

Amendments
Episcopacy/Evaluation
Finance/Compensation/2018 Budget
Stationing
Rules of Conference

STANDING COMMITTEES

STANDING COMMITTEES

AMENDMENTS

Nothing to report.

EPISCOPACY/EVALUATION

I'll begin my report by referring back to last year's report where I quoted the Bishop's statement "Sometimes I find myself with a foot in two worlds – one foot is standing in the current structure and polity of the Evangelical Congregational Church while at the same time my other foot is trying to gain a foothold in the new world of a restructured denomination". With all the rewriting, restructuring and continual revising and re-evaluating that has taken place we believe the Bishop now has a firm hold on the new structure and thus, to some degree, he is putting the process behind him and "Pressing On."

This committee continues to meet with the Bishop formally four times a year. We do not scrutinize the Bishop's every move but we do ask questions and he gives us a monthly update of his involvements. As a result what we have determined is he's busy. His busyness includes giving continual oversight to the leaders under his charge, planning for numerous events such as this National Conference and keeping in touch with all the churches via the EC Leader and other various publications plus personal contacts. He keeps his preaching schedule full but His continual aim is to be able to preach in every one of our churches. If you have not invited him to your church please do so.

In accordance with the rules of Conference, the Episcopacy Committee was appointed to conduct the required evaluation of Bishop Hill. The Committee hereby reports the following responses/results. The survey was directed to three groups: Pastors and Lay Delegates; the National Ministry Team; and Affiliated Ministries.

1. Results for Pastors and Lay Delegates: A total of 250 surveys were sent out, and 98 responses were received. On a scale of 1-10, the respondents consistently gave the Bishop an average rating of 8 or above.
2. Results for National Ministry Team: A total of 16 surveys were sent out and 16 answers received. On a scale of 1-10, the respondents consistently gave the Bishop an average rating of 9 or above.
3. Results for Affiliated ministries: A total of four surveys were sent out and one answer was received. On a scale of 1-10, the respondent consistently gave the Bishop an average rating of 7 or above.

The Bishop was made aware of all of these results and given copies thereof by the Committee.

This committee consists of the following members Rev. Gerald Baum, Rev. Lewie Bennett, Rev. Keith Blank (secretary), Rev. David Dennis, Margie Miller, Paula Osborne, Rev. Marlin Lafferty and Bishop Bruce Hill

Marlin Lafferty

STANDING COMMITTEES

FINANCE/COMPENSATION/2018 BUDGET

2018 PROPOSED BUDGET

For the third year in a row the ministry fund allocation from the local church is decreasing to 6.75% from 7.33% in 2017 and a decrease to the allocation for twin pines to 0.24% from 0.36%. The 0.58% reduction in ministry funds will reduce the funding to the denomination by approximately \$100,000. A \$100,000 reduction in denominational funding is also a \$100,000 gain for the local EC church. The following are the larger year to year expense changes:

| | Incr/ (Decr) <u>From 2017</u> |
|--------------------------------|----------------------------------|
| Evangelical Seminary Funding | \$ (52,800) |
| Twin Pines Funding | (17,543) |
| Retiree Health Insurance | (47,000) |
| Conference Network Team Travel | 8,950 |
| Other | 5,524 |
| | ----- |
| | \$(102,869) |

2018 will be the third year of reductions in the funding to Evangelical Seminary and Twin Pines and a reduction in the retiree health insurance funding. The financial side of the Covenant implementation is proceeding as projected. The 40% reduction in ministry funds anticipated as part of the Covenant remains possible but not guaranteed. The Conference Network Team is committed to fully implementing the Covenant and reducing the ministry fund burden on the local EC church.

National Conference of the Evangelical Congregational Church 2018 Proposed Budget

| | Budget 12/31/2017 | Budget 12/31/2018 |
|---|----------------------|----------------------|
| MINISTERIAL DEVELOPMENT COMMUNITY INCOME | | |
| 200/4020 Student Aid Donations | --- | --- |
| 200/4030 Andrew Fund | --- | --- |
| 200/4170 Pastors' Wives' Retreat | 3,500 | 3,500 |
| 200/4350 ETS Endowment Interest | --- | --- |
| TOTAL INCOME | 3,500 | 3,500 |
| | | |
| 200/5010 MD Associate Salary | 12,000 | 12,000 |
| 200/5015 MD Associate FICA | 918 | 918 |
| 200/5030 MD Assoc Workers Comp | 100 | 100 |
| 200/5035 MD Disability | --- | 100 |
| 200/5050 MD Associate Continuing Ed | 1,500 | 1,500 |
| 200/5055 MD Associate Travel | 750 | 750 |
| TOTAL MDA SALARY & BENEFITS EX | 15,268 | 15,368 |
| | | |
| MD COMMUNITY GENERAL EXPENSES | | |
| 200/6010 MD Community Meeting | 150 | 150 |
| 200/6020 MD Community Teleconference | --- | --- |

STANDING COMMITTEES

| | | |
|---|---------------|---------------|
| 200/6030 MD Community Meals | 500 | 500 |
| 200/6050 MD Community Training | 1,000 | 1,000 |
| 200/6090 MD Community Misc/Other | 100 | 100 |
| TOTAL MD COMMUNITY GENERAL EXPENSES | 1,750 | 1,750 |
| BOARD OF EXAMINERS EXPENSES | | |
| 200/6105 Board of Ex Travel/Meals | 2,050 | 2,050 |
| 200/6120 Board of Ex Teleconference | 50 | 50 |
| 200/6125 Board of Ex Misc/Other | 1,500 | 1,500 |
| 200/6150 Pastoral Assessment Ctr | 11,500 | 11,500 |
| TOTAL BOARD OF EXAMINERS EXPENSES | 15,100 | 15,100 |
| PASTORAL CARE EXPENSES | | |
| 200/6120 EC Care/Coaching | 3,200 | 3,200 |
| 200/6220 Andrew Fund Expenses | --- | --- |
| 200/6230 Healthy Pastors Task | 1,000 | 1,000 |
| 200/6240 Pastors' Wives Retreat | 2,000 | 3,000 |
| TOTAL PASTORAL CARE EXPENSES | 6,200 | 7,200 |
| STUDENT AID LEADERSHIP TEAM | | |
| 200/6310 SA Leadership Team Travel/Meals/Housing | --- | --- |
| 200/6330 Student Aid Loans | --- | --- |
| 200/6340 Student Aid Promotion | 1,000 | 1,000 |
| 200/6390 SA Leadership Team Mi | 100 | 100 |
| TOTAL STUDENT LEADERSHIP TEAM | 1,100 | 1,100 |
| INSTITUTE FOR CHURCH LEADERSHIP EXP. | | |
| 200/6410 Inst. For Church Lead Travel/Meals/Housing | 550 | 550 |
| 200/6430 Inst. For Church Lead Course of Study | --- | 2,000 |
| TOTAL INST. FOR CHURCH LEADERS EXPENSES | 550 | 2,550 |
| TOTAL MDC EXPENSES | 39,968 | 43,068 |
| CHURCH HEALTH COMMUNITY INCOME | | |
| 300/4140 Endowment Fund Trans | 32,298 | 35,678 |
| 300/4160 Women's Network | 4,000 | 4,000 |
| 300/4165 Men's Events | 2,000 | 2,000 |
| 300/4170 Pastors' Wives' Retreat | --- | --- |
| 300/4175 Evangelism/DO Seminar | --- | --- |
| TOTAL INCOME | 32,298 | 41,678 |
| CHURCH HEALTH ASSOCIATE EXPENSES | | |
| 300/5010 CH Associate Salary & | 12,000 | 12,000 |
| 300/5015 CH Associate FICA | 918 | 918 |
| 300/5025 CH Associate Pension | 1,680 | 1,560 |
| 300/5030 CH Associate Workers Comp | 100 | 100 |
| 300/5035 CH Disability | --- | 100 |
| 300/5050 CH Associate Cont. Ed | 1,500 | 1,500 |
| 300/5055 CH Associate Travel | 3,000 | 3,000 |
| TOTAL CH A SALARY & BENEFITS EXP | 19,198 | 19,178 |
| CHURCH HEALTH COMM GENERAL EXP. | | |
| 300/6120 CH Community Meeting | 500 | 500 |
| 300/6020 CH Community Teleconference | --- | --- |

