

The Annual Meeting for Holston United Methodist Women was held at Lake Junaluska, North Carolina, September 16-17, 2000. Nell Mohney was our inspirational speaker. She witnessed to all who were at the Lake that weekend. Officers for 2001 were elected, and the budget was approved. We celebrated the lives of the 346 United Methodist Women who have entered the joys of our Lord during the past year.

District United Methodist Women always find ways to be involved in mission. Projects include visits to various sites to bring support and material supplies. They have provided blankets for the intensive care nurseries at local hospitals, school supplies for children, and visited homes for those in our society who need to know God loves, and we do, too.

The theme for 2003 is “Peace Through Christ the Light,” based on John 8:12. Christ is the light of the world, and we are the vessels through which that light shines to tell the story of Jesus as our Savior. We are God’s voice, His hands and His feet. God’s Kingdom can grow only through the work of His people.

~ Jean Hutcheson, *President*

### **34. WESLEY FOUNDATIONS**

The five Wesley Foundation centers within the bounds of Holston Conference are East Tennessee State University (ETSU), Radford University, University of Tennessee Chattanooga (UTC), University of Tennessee Knoxville (UTK), and University of Virginia College at Wise (UVA-Wise). They have had an exciting year of ministry to the students and mission in the world. Led by their respective directors (Jerry Everley, Martee Buchanan, Bob Shults, Enoch Hendry, and Ginger Howe), the students in these Wesley Foundations have expanded their horizons and explored a deeper faith with Jesus Christ throughout the year. We are absolutely convinced that the Wesley Foundations supported by our 12 districts and the Holston Conference are truly a treasure of leadership and faith commitment for now and for our future.

#### ***Wesley Foundations in Ministry***

The ministries of the Wesley Foundations are designed to provide a church home away from home, or, as one student put it, “a home away from home, with Christ.” Each one serves at least one home-cooked meal per week, usually provided by United Methodist Women from nearby churches and districts. Worship and study opportunities abound, including Sunday morning, Sunday evening, Tuesday evening, and Wednesday evening student-led services that are scheduled at each institution to meet the needs of the students. Other opportunities for ministry provide Disciple Bible study and three weekly ongoing study groups at UTK, Thursday night Bible study and two weekly support groups (one for men and one for women) at UVA-Wise, Tuesday night prayer groups and a weekly Bible study group at ETSU, several weekly small groups and Bible Study at Radford, and a weekly Bible study group at UTC. In addition, the students at ETSU, Radford, and UTK are engaged in leading worship services in area churches as a way of regularly sharing their faith with others. For example, the UTK students provide music each Wednesday for the mid-week worship at the newly re-established Virginia Avenue

UMC in Knoxville. Beginning with virtually no student participants in the fall of 2000, the UVA-Wise Wesley Foundation now regularly has about 20 students participating in the program at some level. Because most of these students are freshmen, this Wesley Foundation now has a good foundation upon which to build over the next few years.

### *Wesley Foundations in Mission*

The students participating in our Wesley Foundation programs take to heart the Gospel lesson, "In as much as you have done it to one of the least of these, you have done it to me." Each Foundation is heavily involved in mission to others in their communities and in the world. One director wrote, "The commitment to Christ seems to continually deepen as we further define who we are and what we're about as a mission of The United Methodist Church in mission." That statement defines much of the work of our five Wesley Foundations.

Students in the newly re-formed Wesley Foundation at UVA-Wise spent the week of May 15-22 in Cherokee, North Carolina, working with persons in housing repair primarily, while 23 students at UTK raised money to travel to Miguel Aleman in Mexico, where they spent eight days building a house and adding to a newly opened clinic facility. The UTK students also regularly participate in after-school tutoring three days per week at the Wesley House in Knoxville, as well as participating in the Tim Kerin Canned Food Drive and the CROP Walk. UTC Wesley students held a Medieval Masquerade Ball to raise about \$500 to benefit the Bethlehem Center in Chattanooga and also participated in a 30-Hour Famine to raise over \$500 for World Vision. Radford students conduct a regular afternoon tutoring program for at-risk children and also participate in Project Crossroads, Gleaning with Second Harvest, and work in a local women's shelter. Students at ETSU serve in mission by raising thousands of dollars to support two annual mission trips, one to Mexico taken during Spring Break and another to rural South Carolina in May. ETSU students also regularly do Shepherd's Breakfast, work at Holston Home, and conduct a work retreat at Buffalo Mountain Camp.

