

**North Carolina Conference
of the
International Pentecostal Holiness Church**



Proposed Committee Reports
Quadrennial Conference
August 1-2, 2014

Jim Whitfield, Bishop

PO Box 59, Falcon, NC 28342

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www.nciphc.com

Place of Hope ... People of Promise



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**2014 Quadrennial Conference
North Carolina Conference
Friday, August 1, 2014**

Enrollment and Registration	8:00 a.m.
Welcome – Bishop Jim Whitfield Worship in Song Prayer	9:00 a.m.
Introduction of Presiding Officer	9:10 a.m.
Presentation of Presiding Officer Bishop Tommy McGee Official Presentation by Presiding Officer	9:15 a.m.
Clergy Credentials Report	9:50 a.m.
Recognition of Special Guests (seat and voice)	10:15 a.m.
Decorum Committee Report	10:20 a.m.
Report of Bishop and State of the Conference	10:40 a.m.
Executive Reports Assistant Superintendent Secretary-Treasurer (<i>includes Treasurer's Report</i>) <i>Financial Reports Available in 2013 Minutes</i>	10:55 a.m.
Reports of Council Members and Department Directors	11:15 a.m.
Lunch (<i>on your own</i>)	12:00 noon
Resolutions Report (<i>Completion of Section One</i>)	2:00 p.m.
Executive Council Elections (Bishop, Executive Officers, Council Members) <i>Continue Resolutions during election process.</i>	
Other Committee Reports (Finance, Evangelism/World Missions, Discipleship, By-laws)	3:30 p.m.

**2014 Quadrennial Conference
North Carolina Conference
Saturday, August 2, 2014**

Devotion: Presiding Officer	9:00 a.m.
Election of Examining Committee Members	9:15 a.m.
Appreciation Report (Retirement)	9:30 a.m.
Memoirs Report	9:45 a.m.
Installation of New Council	10:15 a.m.
Ordination Service	10:30 a.m.
Charge by Presiding Officer	
Awarding of License Credentials	
Awarding and Prayer for Ordination Candidates	
Recognitions and Awards	11:00 a.m.
Miscellaneous	11:30 a.m.
Adjournment	11:45 a.m.
Commissioning Prayer	

Proposed Changes to the Retired Ministers' Fund Constitution

NCIPHC Quadrennial Conference - August 1-2, 2014

III. PARTICIPATION - B. 2. In the event a minister dies prior to retirement, the surviving spouse may request in writing, refund ~~(without interest)~~ of contributions made to retirement fund **PLUS 10% OF THE TOTAL CONTRIBUTED THROUGH DECEMBER 31, 2012** or elect to begin spousal benefit at age sixty (60) or upon approval for disability by the Social Security Administration. Such written request must be made within ninety (90) days of death. Refund payment shall be made within thirty (30) days of Conference Executive Council's approval. An exception to this is that the Conference Executive Council may deduct any tithes or other funds owed to the North Carolina Conference and/or Ministerial and Church Extension Loan Fund.

IV. ADMINISTRATION - B. Any participating minister, **NOT YET RECEIVING RETIREMENT BENEFIT**, withdrawing membership, being dismissed from the North Carolina Conference **OR ELECTING TO WITHDRAW FROM THE CONFERENCE RETIREMENT PROGRAM** shall be refunded the amount said minister has contributed into the fund ~~without interest~~ **PLUS 10% OF THE TOTAL CONTRIBUTED THROUGH DECEMBER 31, 2012**. Refund payment shall be made within thirty (30) days of administrator's approval. An exception to this is that the Conference Executive Council may deduct any tithes or other funds owed to the North Carolina Conference or Ministerial and Church Extension Loan Fund. **THIS REFUND WILL BE A FULL RELEASE BY THE MEMBER OF ANY LIABILITY FROM THE RETIRED MINISTERS' FUND AND NO FUTURE BENEFIT WILL BE PAID.**

V. SECONDED CLERGY

A ministerial member of the North Carolina Conference who is seconded to another conference to pastor a church in the International Pentecostal Holiness Church **MUST FREEZE THEIR CURRENT SERVICE YEARS TO DRAW ON THOSE YEARS AT RETIREMENT OR WITHDRAW FROM THE CONFERENCE RETIREMENT PROGRAM AND BE REFUNDED THE AMOUNT SAID MINISTER HAS CONTRIBUTED INTO THE FUND PLUS 10% OF THE TOTAL CONTRIBUTED THROUGH DECEMBER 31, 2012. THIS REFUND WILL BE A FULL RELEASE BY THE MEMBER OF ANY LIABILITY FROM THE RETIRED MINISTERS' FUND AND NO FUTURE BENEFIT WILL BE PAID.** ~~may continue to participate in the North Carolina Conference retirement program by complying with the following:~~

- A. ~~To earn "part-time" retirement benefits for any given year, the seconded minister must:~~
 - 1. ~~Contribute \$700 to the Retired Ministers Fund of the North Carolina Conference (as noted in the appendix)~~
 - 2. ~~"Part-time" is defined in section III.A.2. earlier in this document.~~
- B. ~~"Full-time" is defined in section III.A.2. earlier in this document. To earn "full-time" retirement benefits for any given year, the seconded minister must contribute \$1,000.00 per annum, (this minimum is noted in the appendix).~~
- C. ~~When a participating minister chooses to transfer to another IPHC conference, said minister shall be refunded actual contributions without interest. This refund will be a full release by the member of any liability from the Retired Ministers' Fund and no future benefit will be paid.~~

2014 QUADRENNIAL CONFERENCE COMMITTEES

DECORUM COMMITTEE

Rev. Danny Rollins (Chair)
Rev. Danny Harris
Rev. Allen Peacock
Rev. Dan Woods
Mr. George Hollowell
Mr. Jay Williams
Mr. Tim Blackburn

RESOLUTIONS COMMITTEE

Rev. Paul Evans (Chair)
Rev. Ferrell Hardison
Rev. Fernando Angulo
Rev. Marty Warren
Rev. Tony Moore
Mrs. Karen Lucas
Mr. Kevin Mooring
Ms. Heidi Sullivan
Dr. Lacy Moon

DISCIPLESHIP MINISTRIES COMMITTEE

Mrs. Linda Thomas (Chair)
Mrs. Heather Hall
Mr. Phillip Pearson
Rev. Greg Dixon
Rev. John Howard
Rev. Jon Oliver
Rev. Matt Bartlett

EVANGELISM/MISSIONS COMMITTEE

Rev. Dwight Dunning (Chair)
Rev. Manual Medina
Rev. Stevie Jacobs
Rev. Brian Rogers
Rev. Kevin Robinson
Mr. Gordon Knox
Mr. Terry Eads
Mr. Finley Neal
Ms. Kelly Carter

FINANCE COMMITTEE

Rev. Doug Bartlett (Chair)
Rev. Bill Rose
Rev. Andy Shaffer
Rev. Oris Hubbard
Dr. Ryan Jackson
Mr. Jeff Oglesby
Mr. Jim Gillikin
Mr. Larry Webb
Mr. Robert Roberson

BYLAWS COMMITTEE

Bishop Jim Whitfield (Chair)
Rev. Danny Nelson
Rev. Oris Hubbard
Rev. Jon Oliver
Rev. Fernando Angulo
Mrs. Linda Thomas
Rev. Doug Bartlett
Rev. Dwight Dunning
Rev. Paul Evans
Rev. Ferrell Hardison

2010 2014 DECORUM COMMITTEE REPORT

"Let all things be done decently and in order." I Corinthians 14:40

I. INTRODUCTION AND PURPOSE

We, your committee on Decorum, recommend these rules of procedure to be observed for the transaction of business in the ~~2010~~ **2014** Quadrennial Session of the North Carolina Conference.

II. RULES OF ORDER

- A. Procedures not specified in this report shall be governed by ROBERTS RULES OF ORDER, Newly Revised.
- B. A timekeeper and parliamentarian shall be appointed by the Chairman.
- C. A chief teller and an adequate staff of tellers shall be appointed by the Conference Council for official counting of all balloting.
- D. All speakers must be courteous in language and deportment.

III. BAR AND HOURS OF BUSINESS

- A. The bar of the conference shall include the stage and four (4) center sections of the auditorium.

1 B. The hours of business shall be determined by the acceptance of a printed agenda,
2 with the exception of such changes as may be made by the presiding officer in
3 consultation with the Conference Bishop and Conference Executive Council.

4 C. Adjournment will not take place on the opening day of the conference until the
5 election of the Conference Bishop has been completed.
6

7 **IV. REPORTING PROCEDURES**

8 A. Committee reports shall be mailed to all ministers and delegates at least three
9 weeks prior to the quadrennial conference. Copies of reports will also be available
10 at the first session of the conference.

11 B. Oral reports will be given by the Conference Bishop and the Conference Treasurer.
12 It is recommended that their reports be limited to synoptic versions rather than
13 reading their entire printed reports.

14 C. The only other oral reports will be made by members of the Conference Executive
15 Council, Director of Discipleship Ministries, Director of Evangelism & World Missions,
16 Supervisor of Hispanic Ministries, Conference Women's Ministries Director and
17 Conference Men's Ministries Director. These reports shall be limited to three
18 minutes.
19

20 **V. RESOLUTIONS**

21 Resolutions designed to be introduced from the floor of the Conference that are not
22 included in the Report of the Committee on Resolutions shall be signed by a number of

1 Conference members equal to the number of persons on the Resolutions Committee.
2 Such resolutions shall be displayed on the multimedia screens.

3

4 **VI. OBTAINING THE FLOOR**

5 A. An adequate number of microphones (six suggested) shall be numbered and placed
6 on the floor of the conference in addition to the stage microphones.

7 B. Any member desiring to speak shall move to the nearest microphone to seek and
8 obtain recognition from the Chair by giving the number of the microphone from
9 which he or she is speaking. Once recognized by the chair, the speaker shall state his
10 or her name.

11

12 **VII. DEBATE**

13 A. Members must limit their remarks to the question that is before the Conference.
14 When a question is under debate, the Chair shall endeavor to give equal opportunity
15 to both those who wish to speak in the affirmative and those who wish to speak in
16 opposition.

17 B. All speakers in debate shall be limited to three minutes for any one speech and no
18 one shall be permitted to speak more than twice when there are others desiring to
19 speak on the same question.

20 C. The Chair shall not entertain a motion for the previous question until a minimum of
21 four speakers have been heard from either side of the question providing there are
22 those who desire to speak on the question.

- 1 D. In the event of extended, repetitious debate, if the chair determines that all
2 pertinent information has been presented, the Chair in consultation with the
3 Parliamentarian may present the question or subject under discussion to the body
4 for a vote. This may be challenged and reversed by a majority vote of this body.
5

6 **VIII. NOMINATIONS AND ELECTIONS**

7 A. NOMINATIONS:

- 8 1. Nominations shall be made from the floor for all positions except those assigned
9 to a designated nominating committee.
- 10 2. No motion to close nominations shall be entertained.
- 11 3. Any office holder who is at the conclusion of a second term or subsequent
12 term(s) in his or her current office may be considered for nomination in keeping
13 with the following General Conference ruling: "...An exception shall be that the
14 Conference in Conference session may consider for nomination any Conference
15 Executive Council member who is at the conclusion of his second or subsequent
16 term in the same office. A separate motion requiring a two-thirds majority ballot
17 vote to pass may be offered to allow each such member to be nominated along
18 with others for that same office. The election will be by majority vote." (IPHC
19 Manual ~~2009-2013-2017~~, page 12239).
- 20 4. Prior to the vote, the chairman shall request all nominees to stand for the
21 purpose of identification.

1 5. The names of all nominees and all voting results shall be displayed on the
2 multimedia screens.

3 B. ELECTIONS

4 1. All elections shall be determined by a majority vote.

5 2. All voting shall be by ballot unless there is only one nominee.

6 3. When electing a person for a single office:

7 a. If there is no election on the first ballot, the four (4) nominees with the
8 highest number of votes shall be run on the second ballot.

9 b. If there is no election on the second ballot, the nominee with the lowest
10 number of votes shall be dropped on the third and each succeeding ballot.

11 c. In the event there is a tie vote, the conference shall continue balloting until
12 there is an election.

13 4. When electing Conference Executive Council members:

14 a. Voting shall be done on separate ballots, simultaneously.

15 b. If there is no election on the first ballot, the nine (9) nominees receiving the
16 highest number of votes shall be run on the second ballot.

17 c. If one nominee is elected on the first ballot, only six (6) nominees shall be run
18 on the second ballot.

19 d. The nominee with the lowest number of votes shall be dropped on each
20 succeeding ballot until the number of members needed is elected.