STANDING COMMITTEES

| | | |
|---|---------|---------|
| 300/6090 CH Community Misc/Other | 1,000 | 1,000 |
| TOTAL CH COMMUNITY GENERAL EXP | 1,500 | 1,500 |
| EVANGELISM EXPENSES | | |
| 300/6360 Evangelism Seminar | 3,500 | 3,500 |
| 300/6390 Evangelism Misc/Other | 250 | 250 |
| TOTAL EVANGELISM EXPENSES | 3,750 | 3,750 |
| CHRISTIAN EDUCATION EXPENSES | | |
| 300/6410 Chr Ed Travel/Meals/Housing | 100 | 100 |
| 300/6430 Chr Ed Misc Resources | 500 | 500 |
| 300/6440 Chr Ed Seminars | 1,000 | 1,000 |
| TOTAL CHRISTIAN EDUCATION EXP | 1,600 | 1,600 |
| RECOGNITION OF GENDER DIFFERENCES EVENTS EXP | | |
| 300/6530 Women's Network | 3,500 | 3,500 |
| 300/6550 Men's Events | 2,000 | 2,000 |
| TOTAL RECOGNITION OF GENDER DIFF. EXP | 5,500 | 5,500 |
| CHURCH HEALTH EXPENSES | | |
| 300/6620 NCD | --- | --- |
| 300/6630 CH Seminars | 1,000 | 1,000 |
| 300/6640 Local Church Surveys/Coaching | 7,000 | 7,000 |
| 300/6660 CH Specialized Training | 6,000 | 6,000 |
| 300/6670 CH Resources | 1,000 | 1,000 |
| TOTAL CHURCH HEALTH EXPENSES | 15,000 | 15,000 |
| TOTAL CHC EXPENSES | 46,548 | 46,528 |
| INCOME | | |
| 400/4040 Episcopal Fund-Bishop | 4,000 | 4,000 |
| 400/4360 Heritage Society Interest | --- | --- |
| 400/4525 Heritage Society Income | --- | --- |
| 400/4600 Gifts/Donations | --- | --- |
| TOTAL INCOME | 4,000 | 4,000 |
| MISSIONAL ALIGNMENT COMMUNITY EXP | | |
| BISHOP SALARY & BENEFITS | | |
| 400/5010 Bishop Salary | 85,122 | 90,500 |
| 400/5015 Bishop FICA | 6,512 | 6,923 |
| 400/5025 Bishop Pension | 2,880 | 3,120 |
| 400/5030 Bishop Workers Comp | 500 | 500 |
| 400/5035 Bishop Disability | 100 | 100 |
| 400/5050 Bishop Continuing Ed | 1,200 | 1,200 |
| 400/5055 Bishop Executive Coach | 3,000 | 3,000 |
| 400/5060 Bishop Life Insurance | 1,000 | 1,000 |
| 400/5065 Bishop Cell Phone Exp | 750 | 750 |
| TOTAL BISHOP SALARY & BENEFITS | 101,064 | 107,093 |
| DISTRICT FIELD DIRECTOR SALARIES & BENEFITS EXP | | |
| 400/5110 DFD Salary | 132,000 | 132,000 |
| 400/5115 DFD FICA | 10,098 | 10,098 |
| 400/5125 DFD Pension | 11,760 | 11,760 |
| 400/5130 DFD Workers Comp | 1,500 | 1,500 |
| 400/5135 DFD Disability | 700 | 700 |
| 400/5140 DFD FSA | --- | --- |

STANDING COMMITTEES

| | | |
|---|---------|---------|
| 400/5150 DFD Pension Services Fee | 700 | 700 |
| TOTAL DISTRICT FIELD DIRECTORS | 156,758 | 156,758 |
| 400/6590 Episcopacy Misc/Other | 175 | 175 |
| TOTAL EPISCOPACY EXPENSES | 175 | 175 |
| NEXUS/PROMOTION OF CHRISTIAN UNITY EXP | | |
| 400/6610 Nexus Travel/Meals/Housing | --- | --- |
| 400/6650 Nexus Promotional Material | 1,000 | 1,000 |
| TOTAL NEXUS EXPENSES | 1,000 | 1,000 |
| PRAYER MOBILIZATION EXPENSES | | |
| 400/6710 Prayer Mobilization Committee Mtgs. | 100 | 100 |
| 400/6740 Prayer Mobilization Travel/Meals/Housing | --- | --- |
| 400/6750 Prayer Summit/Regional Gathering | 1,500 | 1,500 |
| 400/6760 Prayer Mobilization Misc. Resources | 1,850 | 1,850 |
| TOTAL PRAYER MOBILIZATION EXPENSES | 3,450 | 3,450 |
| PARA-CHURCH MINISTRIES EXPENSES | | |
| 400/6820 NAE | 3,000 | 2,000 |
| 400/6850 Wesleyan Leaders Forum | 1,000 | 1,000 |
| TOTAL PARA-CHURCH MINISTRIES EXPENSES | 4,000 | 3,000 |
| HERITAGE SOCIETY EXPENSES | | |
| 400/6910 Heritage Society Travel | --- | --- |
| 400/6990 Heritage Society Misc | 4,000 | 4,000 |
| TOTAL HERITAGE SOCIETY EXPENSES | 4,000 | 4,000 |
| BISHOP TRAVEL EXPENSES | | |
| 400/7010 Bishop Auto Insurance | 750 | 750 |
| 400/7020 Bishop Auto Maintenance | 1,500 | 1,500 |
| 400/7030 Bishop Travel/Meals/Housing | 8,000 | 4,000 |
| 400/7040 Bishop Mission Trip | 3,500 | 3,500 |
| TOTAL BISHOP TRAVEL EXPENSES | 13,750 | 9,750 |
| TOTAL MAC EXPENSES | 341,547 | 353,726 |
| EXPENSES | | |
| BENEFITS CORPORATION | | |
| 490/6320 Hospitalization-Retire | 144,000 | 97,000 |
| 490/6325 Pension-Defined Benefit | 70,000 | 67,000 |
| TOTAL BENEFITS CORPORATION | 214,000 | 164,000 |
| 490/6400 ETS | 140,800 | 88,000 |
| TOTAL ETS | 140,800 | 88,000 |
| CAMPING | | |
| 490/6510 Twin Pines | 49,984 | 32,441 |
| 490/6520 Camp ECCO | --- | --- |
| 490/6521 Rock River Bible Camp | --- | --- |
| TOTAL CAMPING | 49,984 | 32,441 |
| 490/6600 Historical Society | --- | --- |
| TOTAL HISTORICAL SOCIETY | --- | --- |

