

VII. District Superintendents' Reports

A. Cabinet Address and Resolutions

Dale Mendenhall, Indiana Cabinet Chairperson (North)

“TRAVELING WITHOUT A GPS: IT'S AS SIMPLE AS 3-4-5”

My wife and I are different in many ways, for which I am tremendously grateful, and she is probably greatly relieved. One of the ways we are different is in dealing with directions. While both of us like to have a sense of where we are going, I tend to be more adventuresome. I don't take the same way twice. If I've gone there one way, I will come back another. I may veer off down a road just to see where it goes. Cathy, on the other hand, likes specific, written directions. “Be patient with me. Now tell me turn-by-turn how to get there.” Then she flips the paper over. “Now tell me turn-by-turn how to get back.”

You know, it's not always as simple getting back as you might at first think. For much of our life together, we were oriented toward Fort Wayne. If you went in on a one-way street, you couldn't return on that same street. And the same street or road may have two different names. When you turned on it going there, it may have one name. When you need to find it coming back, it may have another name.

Cathy is not a silly person. There are millions like her. Most of us have “mapquested.” We receive turn-by-turn directions there. And then we can receive reverse directions to come back. Many of us have a GPS in our vehicles. We receive turn-by-turn directions both going wherever and coming back. Because of these technologies, we have a sense of how long it will take to reach our destination and a sense of whether we are on course.

We as Christians know where we are headed: the Kingdom of God. It's just getting there through life that has its surprises. If you would have told me years ago that I would be a district superintendent, I would not have believed it. If you would have told me that I would be helping to give the Cabinet Address to the new Indiana Conference formed by the uniting of the North and South Conferences and meeting at Ball State, I would not have believed it. If you would have told me that Mike Coyner would be our bishop, I might well have believed that.

You know, there are just some things that aren't that surprising. But let me ask: “Has anyone here had life go just the way you planned it and foresaw it to go? Have you made it thus far without any surprises or unexpected turns?” We travel life's journey without Mapquest and without a GPS.

I've been especially aware of this as we United Methodists in Indiana have been transitioning and will continue to transition. And so, I've been drawn back to Abram. God calls him to go and doesn't even tell him where: just “to the land that I will show you.” And Abram went. Can you believe how fully itinerant this guy was? We aren't told to what extent, if any, Abram anguished over leaving family, homeland, and responsibilities there. We aren't told what his discussions with Sarai were like. We can only imagine that some there at home still thought there was plenty for Abram to do and that he was still needed there. Maybe there were some who just couldn't imagine what life there would be like without Abram around. Maybe there were some who were happy to see him go. The bottom line is Abram went.

He didn't go alone. Sarai, Lot, and others traveled with him. While I do know God made a covenant with Abram, I'm not sure we can call this a covenant group. Nor do I know whether in grouping around fires at night if that could be considered a cluster meeting. But it is clear that we travel best with others. Abram didn't go it alone. Even Jesus didn't go it alone.

It isn't long into the story that Abram tries to pawn Sarai off as his sister. Afflictions followed. God hasn't called a perfect person. He called Abram. He called us. And there are times we are our own worst enemies. We who sit at the Cabinet table dealing with issues and problems that arise in our churches are very aware that God has not called perfect clergy or laity. And we are very aware that none of us around that table are perfect either. It's more about God's grace than it is about any of us.

And because of that grace, God wants to bless Abram in order to bless the nations. God wants to bless us in order to bless others. That may need to be the one criterion we keep ever before us. Am I as an individual Christian being used by God to bless others? Is the local church of which I am part being used by God to bless others? Are we United Methodists in Indiana being used by God to bless others? No matter how we structure and no matter how we vote, it only truly matters if God is using us to bless others.

It's not always apparent, of course, whether God is using us to bless others. Being a blessing may not be as easy as 1-2-3, but it may be as simple as 3-4-5.

We have three simple rules to follow: do no harm, do good, and stay in love with God. As we follow those rules, God may use us to bless others.