The Radford Wesley students took advantage of a unique opportunity to be in mission that will become an ongoing mission of that group. Two international students at Radford were in danger of being unable to complete their degrees because their funds were rendered worthless by a 1 to 56 exchange rate. When Radford Wesley Foundation students learned of the plight of these two students, they immediately undertook to raise the funds to help these two persons stay in school. Within one week Radford Wesley Foundation participants had raised \$10,000; as a result, the two students from Zimbabwe will receive their Baccalaureate degrees in May, and the International Student Fund will become a permanent resource for international students in need. As Martee wrote, "Being open and available to answer God's call to minister to these fine young people has been a privilege and a blessing for each of our students."

Imagine wanting to spend a break from school sleeping on concrete floors and living with minimal conveniences; yet, our Wesley students have a burning desire to be in mission, both at home and around the world.

### *Wesley Foundation Facilities*

Three of our Wesley Foundations were heavily involved in facility maintenance during this year. The Radford Wesley Foundation realized a long-awaited dream of raising \$9000 to add wheelchair ramps into their basement kitchen-meeting room area, and in November, 2000, the first student in a wheelchair rolled into the lower level for the Thanksgiving meal. In addition, this spring the Chapel and restroom facilities have now been made wheelchair accessible. The UVA-Wise facility received a "face lift" that made the building much cleaner and more attractive as a welcome haven for students. Painting was done throughout the building, old furniture was removed, and new furniture put in place. Much help was received from volunteers at both Radford and UVA-Wise, and the students are truly grateful for the support



they received. The UTC Wesley Foundation experienced extensive painting during the summer of 2000, only to have the fresh paint ruined, along with much of the building, when an early-November rainstorm caused significant roof damage that brought heavy damage to the building. Several months of repair were required to make the building available to its inhabitants again. However, funds for facility care and maintenance are an ongoing concern for each of the five Wesley Foundations.

### *Conclusion*

The work of the five Wesley Foundations in Holston Conference is one of the most vital and exciting ministries we have. Many of these students participate in general church and Jurisdictional events that keep them “connected” to The United Methodist Church. In worship, Bible study, theological reflection, and service and community-building occasions, the Wesley Foundations provide opportunities for United Methodists and all those who struggle to live faithfully the chance to come together and to witness to that faith. Hopefully, these Foundations also serve as a reminder of Methodism’s roots on the university campus and as a witness to the love of God in Jesus Christ.

~ Jerry Everley, Martee Buchanan, Bob Shults,  
Enoch Hendry, and Ginger Howe

### **35. WESLEY INSTITUTE**

In 1998 the Wesley Institute was born with the stated mission “to provide life-long learning opportunities for clergy and laity that nurture mind and heart in the Wesleyan tradition.” Because the Wesley Institute is still a relatively new entity in the Annual Conference, it may be helpful to explore some of the specifics of the ministry of the Institute.

First and foremost, the Wesley Institute exists to assist the clergy of Holston Conference in our calling to “by all means win some” in the name of the Lord Jesus Christ. If we take our scriptural and Wesleyan mandates seriously, to go into all the world and preach the gospel and spread scriptural holiness throughout the land, we must be involved in lifelong learning. While the entity known as the Wesley Institute is relatively new, the idea of continuing education for ministry is at least as old as Moses receiving on-the-job-training from Jethro, Ruth gleaning wisdom from Naomi, Paul gaining missionary training from Barnabas, Timothy receiving a faith heritage from Lois and Eunice, and, well, you get the picture.

The Wesley Institute really only has one purpose, to help us through continuing education to “by all means win some” in the name of Jesus Christ. Specifically, this is accomplished in several ways.

- 1) The Wesley Institute plans and/or sponsors and endorses events such as Minister’s Convocation, other seminars, lectures, retreats, and offerings within the Annual Conference. Continuing Education units in the form of CSU’s (Conference Standard Units) are awarded for participation in such events.
- 2) Recognizing many worthwhile events are offered throughout the country, the Wesley Institute office maintains a listing of current continuing education opportunities at seminaries, retreat centers, through the General Boards, etc. You may also visit the conference website at [www.holston.org](http://www.holston.org) for an updated listing of information on events in areas of interest to you.
- 3) Not all beneficial educational experiences automatically offer Continuing Education credit. In some cases it is possible to receive CSU’s for completed studies. Details are available at the Wesley Institute.

- 4) The Wesley Institute administers Continuing Education Grants available to Holston clergy for continuing education. Basic guidelines for receiving these grants include:
  - a) All persons under Episcopal appointment to charges and conference staff positions shall be eligible for grants from Continuing Education, provided that grants shall not be made for programs which lead to advancement from one level of conference relationship to another (Course of Study, Seminary, etc).
  - b) Each applicant is required to fill out an application form available from the Wesley Institute. A description of the event or program and the needed funds must be included.
  - c) The total grant available to a person is \$300.00 for one or more events over a two-year period or \$500.00 over four years, subject to availability of funds.
  - d) All applications for grants must be submitted in advance of scheduled programs for review and approval.
  - e) Recipients must complete an evaluation of the event and return it to the Wesley Institute.

