

1 **TRANSITION TEAM**  
2

3 A transition team was created by the former North and South Indiana Conferences at their  
4 conference sessions in 2008. The creation of the team was part of the adoption of the Imagine  
5 Indiana Plan.  
6

7 **Recommendation number three reads:**

8 "That the bishop be authorized to name a Transition Team to oversee the transition from the  
9 current conference structures to the new conference, and to carry out the following: a) nominate  
10 a Board of Trustees and a Council on Finance and Administration to be elected at the called  
11 session in October 2008, and b) select a Committee on Rules and Structure, a Committee on  
12 Nominations, a Committee on Human Resources, and an Annual Conference Sessions  
13 Committee to serve in the interim until the 2009 Session of the new Indiana Conference."  
14

15 In overseeing the transition from the current conference structure to the new conference, we  
16 have carried the responsibility of "keeping the vision" to effectively and efficiently "make  
17 disciples of Jesus Christ for the transformation of the world!" Many groups have worked to put  
18 details to the vision and we have endeavored to support, encourage, explain, listen, and guide  
19 the transformation so that it is consistent with the vision of the Imagine Indiana Plan. We  
20 understand that form follows function. Last year we adopted a clear vision for "function" and  
21 what has happened since the 2008 annual conference sessions is the creation of "form."  
22

23 October 4, 2008, was a day of celebration. We reconciled the amendments to the Imagine  
24 Indiana Plan, elected and named seven transition teams, named directors, and gave thanks to  
25 God for leading us into this new day for Indiana United Methodists. There was overwhelming  
26 joy and support to move forward.  
27

28 Since October, the Transition Team has met with several groups and ministry teams to answer  
29 questions and make suggestions for new team formation. Our focus has been on the mission of:  
30 making disciples of Jesus Christ for the transformation of the world, resourcing the local church,  
31 streamlining structure, caring for clergy, and making a difference. (See Imagine Indiana Report  
32 for longer explanations.) We continue to believe there is a need for flexibility and transformation  
33 in the structures as we move forward. We encourage all of us to be open to how God leads us  
34 always into the new!  
35

36 We say a word of thanks for the many staff members who have faithfully continued to serve and  
37 provide great ministry in the midst of everything changing around them. The conference staffs  
38 of the North Indiana Office, South Indiana Office, Area Office and the Administrative Assistants  
39 in each district office have been diligent in their work in a very difficult situation. Thank you all for  
40 your faithfulness to the new Indiana Conference!  
41

42 We recognize the hard work of Bishop Coyner and both Cabinets in facilitating the creation of  
43 ministry clusters and discerning the 10 district lines. In the ten well-attended Tip-off Events  
44 there was a great sense of excitement and cooperation in the forming of ministry clusters.  
45

46 Picture a congregation who wants to reach out and minister to the community in new ways.  
47 They share this desire with their ministry cluster that prays in covenant and helps discern what  
48 might be the most effective way to achieve this. They discover more information is needed to  
49 understand their community, so together they engage the help of conference staff. During this  
50 discovery time the form of ministry needed becomes clear. They gain renewed energy for new

1 outreach ministries. They commit themselves to pray, encourage, and hold each other  
2 accountable for the new ministry.

3  
4 Picture a congregation who has experienced an unexpected emergency. The pastor's family  
5 has encountered a serious illness that will require the pastor to be absent from the pulpit for  
6 several weeks. The ministry cluster immediately communicates and discerns how to offer  
7 pastoral care for the clergy family, and creates a plan to provide for the pastoral care of the  
8 affected congregation. Both the congregation and the pastor in need are cared for by people  
9 they trust, those with whom they are in covenant relationship.

10  
11 These are just two pictures of the mission that we imagine ministry clusters may provide. We  
12 look forward to training for cluster leaders coming later this year.

13  
14 The Transition Team affirms the leadership of the Order of Elders, Order of Deacons, and the  
15 Fellowship of Local Pastors who initiated and helped guide the creation of clergy covenant  
16 groups. Clergy find support and encouragement from their peers through these groups.

17  
18 Picture a pastor who is struggling to balance home life, church life and self care. The clergy  
19 covenant group listens and asks questions. In conversation and prayer, ideas emerge to help  
20 balance the clergy's life demands. The clergy covenant group holds the pastor accountable for  
21 desired changes in an atmosphere of respect and love.