21 5. In the interest of the Kingdom of God and recognizing the multiplicity of the
22 talents given to the Body of Christ, no individuals except departmental directors

1 shall be elected to serve simultaneously on more than one Conference Board
2 **COUNCIL.**

3

4 Respectfully Submitted:

5 Rev. Danny Rollins, Chair

6 Rev. Danny Harris

7 Rev. Alan Peacock

8 Mr. George Hollowell

Mr. Tim Blackburn

Rev. Dan Woods

Mr. Jay Williams

~~2010~~ 2014 RESOLUTIONS COMMITTEE REPORT

Intro: We, your Committee on Resolutions, recommend the following:

I. OFFICIALS AND OTHER PERSONNEL OF THE NORTH CAROLINA CONFERENCE

A. The PRESIDING BODY OF THE NORTH CAROLINA CONFERENCE OF THE INTERNATIONAL PENTECOSTAL HOLINESS CHURCH WHEN THE CONFERENCE IS NOT IN SESSION SHALL BE KNOWN AS THE NORTH CAROLINA Conference Executive Council. ITS MEMBERS shall be elected BY THE DULY CONVENED MEMBERSHIP OF THE NORTH CAROLINA CONFERENCE, ~~as follows~~ ACCORDING TO THE FOLLOWING ORGANIZATIONAL STRUCTURE AND THE REQUIREMENTS OF THE CURRENT EDITION OF THE MANUAL OF THE INTERNATIONAL PENTECOSTAL HOLINESS CHURCH:

1. Conference Superintendent – ~~He (S)~~ shall be a full-time salaried officer of the NORTH CAROLINA Conference. ~~AND He shall have~~ BE GRANTED the honorary title of *Bishop* ~~during his tenure of~~ WHILE SERVING IN THIS office. THE COMPENSATION PACKAGE FOR THE CONFERENCE SUPERINTENDENT SHALL BE DETERMINED BY THE CONFERENCE EXECUTIVE COUNCIL.
2. Assistant Conference Superintendent – ~~He shall be a part-time salaried officer of the Conference. His compensation package shall be developed by the Conference Executive Council.~~ SHALL BE ELECTED BY THE CONFERENCE AND SHALL BE ONE OF THE SALARIED OFFICERS OF THE NORTH CAROLINA

1 EXECUTIVE COUNCIL, WHO HOLD ONE OF FOLLOWING PORTFOLIOS:
2 SECRETARY-TREASURER, EVANGELISM AND MISSIONS OR DISCIPLES
3 MINISTRIES. A JOB DESCRIPTION OF THE DUTIES AND RESPONSIBILITIES
4 OF THE ASSISTANT CONFERENCE SUPERINTENDENT SHALL BE DEVELOPED
5 BY THE CONFERENCE EXECUTIVE COUNCIL AND THE CONFERENCE
6 SUPERINTENDENT.

- 7 3. Secretary/Treasurer – ~~He~~ shall be a ~~part~~-FULL-time salaried officer of the
8 NORTH CAROLINA Conference. THE COMPENSATION PACKAGE FOR THE
9 SECRETARY/TREASURER SHALL BE DEVELOPED BY THE CONFERENCE
10 EXECUTIVE COUNCIL. THE SECRETARY/TREASURER SHALL BE THE CHIEF
11 FINANCIAL OFFICER OF THE OF THE NORTH CAROLINA CONFERENCE AND
12 THE DIRECTOR OF THE MINISTERIAL AND CHURCH EXTENSION LOAN
13 FUND. THE SECRETARY/TREASURER SHALL BE ELECTED FROM A LIST OF AT
14 LEAST TWO NOMINEES PROVIDED BY CONFERENCE EXECUTIVE COUNCIL,
15 AND WHO ARE APPROPRIATELY QUALIFIED IN THE AREAS OF
16 ACCOUNTING AND FINANCIAL MANAGEMENT TO CARRY OUT THE
17 REQUIRED DUTIES AND RESPONSIBILITIES OF THE OFFICE. THE DUTIES
18 AND RESPONSIBILITIES OF THE SECRETARY/TREASURER SHALL BE
19 DEVELOPED INTO A JOB DESCRIPTION BY THE CONFERENCE EXECUTIVE
20 COUNCIL, AND ARE TO INCLUDE WHAT IS ~~— whose job description shall~~
21 ~~include the Conference Secretary/Treasurer duties~~ PARTICULARLY
22 SPECIFIED ~~as spelled out~~ in the IPHC Manual (page 136, C-1 through page

1 138, 2-e). ~~The remainder of his portfolio and his honorarium shall be~~
2 ~~developed by the Conference Executive Council. He shall be nominated by~~
3 ~~the Conference Executive Council (with at least 2 names being submitted)~~
4 ~~and elected by the Conference body.~~

5 4. Evangelism **AND** Missions Director – **SHALL BE** a full-time salaried **OFFICER**
6 **OF THE NORTH CAROLINA CONFERENCE. THE COMPENSATION PACKAGE**
7 **AND** ~~His job description and compensation package shall be~~ **FOR THE**
8 **EVANGELISM AND MISSIONS DIRECTOR SHALL BE** developed by the
9 Conference Executive Council, **WITH DUE CONSIDERATION GIVEN TO** ~~in~~
10 ~~conjunction with~~ the Conference Evangelism report.

11 5. Discipleship Ministries Director – **SHALL BE A** full-time salaried ~~Director of~~
12 ~~Discipleship Ministries shall be elected.~~ **OFFICER OF THE NORTH CAROLINA**
13 **CONFERENCE. THE COMPENSATION PACKAGE AND** His job description and
14 ~~compensation package shall be~~ **FOR THE DISCIPLESHIP MINISTRIES**
15 **DIRECTOR SHALL BE** developed by the Conference Executive Council, **WITH**
16 **DUE CONSIDERATION GIVEN TO THE** ~~with the~~ Discipleship Ministries report.

17 6. Hispanic Representative **MINISTRIES DIRECTOR – THE CANDIDATE FOR A**
18 Hispanic Representative **MINISTRIES DIRECTOR** ~~to the board~~ shall be
19 nominated by the Conference Executive Council, **IN CONSULTATION WITH**
20 **THE HISPANIC LEADERSHIP COUNCIL AND SUBSEQUENTLY ELECTED BY THE**
21 **CONFERENCE. THE HISPANIC MINISTRIES DIRECTOR SHALL BE A FULL-**
22 **TIME, SALARIED DEPARTMENTAL DIRECTOR, AND FULL MEMBER OF THE**

1 **NORTH CAROLINA CONFERENCE EXECUTIVE COUNCIL. THE JOB**
2 **DESCRIPTION AND COMPENSATION PACKAGE FOR THE HISPANIC**
3 **MINISTRIES DIRECTOR SHALL BE DEVELOPED BY THE CONFERENCE**
4 **EXECUTIVE COUNCIL, AND DETERMINED BY THE REQUIREMENTS OF**
5 **HISPANIC MINISTRIES.**

6 **7. EXECUTIVE COMMITTEE OF THE CONFERENCE EXECUTIVE COUNCIL –**
7 **SHALL BE FORMED FROM THE FULL-TIME SALARIED OFFICERS OF THE**
8 **CONFERENCE EXECUTIVE COUNCIL. THE EXECUTIVE COMMITTEE WILL**
9 **ASSIST THE CONFERENCE SUPERINTENDENT WHERE THERE IS A NEED FOR**
10 **CONSENSUS, SHARED RESPONSIBILITY FOR DECISIONS OR FOR THE**
11 **EXECUTION OF URGENT CONFERENCE BUSINESS BETWEEN EXECUTIVE**
12 **COUNCIL SESSIONS. IN ADDITION TO THIS THE EXECUTIVE COMMITTEE**
13 **WILL CARRY OUT ASSIGNMENTS AT THE DISCRETION OF THE BISHOP, TO**
14 **INCLUDE, BUT NOT LIMITED TO, ASSISTING WITH SPECIAL INVESTIGATIVE**
15 **TASKS, ASSISTING IN THE PROCESS OF MAKING PASTORAL ASSIGNMENTS**
16 **AND ASSISTING THE BISHOP WITH PROVIDING PASTORAL CARE TO THE**
17 **MEMBERS OF THE CONFERENCE.**

18 **8. OTHER CONFERENCE EXECUTIVE COUNCIL MEMBERS ~~Board Members at~~**
19 **~~Large – That Four~~ ADDITIONAL COUNCIL ~~at-large board members~~ AT**
20 **~~LARGE shall be elected.~~ SHALL BE ELECTED FROM NOMINATIONS MADE**
21 **FROM THE FLOOR OF THE CONFERENCE.**

1 9. ~~If a layperson has not been elected to the board~~ **ONE ADDITIONAL MEMBER**
2 **OF THE NORTH CAROLINA EXECUTIVE COUNCIL**, ~~one of the four at large~~
3 ~~board members~~ shall be a layperson. The Conference Executive Council
4 shall nominate at least two laypersons, one of which shall be elected to the
5 Council.

6 B. All **MEMBERS OF THE CONFERENCE EXECUTIVE COUNCIL** ~~of the above persons~~
7 shall have seat, voice, and vote ~~on the Conference Executive Council~~. **AT DULY**
8 **CONVENED CONFERENCE EXECUTIVE COUNCIL MEETINGS.**

9 ~~C. Loan Officer — A part-time Loan Officer shall be hired to chair the Loan~~
10 ~~Committee and oversee operation of the Conference Loan Fund. His/her job~~
11 ~~description and compensation package shall be set by the Conference Executive~~
12 ~~Council and he/she shall be paid out of the Ministerial and Church Extension~~
13 ~~Loan Fund.~~

14 ~~D. Assistant to the Conference Bishop — A part-time assistant to the Conference~~
15 ~~Bishop shall be hired to assist him in the areas of Renewed Vision Projects,~~
16 ~~meeting with church boards, taking pastoral votes, installing new pastors,~~
17 ~~supervision the conference campus and other duties that will bring assistance to~~
18 ~~the Conference Bishop. The job description shall be written by the Conference~~
19 ~~Bishop and approved by the Conference Executive Council. The Conference~~
20 ~~Executive Council shall determine the compensation package. At the request of~~
21 ~~the Conference Bishop the Assistant to the Bishop will sit in with the Conference~~
22 ~~Executive Council with seat and voice.~~

1 **STAGGERED ROTATION, TO SERVE FOR FOUR YEARS.** ~~according to the pattern~~
2 ~~of election of the North Carolina Conference examining Committee. .~~

3 C. Delegates to the Hispanic Convention shall be **SUBJECT TO THE REQUIREMENTS**
4 **AND PROCEDURES** ~~elected according to the same criteria of the~~ **APPLICABLE TO**
5 **DELEGATES TO THE** Quadrennial Conference.

6 D. This ~~board~~ **LEADERSHIP COUNCIL** will work with the Hispanic ~~Supervisor~~
7 **MINISTRIES DIRECTOR** to ~~examine~~ **INTERVIEW** and recommend ministerial
8 candidates to the Conference Executive Council, assist in Hispanic training
9 events, assist the ~~supervisor~~ **DIRECTOR** in oversight of Hispanic ministry, and in
10 various other tasks assigned by the Conference Bishop/Hispanic ~~Supervisor~~
11 **MINISTRIES DIRECTOR.**

12 E. This ~~board~~ **THE HISPANIC LEADERSHIP COUNCIL** shall be ~~directly~~ amenable to
13 the Conference Bishop.

14 F. In the area of Hispanic church planting, the Hispanic ~~Supervisor~~ **MINISTRIES**
15 **DIRECTOR** and Hispanic Leadership Council will ~~continue to~~ work with the
16 Conference Director of Evangelism in locating areas and prospects for new
17 Hispanic churches.

18
19 **III. OTHER DEPARTMENTS WITHIN THE CONFERENCE**

20 **A. DISCIPLESHIP MINISTRIES**

1 ~~1. The Discipleship Ministries Council (consisting of the Assistant Director,~~
2 ~~Secretary/Treasurer, and two Council Members) shall be elected by the~~
3 ~~Conference in session.~~

4 ~~2. Up to seven additional Council Members may be appointed as needed.~~

5 ~~Both their appointment and term of office shall be made by the Director in~~
6 ~~conjunction with the Discipleship Ministries Executive Council, and will be~~
7 ~~subject to approval by the Conference Executive Council.~~

8 ~~3. All members of the Discipleship Ministries Council shall have seat, voice, and~~
9 ~~vote on the Discipleship Ministries Council.~~

10 **1. THE DISCIPLESHIP MINISTRIES COMMITTEE OF THE NORTH CAROLINA**
11 **CONFERENCE SHALL SET THE STRUCTURE FOR THE DISCIPLESHIP**
12 **MINISTRIES COUNCIL.**

13 **2. THE NORTH CAROLINA CONFERENCE DISCIPLESHIP MINISTRIES**
14 **DEPARTMENT SHALL ASSUME RESPONSIBILITY FOR ALL OF THE**
15 **MINISTRIES AND DEPARTMENTS THAT ARE REFLECTED IN THE STRUCTURE**
16 **OF THE GENERAL CHURCH DISCIPLESHIP MINISTRIES DEPARTMENT, AND**
17 **THAT ARE INCLUDED IN ITS CONFERENCE DISCIPLESHIP MINISTRIES**
18 **COMMITTEE REPORT.**

19 **B. WOMEN'S MINISTRIES**

20 1. The minutes of the Women's Ministries convention shall be approved by
21 this Conference in session.