*Contact the Wesley Institute for a brochure of complete guidelines for grants and an application form if interested.*

- 5) The Wesley Institute strives to provide clergy and laity with practical tools in line with our Wesleyan roots for carrying out the great commission through continuing education.

As we begin our fourth year of service to the conference, the Wesley Institute Board and the Director express a word of sincere thanks and appreciation to Annette Flynn, who served the Institute as its first director from June, 1998 through October, 2000.

~ Kim M. Goddard, *Director*  
~ G. William Kilday, *Chairperson*

### 36. WITNESS TEAM

The past year has seen the Holston Conference Witness Team focusing primarily on four areas: 1) revitalization of the Builders Club; 2) rethinking our new church strategy; 3) responding to requests for support from new churches, relocating churches, and churches in the process of renewal; and 4) organizing the Witness Team for greater effectiveness through the creation of sub-teams in the areas of Evangelism, Church Extension/New Church Development, Builders Club promotion, and Cooperative Parishes. Working together as a team of 12 lay people and clergy, we continue to look toward our Mission and Vision Statements for guidance:

#### ***Mission Statement***

To promote, encourage, and facilitate reaching people with the Gospel through new and existing communities of faith.

#### ***Vision Statement***

The Witness Team is enthusiastically committed to providing resources to challenge and equip Holston communities of faith to spread the Good News effectively and faithfully.

At the center of all we do is the guiding core value: “Lost people matter to God and should matter to God’s churches.” With these defining statements we approach our work with great hope, believing that God has a future and a hope for the people of Holston. What do we face in Holston Annual Conference, and what are our greatest opportunities to reach people with the Good News of Jesus Christ?

The Holston Annual Conference comprises an area with a population of some 2.6 million persons. The population of the area is projected to grow by 4.1% (over 100,000 new people)

in the next four years. Most of these persons (60%) live in the Chattanooga, Knoxville, and Tri-Cities areas. Thus, while cumulative membership in Holston Annual Conference churches has declined over the last 30 years, we have seen a steady growth in the population area we serve. The people are there; the challenge is for Holston Annual Conference to reach out and respond in ways that are relevant, engaging, and intentionally focused on bringing many new people to new and existing communities of faith.

How do we do that?

### *New Churches*

One real way to reach new people for Christ is by starting new churches. People who have been away from the church but are open to coming back are many times more inclined to visit a new church than an existing church. When Methodism was at its strongest, we were regularly beginning new churches. Indeed, the model for new church development goes all the way back to Paul and the early disciples of the Church. The rationale is simple but compelling: 1) start new churches to reach many people who will not otherwise be reached; 2) start new churches in places where the people are moving and there is population growth (...a very New Testament model!); and 3) start new churches to bring hope and vitality and new life to Holston Annual Conference. It costs a lot of money to start new churches. We celebrate what the Builders Club has done since the mid-1980's to aid new church development. The faithful gifts of many of our people have made a difference. However, we know that gifts to the Builders Club have declined in recent years. Whereas there were once 9,500 members of the Builders Club, membership has now declined to under 4,000 members. That is why the Witness Team has focused major energies in 2000-2001 on establishing a new data base for Holston Conference and moving forward with a significant new Builders Club Campaign to reach tens of thousands of Holston Conference families. The results of the campaign and the continuing effort to grow the base of Builders Club membership will be crucial to what we can do in growing churches and changing lives. We pray that many thousands of our people will begin or renew their involvement in the Builders Club. And we hope and pray that those in our congregations who have the ability and desire to make large gifts towards growing and developing new churches will step forward in the years ahead.

At this time we celebrate the ministries of our newest churches, including the renewing of the Virginia Avenue Church in inner city Knoxville and the Lighthouse Church north of Chattanooga. The Wellspring congregation in Sevier County continues to grow. We look forward to the beginning of "The Rock" in east Johnson City at the location of "The Coalition for Kids" and in conjunction with East Pine Grove Church. We thank God for all these new beginnings.