22  
23 Picture the clergy covenant group meeting in retreat to rest, renew, and remember their  
24 individual calls to ministry. They gather away from their congregations for prayer, communion  
25 and theological reflection. This trusted confidential group takes responsibility to ask each other  
26 the hard questions of faithfulness - "How is it with your soul!" This time away leads to renewed  
27 energy for creative leadership in the congregations they serve.

28  
29 Picture a pastor who has had a good ministry, but now is stuck as to "what's next?" The pastor  
30 talks with the covenant group and ministry cluster who ask the pastor the questions that begin to  
31 clarify what the next moves could be. The pastor then presents these new ideas to his or her  
32 district superintendent. Together they discern how conference staff might assist in finding the  
33 right resource folks and begin to make the changes that take the congregation into a new  
34 chapter of making disciples for the transformation of the world.

35  
36 Both the covenant groups and ministry clusters are in their infancy. We shall see their value  
37 increase as we learn how to live in community and hold each other accountable with support  
38 and encouragement.

39  
40 The Transition Team gives thanks for the work of the Directors who have discerned staffing  
41 needs, hired new employees, and worked with conference groups. God is good! We must  
42 remember that we are not finished. We are just beginning the process of a renewed  
43 commitment to follow as God leads us into a new future. We are pleased with the plan of  
44 Church Development and Connectional Ministry to have staff present and available in each  
45 district. We are excited about the new forms of electronic communications that will connect us,  
46 including a new conference Web site, opportunities for discussion groups, and the use of Web  
47 streaming, as we continue monthly print publication. We support the work of Conference  
48 Finance and Administration who offer a balanced realistic budget. We affirm the District  
49 Superintendents who are creating district budgets and living within the 1% asking. We  
50 commend the work of the Trustees as they address legal and property concerns. We are  
51 indebted to the work of the Nominating Team as they have initiated new networks to secure

1 leadership for the ministries and missions of the Indiana Conference that will help us in our  
2 vision to make Disciples of Jesus Christ for the transformation of the world. They received more  
3 than 370 surveys from people offering their gifts and service to the church. We applaud the  
4 Boards of Ordain Ministry as they have worked together to transition into the Indiana  
5 Conference. We are encouraged by the work of the United Methodist Women who are moving  
6 forward in becoming one entity.

7  
8 A special word needs to be said for the work of the Rules and Structure Team. We are thankful  
9 for the Rules and Structure Team for establishing and presenting the rules and structure of the  
10 Indiana Conference in compliance with the Imagine Indiana Plan and the Book of Discipline.  
11 This has required creating ministry teams that will offer a range of services to support the  
12 emerging ministries growing from the “grass roots” of the conference. These services will come  
13 in three primary forms. 1) They will provide resources in the form of materials and leadership. 2)  
14 They will set policies in some areas, but primarily they will seek to nurture the ministries growing  
15 throughout the state. 3) They will help affinity groups work together to be more effective.  
16 Conference teams now will have a very minimal funding function. We believe that strong and  
17 effective ministries need to have strong relationships with congregations who support and  
18 believe in their mission. The process of district and conference advanced giving will continue,  
19 but will reemphasize its original intent of personal connection in “making disciples of Jesus  
20 Christ for the transformation of the world.”

21 Picture a Ministry Cluster who study their demographics and determine that a new community  
22 youth ministry would help in their mission of making disciples for the transformation of the  
23 world. The Cluster leader calls the District Assistant who consults with the District  
24 Superintendent and connects that cluster to the conference staff person in youth ministry who  
25 then talks with the original Ministry Cluster to help it plan the start of its new ministry.

26 Picture a congregation’s trustee who needs information about property insurance options, who  
27 calls the District Assistant, who directs the trustee to the person who can provide the  
28 information.

29 During these past months the Transition Team has kept the vision before us. We have carefully  
30 reviewed the processes used by directors and groups as they discerned specifics in creating the  
31 Indiana Conference. In our discernment, we have discovered changes we need to make in  
32 order to keep the vision, yet remain practical in forming the Indiana Conference. This is living  
33 out of our core values; we are flexible and open to new ideas that may enable us to be more  
34 effective in our mission to make disciples of Jesus Christ for the transformation of the world.