When discerning God's leading and making decisions, we have four trusted guidelines: Scripture, tradition, reason, and experience. As we process through these guidelines, God may use us to bless others.

When looking at how best to practice our faith as individuals and as churches, we have five practices: radical hospitality, passionate worship, intentional faith development, risk-taking mission and service, and extravagant generosity. As we engage in those practices, God may use us to bless others.

We do want to share as a Cabinet what a blessing it is to serve with Bishop Coyner and Rev. David V.W. Owen. We want you to know how blest we feel to be a part of this connection we have as United Methodists around the world and here in Indiana. Thank you for being the church. We want to acknowledge the blessings God has given us as a Cabinet through Michelle Cobb, Bill Keith, and Ned Steele as they prepare to rotate off. We ask you to ask God to bless our incoming Cabinet officers: Cindy Reynolds as chair, Glenn Howell as vice-chair, Charlie Wilfong as secretary, and David Michel as treasurer. Also, please join us in asking God's blessing on Bert Kite as he becomes a district superintendent and upon Ann Glass and Marianne Chalstrom as they serve in the interim as superintendents.

We know we continue in transition. We don't know what surprises await us and what unexpected turns lie ahead. But that's okay. There is still God. And while we may not have a Global Positioning System, we do have God's Providential Spirit. There's no better GPS than that.

Judi Purvis, Indiana Cabinet Chairperson (South)

Dale has reminded us of a very special and important gift from God, the gift of God's own GPS, God's Providential Spirit.

God has given us this gift not to be ignored or kept in a box until we have time or the inclination to pull it out and check out how it works. Time to determine if we like it. Time to determine if we don't, and then put it back in the box and up on the top shelf or re-gift it and tell someone else how special the GPS is while all the time not wanting to use it ourselves. (It might take us somewhere we don't want to go.)

No, God has given us this gift to use and is counting on us to be committed travelers packed and ready to go where God needs us to go for the purpose of building God's kingdom on earth as it is in heaven. That is a tall order – building God's kingdom – but God chooses ordinary people like Moses, you and me to do this extraordinary work of God's – made known to us through Jesus Christ – work of reconciliation, peace and justice – building God's kingdom.

Over the past years, we have heard a great deal about a new way of structuring The United Methodist Church in Indiana, and good organization will provide efficiency for our work, but it does not do our work for us. That is up to you and me.

So I have a question and my question is this: "Are we ready? Are we ready and up to the task before us as a church and are we ready to live our collective and individual lives in a new way?" Even if we believe our lives have been lived true and faithful to the work of Jesus Christ, are we ready to stand before God and say, "Here I am. Use ME in a brand new way, because I am being reminded by the Indiana Conference of The United Methodist Church that, God, you need me to put new wine in this new wine skin."

Are we ready as clergy to continue to grow in the gifts we have been given and in the skills that are required to be the best clergy that God has called us to be? We can't rely on what we knew and who we were 20 years ago, 10 years ago or even last year. Christ's church deserves better than that from us.

Are we ready as congregations to see the church as a place not contained within four walls but where collectively we are communities of faith working together with the awareness that we can do ministry better together than we can by ourselves because it is not about any one church or any one person but it is about a world who needs to not just hear from us but experience with us the love of Jesus Christ and his forgiving and unconditional grace – just like you and I experience it every day. After all, "God so loved the world that he ..."

Are we ready to be the Church clothed in the denomination called The United Methodist Church and willing to stand tall as we remember and carry on our heritage and tradition of providing opportunities for a better life, and reaching out to people in the margin so often forgotten or sneered at by others, and sharing social as well as personal holiness through the way our church presents itself in our communities?

Are we ready to see excellence not as a word to be feared or scoffed at, but something to strive for because Christ and Christ's work deserves no less?