### *Relocation of Existing Congregations*

Perhaps our greatest opportunity to affect significant change in Holston Conference is through relocating existing churches. When a church decides to relocate, it brings with it an already existing base of members, financial resources, and leadership. While Conference support is needed and helpful in many cases, the churches are not starting from "ground-zero." At this moment in Holston we have more churches relocating than at any time in recent decades. Central (Lenoir City) – breaking ground in late fall 2001, First Farragut (Far West Knox County) – breaking ground in the fall of 2001, Martel (between Lenoir City and Farragut), Kodak (at the entry corridor to Sevier/Jefferson/Knox growth area), Bethel-Seymour (Maryville District), Fairview (Maryville) – well underway with sanctuary and activities buildings projected to be near completion by year-end 2001, and Whitwell (Chattanooga) are all in the process of relocating. Some have been downtown churches; some have been in the suburbs; and some in rural areas. All have the desire and the commitment to move to a new place where they can have a greater and more visible presence and more effectively reach people for Jesus Christ. Your

Witness Team celebrates and supports these relocations and hopes that many more of our churches will prayerfully consider the benefits to be gained through the relocation of a single church or the merger of several churches followed by the relocation of those multiple churches to a new site. We hope to see in our Conference at least 10 new relocations and/or mergers within the next 5 years. Again, the Witness Team seeks to aid these churches as is possible through financial and other strategic support.

### *Parent Churches*

We are excited about several new churches beginning in 2001 utilizing the “parent church” concept. By helping fund and “people” a new church with core leadership, a parent church can bring new life to itself with an invigorating mission. Fairview UMC in Maryville and Cokesbury UMC in Knoxville will be parenting new faith communities in 2001. Fairview will be utilizing the “cell-group” plan to establish a new church built around small groups in a growing part of Blount County. Cokesbury UMC will be initiating “Soulworx” based in the “Old City” of Knoxville to reach out particularly to 20-34 year olds through creative worship on weekends and to minister to inner city residents through helping ministries during the week.

A reminder: the purpose of an apple tree is not simply to produce more apples, but more apple trees. Many churches today are measuring their faithfulness not only by how many disciples are brought to Christ, but also by how many churches they plant.

A parent church does not merely clone itself but seeks to fill the gaps in communities and reach people not currently being reached. A parent church can have an offspring which services an entirely different constituency – e.g., Jones Memorial in Chattanooga helping birth a Korean congregation or West Galax helping form an Hispanic congregation. Oftentimes a new congregation is created within a church by developing a new worship service. We continue to celebrate the new Korean/Pan Asian congregation as part of the ministry of Cokesbury UMC, Knoxville.

The Witness Team believes it is important to develop new ethnic minority congregations in Holston Conference. We also desire to be a resource for Parish Development, including cooperative parishes in strategically identified local churches and areas.

Along with the work of the former Committee on Church Extension and Parish Development, the Witness Team has taken on the responsibilities of the former Work Area on Evangelism. We believe evangelism must be at the heart of everything we do. We look forward to a renewed emphasis on evangelism in 2001-2002 through the new Evangelism Sub-team. We also look forward to working with the new Conference Communications Director to communicate models of witness that are effective and working. We will continue with the Harry Denman Evangelism Awards, recognizing one layperson and one clergy person at each session of Annual Conference for their outstanding witness through evangelism. We will support the work of the Small Membership Church Committee and their efforts to recognize effective ministry in our smaller churches through the Mustard Seed Award, also presented at Annual Conference.

Finally, a deep word of appreciation is expressed to John Ripley (Director of New Church Development), Ron Hammond (Mergers & Relocations), and Gene Lovell (Special Ministries liaison with the Cabinet). All three have contributed greatly to the work of the Witness Team through their support as staff liaisons. A special word of gratitude is added to John Ripley for planning and convening an excellent “Rethinking New Church Strategy” Gathering in 2001 and for his tireless work in many areas of new church development.

We thank God and the people of Holston for the opportunity to partner with you in these ministries that change lives and make a difference for the Kingdom.

~ Richard S. Edwards, *Chairperson*

### 37. YOUTH REPORT

The Conference Council on Youth Ministries (CCYM) is a youth organization that serves our conference in many ways. The CCYM is a United Methodist Youth Organization as described by our *Book of Discipline*. Our purpose is to make The United Methodist Church a community of mutual respect and understanding between youth and adults, resulting in ministry where influence and worth are not limited by age or experience. Our mission is to respond to God's call as disciples here and now. We strive to respond to God's call each and every day to provide our conference with its needs.

We do our best to follow our core values, which are compassion, advocacy, partnership, outreach, and leadership to plan events throughout the year to serve God's people. In January 2001 almost 11,000 youth gathered for Resurrection 2001, "A Grace Odyssey," in the Gatlinburg Convention Center. Resurrection again was a jam-packed three-day weekend serving and worshipping our God. Jock McMurray was the speaker for the huge excited crowds. The James Ward Band and Lost and Found performed along with Youth Talent groups that represented several districts in the Conference.

In 2000 the Holston Conference Youth raised over \$33,000 for the Youth Service Fund (YSF). YSF is money raised by youth, spent by youth, to benefit youth. A special thank you is due from all who benefited to all those who graciously participated in the event.