35 As Transition Team members, we have considered recommendations and suggestions from  
36 several groups, and we have discerned the following are consistent with the Imagine Indiana  
37 plan, therefore we recommend The Indiana Conference move forward with these adaptations  
38 and changes.

- 39  
40 1. We recommend support for the Cabinet recommendation of district lines and the  
41 launching of the new ten districts January 1, 2010. [See Addendum 1]  
42 Explanation: These district lines are the result of three factors:  
43 a. The discernment of congregations as they formed ministry clusters and  
44 discerned in which district they envision their ministry.  
45 b. The number of congregations that will need the connection with the District  
46 Superintendent, and

1 c. The number of clergy who will require the supervision of the District  
2 Superintendent  
3

- 4 2. We recommend support of the discernment and work of the Director of Connectional  
5 Ministries and Director of Church Development who are moving from hiring and  
6 supervising deployed staff who reside in resource centers to securing and supervising  
7 experts in ministry areas who will serve congregations, ministry clusters, and clergy  
8 throughout the Indiana Conference. Conference staff will not reside in a specific location,  
9 but will be available to provide leadership where needed, create networks of skilled  
10 leaders who can assist others, develop district leadership and provide training  
11 resources.  
12
- 13 3. We recommend that we expand the concept of five bi-district Resource Centers into ten  
14 District Centers to bring the network of resources even closer to congregations and  
15 ministry clusters. This change keeps us consistent with the Imagine Indiana Plan,  
16 reduces the added layer of bi-district structure, and helps our plan to comply with *The*  
17 *Book of Discipline for the United Methodist Church*. [See Addendum 2]  
18

19 Explanation

20 This transition team has heard the concerns of those it would directly affect by having  
21 only five bi-district resource centers. The Transition Team along with The Cabinets and  
22 the Boards of Ordained Ministry have discerned that the bi-district resource centers add  
23 a layer of bureaucracy and complexity, would limit the amount of leaders who would be  
24 able to resource congregation, clusters, and clergy, are not user-friendly for the  
25 congregation, and are cumbersome for the work of the districts and the delivery of  
26 resources to congregations. The Transition Team concurs that having ten District  
27 Centers helps to “flatten” the structure and to bring it closer to congregations. The ten  
28 single-district center model allows the center to be more focused on the needs of a  
29 particular district and allows more leaders to exercise the skills in equipping other  
30 leaders around them.  
31

32 The Transition Team and the Cabinet are committed to the goal that these ten District  
33 Centers will focus upon supporting and resourcing the ministry of congregations, ministry  
34 clusters and clergy, providing a team of leaders to help congregations achieve the  
35 mission of “Making Disciples of Jesus Christ for the transformation of the world.”  
36

37 To be consistent with the Imagine Indiana staffing plan found on page 16 of the Imagine  
38 Indiana Plan, the ten centers will: [The district leadership team will decide if staff  
39 positions are full or part time with the exception that the Distinct Superintendent is full  
40 time]

41 \* Denotes changes

- 42 a) Have a District Superintendent \* **[ not two ]** whose job description has been  
43 revised to reflect the designs of the Imagine Indiana plan where the DS is  
44 focused upon leading a team of persons engaged in supervising and  
45 resourcing local congregations.  
46
- 47 b) Have an Assistant to the District Superintendent\* **[new title is District**  
48 **Assistant]** who will be responsible for all administrative tasks related to the  
49 districts within its geographical boundaries. This will include a strong  
50 connection to the conference administrative staff and to the administrative  
51 volunteers and staff of each congregation within the geographical boundaries

1 of the district. Also included are communication needs and schedule/calendar  
2 for the district.

- 3  
4 c) Work in partnership with the equivalent of five full time Coordinators of  
5 Congregational Ministry **\*[new title is Associate District Superintendents ]**  
6 who may be lay or clergy and perhaps shared between two districts, some  
7 may be part time as discerned by the district leadership team, who will  
8 function as a network link for connectional ministries, especially a  
9 connection for youth and young adult ministries, will provide a connection for  
10 clusters and congregations, programming needs, oversight of district  
11 committees, and assist the District Superintendent as determined.  
12
- 13 d) **\*Work as partners with Church Development Staff who shall be  
14 deployed into the districts to work directly with congregations, ministry  
15 clusters, and with district strategy visions for new church starts and re-  
16 development in existing congregations.**
- 17
- 18 e) **\*Work as partners with Connectional Ministries staff deployed from the  
19 conference office who will respond to the requests of the congregations  
20 and Ministry Clusters to help connect congregational ministries to the  
21 networks, programs, and resources available from the conference,  
22 Jurisdiction and the General Church.**
- 23