We know that our Bishop understands that longer appointments are good for the health and growth of the church. But longer appointments require commitment on the part of clergy and laity. Are we ready to forgive and learn from our mistakes? We as the Cabinet are committed to do the best we can to help assure that appointments are the best matches possible. Are clergy and congregations ready to nurture, encourage, hold accountable one another for the sole purpose of building God's kingdom on earth as it is in heaven? We have been given the time, the place, the opportunity and the GPS to make it happen. God is waiting to see what we'll do, where we'll go. Are we ready? God, make us ready.

Cabinet Resolutions (North Cabinet)

1. Ridgeville Bethel (MU) closed and discontinued effective August 31, 2008; their last worship service was July 27, 2008.
2. Roll UMC (MA) closed as of September 14, 2008.
3. South Bend Epworth (MI) no longer be a party of the South Bend Parish, become PT stand alone. South Bend Epworth (MI) became a single charge effective October 20, 2008. South Bend Parish will continue with South Bend St Paul's & South Bend River Park effective October 20, 2008
4. Split Sugar Grove/Farmland (MU) March 2, 2009
5. Dunkirk Bethel and Sugar Grove (MU) to become a charge effective July 1, 2009.
6. Blaine (MU) voted to close as of March 29, 2009. Approved April 5, 2009
7. Bourbon to go ¾ time and yoke with Atwood Aldersgate to create a two point charge. (WA)
8. Reynolds/Yeoman (LA) charge unyoked effective July 1, 2009.
9. Creation of a two-point charge consisting of North Liberty and Sumption Prairie (MI) effective July 1, 2009.
10. Discontinuance of Elwood Trinity United Methodist Church (MA)

WHEREAS the Elwood Trinity United Methodist Church of Madison County, Indiana, located in the Marion District of the Indiana Conference, voted at a Charge Conference held on April 19th, 4:00 p.m. 2009 to recommend to Bishop Coyner the discontinuance of the Elwood Trinity United Methodist Church.

THEREFORE BE IT RESOLVED that the North Cabinet of the Indiana Conference of the United Methodist Church support the following actions:

- a. To affirm the last organized worship to be held at Elwood Trinity United Methodist Church on June 28, 2009.
 - b. To discontinue the Elwood Trinity United Methodist Church pursuant to Paragraph 2548 of the 2008 UM Book of Discipline effective June 28, 2009.
 - c. To authorize the Superintendent of the Marion District to provide all church membership concerns pursuant to Paragraph 229 of the 2008 UM Book of Discipline.
 - d. That the Elwood Trinity United Methodist Church be empowered to transfer church property to Zion Chapel Church in Elwood, Indiana.
11. Resolution to Merge - Salem United Methodist Church and Grace United Methodist Church, Bremen (WA)
- WHEREAS the Salem United Methodist Church located in Bremen, Indiana, in the Warsaw District of the North Indiana Conference and the Grace United Methodist Church located in Bremen, Indiana in the Warsaw District of the North Indiana Conference; entered into formal discussions in June of 2008, to discern the terms and conditions of merging the two congregations and
- WHEREAS on February 21, 2009 a plan for merger was presented to the Salem United Methodist Church and adopted by a duly called Charge Conference in accordance with ¶ 2546 of the 2008 Book of Discipline and
- WHEREAS on February 21, 2009 a plan for merger was presented to the Grace United Methodist Church and adopted by a duly called Charge Conference in accordance with ¶ 2546 of the 2008 Book of Discipline and
- WHEREAS all appropriate documentation has been presented and reviewed by the Warsaw District Superintendent and
- WHEREAS all requirements of the laws in the State of Indiana have been met
- THEREFORE let it be resolved that the Salem United Methodist Church of Bremen Indiana and the Grace United Methodist Church of Bremen Indiana be merged into a new congregation that shall known as the Bremen United Methodist Church effective July 1, 2009.
- The Bremen United Methodist Church shall care for all property, records, membership, and be responsible for all property of both the Salem United Methodist Church and the Grace United Methodist Church.
12. Resolution to Merge – Warren United Methodist Church and Jefferson Center United Methodist Church (HU), under the name “Solid Rock UMC.”
- THEREFORE BE IT RESOLVED that the Jefferson Center United Methodist Church and the Warren United Methodist Church (HU) be merged into a new congregation that shall be known as Solid Rock United Methodist Church according to the provisions of ¶2545 of the 2004 Book of Discipline of the United Methodist Church.
- BE IT FURTHER RESOLVED that all funds in all treasuries and any accounts received from disposal of church properties, tangible and intangible, and the disposal of furniture, equipment, and appurtenances be used by Solid Rock United Methodist Church of the Huntington District for the mission and ministry of the said church.