STANDING COMMITTEES

| | | |
|--|-----------|-----------|
| TOTAL EXPENSES | 404,784 | 284,441 |
| INCOME | | |
| 500/4010 Ministry Funds | 1,164,259 | 1,065,210 |
| 500/4110 National Conference Celebration | --- | --- |
| 500/4310 Investment Income | 3,000 | 6,000 |
| 500/4330 Realized Gain/Loss on | --- | --- |
| 500/4340 Unrealized Gain/Loss | --- | --- |
| 500/4350 Endowment Fund Transfer | 4,400 | 4,400 |
| 500/4360 Interest – Certificates | 4,785 | 4,785 |
| 500/4370 L&I Transfer | 20,000 | 20,000 |
| 500/4410 Rental Income – Church | 11,700 | 11,700 |
| 500/4420 Rental Income – Close | --- | --- |
| 500/4510 Conference Journal Sales | 1,800 | 1,800 |
| 500/4515 Disciplines | 4,500 | --- |
| 500/4520 Planbooks | --- | --- |
| 500/4525 Other Denominational | --- | 1,800 |
| 500/4570 B&W Copier | 4,000 | 2,000 |
| 500/4575 Color Copier | 5,500 | 4,000 |
| 500/4580 Postage | 14,000 | 10,000 |
| 500/4585 Gain/Loss on Disposal | --- | --- |
| 500/4600 Income from Closed Church | --- | --- |
| 500/4620 Contributed Property | --- | --- |
| 500/4980 Miscellaneous Income | --- | --- |
| TOTAL INCOME | 1,237,944 | 1,131,695 |
| SALARIES/WAGES & BENEFITS | | |
| 500/5010 Salaries | 236,344 | 243,153 |
| 500/5015 FICA | 18,033 | 18,553 |
| 500/5920 Hospitalization | 7,546 | 10,686 |
| 500/5025 Pension | 14,160 | 14,040 |
| 500/5030 Workers Comp | 2,000 | 2,000 |
| 500/5035 Disability | 700 | 700 |
| 500/5045 Pension Services Fee | 700 | 700 |
| 500/5060 Continuing Ed | 500 | 500 |
| 500/5080 Travel & Entertainment | --- | --- |
| TOTAL CST SALARIES/WAGES & BENEFITS | 279,983 | 290,333 |
| RESOURCES – MINISTRY AIDES EXPENSES | | |
| 500/6120 Journal Printing Expense | 1,600 | 1,600 |
| 500/6130 Disciplines | --- | --- |
| 500/6140 Planbooks | --- | --- |
| 500/6190 Other Denominational | 5,750 | 2,000 |
| TOTAL RESOURCES – MINISTRY AIDES | 7,350 | 3,600 |
| PURCHASED SERVICES | | |
| 500/6210 Legal Fees | 20,000 | 20,000 |
| 500/6220 Purchased Services – Audit | 16,000 | 17,000 |
| 500/6230 Purchased Services – Financial | (33,213) | (34,433) |
| 500/6240 Purchased Services – Payroll | 3,000 | 2,500 |
| 500/6250 Purchased Services – IT | 5,000 | 5,000 |
| 500/6290 Other Purchased Services | --- | --- |
| TOTAL PURCHASED SERVICES | 10,787 | 10,068 |
| OFFICE EXPENSES | | |
| 500/6310 B&W Copier | 8,000 | 8,000 |

STANDING COMMITTEES

| | | |
|--------------------------------|---------------|---------------|
| 500/6315 Color Copier | 23,000 | 23,000 |
| 500/6320 Computer Hardware-Per | 5,000 | 5,000 |
| 500/6325 Computer Software | 3,500 | 3,500 |
| 500/6330 Computer Supplies | 2,000 | 2,000 |
| 500/6335 Postage | 23,000 | 21,000 |
| 500/6340 Postage Machine | 6,700 | 7,200 |
| 500/6345 Paper & Envelopes | 2,500 | 2,500 |
| 500/6350 Office Supplies | 2,500 | 2,000 |
| 500/6360 Water Coolers | 1,000 | 1,000 |
| 500/6365 Bank Fees | 3,500 | 4,300 |
| 500/6370 Credit Card Fees | 2,500 | 2,500 |
| 500/6390 Misc/Other Office Exp | 500 | 500 |
| TOTAL OFFICE EXPENSES | 83,700 | 82,500 |

COMMUNICATIONS EXPENSES

| | | |
|-------------------------------------|--------------|--------------|
| 500/6410 Website | 1,000 | 2,035 |
| 500/6420 Photography | 100 | 100 |
| TOTAL COMMUNICATION EXPENSES | 1,100 | 2,135 |

CHURCH CENTER PROPERTY EXPENSES

| | | |
|--|---------------|---------------|
| 500/6510 EC Church Offices Rep | 3,000 | 3,000 |
| 500/6520 Property Maintenance | 7,000 | 5,000 |
| 500/6530 Insurance | 6,900 | 6,500 |
| 500/6540 Natural Gas | 1,300 | 1,300 |
| 500/6545 Electric | 10,000 | 9,500 |
| 500/6550 Water/Sewer | 1,000 | 1,000 |
| 500/6555 Trash Removal | 1,900 | 1,900 |
| 500/6560 Telephone/Internet | 8,100 | 9,700 |
| 500/6570 Janitorial/Supplies | 5,800 | 6,100 |
| 500/6580 Depreciation Expense | 10,000 | 10,000 |
| TOTAL CHURCH CENTER PROPERTY EXPENSES | 55,000 | 54,000 |

BUDGET/FINANCE COMMITTEE EXPENSES

| | | |
|--|------------|------------|
| 500/6610 Budget/Finance Travel/Meals/Housing | 750 | 750 |
| 500/6620 Budget/Finance Teleconference | 45 | 45 |
| 500/6690 Budget/Finance Misc/O | 15 | 15 |
| TOTAL BUDGET/FINANCE COMMITTEE | 810 | 810 |

PROPERTY COMMITTEE EXPENSES

| | | |
|--|--------------|--------------|
| 500/6710 Property Travel/Meals | 75 | 75 |
| 500/6720 Property Teleconference | 25 | 25 |
| 500/6780 Property Repairs | 5,000 | 5,000 |
| 500/6781 Closed Church – Muir | --- | --- |
| 500/6783 Closed Church - Millersville | --- | --- |
| 500/6784 Closed Church – Sunbury | --- | --- |
| TOTAL PROPERTY COMMITTEE EXPENSES | 5,100 | 5,100 |