24 To be consistent with the Imagine Indiana district structure plan found on page 15 of the  
25 Imagine Indiana Plan, the ten district structure will:

26 \*Denotes Changes

27 "There will be a District Leadership Team that will also serve as the  
28 Committee on District Superintendency. Those who will serve on this  
29 team include a representative from programmatic groups that are  
30 required (United Methodist Women and United Methodist Men;  
31 Committee on Ordained Ministry; Committee of Church Location and  
32 Building), a representative from programmatic groups that are determined  
33 by the respective districts (such as Congregation Redevelopment; New  
34 Congregation Development; Missions and Volunteers in Mission; Social  
35 Advocacy, Justice, Ethnic Ministries; Discipleship Leadership Training);  
36 two or more lay leaders, a district superintendents\* [not two] the assistant  
37 to the district superintendent **\*[new title -the district assistant]** and  
38 coordinator of congregational ministry, **\*[new title - associate district  
39 superintendent] \* [add - with the understanding that when needed  
40 there will be church development and connectional ministry staff  
41 available for consultation. ]"**

42

43 "A district conference will meet once a year **\*[instead of a combined  
44 district conference]** at a time and place decided by the district  
45 superintendent. Members of the conference will be composed of any  
46 member of a United Methodist church located within the boundaries of the  
47 district, including the pastor, lay member to annual conference, and lay  
48 leader."  
49

1 “There will be a district apportionment that will support the work of the  
2 district superintendents. [**\*Conference funding will support the work**  
3 **of the associate district superintendent.]”**  
4

5 Picture the District Superintendents traveling the district and being present in  
6 congregations, clusters, and with clergy to achieve their goals. District Superintendents  
7 will fulfill their responsibility for supervision that leads to fruitful congregations and  
8 healthy clergy by being in the district, not based in an office. In order for this to be  
9 achieved, each District Superintendent and each district will need a skilled District  
10 Assistant. This person will serve as first contact for local congregations, clusters, and  
11 clergy in order to connect to the diverse resources available, including but not limited to  
12 scheduling personal time with the District Superintendent and/or deployed conference  
13 resource staff, and facilitating the work of district committees.  
14

15 Picture a team of leaders working together with congregations, clusters and clergy to  
16 respond to needs and provide locally skilled trained resources. District Superintendents  
17 will work in partnership with each other and deployed conference staff, and network with  
18 congregations, clusters, and clergy who have demonstrated leadership in a variety of  
19 ministries in order that a connection may be established between the resources and the  
20 specific needs of congregations, clusters, and clergy.  
21

- 22 4. We recommend the Bishop name a new Transition Team consisting of not more than ten  
23 people, who are not members of any leadership team in the Indiana Conference, for the  
24 purpose of the oversight of the ongoing process of transition by: holding us accountable  
25 to our vision and mission, discerning a clear measurement of our effectiveness,  
26 evaluating the direction of our transformation and providing a continual faithfulness to  
27 what God is doing among us. God is able “to accomplish abundantly far more than all  
28 we can ask or imagine” (Ephesians 3:20)  
29
- 30 5. With a deep sense of gratitude, we recommend the current Transition Team be  
31 discontinued and the work of continuing transformation be given to the Indiana  
32 Conference Leadership Team.  
33

34 Respectable submitted by Cindy Reynolds on behalf of the Transition Team  
35

36 Team members are: Al Brothers, Herb Buwalda, Beverly Calendar-Anderson, Jim Coy, Brain  
37 Durand, Ida Easley, Bert Kite, Ashley Moreland, Kayc Mykrantz, David VW Owen, Kaye Patton,  
38 Cindy Reynolds, Roger Summers, and Ike Williams

1 **ADDENDUM 1**

2 **DISTRICT ALIGNMENTS INDIANA CONFERENCE 2010**

3  
4 NORTH DISTRICT

5 Counties of Lake, Porter, LaPorte, St. Joseph, Elkhart, Starke, Marshall (except for Culver  
6 Emmanuel, Poplar Grove, Santa Anna, Richland Center, and Burton), Kosciusko (except for  
7 Pierceton, Morris Chapel, Packerton, Center, Mentone, Burkett, Akron, Beaver Dam, and  
8 Talma); **plus** DeMotte from Jasper County.