Cabinet Resolutions (South Cabinet)

Be it Resolved That Charge Changes and Alignments Take Place:

1. That the Part-Time Associate Pastor position at Speedway UMC (IW) be discontinued, effective July 1, 2008.
2. That the Dale-Garrison Chapel Charge (E) be dissolved, effective November 1, 2008. And that Dale UMC be established as a Full-Time single point charge; Garrison Chapel UMC be established as a Part-Time single point charge, effective November 1, 2008.
3. That the Trafalger and Peoga-Mt. Olive UMCs (IE) merge into Part-Time single point charge named Trafalger UMC, effective November 1, 2008.
4. That the Lebanon Otterbein-Milledgeville Charge (IW) be dissolved, effective June 30, 2009. And that Otterbein UMC be established as a Part-Time single point charge; Milledgeville UMC be established as a Part-Time single point charge, effective July 1, 2009.
5. That the Bethel and Otterbein UMCs (V) merge into a Full-Time single point charge named Bethel UMC, effective July 1, 2008.
6. That the Black’s Chapel and St. John’s UMCs (E) merge into a single point charge known as Black’s Chapel UMC, effective April 15, 2009.
7. That the St. Andrew’s UMC (E) be Discontinued, effective November 30, 2008.
8. That the Owensville-Blythe Chapel Charge (V) be dissolved, effective December 31, 2008. And that the Owensville UMC be established as a Full-Time single point charge; the Blyth Chapel UMC be established as a Part-Time single point charge, effective January 1, 2009.
9. That the Linton Glenburn UMC (B) be Discontinued, effective June 30, 2007.
10. That the Cambridge City UMC (R) be changed from a Full-Time to a Part-Time charge, effective January 1, 2009.
11. That the New Trenton UMC(R) be Discontinued, effective December 31, 2008.
12. That a Full-Time Associate position at the Shiloh UMC (V) be discontinued, effective June 30, 2009.
13. That the following charge realignments: the Tunnelton-Bono Charge (B); the Ft. Ritner UMC (B); the Freetown-Surprise Charge (B); the White’s Chapel Church (B) be established, effective July 1, 2009.
14. That the Mt. Nebo-Christiansburg Charge (B) be dissolved, effective March 15, 2009. And that the Mt. Nebo UMC and the Christiansburg UMC be established as Part-Time single point charges, effective March 15, 2009.
15. That the Monroe City UMC (V) be Discontinued and Abandoned, effective June 30, 2009.

16. That the Milford UMC (R) be Discontinued and Abandoned, effective June 30, 2009.
17. That the Nashville UMC (B) establish a new Part-Time appointed Associate position, effective July 1, 2009.
18. That New Bethel UMC, Jefferson County (C) was discontinued and abandoned, effective March 1, 2009.

Housing Allowances

Historically, The United Methodist Church and its predecessor denominations have operated within an appointive system in which the support of a pastor has included the provision of a house (parsonage) which meets qualifications for a standard parsonage. It is affirmed that our appointive itinerant system of ministry is best facilitated when parsonages are provided by local churches and/or Annual Conference agencies. In recent years, some congregations have asked permission to furnish a housing allowance rather than provide a house. Since there are situations in which such an arrangement is no detriment to the appointive system, there is a need for a policy statement. That policy shall be as follows: (In the following, "church" or "local church" also refers to Annual Conference agencies.)