500/6840 NC Mailing

| | | |
|--|-----|-----|
| TOTAL NATIONAL CONF CELEBRATION | --- | --- |
|--|-----|-----|

DENOMINATIONAL ACTIVITIES EXPENSES

| | | |
|--------------------------------------|-------|-------|
| 500/6920 Donations (Fire Co., etc.) | 800 | 800 |
| 500/6930 National Conf Newsletter | 1,600 | 1,600 |
| 500/6940 Loan & Investment Committee | 25 | 25 |
| 500/6960 Gift Annuity Payments | 1,140 | 1,140 |

STANDING COMMITTEES

| | | |
|--|-------------|-------------|
| 500/6980 Misc/Other Expenses | 3,500 | 1,000 |
| TOTAL DENOMINATIONAL ACTIVITIES | 7,065 | 4,565 |
| TOTAL CONFERENCE SUPPORT TEAM | 450,895 | 453,110 |
| Summary: | | |
| Revenues | 1,164,259 | 1,065,210 |
| Ministry Funds | 64,483 | 70,863 |
| Conference Registrations | --- | --- |
| Bookstore | 6,300 | 3,600 |
| Income from closed churches | --- | --- |
| Other | 48,700 | 41,200 |
| | 1,283,742 | 1,180,873 |
| Expenses | | |
| -200 Ministerial Development Community | 39,968 | 43,068 |
| -300 Church Health Community | 46,548 | 46,528 |
| -400 Missional Alignment Community | 341,547 | 353,726 |
| -490 Affiliates | 404,784 | 284,441 |
| -500 Conference Support Team | 450,895 | 453,110 |
| | 1,283,742 | 1,180,873 |
| Increase/(decrease) net assets | --- | (0) |
| Ministry Funds (excl camping ministry) | 7.33% | 6.75% |
| Twin Pines | 0.36% | 0.24% |

Pastoral Compensation

By the acceptance and approval of the Pastoral Compensation Report by the duly elected and voting lay delegates and pastors of the National Conference, the items within this report becomes mandates for the local churches to enact as they are approved by the National Conference.

A. Items to be approved:

1. Each year the Social Security Administration uses the Cost of Living Adjustment (COLA) percentage to set the annual Social Security recipient's increase. The Compensation Committee has used the COLA as its basis for salary increase, but we are always one year behind the Social Security increase. Therefore the 2013 National Conference approved that beginning in 2014 the COLA will always be the minimum recommendation for the salary increase for pastors. The COLA will be available on the denominational website along with the salary forms sometime between October and November. Churches that plan to grant less than the increase approved in this report, must receive approval of their Conference Minister prior to any official action taken to set the pastor's salary for the upcoming year.

Churches that are financially able are encouraged to give either a larger percentage increase or to consider an additional increase as a merit raise in salary for each pastor. This merit raise would be in addition to the approved percentage salary increase.

2. National Conference Administrator's Compensation for 2017 is recommended by the Finance Committee.

| | |
|--------------------|----------|
| Bishop | \$90,500 |
| Executive Director | \$80,700 |

3. Continuing Education – Allowance – we recommend the following minimums:

For the Bishop: \$1200 and \$1000 for full-time pastors and \$500 for part-time pastors as referenced in Rule 1002.12

STANDING COMMITTEES

4. Stationing Elders' Remuneration: We recommend \$17.50 per hour plus expenses including standard IRS mileage rates. This remuneration is evaluated annually.

5. Honorariums for National Conference Positions: we recommend the following for 2017 National Conference. All Honorariums will be reviewed every five years – next review in 2021.

| | |
|---|--|
| National Conference Secretary | \$700 |
| National Conference Assistant Secretaries | \$175 each |
| National Conference Services Coordinator | \$700 plus travel expenses at IRS Standard mileage rate |

6. Church Contribution to their Pastor's 403(b) Pension Account: We recommend a monthly contribution of \$260 (full-time pastors) and \$130 (part-time pastors), effective January, 2018.

B. Items Presented for Information and/or Review from previous National Conference action or reports:

1. Moving Expense Reimbursement: per rule 910.2.3 Churches shall be granted a moving subsidy as established by National Conference.

a. As per Conference Rule 909.2.4 all moves will be reviewed for possible income tax liability by the regulations included in IRS publication 521 Moving Expenses. Moves that are determined to be taxable, form 1099-MISC will be generated by the E.C. National Conference with the relocated pastor as the recipient on the form 1099-M with total cost of the move included in Box 7 (non-employee compensation). This amount becomes taxable income to the relocated pastor. The National Conference will also reimburse the affected pastor up to 25% of the cost of the move to offset Federal, State, and Local income taxes, if applicable. The tax payment will also be reported in Box 7 of form 1099-MISC as taxable income.

2. Housing Allowance: In determining the housing allowance, the IRS states that the housing exclusion amount from income tax is the least of the following: actual expenses incurred; the fair rental value of home, including furnishings and utilities; or the housing allowance. The IRS does not set an actual maximum for the housing allowance. Failure to comply with the 2002 Clergy Housing Clarification Act could result in fines and penalties, possibly on both the pastor and the church and could have effect on the denomination, as well. We strongly encourage the churches and pastors to comply with these IRS regulations. Denominational leadership is available for consultation and questions, Rule 1002.2.

3. Parsonage provided by the Church: Annually a member of the PRC should determine the market rental value of the parsonage. The market rental value is defined as what an unbiased individual would pay in monthly rent for the parsonage. Normally an internet search of available similar homes for rent in the community or a search of classified ads will yield the market rental value of the parsonage. In certain situations a parsonage is a unique property that may not attract top dollar rental and a reasonable adjustment to the market value may be required, Rule 1002.2.

a. A fair rental value of the parsonage in the community where the home is located is necessary not only for the calculation of employer Social Security/Medicare tax but also is used as part of the disability income calculation should the pastor become disabled or have a worker's compensation claim. Denominational leadership is available for consultation and questions.

b. Parsonage Requirements. For churches providing a parsonage, a list of items required to be provided is found in Rule 1002.2.

4. Pulpit Supply Honorarium – suggested guideline for churches:

\$100 for the 1st message/sermon and \$50 for each additional service, such as Sunday school or multiple worship services, plus travel reimbursement at the standard IRS mileage rate.

STANDING COMMITTEES

5. Housing Equity Account: We continue to suggest that each church providing a parsonage, support a Housing Equity Program that would be established by the pastor to allow him to accrue monies toward the purchase of a home upon either an eventual assignment to a church where no housing is provided, or upon retirement. The pastor would own this account. The Lay Delegate from the church should present this proposal annually to their Board or Ministry Council for consideration either to support the establishment of the account or to continue to make contributions to an already existing account. The Executive Director will be available for consultation with churches interested in supporting their pastor in his establishment of such an account. The Benefits Corporation will administer these accounts.

6. Pastoral Vacation Schedule: Full-time and part-time pastors shall be granted vacation based on NC Rule 1002.11

| | |
|------------------------|------------------|
| 0-9 years of service | 3 weeks |
| 10-19 years of service | 4 weeks |
| 20-29 years of service | 5 weeks |
| 30+ years of service | At least 5 weeks |

7. Ministry Leave: Based on NC Rule 1002.14 all pastors shall be annually be granted a minimum of one week of “Ministry Leave” for the purpose of personal spiritual development, study, service, or global experience. This leave requires prior scheduling approved by the local church Board or Ministry Council and accountability to that body.