- 1 2. Each local church is urged to organize a Women's Ministries to cooperate
2 with the Conference and General Women's Ministries programs and
3 projects.
- 4 3. Pastors should encourage local Women's Ministries to cooperate with the
5 Conference and General Women's Ministries programs and projects.
- 6 4. It is recommended that each church purchase a copy of the ~~Women's~~
7 ~~Ministries Leadership Manual~~ **WOMEN'S MINISTRIES DESTINATION GUIDE**
8 **– 15th EDITION (LEADERSHIP MANUAL)** and the Girls' Ministries Leadership
9 Manual and that pastors and ministers familiarize themselves with said
10 manuals.
- 11 5. It is requested that pastors lend full support to the Women's Ministries
12 Founder's Day honoring the founder, Mrs. Lila Berry.
- 13 ~~6. The Women's Ministries Department shall continue to be provided space in~~
14 ~~the Conference Evangel.~~
- 15 ~~7. The Conference Women's Ministries Director will continue to serve as a~~
16 ~~member of the Superintendent's Advisory Council~~
- 17 6. In order to be well informed and better able to function as a member of the
18 Conference Leadership, the Conference Women's Ministries Director is to
19 be placed on the mailing list of each Conference Department.
- 20 **G. DEPARTMENT OF RETIRED MINISTERS.** The Conference Executive Council shall
21 appoint a Director and six Board Members to this Department, ~~and WHICH shall~~
22 ~~be given space in the Conference Evangel, and be included in the Conference~~

1 ~~Budget. The term "Retired Ministers" is to be used in all publication, mailings,~~
2 ~~and announcements instead of "Superannuated Ministers."~~

3 **D. ARCHIVES DEPARTMENT**

4 1. The Conference Executive Council shall appoint an Archives Director and six
5 board members. **THE ARCHIVES DIRECTOR AND BOARD SHALL MAKE**
6 **RECOMMENDATIONS FOR REPLACEMENTS OF WITHDRAWING MEMBERS,**
7 **AND WHO WILL ULTIMATELY BE APPOINTED BY THE CONFERENCE**
8 **EXECUTIVE COUNCIL.**

9 ~~2. The Archives department shall be given space in the Evangel and the~~
10 ~~department shall be included in the Conference Budget.~~

11 2. Each local ~~pastor and/or church board is urged to~~ **SHOULD** appoint a church
12 historian and **PURPOSEFULLY AND SYSTEMATICALLY** ~~set aside a safe place~~
13 ~~in their~~ **PRESERVE** church for church records, bulletins, pictures, etc. that
14 ~~pertains to their~~ **MAY BE USED TO TRACE AND ARCHIVE THE HISTORY OF**
15 **THE church history. THIS ARCHIVE AND HISTORICAL RECORD SHOULD BE**
16 **UPDATED AT LEAST EVERY TWO YEARS. A WRITTEN HISTORY OF EACH**
17 **CHURCH SHOULD BE SUBMITTED TO THE CONFERENCE ARCHIVES**
18 **DEPARTMENT, AND AN UPDATED VERSION OR ADDENDUM SUBMITTED**
19 **EVERY TWO YEARS.**

20 3. Every church is ~~urged to give prayerful consideration to~~ **SHOULD** presenting
21 ~~or sharing these items~~ **AND ARTIFACTS THOUGHT TO BE OF SIGNIFICANT**

1 **HISTORICAL VALUE** ~~with our~~ **TO THE** conference archives center **FOR THE**
2 **HISTORICAL RECORD AND PROPER PRESERVATION.**

3 4. Individuals and ~~congregations~~ **CHURCHES** are encouraged **STRONGLY**
4 **URGED** to give financially toward ~~this project~~ **THE CONFERENCE ARCHIVES**
5 **PROJECT ANNUALLY.**

6 5. **LOCAL CHURCH HISTORIANS ARE ENCOURAGED TO ATTEND AND SUPPORT**
7 **CONFERENCE ARCHIVES EVENTS AND ACTIVITIES.**

8 **E. MINISTER'S WIVES FELLOWSHIP DEPARTMENT.** The Conference Executive
9 Council will appoint a Director and six Board Members. ~~The Ministers' Wives~~
10 ~~Fellowship will be included in the Conference budget, and given space in the~~
11 ~~conference Evangel.~~

12 **F. WORLD INTERCESSOR NETWORK (WIN) DEPARTMENT.** The Conference
13 Executive Council will appoint an WIN Director and six Board Members. ~~WIN~~
14 ~~will be given space in the Conference Evangel and be included in the Conference~~
15 ~~budget.~~ Each local pastor is encouraged to appoint an WIN Captain for his/her
16 church.

17 **G. MEN'S MINISTRIES DEPARTMENT.** The Conference Executive Council will
18 appoint a Men's Ministries Director and Board according to the guidelines as
19 specified by the Men's Ministries Constitution. ~~Men's Ministries will be given~~
20 ~~space in the conference Evangel and be included in the Conference budget.~~
21 ~~Each local church is encouraged to organize a Men's Ministries Group and~~

1 ~~cooperate with the Conference and General Men's Ministries programs and~~
2 ~~projects.~~

3 **H. MINISTERIAL AND CHURCH EXTENSION LOAN FUND – THE CONFERENCE**

4 **EXECUTIVE COUNCIL SHALL HAVE THE AUTHORITY TO AFFECT CHANGES TO THE**
5 **ADMINISTRATION AND DISPOSITION OF THE MINISTERIAL AND CHURCH**
6 **EXTENSION LOAN FUND WHEN AND IF THE NEED ARISES, IN ORDER TO**
7 **COMPLY WITH ANY LEGAL REQUIREMENTS OR IN ORDER TO PROTECT THE**
8 **INTERESTS OF THE INVESTORS. SUCH AUTHORITY EXTENDS TO SEPARATING**
9 **THE LOAN FUND FROM THE CONFERENCE AS A DISTINCT LEGAL ENTITY IF SUCH**
10 **A NECESSITY ARISES AS A RESULT OF LEGAL REQUIREMENTS OR THE COUNCIL**
11 **DEEMS EXPEDIANT. THE EXECUTIVE COUNCIL MAY MODIFY THE JOB**
12 **DESCRIPTION AND DUTIES OF THE SECRETARY/TREASURER TO TAKE INTO**
13 **ACCOUNT CHANGES OCCURRING IN THE STRUCTURE OF THE MINISTERIAL AND**
14 **CHURCH EXTENSION LOAN FUND.**

15
16 **IV. MINISTERS AND CHURCHES**

- 17 A. Pastoral appointments and adjustments shall be made according to the IPHC
18 Manual (page 145-E through page 149)
- 19 B. Hispanic candidates for Local church Ministers Certificate/License/Ordination
20 shall be interviewed and recommended to the Conference Executive Council by
21 the Hispanic Leadership Board **COUNCIL.**

1 ~~C. To know the progress being made in local ministries throughout our Conference,~~
2 ~~and to objectively analyze spiritual and numerical growth, each church shall mail~~
3 ~~monthly reports to the Conference Ministry Center (CMC) in time for them to~~
4 ~~arrive by the 10th of the following month. Annual reports must be mailed by~~
5 ~~January 10th of each year.~~

6 D. It is strongly urged that each local pastor and church support all Conference
7 Departments **EXAMPLES OF** which are: Discipleship Ministries, Women's
8 Ministries, Men's Ministries, World Intercessors Network (#WIN), Minister's
9 Wives Fellowship, Department of Retired Ministers, Archives and
10 Evangelism/Missions Ministries.

11 E. All delegates to the Quadrennial Conference shall have attended church and
12 given tithe into the local church treasury regularly and faithfully during the
13 previous six months.

14 F. ~~Churches shall pay the salaries of full time staff when they are involved in~~
15 ~~Conference/Church activities. Such activities shall not count as vacation time~~
16 **SALARIED, CREDENTIALLED MINISTERS SERVING IN THE LOCAL CHURCH OR IN**
17 **THE CONFERENCE SHALL BE AFFORDED PAID VACATION TIME AS PROVIDED**
18 **FOR IN THE IPHC MANUAL (CITATION REQUIRED). SALARIES AND ALLOTTED**
19 **VACATION TIME SHALL NOT BE REDUCED AS A RESULT OF ATTENDANCE AT**
20 **CONFERENCE ACTIVITIES OR EVENTS.**

21 G. Actual expenses of the pastor and delegate to the General Conference shall be
22 reimbursed by the local church.

- 1 H. Local churches shall observe May as “Retired Ministers Month and participate in
2 contributing to the Retired Minister’s Special Assistance Fund; and in
3 December’s “Adopt (or Honor) A Retired Minister For Christmas” activity. All
4 retired ministers throughout the conference should be recognized for their life
5 time of dedication to the will of God and the preaching of the gospel and be
6 given an opportunity to minister when possible and appropriate.
- 7 I. Pastors should meet at least annually with all ministry directors in their church to
8 develop greater awareness and promotion of ~~their total~~ **THE MISSION AND**
9 **VISION OF THE** church ~~program~~.
- 10 J. The Conference Bishop and/or Secretary/Treasurer shall meet with pastors and
11 ~~boards~~ **ADMINISTRATIVE COUNCILS** of churches that are not fully supporting the
12 tithe for the purpose of informing them of the Conference and General
13 Programs. They will assist them in formulating a plan to work toward coming
14 into compliance with these programs.
- 15 K. Each local church is urged to support the ministry of Falcon Children’s Home
16 through daily prayer and planned **SUPPORT OF** ~~cooperation in~~ the Children’s
17 Home **MINISTRY AND** program. ~~A section should be provided in the Conference~~
18 ~~Evangel when requested by Falcon Children’s Home Superintendent to spotlight~~
19 ~~some phase of the work of the Home. Special emphasis on Harvest Train will~~
20 ~~continue annually in the Fall issue of the Evangel. Each local pastor~~ **PASTORS** and
21 ~~groups~~ **DEPARTMENT OR MINISTRIES** ~~from~~ **IN THE** local churches are urged
22 **ENCOURAGED** to schedule a visitS to the **CHILDRENS’** home to become

1 acquainted with its operation. Pastors are ~~urged~~ **ENCOURAGED** to appoint A
2 local church coordinators to serve as A contact persons **TO HELP** in planning and
3 promoting **ACTIVITIES IN SUPPORT OF** the ministries of ~~ATAM, the~~ **ROYAL HOME**
4 **MINISTRIES AND FALCON CHILDREN'S HOME.**

- 5 L. **LAYMEN WHO HOLD POSITIONS OF LEADERSHIP AND RESPONSIBILITY IN THE**
6 **LOCAL CHURCH ARE EXPECTED TO BE FAITHFUL IN TITHING TO THE LOCAL**
7 **CHURCH WHERE THEY SERVE. THEY ARE ALSO EXPECTED TO BE FAITHFUL IN**
8 **ATTENDANCE AT CHURCH IN ORDER TO CARRY OUT THEIR DUTIES, AS WELL AS**
9 **AT OTHER TIMES FOR THEIR OWN SPIRITUAL GROWTH AND MINISTRY**
10 **DEVELOPMENT. LAY-LEADERS IN THE LOCAL CHURCH SHALL CARRY OUT THEIR**
11 **DUTIES AND RESPONSIBILITIES IN A WAY THAT SUPPORTS THE VISION OF THE**
12 **PASTOR AND LOCAL CHURCH ADMINISTRATIVE COUNCIL.**

13
14 **IV. CONFERENCE**

- 15 A. The Conference Executive Council shall schedule Conference dates and serve as a
16 Nominating Committee for all committees. Retired ministers shall be considered
17 when recruiting members for ~~each of these~~ committees.
- 18 1. Resolutions, Evangelism/Missions, and Finance shall consist of nine persons,
19 five ministers and four laypersons
 - 20 2. All other committees shall consist of seven persons: four ministers and three
21 laypersons.

- 1 3. It is ~~further~~ recommended **TO THE NOMINATING COMMITTEE** that at least
2 one member of the departmental boards be appointed to ~~these~~
3 corresponding Conference committees **TO REPRESENT THE DEPARTMENT.**
4 ~~to serve as liaisons to communicate that Department's interest.~~
- 5 B. A list of all Conference Committees shall be sent to all churches at least thirty
6 days prior to the meeting of the committees.
- 7 C. Ministers and delegates shall take their Committee Reports home with them and
8 present them to the Church **ADMINISTRATIVE COUNCIL** ~~Board~~ and/or
9 congregation as soon as possible following this conference.
- 10 D. An editing Committee comprised of the Conference Bishop, Secretary/Treasurer,
11 and the Chairmen of all ~~2010~~ **2014** Quadrennial Committees shall review all
12 Committee reports and edit them to provide consistent structure and form.
- 13 E. The Conference Executive Council and Department heads shall serve as a
14 Planning Committee for all Promotional and Quadrennial Conferences.
- 15 F. Whenever there is continual unrest in a congregation, the Conference Executive
16 Council shall be prepared to study the problem and recommend a Scripture-
17 based solution to help the leadership and membership of that particular church
18 overcome this obstacle to their success and growth. (See IPHC Manual, pages
19 147-#9)
- 20 G. The Conference Executive Council shall thoughtfully and prayerfully continue to
21 study the ministry purpose and goals of our Conference in relation to God's
22 Kingdom and shall continue to develop an overall Campus building plan based

1 upon those ministry objectives. This Campus Building plan shall be presented at
2 the appropriate annual Conference for approval.