- A. The Administrative Board/Administrative Council shall request of the Cabinet and Bishop written permission to exercise the option of a housing allowance. A written statement by the pastor that he/she joins in the request and will not use the existence of such arrangement to resist future appointments shall be filed with the request. These written requests shall be filed and approved before the plans for such a procedure are completed.
- B. The housing allowance shall be large enough to provide housing in compliance with the standard parsonage. The suitability of such an allowance shall be determined by the Pastor/Staff-Parish Relations Committee in consultation with the District Superintendent and the pastor involved and approved by the Administrative Board/Administrative Council or Charge Conference.
- C. When a housing allowance is provided, the allowance shall be sufficient to cover Conference policies regarding utilities, equipment, maintenance and insurance.
- D. If such an agreement is made and the pastor involved does not have adequate funds for a down payment, the church shall lend the pastor this amount at a rate of interest no more than the average rate being received on funds invested by the church or at the rate received on funds invested as a result of the sale of a parsonage.
- E. Every church must be willing to provide a parsonage rather than an allowance if a newly appointed pastor prefers.
- F. A newly appointed pastor has no obligation to purchase the house of his/her predecessor.
- G. If a pastor desires, a housing allowance may be used for rent. In such a case, B, C and E above shall still apply.
- H. When a church enters into this arrangement and sells its parsonage, an amount of the sale sufficient to purchase another standard parsonage is to be kept and invested for the purpose. An amount sufficient to purchase another standard parsonage can be determined using the following formulae: 1) All of the sales price invested for future purchase; or 2) twenty percent of the sales price plus an amount estimated to make a down payment sufficient to provide for no more than a twenty-year mortgage that has monthly payments that can be afforded by the local congregation and an amount sufficient to make twenty-four consecutive mortgage payments, all invested for future purchase (these amounts can be based on current market values). Interest should be accrued to match inflation. However, the church may use some or all of the interest to help provide a housing allowance, with the clear understanding that, if the church has to purchase another parsonage in the future (See E above), it shall have to provide whatever additional funds are necessary for such a purchase. Such an arrangement shall be made a matter of record in the minutes of the Charge Conference or Administrative Board/Administrative Council.
- I. Exception to this restriction may be granted in specifically designated instances to allow use of equity and/or accumulated assets from the sale of property to provide for congregational redevelopment efforts including program and staff. Such exception may be granted by the bishop and the cabinet upon request of the local church in consultation with congregation development staff. A clear and detailed three- to five-year redevelopment plan that projects a self-supporting ministry must accompany the request. In addition, proceeds in excess of the amount set aside for future parsonage purchase can also be used for improvements to an existing parsonage being lived in by an appointed pastor, or to purchase a building or make improvements to an existing building which will be used for the ministry of the local church. These exceptions do not nullify the requirements delineated in E above.
- J. At times a charge may have more than one parsonage due to the charge alignment. When the churches involved, in consultation with the District Superintendent and the District Committee on Church Location and Building, determines it is unlikely that one of the parsonages will ever be used again, that parsonage may be sold (according to the provisions of the Book of Discipline). Acceptable options for use of the money are:
 1. Invest the capital and use the interest to help maintain the parsonage in use.
 2. Invest the capital and accrue interest against the possibility that the church might have to furnish a parsonage if its charge alignment situation changed. This arrangement does not release the church from the possibility of having to provide a parsonage in the future.
 3. Use the funds for capital improvements and/or for missions projects.
 4. Create an endowment fund, using interest for capital expenditures or missions or maintenance, or some other specific purpose in consultation with the District Superintendent.
- K. The pastor may waive the requirements under paragraph D. This must be done in writing with copies filed in Charge Conference and with the District Superintendent.
- L. Any pastor or church operating under arrangements established prior to South Indiana Annual Conference 1991, may follow the housing allowance guidelines in the 1990 South Indiana Conference Journal (page 377).