CCYM is now planning for our summer events with the theme "By All Means Win Some!!", our annual conference theme. Salt and Light, Holston Conference's traveling youth choir, will start its tour the last week in June. Salt and Light's theme this year will also follow the summer theme, and we pray that Salt and Light will represent our Heavenly Father and our conference. CCYM urges Holstonions to listen to Salt and Light as they visit each district in their ten day tour. Also, the same week as Salt and Light CCYM will be sponsoring a youth mission trip directed by Ralph Jeffers that involves 150 youth from the Conference. The youth will be going to the Appalachian Service Project along with Bishop Chamberlain and Mrs. Chamberlain. Junior and Senior High Assemblies will be taking place again this year at Emory and Henry College. Both events are five jam-packed days learning about and worshipping God. The numbers keep growing for these events each year; last year there were over 150 youth in both Junior High Assembly and Senior High Assembly. Please be in prayer for all of these events, so that God's will may be done.

CCYM strives to do its very best to serve God's people through events like these, guided by prayer and faith. We thank Holston Conference for its continued support and willingness to serve. As we enter the post-modern society; there will be many changes in everyday life and in the ways we worship God. Although things change, the principle is the same, which is to love the Lord with all your heart, mind, and soul. The youth of Holston are the future and present of the Holston Conference and the United Methodist Church. As God works in the lives of the youth of Holston, be in prayer for us constantly and "By All Means Win Some" for Christ!!!

~ Justin Murdock

## B. RESOLUTIONS

### 1. TENNESSEE STATE LOTTERY

Whereas, the practice and purpose of The United Methodist Church is to provide direction and support for its members, clergy, and the unchurched, and

Whereas, the central purpose of The United Methodist Church is to emphasize a personal life exemplary of Christ, free from addictions and temptations society may promote, and

Whereas, The United Methodist Church opposes the practice of legalized gambling in any form, as stated in the Social Principles, section 163, paragraph G of *The Book of Discipline*, and

Whereas, The United Methodist Church believes that legalized gambling does create, financially and morally, hardship for individuals, families, communities and states,

Be it therefore resolved:

- 1) That The Holston Conference of the United Methodist Church strongly opposes the passage of a Tennessee state lottery and that the state constitution not be modified to open the door for the creation or possibility of legalized gambling.
- 2) That The Holston Conference of The United Methodist Church ask the Tennessee legislature to consider and examine alternative sources of state revenue.
- 3) That The Holston Conference of The United Methodist Church 2001 call upon the Tennessee legislature to defeat now and in the future any other proposed motions for a lottery or any other form of legalized gambling.
- 4) That the churches of The Holston Conference in Tennessee call upon their members, as well as the general public, to vote against the lottery resolution on the November 2002 Tennessee state ballot.
- 5) That information concerning this issue be sent to the churches of The Holston Conference, and that it be published in The Call.
- 6) The Holston Conference also continues to oppose state sponsored gambling in the states of Virginia, Kentucky, Georgia, and Alabama.

~ Terry W. Muse, *Johnson City District*

*Amendment by: Michael Feely, Chattanooga District; Accepted*

### 2. ESTABLISH A COMMUNICATION AND RESEARCH & DEVELOPMENT FORUM AND PROCEDURE FOR USE BY LAY AND CLERGY DELEGATES AND OTHER MEMBERS IN AND BEYOND THE LOCAL CHURCH TO INQUIRE, IDENTIFY, EVALUATE, AND ADDRESS ISSUES AND OTHER QUESTIONS, CONCERNS, OR PROBLEMS

WHEREAS, no Communication and Research and Development Forum and Procedure exists for Lay and Clergy delegates and other members in and beyond the Local Churches to inquire, to assist, identify, define, evaluate, catalogue and justify final determinations and action proposed and taken, share and monitor progress related to solutions to problems and inquiries, and address issues and concerns, and need for changes and improvement in the ministry by the Pastoral and Diaconal members in and beyond the Local Church either apart from, prior to, or in conjunction with action by Lay and Clergy delegates;

WHEREAS, such a forum and procedure is needed and should have the capability and freedom to address questions, concerns, and recommendations of Lay and Clergy members about Order, Procedure, Policy (Polity, Discipline, Legislation, guidelines, etc.) as well as

Relational, Spiritual, Social, and other issues and concerns impacting (adversely and beneficially) responsibility, authority, leadership, membership, Orders and settings, as well as the overall missions and ministries of Order, Word, Sacrament, and Service by, with, in, and through Lay and Clergy in the Local Churches (Urban, Suburban, and Rural and of all Membership Sizes and Economic Affluence) as well as in the various settings, agencies, and programs beyond the Local Churches;