9  
10 NORTHEAST DISTRICT

11 Counties of Lagrange, Steuben, Noble, DeKalb, Whitley, Allen, Huntington, Wells, and Adams;  
12 **plus** Pierceton, Morris Chapel, and Packerton from Kosciusko County.

13 NORTHWEST DISTRICT

14 Counties of Wabash, Fulton, Pulaski, Cass(except Galveston), White, Jasper(except DeMotte),  
15 Newton, Benton, Warren, Tippecanoe, Carroll, Miami(except Miami, Bennett Switch, Converse,  
16 and Amboy); **plus** Culver Emmanuel, Poplar Grove, Santa Anna, Richland Center, and Burton  
17 of Marshall County; Stone Bluff, Salem, Covington, and Attica from Fountain County; Rossville  
18 and Mulberry from Clinton County; and Mentone, Burkett, Akron, Beaver Dam, Center, and  
19 Talma from Kosciusko County.

20  
21 WEST DISTRICT

22 Counties of Fountain (except Stone Bluff, Salem, Covington and Attica), Montgomery, Putnam,  
23 Vermillion, Clay, Vigo, Parke, Owen, Sullivan, Greene (except Newberry and Scotland); **plus**  
24 Ellettsville, Arlington, and Fairview from Monroe County.

25  
26 NORTH CENTRAL DISTRICT

27 Counties of Howard, Grant, Tipton, Clinton (except Rossville and Mulberry), Boone, Hamilton,  
28 and Madison; **plus** Galveston from Cass County and Miami, Bennett Switch, Converse, and  
29 Amboy from Miami County.

30  
31 CENTRAL DISTRICT

32 Counties of Hendricks, Marion, Hancock, Morgan, Johnson(except Edinburgh), and  
33 Shelby(except Marietta, Flat Rock, and Geneva).

34  
35 EAST DISTRICT

36 District #7: counties of Blackford, Jay, Delaware, Randolph, Henry, Wayne, Fayette, and Union;  
37 **plus** Carthage from Rush County.

38  
39 SOUTHEAST DISTRICT

40 Counties of Franklin, Decatur, Bartholomew, Brown, Dearborn, Ripley, Jennings, Jackson, Ohio,  
41 Switzerland, Jefferson, and Rush (except Carthage); **plus** Edinburgh from Johnson County,  
42 Marietta, Flat Rock, and Geneva from Shelby County; Korean UMC, St. Paul, St. Marks,  
43 Bloomington First, Crossroads, Walkers Chapel, Garrison Chapel, and Simpson Chapel from  
44 Monroe County; and Greene Co. Chapel and Solsberry from Greene County.

45  
46  
47 SOUTHWEST DISTRICT

48 Counties of Knox, Davies, Martin, Dubois, Pike, Gibson, Posey, Vanderburgh, Warrick,  
49 Spencer, and Perry; **plus** Newberry and Scotland from Greene County.

1 SOUTH DISTRICT

2 Counties of Lawrence, Orange, Washington, Scott, Clark, Floyd, Harrison, and Crawford; **plus**  
3 Harrodsburg from Monroe County.

4  
5 **ADDENDUM 2 - Cabinet Recommendation –**

6  
7 The Imagine Indiana Plan states: “There are two essential parts to the work of the church at the  
8 conference level. One is making resources available to congregations. The other is  
9 administering the support services needed to enable the work of the church to be vital and  
10 effective, locally and globally. Each of these must be fluid and subject to adjustments, changes,  
11 and adaptations.” Page 20

12  
13 The Imagine Indiana Plan states: “Bi-District Resource Center  
14 The center will be responsible for the coordination of all administrative and programmatic tasks  
15 related to the two districts within its geographical boundaries. It will support the work of the  
16 district superintendents as they carry out their work, and connectional ministries staff as they  
17 carry out their work, each in their respective areas of responsibility, leading and supporting  
18 clergy and laity in leadership positions, in order to be effective in ministry in and through their  
19 congregations and ministry clusters.” Page 14