3 H. The Conference Executive Council shall continue to develop effective ministry
4 programs that will strengthen the home and family life of **BOTH** our clergy and
5 laity. **WITH THE LEADING AND AT THE DISCRETION OF THE BISHOP, THE**
6 **CONFERENCE EXECUTIVE COUNCIL** ~~They shall also continue to provide~~
7 opportunities for ~~our~~ clergy and their spouses to have a time~~s~~ of fellowship and
8 recreation together on **A REGULAR** ~~an annual~~ basis. ~~These programs shall~~
9 ~~include assistance~~ **SPECIAL AND PARTICULAR CONSIDERATION SHOULD BE**
10 **GIVEN** to clergy in crisis. **WE RECOGNIZE THAT DISCIPLESHIP MINISTRIES IS**
11 **UNIQUELY POSITIONED THROUGH ITS MINISTRIES TO SUPPORT THE HOME**
12 **AND FAMILY LIFE OF THE CONFERENCE LAITY.**

13 I. The Conference Executive Council shall be responsible for scheduling Camp
14 Meeting dates and selection of Camp Meeting speakers.

15 J. The Conference Executive Council shall continue to provide continuing education
16 opportunities to meet guidelines provided by the Presiding Bishop. Our
17 ministers are ~~to be~~ encouraged to attend the **CONFERENCE** School of Ministry
18 ~~for~~ **TO EARN CEU's CONTINUING EDUCATION CREDITS** and **FOR** personal
19 enrichment ~~purposes~~.

20
21 **V. OTHER**

1 ~~A. The Conference Bishop's strategic Advisory Council (SAC) comprised of the~~
2 ~~Directors of all Conference ministries/departments and others appointed by the~~
3 ~~Conference Bishop with approval of the Conference Executive Council shall meet~~
4 ~~with the Conference Bishop at least semi-annually. The purpose of these~~
5 ~~meetings is communication, coordination, and consideration of the on-going~~
6 ~~ministries within the Conference vision and goals as established by the~~
7 ~~Conference and Conference Executive Council.~~

8 B. Retired ministers and their spouses shall be given meals and rooms without cost
9 to them (when available) during Conference, Camp Meeting, and other
10 Conference activities as determined by the Conference Executive Council.

11 **CHURCHES ARE ENCOURAGED TO SPONSOR A RETIRED MINISTER FOR**
12 **CONFERENCE ACTIVITIES OR TO MAKE CONTRIBUTIONS THAT ENABLE RETIRED**
13 **MINISTERS TO ATTEND CAMP MEETING AND OTHER CONFERENCE EVENTS.**

14 **C. THE CONFERENCE EXECUTIVE COUNCIL SHALL DO RESEARCH INTO DEVELOPING**
15 **AND ESTABLISHING A FULLY INTEGRATED SYSTEM OF COMMUNICATION THAT**
16 **WILL EFFECTIVELY PROMOTE THE MINISTRIES AND ACTIVITIES OF THE**
17 **DEPARTMENTS OF THE NORTH CAROLINA CONFERENCE. SUCH A SYSTEM**
18 **SHOULD BE EFFICIENT AND EFFECTIVE IN COMMUNICATING THE VISION AND**
19 **MISSION OF THE CONFERENCE TO THE CLERGY AND LAITY, AND ADVERTISE THE**
20 **ACTIVITIES AND EVENTS OF THE CONFERENCE IN SUCH A WAY THAT THE LAITY**
21 **OF THE CONFERENCE BECOME WELL-INFORMED PARTICIPANTS.**

22 ~~D. The Conference Evangel shall be continued as the official publication.~~

NORTH CAROLINA CONFERENCE OF THE PENTECOSTAL HOLINESS CHURCH.

- 1 ~~1. The Conference Bishop or his appointee shall serve as editor and business~~
2 ~~manager.~~
- 3 ~~2. The Conference Executive Council shall set an annual subscription rate for~~
4 ~~the Evangel.~~
- 5 ~~3. All ministers and surviving spouses shall continue to receive the Evangel at~~
6 ~~no charge to them. Each church is urged to contribute a gift subscription to~~
7 ~~the Evangel to its members who are away from home either at school or~~
8 ~~servicing in the military.~~

9

10 Respectfully Submitted,
11 Rev. Paul F. Evans, Chair
12 Rev. Ferrell Hardison
13 Rev. Marty Warren
14 Mrs. Karen Lucas
15 Mrs. Heidi Sullivan

Rev. Fernando Angulo
Rev. Tony Moore
Mr. Kevin Mooring
Dr. Lacy Moon

16

2010 2014 FINANCE COMMITTEE REPORT

"God's work done in God's way will never lack God's supply."

Hudson Taylor, Missionary to China (1832-1905)

"And God is able to make all grace abound toward you; that ye, always having all sufficiency in all things, may abound to every good work:" 2 Corinthians 9:8

Recognizing that Biblical Stewardship requires accountability to God and man (Hebrews 13:17) and knowing that the eyes of the government and the world are on the Church, and being confident that the blessing of God is essential if we are to see the growth for which we are praying and working, and understanding that all the churches of the North Carolina Conference have entered into a covenant agreement to be unified part of the greater body of Christ, and in particular, members of the International Pentecostal Holiness Church, we call all our ministers, churches and members to a renewed commitment to Biblical Stewardship and responsibility. This commitment will place them and their ministries in a position of abundant blessing from God (Malachi 3:10-12)

In keeping with the requirements of the Manual of the International Pentecostal Holiness Church (IPHC) and the North Carolina Conference By-Laws, we your committee on Finance submit the following:

I. LOCAL CHURCH ~~BOARDS~~ ADMINISTRATIVE COUNCILS AND OFFICIALS

NORTH CAROLINA CONFERENCE OF THE PENTECOSTAL HOLINESS CHURCH

- 1 A. ~~No ANY person shall hold any~~ **HOLDING A** position of teaching or leadership in any
2 department of the local church ~~unless he or she pays their full tithe~~ **MUST TITHE** into
3 ~~the~~ **THAT LOCAL** Pentecostal Holiness Church. While everyone is encouraged to give
4 offerings to building funds, missions, schools, and other approved conference and
5 denominational needs, such offerings are not to be considered **THEIR** tithe.
- 6 B. All reports and monies from either church secretaries or credentialed ministers shall be
7 mailed in time to arrive at the North Carolina Conference Ministry Center by the ~~tenth~~
8 **15th** day of each month.
- 9 C. Each local church Administrative Council or Council-appointed committee, with pastoral
10 advice, shall prepare an annual calendar year budget. **ANY TITHING** Church membership
11 ~~shall~~ **MAY HAVE** ~~be allowed~~ access to the budget planning and development process.
12 This budget shall be adopted by the pastor and church Administrative Council for
13 presentation to the church body.
- 14 D. All churches shall report monthly, ~~and annually~~ **TO THE CONFERENCE THROUGH THE**
15 **ELECTRONIC REPORTING SYSTEM (ERS) OR ON STATISTICAL REPORT FORMS PROVIDED**
16 **BY THE CONFERENCE.** ~~all monies received.~~ **THOSE CHURCHES NOT REPORTING**
17 **THROUGH E.R.S. SHALL SUBMIT AN ANNUAL REPORT ON MEMBERSHIP AND**
18 **ATTENDANCE BY JANUARY 10TH AND AN ANNUAL FINANCIAL REPORT BY JANUARY**
19 **30TH.**
- 20 E. Churches shall not divert income that is derived from tithes and other non-designated
21 sources into special accounts or funds to avoid payment of Tithe.
- 22 F. All Churches should ~~pay their tithe (10%)~~ **TO THE CONFERENCE** before undertaking any

1 other commitments.

2 G. Churches are encouraged to practice good stewardship in the area of church
3 indebtedness and debt retirement.

4

5 II. MINISTER'S SALARIES AND BENEFITS

6 A. SENIOR (or LEAD) PASTORS: Churches should provide the Senior (or Lead) Pastor a

7 generous salary **PACKAGE THAT INCLUDES** ~~plus~~ housing, utilities, and benefits. **THIS**

8 **SALARY PACKAGE SHOULD BE STRUCTURED FOR MAXIMUM TAX BENEFIT.** ~~according~~

9 ~~to~~ The following guidelines **ARE PRESENTED** ~~set forth~~ as a minimum where feasible.

10 1. **TRAVEL AND OTHER ELIGIBLE EXPENSES:** Churches are encouraged to use an
11 accountable reimbursement plan for travel and other professional expenses. Travel
12 is to be reimbursed at the IRS-approved rate.

13 2. **INSURANCE:** Churches should pay the pastor's family **MAJOR MEDICAL** health care
14 insurance premium ~~or establish and fund~~ **AND PROVIDE OTHER TAX-ADVANTAGED**
15 **HEALTH PLAN OPTIONS WHERE FEASIBLE.** ~~a flexible spending account (Cafeteria~~
16 ~~Plan) for medical expenses.~~ The church should also consider disability insurance and
17 term life insurance during the pastor's tenure at the church.

18 3. **SELF-EMPLOYMENT TAX:** The church should pay the pastor's total self-employment
19 tax due on compensation from the church.

20 4. **RETIREMENT:** In harmony with the recommendation of the IPHC Manual for fringe
21 benefits, we recommend that each local church pay the pastor's retirement in the
22 amount of at least (7%) to the ~~General~~ **IPHC 403b** Retirement Annuity program

1 **PLAN. FOR A PASTOR WHO IS ELIGIBLE WE ALSO RECOMMEND PAYMENT OF** and
2 the amount designated by the conference to the North Carolina Conference
3 Retirement Program.

4 5. HOUSING: Each church should provide a parsonage or housing allowance and
5 utilities to include, but not limited to, heat, electricity, water, phone basic rate, and
6 garbage service. Where a parsonage is provided the church is encouraged to
7 contribute to a housing equity escrow account for their pastor.

8 6. SPECIAL DAYS: The Church ~~Board~~ **ADMINISTRATIVE COUNCIL** should consider at
9 least a week's salary for the pastor as a Christmas gift and for Pastor Appreciation
10 Day. They should consider an appropriate gift for Birthday and Anniversary. The
11 Pastor's Family should be given consideration as well.

12 7. PROPERTY INSURANCE: The church should include coverage for the contents of the
13 parsonage and the minister's furnishings in their total insurance package.
14 Consideration should also be given for full coverage of the pastor's belongings in the
15 church office.

16 8. CONTINUING EDUCATION: The church is encouraged to pay the cost of continuing
17 education for the pastor relative to meeting requirements to maintain ministerial
18 credentials as adopted by the General Conference.

19 9. REVIVALS: Full-time pastors shall be permitted to conduct three one-week revivals
20 or their equivalent each year.

21 10. VACATION: Ministers should receive vacation with pay according to the following
22 schedule that is based upon total years in full-time ministry.

1 1-5 years: 2 weeks

2 6-14 years: 3 weeks

3 15 years, up: 4 weeks

4 If at the time of a pastoral change a Pastor has not had all his due vacation he
5 should be compensated for all unused vacation time accrued during the current
6 year.

7 11. OUTSIDE WORK: In the event a church is unable to compensate the Pastor according
8 to these guidelines, the pastor shall be permitted to work outside the church in
9 order to properly provide for his/her family.

10 12. SALARY REVIEW: Pastor's salaries shall be reviewed annually as adopted by the
11 General Conference and a copy of the salary review should be mailed to the North
12 Carolina Conference Ministry Center. Churches are encouraged to establish a cost of
13 living adjustment (COLA) at least equal to the annual Social Security COLA as a
14 minimum salary adjustment consideration.

15 B. ASSOCIATE PASTORS AND OTHER FULL-TIME MINISTERIAL STAFF:

16 Each local church shall provide the full-time Associate Pastors and ministers and staff
17 adequate salary. Fair consideration should also be given for all benefit items listed
18 above for the Senior (or Lead) Pastor.

19 C. FULL-TIME EVANGELISTS

20 To insure that our evangelists are properly compensated, we recommend:

21 1. Churches employing full-time evangelists (those deriving their major support from
22 revivals) should pay them no less than the salary of their pastor per week plus

- 1 travel. In addition, churches are encouraged to receive free will offerings for the
2 evangelist.
- 3 2. Revivals embracing two weekends shall be considered two full weeks in terms of
4 compensation.
- 5 3. In the event a church cancels a revival with a full-time evangelist without giving the
6 evangelist at least a 30-day notice, the church should pay the evangelist if he/she is
7 unable to fill that time slot in his/her schedule.