- M. Neither pastors nor congregations are to interpret any of these provisions so as to circumvent participation in the appointive system of The United Methodist Church.
- N. When an incoming pastor requests a housing allowance in lieu of a parsonage, concurrence is to be made by both Pastor-Parish Relations Committee and Administrative Board/Administrative Council.

Standards For An Adequate Parsonage

The Indiana Conference, adopted June 2009

In recognition of the need for common understanding of parsonage expectations in the longtime close relationship between lay persons and their pastors, the Annual Conference has adopted the following standards for appropriate parsonage housing. It is the hope of the Annual Conference that every parish will provide a parsonage that the church can be proud of since we are a parsonage conference.

We call the attention of all pastors and lay persons to the statement in the Discipline, which says, "The chairperson of the board of trustees or the chairperson of the parsonage committee, if one exists, the chairperson of the committee on pastor-parish relations, and the pastor shall make an annual review of the church-owned parsonage to ensure proper maintenance." (Par. 2532.4 2008 Book of Discipline) The parsonage is to be mutually respected by the pastor's family as the property of the church and by the church as a place of privacy for the pastor's family.

The House

It is essential that there be:

1. a living room
2. a dining room
3. a family room or recreational room
4. three bedrooms
5. a kitchen with adequate built-in cabinets, counter and work space
6. two baths
7. a utility area
8. an adequate laundry area
9. closets in all bedrooms, study, entrance hall and linen storage
10. a two-car garage
11. bulk storage area
12. insulation
 - a. In the case of a new parsonage, full insulation of ceiling, walls and floors.
 - b. Older parsonages should be updated in an effort to be good stewards of energy resources.
13. automatic central heat and air conditioning
14. storm or thermopane windows and storm or insulated doors, with screens for the entire house
15. window coverings throughout house
16. carpeting or attractive flooring in living and dining areas; appropriate floor coverings in kitchen and finished flooring in the remainder of the house
17. adequate wiring which meets standard of local safety codes, sufficient outlets and attractive fixtures
18. a study/office with provision for privacy either at the parsonage or at the church
19. outside lighting

It is desirable that there be:

1. a fourth bedroom with closet, with at least one bedroom on the first floor
2. an attached two-car garage
3. a study located at the parsonage and an office at the church
4. a garden area
5. additional storage space
6. a second bath or half-bath for each floor

The Utilities and Appliances

It is essential that there be:

1. an electric or gas cooking range with oven
2. a microwave
3. a garbage disposal
4. a dishwasher
5. automatic washer and dryer
6. hot water heater with adequate capacity
7. refrigerator with adequate freezer space
8. basic cable or basic satellite TV
9. private telephone service and equipment
10. soft water service where needed

11. a power lawn mower or lawn service
12. adequate sewage disposal
13. smoke detectors, carbon monoxide detectors, and fire extinguishers, (especially kitchen and near furnace) as required by state fire code for rental property
14. high-speed internet connection via cable modem, DSL or other method, or if such service is not available in the locality, an additional telephone line that may be dedicated to a dial-up internet connection

It is desirable that there be:

1. a food freezer
2. cell phone service provided for the pastor (whether in a parsonage or on a housing allowance)
3. an automatic garage door opener
4. snow blower