8. Pastor’s Day off: We expect our pastors to avail themselves to one day off per week. This is in order to exemplify wise stewardship of life to avoid burnout and to obey the biblical injunction of Sabbath.

9. Sabbatical/Renewal Leave: Understanding the stress of Pastoral ministry and being “on-call” 365/24/7, we recommend that congregations consider offering their pastor(s) a Sabbatical/Renewal Leave. A Sabbatical/Renewal Leave is a period of time devoted to rest, restoration, hope and peace. Its origin is found in the Old Testament sabbatical year in which every seventh year the crops were not planted so as to allow the land a chance to rest. It is a time of release from normal duties in order for the pastor to devote time to rest and renewal. For churches considering such a Sabbatical/Renewal Leave, guidelines are available through contacting EC Church Center or please refer to “Sabbatical Guidelines” document posted on the website for guidance, <http://www.eccenter.com/ecc/media/Compensation-Forms/Sabbatical-Guidelines.pdf>.

10. 2018 Salary forms and the COLA percentage will be available on the EC Church website sometime between October-November.

11. Effective January 2014 based on the healthcare reform law contributions to a Flexible Spending Account (FSA) will be adjusted annually and that amount will be available on the Pastor’s FSA Agreement form which is part of the Pastoral Compensation reporting forms.

Debra Patterson

STATIONING

The Stationing Committee met nine times in 2016; and Stationing Elders and Conference Ministers met with pastors and Pastoral Relations Committees many more times from January 1, 2016 – June 30, 2016.

The 2016 stationing process was unique in two ways. It was the final time stationing was carried out under the old structure. Second it was one of the most demanding with more than fifteen churches

STANDING COMMITTEES

involved. Ultimately, one congregation was assigned an interim pastor and another congregation functioned with a series of individuals providing pulpit supply.

In all, the Stationing Committee strived to be sensitive and responsive to God's guidance, church leaders, and pastors.

Rev. Richard T. Nahodil

STATIONING REPORT

Effective July 1, 2017
Bruce D. Hill, Bishop

DELAWARE REGION

BERKS DISTRICT

Rev. Marlin Lafferty, DFD
Adamstown, Immanuel - Jeffrey R. Hain
Kutztown, Grace - Adam P. Roberts
Leesport, Bethany - David F. Wood
Lenhartsville, Salem - David L. Long
Mohnton, Zion - Robert W. Shuey
*Pleasantville – Brian D. Garner
Shillington, New Life - Rick M. Reilly
Sinking Spring, Community – Michael C Snedeker
Matthew A. Hill (A)
Timothy T. Sanger (A)
Temple, Faith – Brett A. Kindig
Womelsdorf, Trinity Fellowship – Kenneth P. Wiest

LEHIGH VALLEY DISTRICT

Rev. Gary Kuehner, DFD
Allentown, Christ – Richard T. Nahodil
Allentown, New Bethany – Ghosoub J. Al-Khal
Allentown, St. John's – John R. Martinez
Allentown, Zion – Gary J. Morrell
Bangor, First United – Ronald W. Shipman
Bethlehem, Arabic Living – Ghosoub J. Al-Khal
Bethlehem, Emmanuel – Richard J. Sergi
Emmanuel, St. Matthew's – L. Allen Giles
Donald L. Kerns (At)
Fogelsville, Hope Community – Kenneth B. Kalisz
Hosensack, Grace – Robert F. Klersy
Lehigh Valley, Horizon (Ch. Plant) – Robert M. Daneker, Jr.
Vera Cruz – Robert F. Klersy
Williams Township, Christ – Robert N. Romig

NORTH EAST DISTRICT

Rev. Paul Miller, DFD
Bartonsville, St. John's – Paul J. Miller
Berlinsville, Trinity – Kenneth M. Schira
Bushkill, Community – Paul J. Miller
*East Weissport, People's – Michael S. Coulson
Jim Thorpe, Ebenezer – Nathanael J. Kennedy
Lehighton, Bethany – Jeffrey S. Stansbury
Palmerston, Living Hope Lighthouse – Christopher D. Bronico
Slatington, Trinity (Ch. Restart) – Brian J. Kern
Tamaqua, Bethany – Kevin P. Roberts

PENN JERSEY DISTRICT

Rev. Ralph Owens, DFD
Boyertown, Trinity – John W. Friedlund
*L. Donald Knier (At)
Clayton, Bethany – Dennis L. Brubacher
Hatfield, Emmanuel – Glenn R. Lambert
Plymouth Meeting – Cameron L. Smith
Pottsville Area, Journey 53 (Ch. Plant) – Richard F. Christman, II
Royersford, Trinity – Wayne T. Houck
Ralph W. Owens (At)
Whiting, NJ, Christ – Gary C. Luckenbill
Zieglerville, Christ – Marlin S. Miller, Jr.

SCHUYLKILL DISTRICT

Rev. James Price, DFD
Ashland, Bethany – Dennis W. Snyder
Cressona, Bethany Fellowship – Dennis W. Snyder
*Dreherstown – Kenneth M. Schira
Frackville, Trinity – Jeffrey Merwine
Lavelle, Christ – Michael S. Eck
Reedsville, Bethesda – Jeffrey G. Byerly
Mark D. Brooks (A)
Rock, Manbeck's Zion – Norman W. Dixon
Schuylkill Haven, Grace – John T. Rathman
West Hazleton, Buenas Nuevas – Edwin E. Mieses

GREAT LAKES REGION

ALLEGHENY DISTRICT

Rev. Gary Brown, DFD
Clarion, Riverhill – Terry L. Jacobs
Clarks Mills, Countryside – Donald W. Howell

Crossroads, Bethany – Christopher A. Lewis
Emlenton, New Zion – Gary M. Brown
*Fern, Trinity – Shawn E. Morgan (AP)
Knox, Grace – Richard L. Osberg

STANDING COMMITTEES

Lewie S. Bennett (A)
Seneca – James A. Bestwick
Transfer, Lakeside – Robert S. Mavis
BUCKEYE DISTRICT
Rev. Charles Campbell, DFD
Akron, Cottage Grove – William D. White
Akron, First – Scott D. Carr
Canton, First – Michael R. Garrison
Canyon Falls, KY – Paul D. Johnson
Southington, Delightful – Charles J. Campbell
Tallmadge, New Direction (Ch. Plant) – Timothy
E. Ream

Youngstown, Wedgewood Park – Andrew D. Carr

ILLINOIS DISTRICT

Rev. David Carr, DFD
Afolkey, IL – David G. Carr
Dixon, IL, Bethel – Randall L. Sizemore
Dixon, IL, St. James – Robert E. Dunbar
Highland Park, IL – Salvador L. Cardoso
Hooppole, IL – Eugene K. Baker
Winnebago, IL – Dennis V. Buss

SUSQUEHANNA REGION

ANTHRACITE DISTRICT

Rev. Bradley Hatter, DFD
Gratz, Good Shepherd – Kyle R. Roth
Herndon, Seibert – Bradley D. Hatter
Mandata, Peifers – Bradley D. Hatter
Pitman, Zion – Todd W. Wolfe
Pitman, St. Paul's – Todd W. Wolfe
Shamokin, Trinity – Brian C. Betsworth
Sunbury, Bethany – Joshua L. Notestine
Trevorton, Emmanuel – Joshua L. Notestine
Williamstown – Brian C. Betsworth
Williams Valley, Faith – Kyle R. Roth