8

9 III. CONFERENCE

- 10 A. The following budget allocations shall be made for this quadrennium:
- 11 1. Conference Discipleship Ministries - 8%
- 12 2. Conference Evangelism - 16%
- 13 3. Conference Retirement - 24% **WITH THE PHASE OUT OF CONFERENCE RETIREMENT**
14 **ADOPTED IN AUGUST 2013, THE CONFERENCE EXECUTIVE COUNCIL SHALL HAVE**
15 **THE AUTHORITY TO ADJUST THE CONFERENCE RETIREMENT ALLOCATION**
16 **KEEPING THE STRENGTH AND SOLVENCY OF THE PROGRAM AS FIRST PRIORITY.**
- 17 4. Conference Sabbatical and Ministerial Care Program – ½% (.5%): the Conference
18 Executive Council shall maintain an appropriate fund balance for use in a Sabbatical
19 and Ministerial Care program. Surplus funds may be used for other purposes as the
20 Conference Executive Council directs.
- 21 5. Conference Administration and Capital Improvements – ~~51.5%~~ **THE BALANCE OF**
22 **REMAINING FUNDS**

1 B. The Conference Executive Council shall make appropriate monetary gifts to IPHC and
2 IPHC-Affiliate colleges annually during this quadrennium.

3 C. Conference Personnel Salaries.

4 1. Salaries of all Conference personnel shall be reviewed annually and adjusted as
5 deemed appropriate by the Conference Executive Council.

6 2. In addition and separate from the salaries of Conference Officials, the Conference
7 Executive Council shall pay appropriate benefits as defined in this report.

8 3. Ministers on full-time assignment at the Conference Ministry Center will receive
9 vacation and revival benefits according to the guidelines **ESTABLISHED BY THE**
10 **CONFERENCE EXECUTIVE COUNCIL.** ~~governing his/her department.~~

11 **4. THE CONFERENCE EXECUTIVE COUNCIL WILL REGULARLY EVALUATE THE**
12 **FEASIBILITY OF MAKING DEPARTMENT DIRECTORS FULL TIME SALARIED**
13 **POSITIONS.**

14 D. A ministerial tuition scholarship of \$500.00 shall be awarded to ministerial students
15 holding credentials with the North Carolina Conference of the IPHC, who are attending
16 an IPHC or IPHC - affiliate college in preparation for full-time ministry. This scholarship
17 shall be awarded during their Junior and/or Senior years. Students must apply for this
18 scholarship on a form provided by the Conference Ministry Center.

19 ~~F. IPHC Women's Ministries~~

20 ~~1. The Women's Ministries shall be the bearer of the Conference gifts to our IPHC and~~
21 ~~IPHC-affiliate schools and shall present them at the "Feasts of Ingathering" or other~~
22 ~~designated school event.~~

1 ~~2. Due to the growth of the Women's Ministries department and the demands this~~
2 ~~position places on the conference Women's Ministries director, the Conference~~
3 ~~Executive Council should continue to move toward a full time salaried Women's~~
4 ~~Ministries director and include this salary in the Conference budget as soon as the~~
5 ~~funds are available.~~

6 **E. PASTORS AND CHURCHES ARE ENCOURAGED TO FINANCIALLY AND PRAYERFULLY**

7 **SUPPORT THE VARIOUS MINISTRIES OF THE IPHC TO INCLUDE, BUT NOT LIMITED TO,**
8 **FALCON CHILDREN'S HOME, WORLD MISSIONS, DISCIPLESHIP MINISTRIES, FEAST OF**
9 **INGATHERING, ETC.**

10 ~~G. Falcon Children's Home~~

11 ~~1. That each pastor, in cooperation with the Women's Ministries, orient his/her local~~
12 ~~church Administrative Council and congregation with various ways of supporting this~~
13 ~~ministry.~~

14 ~~2. Giving to and attending Harvest Train (Tuesday before Thanksgiving each year).~~

15 ~~3. Memorial and honorary gifts~~

16 ~~4. General Clothing Fund~~

17 ~~5. Special Christmas emphasis with visits, cottage or campus parties, and assistance of~~
18 ~~the home in providing presents to the children.~~

19 ~~6. The home's on-going needed supplies throughout the year by the home can be met~~
20 ~~through individuals, local churches, retail, wholesale and other organizations.~~

NORTH CAROLINA CONFERENCE OF THE PENTECOSTAL HOLINESS CHURCH

1 God has given called and anointed ministers to the Church “for the perfecting of the saints for
2 the work of ministry, for the edifying of the body of Christ.” (Ephesians 4:12) We commend the
3 churches of the North Carolina Conference for the high esteem in which they hold these God-
4 called men and women and for the resources they devote to enable them to fulfill the work to
5 which God has called them.

Respectfully Submitted,
Rev. Doug Bartlett, Chairman
Rev. Oris Hubbard
Rev. Bill Rose
Rev. Andy Shaffer
Dr. Ryan Jackson
Mr. Jeff Oglesby
Mr. Jim Gillikin
Mr. Larry Webb
Mr. Robert Roberson

2010 2014 EVANGELISM AND WORLD MISSIONS COMMITTEE REPORT

I. ~~INTRODUCTION AND STATEMENT OF PURPOSE~~

In Acts 1:8, Jesus Himself left His church the responsibility for world evangelization, “Ye shall receive power after that the Holy Ghost is come upon you; and ye shall be witnesses unto me both in Jerusalem, and in all Judea, and in Samaria, and unto the uttermost part of the earth”. The mandate that the Lord gives us in this passage requires that we as His church develop strategies to reach the unsaved locally, regionally, cross-culturally, and internationally. Every local church and every believer are to take to heart the injunction of Our Lord to reach out to the lost on these four fronts. The two avenues whereby each church and each believer may fulfill task of world evangelization are local evangelism and world missions. Jesus said unto His disciples, “The harvest truly is plenteous, but the laborers are few; pray you therefore the Lord of the harvest, that He will send forth laborers into His Harvest.” (Matthew 9:37,38). In obedience to the commands of our Lord, each Church must develop local ministries to reach those dying without Christ and each Church must pray for and fund the workers God calls into the fields of harvest. As the hour is critical each member of each constituent church of the North Carolina Conference must take seriously and personally this Divine mandate. We, as your Committee on Evangelism and World Missions, submit these recommendations as a method to unite in spreading the glorious Gospel both near and far.

1 **IN RESPONSE TO THE COMMAND OF JESUS CHRIST TO HIS FOLLOWERS TO "GO THEREFORE**
2 **AND MAKE DISCIPLES OF ALL THE NATIONS" (MATT. 28:19, NKJV), WE YOUR COMMITTEE ON**
3 **EVANGELISM AND WORLD MISSIONS SUBMIT THE FOLLOWING RECOMMENDATIONS:**

4 **¶ I. OFFICE OF THE DIRECTOR**

5 A. There shall be a Director of Evangelism and World Missions (referred to henceforth
6 in this report as "the Director") elected by the Quadrennial Conference.

7 B. The Director shall serve as head of both the Evangelism Board and the World
8 Missions Committee, coordinating the activities and ministries of both departments.

9 C. The Director shall serve full-time. The Conference Executive Council shall determine
10 his/her salary and benefits.

11 **D. THE JOB DESCRIPTION OF THE CONFERENCE DIRECTOR OF EVANGELISM AND**
12 **WORLD MISSIONS INCLUDES THOSE RESPONSIBILITIES RECORDED IN THE GENERAL**
13 **WORLD MISSIONS DIRECTOR'S MANUAL AS WELL AS THOSE DEVELOPED BY THE**
14 **CONFERENCE MISSIONS COMMITTEE AND APPROVED BY THE CONFERENCE**
15 **EXECUTIVE COUNCIL, AND SHALL INCLUDE** ~~The Director's job description shall~~
16 ~~include such functions as coordinating summer internship programs,~~ recruiting and
17 training evangelism pastors and church planters, monitoring and evaluating
18 churches on the Evangelism Program, investigating and recommending locations for
19 new churches **CHURCH PLANTS, PROVIDING ASSISTANCE IN CHURCH**
20 **REVITALIZATION,** ~~planning funding~~ **COORDINATING FUNDRAISING** for evangelism
21 projects; training effective resource individuals throughout the Conference, and
22 establishing **GOD-HONORING CHURCH** growth goals.

- 1 E. ~~The Director shall be encouraged to avail himself/herself of opportunities to learn~~
2 ~~and develop, attending all such workshops and seminars as are consistent with the~~
3 ~~responsibilities of his/her office.~~
- 4 F. ~~He/she shall place a high priority on staying abreast of current trends in World~~
5 ~~Evangelization, keeping the Conference in the vanguard of the work of God. In order~~
6 ~~to insure the integration of our endeavors into the General Church's goals, the~~
7 ~~Director should avail himself/herself of training opportunities in soul winning,~~
8 ~~church growth, and church planting.~~

9 **E. THE DIRECTOR SHALL PLACE A HIGH PRIORITY ON KEEPING HIMSELF ON THE**
10 **CUTTING EDGE OF CURRENT TRENDS IN WORLD EVANGELIZATION, CHURCH**
11 **GROWTH, CHURCH PLANTING, CHURCH REVITALIZATION, AND OTHER AREAS**
12 **CONSISTENT WITH THE RESPONSIBILITIES OF THIS OFFICE.**

13 **F. THE DIRECTOR SHALL PLACE A HIGH PRIORITY ON APPOINTING QUALIFIED PEOPLE**
14 **IN LEADERSHIP POSITIONS THAT REPRESENT THE DIVERSITY IN THE BODY OF**
15 **CHRIST (MULTI-RACIAL, MULTI-GENERATIONAL, AND MULTI-CULTURAL).**

- 16 G. The Director shall ~~maintain a variety of~~ **COMPILE AND MAKE AVAILABLE TO**
17 **PASTORS AND CHURCHES RELEVANT** resources relating to personal evangelism,
18 church growth, **CHURCH** revitalization, leadership, **AND** spiritual growth, ~~and shall~~
19 ~~make these available to the churches.~~

20

21 **II. ORGANIZATIONAL STRUCTURE**

22 A. Conference

NORTH CAROLINA CONFERENCE OF THE PENTECOSTAL HOLINESS CHURCH

- 1 1. The Conference Executive Council, in consultation with the Director, shall
2 appoint an Evangelism Board which shall consist of the Conference
3 Superintendent as chairman, the Conference Director of Evangelism and World
4 Missions, and the District Directors.

- 5 2. The Conference Executive Council, in consultation with the Director, shall
6 appoint an individual to serve as Director of Evangelism and World Missions for
7 each district. **DISTRICT DIRECTORS WILL BE APPOINTED FOR A FOUR YEAR**
8 **TERM.**

- 9 3. The Conference Executive Council, in consultation with the Director, shall
10 designate a World Missions Committee.
11 a. Composition of the World Missions Committee shall be:
12 1) Conference Bishop as Chairman
13 2) The Director
14 3) One member from the Conference Evangelism Board
15 4) One member from the Conference Women's Ministries Board
16 5) One member from the Conference Discipleship Ministries Council
17 6) One member from the Conference Men's Ministry Board
18 7) ~~One Anglo pastor at large~~ **TWO PASTORS AT LARGE**
19 8) One layman at large
20 7) ~~One Ethnic pastor~~

- 21 b. Conference Department heads will be invited to the meetings as Advisory
22 members.

1 c. This committee shall meet **AT LEAST ONCE ANNUALLY** ~~as often as necessary~~
2 to develop, promote, and correlate the Conference and General World
3 Missions program ~~but no less than twice annually~~.

4 4. The Evangelism Board, in consultation with the Director, shall appoint various
5 ethnic coordinators as necessary. These individuals shall be amenable directly to
6 the Director, and their job descriptions shall be written by the Director and
7 adopted by the Evangelism Board.

8 B. District

9 1. The Evangelism Board, in consultation with the Director, shall develop and revise
10 the job description for District Unit Personnel.

11 a. The Evangelism Board in consultation with the Director shall appoint District
12 units. ~~Ethnic diversity should be considered when making these~~
13 ~~appointments.~~ Each District Unit shall consist of the following:

14 1) District Director (Pastor)

15 2) Unit Secretary (Minister)

16 3) Pastor

17 4) Layman

18 b. Each District Unit shall plan, coordinate, promote, and execute the agendas
19 of both the Evangelism and World Missions Departments.

20 c. The Evangelism Board, with recommendation from the Evangelism Director,
21 shall fill any vacancy occurring on a District Unit during the Quadrennium.

22 C. Local Church

1. Each local church **ADMINISTRATIVE COUNCIL** ~~board~~ shall work with the pastor to ensure that opportunities for evangelism and spiritual growth are provided throughout the year, to include (but not limited to) revivals, seminars, and workshops, and to ensure that evangelists and speakers ~~at such opportunities~~ are adequately compensated.
2. Each local church shall have a Missions Director, who is to be appointed by the pastor and church **ADMINISTRATIVE COUNCIL** ~~board~~.
3. Each local church should also have a local World Missions Board to assist the local Director and pastor in promotion of World Missions.