20  
21 The Imagine Indiana Plan states: “In addition, we propose two major shifts in the focus of the  
22 new conference. The first is the strengthening of congregations through passionate and  
23 visionary leadership and attainable resources for effective church ministry. This means that  
24 more resources will be provided at the district level rather than the conference level. The  
25 second is a new understanding that the conference board’s/teams are for governance and  
26 policy. Staff is for carrying out ministry, in collaboration with clergy and laity at all levels of  
27 ministry.” Page 20

28  
29 After careful examination and intentional work to organize their ministry according to the  
30 Imagine Indiana Plan, the Cabinet has discerned that the use of the Bi-district structure is  
31 cumbersome and would require a second level of bureaucracy because by Discipline and for  
32 effective delivery of resources a district structure would also be required.

33  
34 Therefore:

35 The Cabinet recommends an adaptation to the structure in order to provide the most effective  
36 delivery of resources and networking for congregations, ministry clusters, and clergy. The  
37 Cabinet recommends that we flatten the structure and bring the resources closer to the local  
38 communities by moving from 5 Resource Centers to ten District Centers; one in each district in  
39 order to support the work of the District Superintendent, the needs of the district and to provide  
40 more direct resources and networking to congregations, ministry clusters, and clergy. The  
41 District Centers will serve as first contact for all resources and network needs of congregations,  
42 ministry clusters, and clergy. This will help ensure that more resources will be provided at the  
43 district level rather than the conference level. It will provide clarity to the delivery of resources  
44 and simply for congregations, ministry clusters, and clergy the means by which they can link to  
45 the available resources.

46  
47 District Superintendents will work in teams to hold each other accountable for their ministry and  
48 to enhance the delivery of resources and networking to the congregations, ministry clusters, and  
49 clergy. It seems that District Superintendents and deployed staff can be better stewards of time  
50 and money by having the support of ten district centers

1 Districts will cluster together when it is discerned that resources to congregations, clusters, and  
2 clergy are enhanced by more than one district working together.

3  
4 Conference deployed staff: connectional ministry staff and church development staff will  
5 provide direct services to congregations, clusters, and clergy to deliver and network resources.  
6 They will work in concert with the District Superintendents and be deployed to the local  
7 communities.

8  
9 This recommendation is supported by the Board of Ordain Ministry and other ministry groups  
10 who have discerned that they can better deliver service and resources to the congregations,  
11 ministry clusters and clergy in a district structure rather than a bi-district structure.

12  
13 A District Center shall:

- 14 1. Provide the District Superintendent with the freedom and support to effectively travel the  
15 district to meet with congregations, ministry clusters, and clergy and provide a local  
16 connection for people.
- 17 2. Provide a local connection for local congregations, ministry clusters, and clergy. People  
18 will know who to call upon for specific issues as they struggle with niche and specific  
19 ministries. They will be able to build a trusted relationship with resource staff personnel  
20 who will be equipped to connect them to the resources.
- 21 3. Provide for effective administrative support and a communication network
- 22 4. Employ one District Assistant in each resource center.
- 23 5. There will be the equivalent of five full time Associate District Superintendent positions,  
24 who may be lay or clergy, to work with the ten district superintendents.
- 25 6. There will be a working partnership with the deployed Church Development Staff and  
26 Connectional Ministry Staff.
- 27 7. Expenses of the District Centers will come from the 1% District Asking.

28  
29  
30 See attached comparison chart.

A Proposed Revision of the Imagine Indiana Initial Plan, Indiana Cabinet

Metaphor	Current N & S District Office Model		Proposed District Connectn Center Model (Cabinet & others Proposal)		Initial Imagine Indiana Regional Service Center	
	Small Church		Medium Church		Large Church	
# of Districts	18		10		10	
# of Churches	55 to 70		105 to 140		220 to 260	
Positions (local church equiv.)	Per District	<b>FTE both Conferences</b>	Per District	<b>FTE in Ind. Conference</b>	Per Region	<b>FTE in Ind. Conference</b>
District Superintendent (Pastor)	1	<b>18</b>	1	<b>10</b>	2	<b>10</b>
Associate DS (Associate Pastor)	0	<b>0</b>	0.5	<b>5</b>	1	<b>5</b>
Distr OR Admin. Ass't (Business Manager)	AA 0.75	<b>13.5</b>	DA 0.75	<b>7.5</b>	AA 1	<b>5</b>
Receptionist (Sec or Personal Ass't)	(filled by AA)		(filled by DA)		0.5	<b>2.5</b>
Centers/Office	17 small		9 or 10 medium		5 large plus others	
<b>FTE TOTALS</b>	<b>18.75</b>	<b>31.5</b>	<b>2.25</b>	<b>22.5</b>	<b>4.5</b>	<b>22.5</b>