CAPITAL/LEBANON DISTRICT

Rev. Gordon Lewis, DFD
Annville, Zion – Bryan K. Dever
Bunker Hill – Harold L. Easter
Clarks Valley, Zion – Michael G. Knapp
Fishing Creek, Trinity – Gordon R. Lewis
*Harrisburg, Faith – Ray D. Hock
Harrisburg, Trinity – Keith A. Blank
Lawn – William E. Stoffel
Lebanon, First – David R. Dennis
Lewisberry, Wyndamere Heights – Timothy K. Seiger
Myerstown, Zion – David A. Swift
Palmyra, First – Charles A. Walker
Robert A. Valentine (At)
*Rexmont – John S. Smith
Steelstown, St. John's – Jeffrey S. Berger
Union Salem – Dale A. Kramer (Pt)

CONESTOGA DISTRICT

Rev. Keith Miller, DFD
Akron, Grace – Leslie D. Cool, Jr.
Stephen L. Holubec (A)
Bridgeville, Zion – Kirk B. Wolfe
Ephrata, Grace – B. Bruce Wagner
Ephrata, House of Blessings (Ch. Plant) –
Abimael Montanez
*Mohn's Hill, Mohn's Memorial – Kenneth B. Ogden
Morgantown, California – David E. Mennig
Mount Airy – Bruce H. Willier
Mount Culmen – F. Kenneth Hoffer
Pequea – Jonathan J. Brown

Reamstown, St. Paul's – Kirk R. Marks
Rothsville, St. Paul's – Kenneth H. Miller
Terre Hill, Trinity – Neal E. Martin

RED ROSE DISTRICT

Rev. Jeffrey Schell, DFD
Brownstown, Ebenzer – Scott E. Phillips
Conestoga, Bethel – George T. Custer
Creswell, Bethany – Robert L. Haslam
East Petersburg, Grace – Paul L. Barber
Lancaster, Faith – Joel A. Kime
Lancaster, Christ House (Ch. Plant) – Timothy L.
King
Lancaster, Grace – Mark R. Ammerman
Lancaster, Trinity – Bruce E. Sellers
Lititz, Trinity – Nathan F. Fry
Ryan E. Taylor (A)
Manheim, Trinity – Jeffrey C. Schell
Willow Street, Grace Community – Michael W.
Sigman
Addison M. Roberts (A)
Jacob P. Weitzel (A)
Wilmer R. Martin (At)

SUSQUEHANNA DISTRICT

Rev. Sterling Trimmer, DFD
Bair, Faith – Michael E. Campbell
Baltimore, MD, Rosedale – Russell E. Warner
Columbia, Grace – Don Wert
East Berlin, Countryside Fellowship – Raymond J.
Newlin
Kinderhook – Douglas D. Evans
Mount Joy, Trinity – C. Gerald Berrier, Jr.
Red Lion, Arlington – Sterling I. Trimmer, Jr.
Reichs – Daniel T. Blank
Weigelstown, St. David's – N. Patrick Teaford
York, St. Paul – Carlos A. Kelly
York, Iglesia Cristiana (Church Plant) – Carlos A.
Kelly
York, The Next Step (Church Plant) – Carlos A. Kelly
Timothy L. King

A Associate (full-time)

At Assistant (Part-time)

STANDING COMMITTEES

AP Approved Pastor

* New Assignment

TBA To be Assigned

LOCAL CONFERENCE MEMBERS

Akron, OH, Cottage Grove
Stephen H. Cramer
Michael L. Hollinger
Akron, OH, First
Gregory C. DeLong
Akron, PA, Grace
Jeffrey L. Martin
Edward J. Vondran
Allentown, Christ
David C. Greulich
Donald Kunkel
Roy K. Luckenbill
Richard D. Reigle
Allentown, New Bethany
Brian J. Kern
Allentown, St. John's
Herbert P. Hartman
Annville
K. Noel Blancaflor
Alfred W. Miller
Ronald D. Miller
Ashland
Mark R. Brownson
Bair
Richard E. Kern
Baltimore, MD
Christiaan P. Mann
Bangor
Barry Becker
Bethany Crossroads
James F. Bound
Bethlehem, Emmanuel
Robert L. Bast
Boyertown
Richard F. Christman, II
Bridgeville
Kenneth M. Weaver
Brownstown
Keith R. Miller
Barry S. Zimmerman
Bunker Hill
David E. Myers
Canton, OH
Glenn H. Hansen
Andrew D. Miller
Clarks Mills
Richard N. Krcal
Clayton
Timothy S. Wolcott
Cressona
William W. Keeley

Dixon, IL, Bethel
Kurtis M. Graff
Robert W. Zetterberg
Dixon, IL, St. James
Harold E. Wigginton
East Weissport
Robert D. Zook
Emmaus
Allen L. Kline
Harold P. Scanlin
Samuel H. Yeager
Ephrata
Abimael Montanez
Philip S. Walck
Fern
Mark E. Micklos
Fogelsville
Robert M. Daneker, Sr.
Gary L. Kuehner
Kenneth J. Kuhns
Harrisburg, Trinity
Daniel E. Dixon
Brian W. Smith
Hatfield
Thomas G. Souders
Hosensack
Joel R. Christman
Knox
John C. Ward
Lancaster, Faith
Bruce A. Ray
Lancaster, Grace
Juan Carlos Morales
Douglas W. O'Brien
Lancaster, Trinity
Robert J. Stahl
Lebanon
Baxter A. Becker
Lenhartsville
Scott L. Shay
Lewisberry
Paul K. Hauk
Brian K. Parker
Lititz
Glenn L. Compton
Harry T. Dow
Gary E. Elmer
David R. Heffner
Charles H. Markley
Donald W. Metz, Jr.

Daniel J. Moury
Frederick J. Moury
Robert L. Nissly
Franklin H. Schock
Byron J. Whitaker
Mandata
Richard E. Sweppenhiser
Mohnton
Gerald E. Baum
William W. Hughes
John P. Phillippi
John P. Ragsdale
Mohn's Hill
Barry E. Rebert
Kenneth M. Sears
Mount Airy
James E. Griel
Mount Culmen
Glenn A. Miller
Myerstown
James E. Danielson
David G. Hornberger
Robert G. Hower
Kirby N. Keller
Dana M. Logan
Palmyra
Robert A. Brown
John D. Gordon
Layman L. Kennedy
Joshua A. Metz
Robert L. Schaeffer
Gene L. Stevenson
Plymouth Meeting
Robert W. Gockley, II
Philip T. Guistwite
Reamstown
Robert H. Gresh
Timothy E. Ream
Red Lion
Frank E. Miller, Sr.
Daniel A. Rohrbaugh
Reedsville
Timothy F. Christman
Steven M. Minnich
Nelson R. Reppert
Lloyd S. Yeager
Rexmont
W. Joel Copeland
Rock
James F. Price