General Items

1. The interior, exterior, the garage, and all equipment should be kept in good condition and repair and the exterior appearance attractive.
2. It is essential that the primary minister's study be supplied with computer, high speed internet service, printer, telephone, bookshelves, desk and chair, and copy machine. It is desirable that a fax or scanner be provided.
3. It is desirable that the parsonage home be readily accessible to school, shopping center, and church.
4. All new parsonage construction and/or purchase must meet, as a minimum, the housing construction codes for the county involved.
5. Every effort should be made to provide energy efficiency and handicapped accessibility in all new construction. It should be as maintenance-free as possible.
6. Property and contents insurance standards yet to be determined
7. The essential standards are to be met or exceeded in all purchased parsonages and/or new construction and are to be a goal for all existing parsonages.
8. The family leaving the parsonage is expected to leave it in good order and clean. Unreasonable damage shall be paid for by the family doing the damage. (See policy on "Unusual Damages to Local Church Parsonages.")
9. An air quality test for molds is to be conducted every other year in each parsonage, and the results be reported to the Charge Conference; and that if the test shows excessive mold contamination, remediation is to start as soon as possible, with the pastoral family located to clean temporary housing. It is recommended that the same test be done in churches.

Unusual Damages To Local Church Parsonages

The Indiana Conference of The United Methodist Church is known as a 'parsonage' conference. This means that churches are expected to provide parsonages, and pastors and their families are expected to make these parsonages homes. To assist in the appointment of pastors and churches, the Annual Conference has adopted certain standards for parsonages and it expects that these standards will be the norm for all local churches as well as the Annual Conference.

Most parsonage families and churches in the Indiana Conference exercise excellent stewardship in caring for church-owned parsonages. There are, however, times when unusual damages occur.

General Destructiveness: Unusual damages to church parsonages include those elements of destruction over and above the usual wear and tear which comes from family living.

Pets: Pets are an integral part of many parsonage families. Pastors are expected to reimburse the church for parsonage damage beyond the normal wear and tear of living and this certainly includes responsibility for parsonage pets. Because of the unknowns with regard to pets, a local church may ask the pastor for a pet deposit. A deposit of \$600 is not an unusual requirement in the real estate industry, nor should it be for the church. It is suggested that this could be withheld in six payments over a six-month period and then upon the move of the pastor it will be refunded to the pastor if the pet has done no damage. If damage is in excess of this amount the pastor is expected to reimburse the church/conference for actual damages.

Guidelines for Handling Unusual Damages:

1. The Pastor-Parish Relations Committee and the Board of Trustees are encouraged to establish a scheduled inspection of parsonage facilities at least annually and have an open discussion of their findings with the pastor and spouse. This will permit both parties to review the general deficiencies of the parsonage and define programs and time-tables for improvement.
2. Any unusual findings shall be reported to the district superintendent.
3. Unusual damages should be paid for by the pastor involved. Various approaches for repayment of unusual damages may be necessary, including:
 - a. Withholding of funds from the pastor's salary.
 - b. Creating a repayment schedule which might follow the pastor to his/her next assignment.
 - c. Creation of an escrow fund for unusual parsonage damage by those parsonage families who are identified as habitual offenders.

- d. In every case, the handling of such matters must be done in consultation with the supervising district superintendent.

Vacation Policy For Pastors

All pastors serving full or part time a charge or Conference position within the Indiana Conference shall be granted, and are strongly encouraged to take, annual minimum vacations between Annual Conference sessions according to the following schedule:

| <u>Years of Service Completed</u> | <u>Number of Weeks</u> |
|-----------------------------------|-------------------------|
| Less than 5 years | 3 (including 3 Sundays) |
| 5 years or more | 4 (including 4 Sundays) |

The Pastor-Parish Relations Committee or appropriate supervisory committee should ask that the pastor report annually, preceding the Annual Conference, regarding vacation time taken during the conference year.

In this schedule, "years of service" is interpreted to mean effective years as indicated by the Conference Journal. "Vacation" is interpreted to mean freedom from any responsibility in the local church or charge, cluster, district, conference, area, jurisdictional, or General Conference. Vacation should be a time of rest, recreation, and renewal. It should not be considered by the church to mean that the pastor would be working at church camp, attending a national convention for some board, commission, or committee of the Conference to which he/she may be a member, or other such activity. Student pastors who reside on the charge shall be granted 2 weeks paid vacation between Annual Conference sessions, including 2 Sundays, after completion of one full year of service from the first Sunday without regard to Annual Conference meeting.