WHEREAS, examples of a few of such issues which are not currently being adequately addressed and which need to be addressed in open dialogue by such a Forum and Procedure include:

1. About Three-fourths of the Local Churches are served by Part-time (Bi-vocational) Local Pastors because the Church cannot afford to pay their pastor a base salary equal or greater than the minimum equitable salary levels established by the Annual Conferences as the minimum requirements for a Church to qualify for appointment of a Full-time pastor as a Single Point Charge; and the Annual Conference is not able to justify payment of a Supplemental Salary for the Church to qualify for a Full-time Pastor;
2. These Part-time (Bi-vocational) Local Pastors have been called by the Bishop and evaluated and determined to exhibit the minimum requirements for appointment as Pastor and to provide the Scriptural ministries of the Order of Elder, including responsibility and authority for leadership and ministries of Order, Word, Sacrament, and Service and are typically appointed to serve multi-point charges averaging about three per circuit (but ranging from one to seven);
  - a. WHY, have we failed to Ordain Local Pastors (both Full- and Part-time) at least to the Order of Pastor, assuming that a three tier order of Elder for the Office of Pastor is justified?
  - b. WHY, if three tiers of membership and Pastoral Orders are justified, was the Associate Member "Pastoral" Deacon eliminated by the 1996 GC, when they adopted the new Full-Connection "Diaconal" Deacon Order, and then grandfathered the Associate Member "Pastoral" Deacon Order (causing an unreasonable amount of inconvenience and hardship on those Pastors on the career path from Local Pastor to Elder)?
3. Since the Bi-vocational Pastor agrees to sacrificially work a second job and serve that church by in effect paying for the portion of his own salary and benefits that the church is unable to pay and the Annual Conference is unwilling to pay;
  - a. WHY, is that pastor penalized by not allowing a Year's Service for a Year's Appointment, regardless of whether served as Full- or Part-time?
  - b. WHY, is salary even considered as a criteria for Part-time Service for Local Pastor, and eliminated as a criteria for Deacons (both Pastoral and Diaconal) and Elders?
4. Since Local Churches, with some exception are required their full costs of service including Pastoral Salary, Facilities, and Operating Expense, as well as Apportionments which fund all ministries beyond the Local Church (including Salaries and Benefits for Elders and Bishops and other Staff members);
  - a. WHY, would it not be more equitable to Smaller Member and Other Less Economically Affluent Local Churches for the formula for their apportionment to be adjusted by the lesser of a factor of one (1) or by the ratio of the Base Salary of the Senior Pastor (after deduction for Housing Allowance) Divided by the Minimum Equitable Salary for a Full Time Elder?

WHEREAS, the Forum and Procedure is still conceptual and would need to be more fully developed, it would be expected to contain:

1. Media for transmitting, receiving, and responding to inquiries and problems should possibly include some or all of: Mail, Telephone, E-Mail, Fax, Internet/Web Pages, etc.
2. Policies and procedures need to be established for:
  - a. Formats of questions and responses, policies for submittal and content of response, scope of studies, etc.;
  - b. Responses to sender with answers to questions, proposed action, how the sender can monitor any related action, progress, or follow up on the issue;
  - c. List each inquiry by Category and topic, and summary of question, response, justification, additional questions or options raised by the question submitted;
3. Organizational Structure:
  - a. Central Processing Center for receiving inquiries and routing to action centers by topic/issue;
  - b. Action Centers would possibly be by Volunteer Pastoral or Diaconal Members having an analytical aptitude and interest in investigating, researching, and resolving problems;
    - 1) Technical Writers/Cataloguers who provide a network basically Justifying all existing or proposed action within the Connection, as well as all regulations and guidelines and organization for clarity within the Discipline;
    - 2) Research Analyst/Special Projects Groups to evaluate issues that have major interest, or impact on the ministry within the connection, and identify possible interest or implementation groups for possible action, such as Local Church, District, or Conference (Annual, Jurisdictional, or General) Delegates, Committees, etc.
    - 3) Identify and arrange for appropriate Communication media for publicizing the issues being raised and some of the findings, and inviting constructive criticism and recommendations;

**THEREFORE, BE IT RESOLVED THAT**

a Communication and Investigation (i.e., Research & Development) Forum and Procedure be developed by and for the Lay and Clergy members in and beyond the Local Churches of the Holston Annual Conference.