STANDING COMMITTEES

| | | |
|--------------------------|---------------------|------------------------|
| Rothsville | Gregory L. Stefan | H. Robert Samuels |
| Abram E. Rhoads | Sunbury | Robert A. Stoner |
| Royersford | Edward Watts | Willow Street |
| Joseph R. Toy | Tamaqua | Richard F. Cummings |
| Schuylkill Haven | Robert Q. Wolcott | Steven P. Kosylo |
| Ronald C. Heim | Temple | John V. Tornfelt |
| Richard W. Kohl | John P. Haag | Winnebago |
| Seneca | Paul P. Koelln | Kenneth A. Schmoyer |
| David E. Dick | Terre Hill | Womelsdorf |
| Shillington | Alton A. Hoffman | William S. Sailer |
| Robert L. Kramer | Transfer | Youngstown, OH |
| John E. Moyer | Nicholas E. Lakatos | James H. Hansen |
| Sinking Spring | Scott E. Shaffer | Michael T. Soltis |
| Bruce D. Hill | Weigelstown | To be determined: |
| Marlin P. Lafferty | Brian C. Desautels | Reginald C. Austin |
| John S. Smith | Richard L. Magness | Robert M. Daneker, Jr. |
| Steelstown | Williamstown | Wayne L. Yarnall |
| Jan R. Fryer | Donald H. Both | |
| William J. McEllroy, Jr. | Williams Valley | |

There were numerous retirements this past conference year, so it was a busy year with moving. It is interesting to me that even with many retirements quite a few of the men were already in their own homes. This meant no move was necessary and results in no expense to the National Conference.

There were 10 men that required moves last year and three men who were able to move themselves with reduced costs to the conference. In one instance, the couple declined submitting an expense report. Moving is often an exhausting task and I am thankful to the families who undertake doing it themselves. I might add at this point that since the NC does not cover the expense of packing, except in medical circumstances that require it, there is still a lot of labor involved for every moving family.

The moves went well with no serious problems that I am aware of.

Rev. Gerald Baum

STANDING COMMITTEES

RULES OF CONFERENCE

801. Ministerial Credentialing

801.1. Ministerial Development Community

801.1.1. There shall be a Ministerial Development Community system that is composed of the Bishop, the Ministerial Development Associate and appointed members to carry out the credentialing tasks among individuals holding any of the following classifications or statuses in the districts of the National Conference of the Evangelical Congregational Church.

801.1.1.1. The Ministerial Development Community will deliver an integrated process for credentialing that includes 1) helping sponsoring pastors and churches identify and prepare candidates for assessment, 2) conducting a Pastoral Assessment Center, 3) examination of applicants through a Board of Examiners, 4) coaching, supporting, and training opportunities, 5) facilitating a process for lifelong learning, and 6) providing pastoral care, health and restoration.

801.1.1.2. The Bishop and the Ministerial Development Associate will appoint members to fill the component areas of the Pastoral Assessment Center, Board of Examiners, Coaching, and the Pastoral Care and Restoration Teams with members from among all regions of the National Conference.

801.1.1.2.1. The Pastoral Assessment Center: The Bishop, Ministerial Development Associate, and Director of the Pastoral Assessment Center will appoint members to participate as assessors and presenters for the Pastoral Assessment Center.

801.1.1.2.2. The Board of Examiners: The Bishop, Ministerial Development Associate, and Chairman of the Board of Examiners (Itinerancy and Non-Itinerancy) teams will appoint members to interview and examine pastoral applicants for ministry in the Evangelical Congregational Church.

801.1.1.2.3. Coaching: The Bishop, Ministerial Development Associate, and Coaching Associate will appoint members to receive training for effective coaching of all non-elder pastoral credentialed individuals.

801.1.1.2.4. Pastoral Care Team: The Bishop, Ministerial Development Associate, and Chairman of the Pastoral Care Team will appoint members to assist in the overall aspects of pastoral care and health.

801.1.1.2.5. Pastoral Restoration Team: The Bishop, Ministerial Development Associate, and Chairman of the Pastoral Care Team will appoint members to oversee the restoration process for pastors and their families during pastoral accountability, disciplinary care, and suspension (see Section 808).

801.1.1.3. The component areas of the Ministerial Development Community shall meet in frequency and at various times that will most effectively accomplish the overall objectives of the community.

801.1.2. The Ministerial Development Community National Conference Relations Committee shall meet together at least annually to evaluate current practices, review consistency, and formulate procedures.

801.1.3. The Ministerial Development Community shall meet together at least annually to evaluate current practices, review consistency, and formulate procedures.

801.4. Authorizations

801.4.1. The Ministerial Development Community shall report and be authorized to recommend for approval at National Conference, or grant immediately in the case of an Approved Candidate see (801.6.1.1) 1) candidates, pastors, and elders within provisional, local, and national classifications, 2) lay preachers and deacon/esses within specialized classifications, and 3) elders and deacon/esses for ordination, and 4) elders for itinerancy.

801.4.1.1. Approved candidates can immediately apply for and receive denominational student aid.

801.4.2. The Ministerial Development Community shall report and be authorized to recommend for approval at National Conference retirement for local pastors and elders, and superannuated or supernumerary status for ordained elders under the region's jurisdiction.

STANDING COMMITTEES

801.4.3. Regional Conference Relations Committees shall be authorized to transfer between candidate and pastor statuses within a given classification without reporting to the National Conference. The Ministerial Development Community shall report and be authorized to recommend transfer for all others.

801.4.4. The Ministerial Development Community is authorized to grant provisional classifications upon pastors and elders between the sessions of National Conference for the purpose of providing availability for stationing needs.

801.4.5. The ~~Conference Network Team~~ Bishop and the Ministerial Development Associate are authorized to ~~provide~~ recommend spiritual care for candidates, pastors, elders, lay preachers, or deacon/esses needing guidance or support.

801.4.6. The ~~Conference Network Team~~ Ministerial Development Associate in consultation with the Bishop is authorized to recommend for discipline any candidate, pastor, elder, lay preacher, or deacon/ess in order to provide spiritual restoration ~~under the region's jurisdiction~~ (see 808).

801.4.7. The ~~Ministerial Development Community~~ is Bishop and the Ministerial Development Associate in consultation with the Board of Examiners are authorized to recommend to the National Conference the removal from the rolls of any candidate, lay preacher, or licensed deacon/ess who does not complete and submit the form for annual renewal of credentials in a given year.

801.4.8. The ~~Ministerial Development Community~~ is Bishop and the Ministerial Development Associate in consultation with the Board of Examiners are authorized to recommend to the National Conference the removal from the rolls any pastor or elder who has withdrawn irregularly from assignment before the conclusion of the conference year, unless an agreement has been negotiated with the Stationing Committee concerning an early release. All such removals would be reported to the National Conference.

801.4.9. The ~~Conference Network Team~~ is Bishop and Ministerial Development Associate in consultation with the Board of Examiners are authorized to take disciplinary action when any credentialed person fails to notify them of changes in ministry employment outside of the Evangelical Congregational Church.

801.4.10. The Bishop and Ministerial Development Associate, acting jointly or individually, are authorized to immediately suspend the credentials of any individual when in their judgment credible evidence exists that the individual has violated Biblical standards of conduct to the extent that the individual in question cannot continue in pastoral ministry (see 808.3).