**Unchanged**

- 1 Cost: unchanged to Tithe & District Asking
- 2 Some Districts may still share a DA and Assoc DS in a Regional Center if local situation, team needs warrant
- 3 Team oriented rather than stand alone

**Changed**

- 1 no deployed staff office      deployed staff office
- 2 clearer job descriptions      triangulated job descriptions
- 3 less distance/driving \$      more distance/driving \$
- 4 more contact with local      less contact with local
- 5 Higher District Asking Rec'ts      Lower District Asking Rec'ts
- 6 more flexible to local geography/church needs      less flexible to local geography/church needs
- 7 less conference admin.      more conference admin.
- 8 flattened structure      added layer to structure
- 9 BOOM and Lay Speakers Schools and Associate DS structures work better in Districts than Regions

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Additional Rationale

The Imagine Indiana Plan lists Five Practices of a Fruitful Annual Conference found on pages 5-7 of Imagine Indiana Report.

**Focus on Mission**

“The mission of The United Methodist Church is “making disciples of Jesus Christ for the transformation of the world.” This plan imagines congregations growing in vitality as they work as partners with other congregations in their shared communities. This plan imagines clergy leading with confidence and excellence in shared support of one another. We imagine this being accomplished out of a passion to fulfill our mission to make disciples of Jesus Christ for the transformation of individuals, congregations, communities, and the world. For this to happen, the new Indiana Conference will embrace accountability and support at all levels.”

*10 Resource Centers enhances the focus of the mission by flattening the structure and bringing the resources closer to the local congregation, ministry clusters, and clergy. It also allows increased local shared support*

**Resource Local Churches**

“We also imagine conference staff and resources deployed to respond to local churches and ministry clusters. Some have called this proposal “inverting the initiative” which means that ministry is most effective when it is linked to local leadership, local decisions, and local initiative. We imagine an Indiana Conference that has inverted the initiative in order to better resource congregations.” Page 6

“Inverting the Initiative” is built on the belief that those closest to the ministry have the better understanding of what the most effective and efficient structure is to fulfill the ministry. 10 Resource e Centers provides a closer link to local leadership, local decisions, and local initiatives.

**Streamlined Structure**

“An effective conference is an efficient conference supporting congregations by using good stewardship of resources, time, and money. We imagine a new Indiana Conference that models responsiveness within a structure flexible for changing times, and that is carefully monitored by a Conference Leadership Team.” Page 5

“Flexibility is core as we live into a new conference. 10 resources centers offer the possibility of greater flexibility to the areas they serve and allow the District Superintendent to be better stewards of their time.

**Care for Clergy**

We imagine a new Indiana Conference where our clergy and laity work in partnership, and we know that our clergy must receive appropriate care and support for this partnership to be maintained.

10 resource centers provide a closer link for clergy care and support.

**Make a Difference**

“Our United Methodist connection is uniquely capable of assisting individuals, congregations, and conference ministries make a difference in Indiana and around the world. We imagine these connections will be clear and easily accessible in our new Indiana Conference.

1  
2 These five practices of a fruitful annual conference take shape in our recommendation for a new  
3 Indiana United Methodist Conference. They focus attention on two areas. One is leadership,  
4 and the other is efficient and effective organization—at the level of congregations, ministry  
5 clusters, combined districts with resource centers, and the conference.

6  
7 Imagine . . . healthy, passionate leadership among clergy and laity.  
8 Imagine . . . growing, vital congregations in every community.  
9 Imagine . . . structures that allow ministry to excel.  
10 Imagine . . . an annual conference that is making a difference in the lives of  
11 people.”

12  
13 10 resource centers can better focus their attention on the local congregations, ministry  
14 clusters, and clergy to provide a direct relational link to the resources and networking  
15 available.