*Submitted by: John B. Smith, Pastor, Chattanooga District*

**3. RESOLUTIONS ON ABANDONMENT AND DISCONTINUANCE  
PRESENTED BY THE CABINET TO THE 2001 SESSION  
OF HOLSTON ANNUAL CONFERENCE**

*RESOLUTION OF ABANDONMENT OF THE PARSONAGE LOT OF AMONATE UNITED  
METHODIST CHURCH, AMONATE, VIRGINIA IN THE TAZEWELL DISTRICT*

WHEREAS, the parsonage of Amonate United Methodist Church was destroyed by fire some years ago and has not been rebuilt.

WHEREAS, Amonate United Methodist Church having been previously abandoned by this Conference in session at Lake Junaluska, North Carolina, June 13-17, 1983, there is no longer a need for a parsonage serving said Church.

THEREFORE, Be it Resolved, that the parsonage lot, which was conveyed by Consolidation Coal Company to the Trustees of Amonate Methodist Church, Amonate Tazewell County, Virginia, and their successors in office, as the first lot therein, by deed dated September 30, 1958 and of record on the Clerk's Office of the Circuit Court of Tazewell County, Virginia in



Deed Book 276, page 143, be declared abandoned by the Holston Annual Conference in Session at Lake Junaluska, North Carolina, June 10-13, 2001.

BE IT THEREFORE RESOLVED, that the Holston Conference Trustees be requested to sell, convey and/or dispose of said property and that the proceeds thereof be used by the Tazewell District Board of Church Location and Building for church extension projects.

*RESOLUTION TO DECLARE AS ABANDONED ST. MARY'S UNITED  
METHODIST CHURCH, MONROE COUNTY, TENNESSEE*

WHEREAS the congregation of St. Mary's United Methodist Church located in Monroe County, Tennessee held a congregational meeting on the evening of October 27, 1999 at the site of the church for the purpose of making a decision concerning its future as a congregation;

AND, WHEREAS the meeting was attended by three members, its pastor at the time – Adam Love, two non-members, and the District Superintendent of the Maryville District;

AND, WHEREAS the members voted to cease meeting for either worship, fellowship, or study because of the small number of persons who were showing interest in the church;

AND, WHEREAS the recent inquiries have not revealed interest in continuing the congregation of St. Mary's United Methodist Church;

AND, WHEREAS qualified legal opinion states that there is a proper Trust Clause in the deed, and there is no reversionary interest for the benefit of any party discussed in the deed,

AND, WHEREAS the properly elected trustees of St. Mary's United Methodist Church have consistently held the property pursuant to Par. 2503.1, to fulfill the stipulations of the Trust Clause: "said premises shall be used, kept, and maintained as a place of divine worship of the United Methodist ministry and members of The United Methodist Church; subject to the Discipline, usage, and ministerial appointments of said Church as from time to time authorized and declared by the General Conference and by the annual conference within whose bounds the said premises are situated."

THEREFORE BE IT RESOLVED that the Holston Conference in its annual meeting held June 10-13, 2001 at Lake Junaluska, NC declare the congregation of St. Mary's United Methodist Church has abandoned the church.

FURTHER, BE IT RESOLVED that the Trustees of the Holston Annual Conference receive the property as provided in Paragraph 2548.3 of the 2000 *Book of Discipline* of the United Methodist Church and that those same Trustees be requested to present the property to be sold by the Trustees of the Maryville District of The United Methodist Church with the proceeds of the sale being used for Church Extension projects within the bounds of that district. Be it understood that this resolution is made with the consent of the presiding bishop of Holston Conference, each of its district superintendents, the district committee of Locations and Buildings in Maryville District, and the pastor of the Madisonville Circuit – the charge to which this church site has been assigned.

*RESOLUTION TO DISCONTINUE MOUNT VERNON UNITED METHODIST CHURCH,  
SUNBRIGHT CIRCUIT, OAK RIDGE DISTRICT, JUNE 2001*

WHEREAS, Mt. Vernon United Methodist Church on the Sunbright Circuit, Morgan County, Tennessee, Oak Ridge District, has declined in average attendance to fewer than ten persons;

WHEREAS, this state of decline in the area is reflected in the closing of the Post Office and the Burrville Elementary School, and, some years back, the closing of the nearby Pleasant Ridge Methodist Church;

WHEREAS, a qualified legal opinion holds that the present deed contains a valid Trust Clause and no reversion clause;

WHEREAS, this small and primary aged congregation can no longer pay all basic obligations such as apportionments, a pastor's salary, utilities, maintenance and upkeep;

WHEREAS, the Presiding Bishop of Holston Conference and the District Superintendents of Holston Annual Conference have given their consent to this action;

WHEREAS, a Church Local Conference, conducted on September 11, 2000, approved a motion to discontinue services of worship and close Mt. Vernon Church;

WHEREAS, on April 23, 2001, the Oak Ridge District Board of Church Location and Building gave their endorsement to this action;

THEREFORE, BE IT RESOLVED, that members of Mt. Vernon UMC be transferred to the Sunbright or Rugby Road United Methodist Churches or such other churches as the members may choose;

THEREFORE, BE IT FURTHER RESOLVED, that the Holston Annual Conference, in session June 10-13, 2001, at Lake Junaluska, North Carolina, does hereby authorize discontinuance of the Mt. Vernon United Methodist Church and requests the Holston Conference Board of Trustees to transfer the title to the real and personal, tangible and intangible property to the Mt. Vernon Cemetery Association, Morgan County, Tennessee.