801.4.11. The ~~Conference Network Team~~ Bishop and Ministerial Development Associate in consultation with the Board of Examiners may authorize the Ministerial Development Community to bring a recommendation to the National Conference to revoke an individual's credentials and remove them from our ministerial roles. (See 808.4)

805.2.3.5 Local and licensed pastors are permitted voting privileges at National Conference ~~only after three (3) years of continuous service has been completed and thereafter~~ whenever they are assigned (see 205.1). ~~A full year of service in a part-time assignment shall be counted as one-half (1/2) year of service (see 906.2).~~

808. Credentials and the Process for Violations of Biblical Standards

808.1. When a credentialed individual is alleged to have committed a sin expressly forbidden in God's Word or to have acted in a manner that is detrimental to the people entrusted to his/her care, the Evangelical Congregational Church, or the ministry of the Kingdom, the Bishop and Ministerial Development Associate shall meet with the credentialed individual, and any other parties involved in order to discern the reality and seriousness of the situation.

808.1.1. The Bishop and Ministerial Development Associate, acting jointly, or individually in the other's absence, have the authority to act immediately to suspend the credentials of any individual when in their judgment credible evidence exists that the individual has violated biblical standards of conduct to the extent that the individual in question cannot continue in ministry effective immediately. (See 808.2)

808.1.2. Alternatively, the Bishop and Ministerial Development Associate, may determine that the individual can continue in ministry under the direction of a restoration team that will be assigned to walk through a process of healing with the individual that may also include the spouse and

STANDING COMMITTEES

family, if necessary. This process will be defined as Under Accountability or Under Discipline based on the seriousness of the violation. (See 808.4)

808.2. Violations Resulting in the Immediate Suspension of Credentials

808.2.1. There are times when an individual holding credentials is removed from his/her ministry position, because the individual has violated biblical standards of conduct to the extent that the individual in question cannot immediately continue in ministry.

808.2.1.1. The Bishop and the Ministerial Development Associate along with the appropriate Board of Examiners shall then meet as soon as is practical to consider further action, and the appropriate District Field Director will be notified.

808.2.1.2. As a result of suspension, the credentialed individual will be immediately removed from his/her ministry position(s), and after review of the Board of Examiners, may be placed under disciplinary care (See 808.4.2), and may additionally, be required to surrender his/her credentials. (See 808.3)

808. 2.1.3. Neither this designation, nor its results, will appear in the Conference Journal.

808.3. Violations Resulting in Surrendering of Credentials

808.3.1. There are times when an individual holding credentials is removed from a ministry position, because the individual has violated biblical standards of conduct to the extent that the individual in question cannot continue in ministry for a prolonged duration.

808.3.1.1. At this point, the Bishop and the Ministerial Development Associate along with the appropriate Board of Examiners have the authority to ask individuals to surrender their credentials. The appropriate District Field Director will be notified.

808.3.1.2. As a result of surrendering credentials, the individual will be immediately removed from his/her ministry position(s), and required to surrender his/her clergy certificate and identification card. The term for one's return to ministry will be determined by a process under the direction of a restoration team that will be assigned to walk through a process of healing with the individual that may also include the spouse and family, if necessary. (See 808.4.2)

808.3.1.3. When an individual refuses to submit to the process for restoration, the Bishop and the Ministerial Development Associate will follow procedures to revoke his/her credentials. (See 808.5)

808.3.1.4. Neither this designation, nor its results, will appear in the Conference Journal.

808.4. Violations Not Resulting in Surrender of Credentials

808.4.1. Under Accountability

808.4.1.1. There are times when an individual holding credentials is not removed from his/her ministry position, but is dealing with issues where the guidance of the ~~Conference Network Team~~ Pastoral Restoration Team may be of great help.

808.4.1.2. In those cases, the ~~Conference Network Team~~ Ministerial Development Associate and Bishop may at their discretion ~~and in consultation with the Ministerial Development Associate and Bishop~~, place individuals Under Accountability ~~to the Conference~~ and assign a ~~Committee of Concern~~ Pastoral Restoration Team to provide accountability, guidance, and support to them. The appropriate District Field Director will be notified, and no action is taken in regard to the credential.

808.4.1.2.1. The members of the ~~Committee of Concern~~ Pastoral Restoration Team are accountable to the ~~Conference Network Team~~ Bishop and the Ministerial Development Associate at all times and can never act independently of their oversight.

808.4.1.2.2. The work of the ~~Committee of Concern~~ Pastoral Restoration Team will be governed by the ~~Conference Network Team~~ Ministerial Development Community policy.

808.4.1.3. There is no change in credential or in status of an individual who is Under Accountability.

808.4.1.4. ~~Neither this designation, nor its results, will appear in the Conference Journal.~~

808.4.2. Under Disciplinary Care

808.4.2.1. ~~Any~~ There are times when an individual holding credentials is removed from his/her ~~activity~~ ministry position because of sinful conduct and is placed under the

STANDING COMMITTEES

disciplinary care of the ~~Conference Network Team~~ Pastoral Restoration Team (801.1.1.2.5).

~~The Conference Network Team will assign a Committee of Concern to work toward spiritual restoration with at least one (1) member of the Conference Network Team involved.~~

808.4.2.2. The Pastoral Restoration Team will work toward spiritual restoration of the individual (including the family, if necessary), in consultation with the Bishop, the Ministerial Development Associate. The appropriate District Field Director will be notified.

808.4.2.2.1. If needed, the Ministerial Development Associate and/or Bishop may additionally ask the individual to surrender his/her credentials and authorize the Board of Examiners to hold them until such time as restorative requirements are met. (See 808.3)

808.4.2.3. The members of the Pastoral Restoration Team are accountable to the Bishop and the Ministerial Development Associate at all times and can never act independently of their oversight.

808.4.2.4. The work of the ~~Committee of Concern~~ Pastoral Restoration Team will be governed by the ~~Conference Network Team~~ Ministerial Development Community policy.

~~If needed, the Conference Network Team may authorize the Ministerial Development Community to hold the individual's credentials.~~

808.4.2.5. Neither this designation, nor its results, will appear in the Conference Journal.

~~Under Suspension~~

~~808.3.1. The Bishop and Ministerial Development Associate, acting jointly or individually, have the authority to act immediately to suspend the credentials of any individual when in their judgment credible evidence exists that the individual has violated biblical standards of conduct to the extent that the individual in question cannot continue in pastoral ministry.~~

~~808.3.2. The Conference Network Team shall then meet as soon as is practical to consider further action.~~

~~808.3.3. Neither this designation, nor its results, will appear in the Conference Journal.~~

808.5. Violations Resulting in Revoking of Credentials

808.5.1. In situations where the fact of misconduct is beyond question and the ~~Conference Network Team~~ Bishop and the Ministerial Development Associate determines that an individual under accountability, disciplinary care, or suspension cannot be restored to office or fails to complete the requirements established for restoration, the ~~Conference Network Team~~ Bishop and the Ministerial Development Associate may authorize the ~~Ministerial Development Community~~ appropriate Board of Examiners to bring a recommendation to the National Conference to revoke the individual's credentials and remove them from our ministerial rolls.

808.5.1.1. Voting by ballot, a two-thirds (2/3) majority vote of the Itinerancy is required to approve the action.

808.5.1.2. The individual whose credentials are being revoked may appeal the decision utilizing the appeal procedure outlined in the Discipline, paragraph 614.

Rev. Jeffrey Byerly