III. SPECIFIC PROGRAM RELATING TO EVANGELISM

A. Conference

1. The main thrust of this department shall be **EQUIPPING CLERGY AND LAITY** ~~the encouraging, teaching, and implementing to become effective evangelists and disciples of Jesus Christ. soul-winning strategies for the clergy and churches of the North Carolina Conference, enabling them to reach out to their communities for the purpose of reaching the lost.~~ This shall be accomplished by focusing on three priorities:
 - a. **PERSONAL SOUL WINNING EVANGELISM.** ~~In view of the fact that much effective soul winning is based on an existing relationship between the "evangelist" and the evangelized,~~ The Director shall continue to promote **RELEVANT** aggressive and effective ~~soul-winning~~ **PERSONAL EVANGELISM**

1 programs throughout the Conference. ~~Such programs include Friendship~~
2 ~~Evangelism, The Contagious Christian, Evangelism Explosion and Reach~~
3 ~~3.Plant3.~~

4 b. REVITALIZING EXISTING CHURCHES. ~~In order for existing churches to be~~
5 ~~effective in soul winning, they must be spiritually and organizationally~~
6 ~~healthy.~~ The Director will work with the pastor in leading **PASTORS OF**
7 churches that have plateaued or are in decline, in **IMPLEMENTING** remedial
8 church growth **AND REVITALIZATION** strategies. The Director will attempt to
9 customize such strategies for any local church and pastor committed to their
10 particular church's revitalization.

11 c. PLANTING NEW CHURCHES. ~~As research has shown that the most effective~~
12 ~~evangelism often occurs as a newly organized church experiences a surge of~~
13 ~~growth,~~ **SINCE CHURCH PLANTING HAS BEEN PROVEN TO BE THE MOST**
14 **EFFECTIVE MEANS OF WINNING PEOPLE TO CHRIST,** the Director shall
15 continue a strong emphasis on organizing new churches ~~as a means of~~
16 ~~reaching the unsaved. He/she will also continue to promote the Reach~~
17 ~~3/Plant 3 program~~ throughout the Conference with a goal to become **THE**
18 **GOAL OF BECOMING** a church planting movement.

19 2. Recognizing the importance for on-the-field training of our ministerial students,
20 the Director should work with students, pastors, churches, and with our colleges
21 and other schools approved by the Evangelism Board in arranging summer
22 internships.

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1 a. When such an internship is confirmed, the Evangelism Department shall pay
2 a supplement to the participating church. ~~b.~~ The Director and Evangelism
3 Board shall set the amount of such supplements, ~~but it should be no less~~
4 ~~than \$400.00.~~

5 ~~e.~~ b. To be eligible the church must provide at least an eight-week internship.

6 ~~d.~~ c. The Director should ~~have~~ make available to churches ~~for consultation with~~
7 ~~the churches~~ a list of students seeking such internship.

8 3. The Director and his board shall plan district and **/OR** area training sessions on
9 vital evangelism themes, ~~with and promotion of the~~ **PROMOTE THESE** programs
10 in the District Fellowship Conferences. **LEADERSHIP SUMMITS.**

11 4. The Director and Evangelism Board shall promote the ~~Mission~~ **IPHC M-25**
12 ~~Ministry of our General Church~~ with its four-fold outreach, Jail-Prison,
13 Rehabilitation-Recovery, Homeless-Hungry and Biker-Motorcycle Club.

14 **A. THE M-25 DIRECTOR SHALL BE APPOINTED BY THE EVANGELISM DIRECTOR**
15 **AND APPROVED BY THE CONFERENCE EXECUTIVE COUNCIL.**

16 **B. AN M-25 ADVISORY BOARD OF FOUR MEMBERS, SHALL BE APPOINTED BY**
17 **THE M-25 DIRECTOR, SUBJECT TO THE APPROVAL OF THE CONFERENCE**
18 **EVANGELISM BOARD.**

19 **C. A JOB DESCRIPTION FOR THE MEMBERS OF THE M-25 ADVISORY BOARD**
20 **SHALL BE DEVELOPED BY THE M-25 DIRECTOR, AND APPROVED BY THE**
21 **EVANGELISM BOARD.**

- 1 5. Current mileage reimbursement allowed by the IRS shall be paid to the Board
2 Members when traveling on Director-approved Evangelism Department
3 business.
- 4 6. The Director, in consultation with the Evangelism Board, shall determine the
5 criteria for admitting and continuing churches on the Conference Evangelism
6 program for oversight and financial support.
- 7 7. The Evangelism Board shall determine the number of full-time evangelists
8 supplemented by the Department. In order to receive this supplement ~~he/she~~
9 **THE EVANGELIST(S)** ~~must be a full-time evangelist who~~ must meets the criteria
10 set by the Evangelism Board and approved by the Conference Executive Council.
11 ~~He/she must submit~~ A written revival schedule **MUST BE SUBMITTED** each
12 quarter in advance. The Conference Evangelism Board shall approve all requests
13 for supplement.
- 14 a. Those approved by the Board as Conference Evangelists shall receive
15 supplements as **DETERMINED AND** approved by the Evangelism Board.
- 16 ~~b. The Evangelism Board shall determine the amounts of supplements and gifts.~~
17 b. ~~€~~ The Evangelism Board shall determine the continuing eligibility of
18 Conference evangelists.
- 19 8. The Evangelism Department shall encourage retired ministers, bi-vocational
20 ministers, holders of Local Church Minister's Licenses **CERTIFICATE**, and laymen
21 to become involved in church planting projects in the conference, making
22 themselves available to be trained and used in Department projects.

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1 9. The Evangelism Board will determine the eligibility of a full-time pastor to
2 receive supplemental income from the Department if he is also receiving secular
3 income. The Board shall determine the supplemental status of the church that
4 the minister pastors.

5 10. Each pastor and evangelist is strongly urged to consider enrolling in the Graduate
6 School program offered by ~~the~~ Southwestern Christian University. The
7 Evangelism Board may offer incentives, supplements, and scholarships toward
8 the cost of this program as it deems feasible

9 B. District

10 1. The District Units shall meet at the call of the District Director, who shall
11 determine the time, place and frequency of such meetings.

12 2. The District Units shall execute and promote the Evangelism Program as
13 developed by the Director and the Evangelism Board.

14 3. The District Units shall assist the District Directors in disseminating information
15 on the Evangelism emphasis being promoted by the Conference and urging
16 cooperation and participation of District churches and pastors.

17 4. The District Units shall assist the District Directors in promoting fellowship
18 among the District pastors and churches.

19 5. The District Units shall assist the District Directors in laboring to fulfill the growth
20 goals projected for their districts.

1 **6. DISTRICT UNITS SHOULD PLACE A HIGH PRIORITY ON COLLABORATING WITH**
2 **THE CHURCHES IN THEIR DISTRICT TO ASSIST IN CHURCH PLANTING AND**
3 **CHURCH REVITALIZATION WITHIN THEIR DISTRICT.**

4 C. Local Church

- 5 1. As the local church is the institution Jesus had in mind when He said, "I will build
6 my church", we recognize the local church as the primary evangelizing agency of
7 the Kingdom of God.
- 8 2. Every pastor should ~~accept the challenge of the Reach 3/Plant 3 program by~~
9 ~~promoting~~ **PROMOTE** within the congregation an effective method of personal
10 ~~soul-winning~~ **EVANGELISM**. Each church should be actively involved in training
11 people for evangelism.
- 12 3. The leadership of each local church should **CONSIDER SUPPORTING A CHURCH**
13 **PLANT AND** ~~accept the regional and cross-cultural challenge of the Reach~~
14 ~~3/Plant 3 program by seeking~~ **ACTIVELY SEEK** appropriate locations and
15 opportunities for church planting among both the Anglo and non-Anglo ~~ethnic~~
16 population. These opportunities should be brought to the attention of the
17 District Director or the Conference Evangelism department.
- 18 4. Each pastor and ~~board~~ **LOCAL CHURCH ADMINISTRATIVE COUNCIL** shall
19 promote the **IPHC M-25** ~~Ministry of the General Church with its four-fold~~
20 ~~outreach~~. Pastors are encouraged to appoint a local church point man/woman
21 ~~who will lead this ministry under the director of the Pastor~~ **AN M-25-DIRECTOR**
22 **WHO WILL LEAD THIS MINISTRY WITHIN THE LOCAL CHURCH.**

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IV. SPECIFIC PROGRAM RELATING TO WORLD MISSIONS.

A. Conference

1. The Conference missions committee will meet ~~as often as necessary~~ **AT LEAST ONCE A YEAR** to develop, promote, and correlate the Conference and General World Missions Program, ~~but no less than twice annually.~~
- ~~2. The job description of the Conference Director of Evangelism and World Missions include those responsibilities recorded in the General World Missions Director's Manual as well as those developed by the Conference Missions Committee and approved by the Conference Executive Council.~~
2. ~~3.~~ The Director and Conference Missions Committee shall set annual goals and promote these goals to the **LOCAL** churches ~~using various methods such as correspondence, training seminars, Missions F.E.S.T., rallies, conventions, the Evangel, Mission meals, etc.~~
3. ~~4.~~ The Director shall keep an accurate record of the expenses involved in facilitating the Conference World Missions Program and shall turn in these approved expenses to the General World Missions Department for reimbursement.
4. ~~5.~~ The Conference shall continue to provide residences ~~rent free, as long as economically feasible to Pentecostal Holiness~~ **FOR FURLOUGHED OR ITINERATING** missionaries, ~~to include~~ **INCLUDING** the Johnny Brooks Home, ~~and the Mollie Culbreth Evans Missions Home, located in Falcon and the Jackie~~

1 Wilson Missions Home in ~~Clinton~~. **FOR USE OF THESE HOMES, MISSIONARIES**
2 **WILL BE RESPONSIBLE FOR A PER DEIM CHARGE ESTABLISHED BY THE**
3 **CONFERENCE MISSIONS COMMITTEE.** The Director shall supervise these
4 residences, raise funds for renovation as necessary, ~~and~~ be responsible for
5 overall operation of these homes. ~~Missionaries who use these facilities will~~
6 ~~reimburse the Conference for their utilities. The Director shall~~ **AND** investigate
7 the possibilities of establishing other missionary apartments and/or homes
8 within the Conference.

- 9 5. ~~6.~~ The Director will ~~be provided space in the Evangel for the purpose of~~
10 ~~promotion and~~ **UTILIZE SPACE IN THE CONFERENCE CONNECTOR AND OTHER**
11 **AVAILABLE MEDIA FOR** sharing **RELEVANT** missions information ~~and material~~.
- 12 6. ~~7.~~ The Director shall continue to expand the Conference World Missions ~~mailing~~
13 **CONTACT** list ~~network~~ to include all pastors, local Directors, and other persons in
14 the North Carolina Conference interested in world missions **FOR THE PURPOSE**
15 **OF COMMUNICATING PERTINENT MISSIONS INFORMATION AND PRAYER**
16 **NEEDS.** ~~The purpose of this network is to report missions' news, missionary~~
17 ~~needs, etc., and to serve as a prayer network.~~
- 18 7. ~~8.~~ The Director shall inform ~~the~~ local churches of promotional materials that are
19 available from the General World Missions Department, and shall keep a good
20 supply of these materials on hand at the Conference Ministry Center.

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1 8. ~~9.~~ The Conference Missions Committee shall continue ~~the system of recognition~~
2 **TO RECOGNIZE** and reward ~~for~~ those churches and pastors who excel in world
3 missions promotion and/or fund raising.

4 9. ~~10.~~ The Director shall designate “non-designated conference missions’ monies”
5 for ~~N.C. Conference missionaries and special~~ missions projects of critical need.

6 10. ~~11.~~ The Conference Missions Committee shall continue to sponsor at least one
7 day of training for pastors and local Directors annually (~~Missions F.E.S.T.~~) and
8 also sponsor district training events as feasible.

9 11. ~~12.~~ The Director will meet with ~~individual~~ District Directors as necessary and will
10 plan one District Director’s Workshop annually for the purpose of training and
11 informing them of the World Missions Programs.

12 12. ~~13.~~ The Director should attempt to coordinate with “~~Men of Action~~” of the
13 Men’s Ministries and the General World Missions Department in order to initiate
14 work projects on various mission fields.

15 B. District

16 1. The job description of the District Directors shall include those duties recorded in
17 the General World Missions Director’s Manual as well as those developed by the
18 Conference Missions Committee.

19 2. The overall purpose of the District Director with regard to World Missions is to
20 be the extension of the Conference Director of World Missions into the District.

21 C. Local Church

- 1 1. The local Missions Director and Local Missions Board shall assist the pastor in
2 promoting missions in the church, endeavoring to coordinate the missions
3 program into the total program of the local church
- 4 a. Each local church Missions Board shall set and promote to the church annual
5 goals for World Missions.
- 6 b. Each Missions Board shall devise a strategy for their church's participation in
7 the annual "Global Outreach Offering", using materials and resources
8 available from the Conference Director.
- 9 c. The local Missions Director and as many members as possible of the Local
10 Missions Board shall attend all District and Conference World Missions
11 events.
- 12 d. The Local Missions Director shall keep a supply of mission's promotional
13 materials for distribution to members.
- 14 e. The Local Missions Director shall endeavor to get the ~~"MISSION'S UPDATE"~~
15 **GENERAL AND CONFERENCE MISSIONS PROMOTIONAL MATERIALS** into
16 each member's home.
- 17 f. The Local Missions Director and members of the local Missions Board shall be
18 informed of the local church's **SPONSORED** missionaries (their needs, work
19 assignments, etc.) and report to the church regularly.
- 20 g. **THE LOCAL MISSIONS DIRECTOR** They shall see that the W.I.N. Director, each
21 family, and each prayer warrior in the church has a copy of the Prayer Link.