*RESOLUTION OF DISCONTINUE PLASTERCO UNITED METHODIST CHURCH,  
KEYWORD NORTH CIRCUIT OF THE ABINGDON DISTRICT*

WHEREAS, the Plasterco United Methodist Church,

- having been founded March 30, 1920, as a Union Church; and
- having been exclusively Methodist/United Methodist since the mid-1940's; and
- having provided active and vital worship for 81 years; and
- having seen three of its members become ministers of the United Methodist Church and others of its members become spouses of ministers; and

WHEREAS, the U.S. Gypsum Company located across from the church has closed operation and condemned much surrounding property, including that on which the church is located; and

WHEREAS, on October 29, 2000, the duly convened Church Conference voted to discontinue rather than rebuild, and

WHEREAS, the congregation of Plasterco United Methodist Church will celebrate its last service of worship on June 17, 2001;

BE IT THEREFORE RESOLVED, that effective July 1, 2001, the Plasterco United Methodist Church be declared discontinued by the Holston Annual Conference, in session at Lake Junaluska, North Carolina, on June 10-13, 2001, and

BE IT FURTHER RESOLVED, that the Membership Roll will reside in the Abingdon District Office for a period of two years, at which time those members who have not transferred to another congregation will be assigned to the United Methodist Churches in the Saltville area; and

BE IT FURTHER RESOLVED, that the trustees of Holston Conference be directed to allow the assets of the Plasterco Church to be managed by a transitional committee made up of persons who held membership in the Plasterco United Methodist Church and persons from the Abingdon District Board of Location and Building, with said assets to be invested in a

scholarship fund for students preparing for ministry, the District Fund for Church Extension, and for local missions, until such time as all assets become cash assets or have been properly disposed of at which time, by certificate of investment and management, the District Board of Location and Building would be in charge of the future disbursement of funds.

*RESOLUTION FOR DISCONTINUANCE OF NEW COVENANT FELLOWSHIP  
UNITED METHODIST CHURCH*

WHEREAS the New Covenant Fellowship United Methodist Church located in Hamilton County was founded in 1996, and

WHEREAS New Covenant Fellowship United Methodist Church voted on March 4, 2001 to discontinue, and

WHEREAS the district superintendent has recommended discontinuance of New Covenant Fellowship United Methodist Church, and

WHEREAS the consent to discontinue has been granted by the presiding bishop, a majority of the district superintendents, and the district board of church location and building,

THEREFORE, BE IT RESOLVED, that the New Covenant Fellowship United Methodist Church be discontinued effective March 16, 2001, and that the title to the real and personal, tangible and intangible property shall continue to be controlled by the Trustees of the Holston Annual Conference, and pursuant to par. 2512.2(d) of *The Discipline* any two officers of the Holston Annual Conference trustees are authorized to execute any written instrument necessary for the disposition of this property.

*RESOLUTION TO DISCONTINUE NORTH HOLSTON UNITED METHODIST CHURCH,  
CERES, VIRGINIA, TAZEWELL DISTRICT*

WHEREAS, North Holston United Methodist Church located in Ceres, Virginia has declined in membership and attendance to the point that a hardship has been placed upon the remaining membership, and

WHEREAS, in official session on August 21, 2000 the North Holston United Methodist Church Conference voted to discontinue as a United Methodist Congregation, and

WHEREAS, the North Holston United Methodist Church building has deteriorated to the point that it is not cost-effective to renovate or repair, and

WHEREAS, services are no longer being held at the North Holston United Methodist Church,

THEREFORE BE IT RESOLVED that the Holston Annual Conference in session at Lake Junaluska, North Carolina, June 10-13, 2001, celebrating the faithfulness of this congregation across the years, now declare the church to be discontinued.

BE IT FURTHER RESOLVED, that the Trustees of Holston Conference dispense of the property in accordance with the procedure set forth by the 2000 *Book of Discipline*, and that the proceeds be directed towards the improvement and renovation of the Ceres Circuit parsonage.

~ Submitted by the Cabinet  
Gordon L. Ridenour, *Cabinet Secretary*



Service of Ordination