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- 1 2. Each local church shall ~~set~~ **DESIGNATE** a Sunday each month as ~~“World Missions~~
2 ~~Sunday”~~ **FOR PROMOTING AND RECEIVING** World Missions “Faith Commitment”
3 contributions and ~~World Missions offerings are to be received on this Sunday.~~
- 4 3. Each local church is encouraged to adopt a local “World Missions budget”,
5 utilizing faith commitments to missions and missionaries. ~~Once~~ **WHEN** a church
6 commits to support a missionary, notice shall be sent to the Conference Missions
7 Director and to the missionary.
- 8 4. Each local church shall strive to observe a special Annual Missions Emphasis
9 ~~(F.E.S.T., convention, rally, international meal, etc.). and if at all possible,~~
10 ~~missionaries should be given missionaries’ salary and support.~~ **MISSIONARY**
11 **SUPPORT SHOULD BE EMPHASIZED** during ~~the local~~ **THIS** emphasis. It is a goal
12 of the department that ~~each~~ **EVERY** church in the Conference have at least one
13 missionary they **FINANCIALLY** support and pray for regularly.
- 14 5. Recognizing that children around the world are in crisis, every church in the
15 North Carolina Conference should participate in the “People to People” program
16 and consider adopting at least one child per church family.
- 17 6. Since our missionaries are dependent on the prayers and **FINANCIAL** support of
18 local churches to survive and remain on the field, every church in the Conference
19 should ~~have~~ **INVITE** a missionary **AT LEAST** once a quarter and allow these
20 missionaries to take “Faith Commitments”.
- 21 7. Each local pastor and church ~~should accept the international challenge of the~~
22 ~~Reach 3/Plant 3 program by striving to support~~ **SHOULD CONSIDER SUPPORTING**

1 a church plant on the mission field. ~~The N.C. Conference will emphasize~~
2 ~~churches “Mothering” daughter churches.~~

3
4 **V. CONCLUSION**

5 ~~With heartfelt gratitude we express appreciation to the pastors, churches, and~~
6 ~~church members for their support in the outreach of Evangelism and World Missions~~
7 ~~programs. With special thanks to the Lord we acknowledge the growth of Hispanic~~
8 ~~ministry. We also give thanks because during this past quadrennium, we have~~
9 ~~expanded to include several African-American congregations. The development of a~~
10 ~~multi-ethnic/cultural conference is now being fulfilled. We are humbly grateful for~~
11 ~~record-setting accomplishments with regard to missionary support and World~~
12 ~~Missions projects. We praise the Lord for His miraculous blessings, and we~~
13 ~~prayerfully request your continue participation and cooperation that the coming~~
14 ~~quadrennium will be the most effective ever. In the words of Psalm 118:23, “This is~~
15 ~~the Lord’s doing; it is marvelous in our eyes. To God be the Glory, Great things He~~
16 ~~hath done.”~~

17
18 Respectfully Submitted:

19 Rev. Dwight Dunning, Chair

20 Rev. Kevin Robinson

21 Rev. Steven Jacobs

22 Ms. Kelly Carter

23 Mr. Finley Neal

Rev. Manuel Medina

Rev. Brian Rogers

Mr. Terry Eads

Mr. Gordon Knox

2014 DISCIPLESHIP MINISTRIES COMMITTEE REPORT

Discipleship Ministries is primarily devoted to spiritual formation (producing and sustaining personal growth and maturity in the saints) in order to equip the Church for her mission to reach the world and for acts of service (Matthew 28:19; Ephesians 4:11-16). ~~It is the conviction of the North Carolina Conference that the~~ **THE** Discipleship Ministries Department is an integral part of God's plan for preparing saints for service in the Kingdom of God; therefore, Discipleship Ministries is the principal-discipleship and teaching arm of the North Carolina Conference, with the goal of making, maturing, training, multiplying and engaging disciples of all ages in evangelism and service **IN ORDER** to fulfill Christ's mission for the church (Matthew 28:20).

I. Discipleship Ministries Department Structure

A. Leadership

1. A full-time Discipleship Ministries Director shall be elected by this Conference in session from its conference membership.
2. The Assistant Discipleship Ministries Director and Secretary-Treasurer shall be elected by this Conference in session to serve as the Executive Discipleship Ministries Council.
3. **THE DISCIPLESHIP MINISTRIES DIRECTOR SHALL APPOINT AND SEAT, AS MEMBERS OF THE DISCIPLESHIP MINISTRIES COUNCIL, THE WOMEN'S MINISTRIES AND MEN'S MINISTRIES DIRECTORS.**
4. *(The old 3 becomes 4)* The Discipleship Ministries Director, in consultation with the Executive Discipleship Ministries Council ~~may, with~~ **AND** the approval of the

1 Conference Council **MAY** appoint up to ~~seven (7)~~ **FIVE (5)** members with
2 portfolios, as needed to form the Discipleship Ministries Council. The duration of
3 service will be at the discretion of the Discipleship Ministries Director and
4 subject to the approval of the Conference Executive Council.

5 a. All Discipleship Ministries Council Members (elected and appointed) will have
6 seat, voice and vote.

7 b. The Discipleship Ministries Council shall serve as a *deliberative, legislative* and
8 *administrative* body for Discipleship Ministries in the North Carolina
9 Conference.

10 c. ~~Moved to I. A. 3.~~

11 d. ~~The Discipleship Ministries Director in consultation with the Executive Council~~
12 ~~shall appoint and seat as members of the Discipleship Ministries Council other~~
13 ~~members with portfolios, up to a maximum of ten (10) members in total.~~

14 5. Should the position of Discipleship Ministries Director be vacated before the
15 term has expired, the Assistant Discipleship Ministries Director will be given first
16 consideration to fill the remainder of that term. The Conference Executive
17 Council, in consultation with the Discipleship Ministries Council, shall appoint a
18 Director and Assistant Director (as needed) to fill any vacancy in the Executive
19 Discipleship Ministries Council.

20 6. The Discipleship Ministries Director's salary and benefits shall be set and
21 reviewed by the Conference Executive Council annually.

22 B. Responsibilities

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1 1. Responsibilities of the Conference Discipleship Director

2 a. The Discipleship Ministries Director shall cast vision ~~or~~ and promote
3 Discipleship Ministries on the Conference level. ~~He/She~~ **THE DIRECTOR** shall
4 **ALSO** make every effort to be available ~~or~~ **AND** to make resources available to
5 assist local churches in implementing the ~~stated~~ primary goal of Discipleship
6 Ministries.

7 b. A job description for the Discipleship Ministries Director, **SUBJECT TO**
8 **CONFERENCE EXECUTIVE COUNCIL APPROVAL**, shall be adopted, **REVIEWED**
9 **AND REVISED AS NEEDED** by the Discipleship Ministries Council. ~~and reviewed~~
10 ~~and revised as needed.~~

11 c. ~~Pastors and local Discipleship Ministries Directors are encouraged to extend~~
12 ~~invitations to the~~ **THE** Conference Discipleship Ministries Director **SHALL** ~~to~~
13 visit ~~the~~ local churches **AT THE INVITATION OF PASTORS AND/OR LOCAL**
14 **DISCIPLESHIP MINISTRIES DIRECTORS** for the purpose of training and
15 promoting **ALL** Discipleship Ministries programs and ministries.

16 d. The Discipleship Ministries Director may appoint ministry teams ~~made up of~~
17 ~~representatives from the various zones of the conference~~ to assist in the
18 promotion of Discipleship Ministries programs and ministries.

19 e. The Discipleship Ministries Director ~~will~~ **SHALL** plan and promote Discipleship
20 Ministries training events on the conference and district levels to help develop
21 and enhance Discipleship Ministries.

22 2. Responsibilities of ~~the~~ Discipleship Ministries Council

1 a. **MEMBERS OF THE DISCIPLESHIP MINISTRIES COUNCIL SHALL BE EXPECTED TO**
2 **ATTEND QUARTERLY MEETINGS. IN THE EVENT OF CONFLICT, MEMBERS**
3 **SHOULD NOTIFY THE DISCIPLESHIP MINISTRIES DIRECTOR PRIOR TO THE**
4 **MEETING.**

5 b. (*old a becomes b*) The Discipleship Ministries Council ~~will~~ **SHALL** assist, advise
6 and support the Discipleship Ministries Director in carrying out ~~his/her~~ **THE**
7 vision for the ministries of the Discipleship Ministries Department. *“Plans fail*
8 *for lack of counsel, but with many advisers they succeed.”* (Proverbs 15:22 NIV)

9 c. (*old b becomes c*) Each elected or appointed **MEMBER OF THE** Discipleship
10 Ministries Council ~~Member,~~ who does not serve as a director of a ministry
11 with its own subsidiary council and governing constitution will be expected to
12 ~~offer~~ **VOLUNTEER** to serve on the staff of Falcon Youth Camp one session each
13 year **AND TO ASSIST WITH OTHER DISCIPLESHIP MINISTRIES PROGRAMS AND**
14 **EVENTS.**

15 d. ~~e~~ ~~Discipleship Ministries Council Members who do not serve as a director of a~~
16 ~~ministry with its own subsidiary council and governing constitution will make~~
17 ~~themselves available when possible to assist in Talent Quest and other~~
18 ~~Discipleship Ministries programs.~~

19 e. Discipleship Ministries Council Members are expected to use their talents and
20 expertise in ministry to help develop and offer training opportunities to the
21 Conference through the Discipleship Ministries Department.

1 f. **PORTFOLIOS MAY BE ASSIGNED FOR SPECIFIC PROGRAMS SUCH AS TALENT**
2 **QUEST AND BIBLE QUEST.**

3 C. ~~Structure~~ **SPECIFICS**

4 ~~1. The Conference Discipleship Ministries Department will include the following~~
5 ~~departments under its purview: Adult Ministries, Children's Ministries, Youth~~
6 ~~Ministries, Men's Ministries, Sunday School/Systematic Bible Study, Royal Rangers,~~
7 ~~Women's Ministries, Girls Ministries, Stewardship Ministers and Worship Music~~
8 ~~Ministries.~~

9 1. (*old 2 becomes 1*) Conference discipleship ministries ~~will~~ **SHALL** provide
10 oversight for a number of ministries and departments, some of which have their
11 own governing councils and constitutions. ~~The purpose for seating members on~~
12 ~~the discipleship ministries council with portfolios is to provide a means for~~
13 ~~connecting these ministries with the vision of the director for discipleship~~
14 ~~ministries, toward accomplishing the stated primary goal in their respective~~
15 ~~contexts, with the intended result that spiritual growth will lead to service and~~
16 ~~evangelism.~~ The Discipleship Ministries Department of the North Carolina
17 Conference is fully committed to **SHALL** supporting the goals of Discipleship
18 Ministries in each ministry under its purview by providing ~~any~~ guidance, support
19 and encouragement necessary to successfully achieve consistent progress in
20 spiritual formation ~~throughout the conference~~ **ON A CONFERENCE-WIDE BASIS.**

21 2. (*old D.1. becomes C.2.*) The following departments and ministries will ~~benefit~~
22 ~~from~~ **OPERATE UNDER** the direct oversight of the Discipleship Ministries

1 Department: Adult Ministries, Children’s Ministries, Youth Ministries, Sunday
2 School/Systematic Bible Study, Royal Rangers, and Music Worship Ministries.

- 3 3. *(old D.2. becomes C.3.)* The following ministries will ~~benefit from~~ **OPERATE IN** a
4 cooperative relationship with the Discipleship Ministries Department **IN A**
5 **MANNER** designed to promote and enhance spiritual formation and to ~~improve~~
6 **INSURE** communication, planning, and the formation and implementation of
7 strategies: Men’s Ministries, Women’s Ministries, Girls Ministries and
8 Stewardship Ministries.

9 D. *(old D.3. becomes D)* Financial and Reporting ~~Considerations-~~ **GUIDELINES**

- 10 1. *(old 3.a. becomes D.1.)* Ministries under the purview of the Discipleship
11 Ministries Department which have historically relied upon the Discipleship
12 Ministries Department for processing, oversight, receipt and disbursement of
13 funds (i.e. ministries without their own councils, constitutions and/or bank
14 accounts) will continue to operate under the current arrangements.
- 15 2. *(old 3.b. becomes D.2.)* Ministries under the purview of the Discipleship
16 Ministries Department which have historically operated under the direction of
17 their own councils and constitutions and which have maintained their own bank
18 accounts and records will continue to operate under the current arrangements
19 of their respective departments. ~~Specifically this means that-~~ Women’s
20 Ministries, Men’s Ministries and Girls Ministries will continue to raise, ~~track~~
21 **MANAGE**, and disburse funds for projects, benevolence and ministry expenses.
22 ~~as they currently do.~~

1 3. (*old 3.c. becomes D.3.*) The portion of any departmental expenses ~~now under~~
2 ~~the purview of Discipleship Ministries, and that are currently~~ defrayed from the
3 administrative budget of the conference will be processed through Discipleship
4 **Ministries DEPARTMENT.**

5 4. (*old 3.d. becomes D.4.*) All departments ~~represented~~ **LEADERS** on the
6 Discipleship Ministries Council ~~will~~ **SHALL** be expected to **ATTEND AND** to report
7 at the quarterly Discipleship Ministries Council meetings and to provide up-to-
8 date copies of ~~their~~ respective financial reports. ~~where applicable~~

9 **II. RESOLUTIONS**

- 10 A. All local church Discipleship **Ministries DEPARTMENTS** ~~should~~ **SHALL** pay tithes to
11 ~~their~~ the ~~respective~~ Conference Discipleship Ministries Department on all
12 undesignated receipts. ~~Explanation: all local church ministries with subsidiary~~
13 ~~departments now under the purview of the Discipleship ministries department~~
14 ~~should continue to pay tithes to their respective department's treasuries on all~~
15 ~~undesignated receipts. For example — local Women's Ministries~~ **WITH THE**
16 **EXCEPTION OF WOMEN'S MINISTRIES WHICH** will continue to send tithe to North
17 Carolina Women's Ministries treasury. ~~Sunday School/Systematic Bible Study will~~
18 ~~continue to send a tithe to the Discipleship Ministries treasury (in Falcon).~~
- 19 B. All who hold leadership and teaching positions in Discipleship Ministries, both on the
20 Conference and local church level, shall be faithful in paying their full tithes into the
21 church or Conference.

- 1 C. Youth pastors and all who hold credentials in the North Carolina Conference and
2 those who are involved in youth and children's ministries are encouraged to
3 volunteer **FOR** one session ~~of service to-~~ of Falcon Youth Camp each year.
- 4 D. Senior Pastors with staff are encouraged, ~~where feasible,~~ to invite youth and
5 children's ministries staff to volunteer **FOR** one session of Falcon Youth Camp each
6 year without penalty.
- 7 E. The Discipleship Ministries Department ~~is committed to~~ **SHALL** support ~~ing~~ the vital
8 ministry of **Systematic Bible Study** for the purpose of maturing the saints and for
9 developing the spiritual, biblical and doctrinal integrity of the local church.

10 ~~Therefore~~

- 11 1. Pastors and churches of the North Carolina Conference are encouraged to take
12 advantage of the training and resources made available by the Discipleship
13 Ministries Department for the revitalization of the ministries of the local church.
14 ~~which are represented by the Discipleship Ministries Department, including~~
15 ~~Sunday School and/or Systematic Bible Study, Women's Ministries, Girls~~
16 ~~Ministries, Men's Ministries, Stewardship Ministries, Youth and Children's~~
17 ~~Ministries, and Adult Ministries.~~
- 18 2. Pastors and leaders of the local church are encouraged to ~~take a fresh look at~~
19 **EVALUATE** local church programs ~~with a view to taking steps to revitalize~~ **FOR**
20 **THE PURPOSE OF REVITALIZING** ~~the ministry focused on-~~ **AND** promoting
21 spiritual formation. ~~in the local church, through either a renewed commitment~~

1 ~~to an existing program or structure, or through innovate planning and~~
2 ~~restructuring.~~

3 F. In view of the fact that ~~43%~~ **A LARGE NUMBER** of adults ~~were~~ **ARE** saved before
4 they reach thirteen years of age, the Discipleship Ministries Department is
5 ~~committed to~~ **SHALL SUPPORT** Children's Ministries ~~that is ministry to~~ **FOR** children
6 before they reach their teens.

7 1. Pastors, youth pastors and children's ministries leaders are encouraged to take
8 advantage of the **VARIOUS** resources **AND EVENTS** provided by the Discipleship
9 Ministries Department. ~~including annual training events for Children's~~
10 ~~Ministries.~~

11 2. Children's Ministries leaders are encouraged to make contact with the Children's
12 Ministries representative on the Discipleship Ministries Council and to explore
13 ideas and resources available ~~for Children's Ministries beyond~~ **IN ADDITION TO**
14 those offered by the Discipleship Ministries Department.

15 G. Each local church is strongly encouraged to participate in the Annual Discipleship
16 Ministries **Emphasis Offering**.

17 H. The Discipleship Ministries Department shall offer Conference ~~wide~~/District training
18 events each year for the purpose of providing relevant and practical resources for
19 equipping local Discipleship Ministries departments.

20 I. The **DISCIPLESHIP MINISTRIES** Department will endeavor to ~~provide~~ **ASSIST WITH**
21 resources and training for Hispanic and other ethnic groups ~~in their native language~~

1 ~~where possible~~ **ON A CONSULTANT BASIS.** Assistance will be offered to help these
2 ~~communities develop strong programs in their churches.~~

3 J. The **DISCIPLESHIP MINISTRIES** Department will continue to sponsor the **EMMANUEL**
4 **College/SOUTHWESTERN CHRISTIAN UNIVERSITY** scholarship program making
5 scholarships available to qualified applicants ~~who apply and meet the requirements~~
6 ~~laid down in the Discipleship Ministries scholarship constitution~~ **AS LONG AS FUNDS**
7 **ARE AVAILABLE.** Local churches are encouraged to establish scholarships for
8 students from their churches who attend ~~these~~ **IPHC** schools.

9 K. The **DISCIPLESHIP MINISTRIES** Department will continue to promote IPHC and
10 affiliate institutions of higher learning and **TO** encourage our young people and
11 ministerial students to attend these schools.

12 L. The **DISCIPLESHIP MINISTRIES** Department, in conjunction with the Conference
13 **EXECUTIVE** Council, will ~~work with developing~~ **PROMOTE** a program that ~~would~~
14 **WILL** offer college level theological education through extension courses and the
15 Conference School of Ministry to ministers, church workers and laity of the North
16 Carolina Conference.

17 M. *(new M)* **THE DISCIPLESHIP MINISTRIES DEPARTMENT WILL ENCOURAGE PASTORS**
18 **AND LOCAL CHURCHES TO SUPPORT THE MEN'S MINISTRIES DRUSA KITCHEN**
19 **MINISTRY.**

20 N. *(Old M becomes N)* The Department will serve as a catalyst to promote the highest
21 standard of Christian living with respect to morals and values in the home, church,
22 community, nation and world. The Department will promote programs that

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1 encourage Christians to maintain the highest standards of holiness in words,
2 thoughts, deeds, relationships and outward appearance in order to reinforce our
3 witness ~~to the world~~ of the love of Christ **TO THE WORLD**. *“You are the light of the*
4 *world ... Let your light shine before men, that they may see your good deeds and*
5 *praise your Father in Heaven.”* (Matthew 5:14, 16)

6

7 Respectfully Submitted,
8 Mrs. Linda Thomas, Chair
9 Rev. Matt Bartlett
10 Rev. Greg Dixon
11 Mrs. Heather Hall
12 Rev. John Howard
13 Rev. Jon Oliver
14 Mr. Phillip Pearson

PASTORAL CHANGES

- 1
- 2 1. Each church voting for pastor shall use official ballots which are approved by the General
- 3 Conference **AND PROVIDED BY THE CONFERENCE BISHOP'S OFFICE.**
- 4 2. All voting for pastor must be conducted within the guidelines as set forth in the Manual of
- 5 the International Pentecostal Holiness Church. No exceptions will be allowed.
- 6 3. All churches and ministers shall work directly through the Conference Bishop when a
- 7 pastoral change is desired.
- 8 4. If a pastor desires to move, ~~from his church, his~~ request shall be in writing to the Conference
- 9 Bishop. A second letter, which will be filed with the church in the event the Pastor moves,
- 10 shall be sent to the Conference Bishop indicating the Pastor's desire to be moved, but not
- 11 including personal information such as motives, personalities involved, etc.
- 12

MINISTERIAL CANDIDATES-LICENSING AND ORDINATION

- 13
- 14 1. Application for admission into the Conference shall be made to the Conference Bishop.
- 15 2. Each candidate for the ministry shall be a member of a local International Pentecostal
- 16 Holiness Church at the time of ~~his/her~~ application for credentials.
- 17 3. All candidates shall satisfy the Committee on Examination and/or Conference Executive
- 18 Council that they have met the requirements of the General Conference Manual for license
- 19 and ordination.
- 20 4. The Committee on Examination or the Conference Executive Council shall not consider the
- 21 application of any person for membership into the Conference for license who does not
- 22 have the ~~sponsorship of~~ **CHARACTER REFERENCE FROM** at least one **INTERNATIONAL**

1 Pentecostal Holiness minister ~~who will vouch for his or her character~~. A criminal
2 background check shall be made on each candidate by the Conference.

3 5. The Committee on Examination shall ~~examine~~ **INTERVIEW** all candidates carefully regarding
4 doctrine and reputation. Each candidate shall provide a credit report no more than six
5 months old and **A MINIMUM SIX-MONTH RECORD OF TITHING**. The personal credit **AND**
6 **TITHING** reports shall not be distributed to the Committee but shall be reported on to the
7 Committee by the Chairman, the Conference Superintendent.

8 6. All candidates for license and ordination shall have completed the courses of studies
9 approved by the General Conference or equivalent offered by any college approved by the
10 Conference Executive Council.

11 7. The Committee on Examination **SHALL BE** comprised of eight clergy members, ~~shall~~
12 ~~continue to function in examining~~ **FOR THE PURPOSE OF INTERVIEWING** ministerial
13 candidates. Two members shall be elected at each annual session to serve for four years
14 on a rotating basis. The Hispanic Leadership **COUNCIL** ~~Board~~ shall **INTERVIEW** ~~examine~~
15 Spanish speaking candidates and make proper recommendations to the ~~Conference or~~
16 Conference Executive Council.

17
18 **DEEDS**

19 No property shall be accepted in the Conference with a revertible clause in the deed. All
20 deeds to church property shall be drawn in harmony with the specific guidelines as set forth
21 in the International Pentecostal Holiness Church Manual.

LOCAL CHURCH ~~BOARDS~~ ADMINISTRATIVE COUNCILS

1. Eligibility for selection and tenure of service on the Church Leadership Team (Elders, Deacons, **ADMINISTRATIVE COUNCIL** ~~Board~~ Members) will be determined by the local church in harmony with the guidelines set forth in the International Pentecostal Holiness Church Manual.
2. The local church shall refrain from electing to the **ADMINISTRATIVE COUNCIL** ~~Official Board~~ more than one member of an immediate family (husband-wife, parent-child, brother-sister, brother-brother, sister-sister) in its congregation, except in cases where it is unavoidable.
3. The local church shall not elect **OR APPOINT** more than one member of an immediate family to church or departmental treasurers' offices.
4. Each member of the local church who serves in any official capacity shall be required to furnish evidence **OF TITHING** ~~that he or she pays tithes into the LOCAL church where he or she may serve.~~

RESOLUTIONS

All resolutions offered from the floor of the Conference shall bear the signatures equal to the number of persons on the Resolutions committee. The resolution shall be submitted in writing.

FINANCES-MINISTER AND CHURCH

1. In pastoral changes, the local church shall be responsible for the moving **EXPENSES** of the incoming pastor.
2. Each local church shall support the IPHC and N.C. Conference budgets by submitting a tithe (10%) of its income from regular tithes and offerings (all undesignated income) to the Conference Ministry Center on a monthly basis. The Conference Treasurer will forward to the IPHC Global Ministry Center the portion of all receipts mandated by the General Conference. In the case of a local church's failure to comply with this covenant agreement, the Conference Bishop ~~may~~ **SHALL** ask for an explanation for the delay. Churches who keep this financial covenant with the IPHC and N.C. Conference are encouraged to earmark special offerings. All funds raised for World Missions Ministries, Evangelism, Falcon Children's Home, Education and other designated ministries are to be sent to the Conference Ministry Center on a monthly basis and forwarded accordingly.
3. All members of the Conference shall pay one hundred percent (100%) of their tithes into the Conference. Members who fail to comply with this regulation will be subject to the disciplines provided by the International Pentecostal Holiness Church Manual. The Conference Bishop ~~may~~ **SHALL** notify such members as to their delinquency by letter quarterly. All tithes are to be paid on or before the ~~tenth~~ **15th** of each month.
4. In addition to the tithe, all active members (those not retired) ~~shall pay the current rate of their income as set by the Conference Executive Council yearly for IN~~ Conference Retirement **SHALL PAY \$600 PER YEAR FOR FULL-TIME MINISTRY CREDIT OR \$450 PER YEAR FOR PART-TIME MINISTRY CREDIT (COMPLETE DETAILS ARE FOUND IN THE**

1 **RETIRED MINISTERS' FUND CONSTITUTION**). Failure to do this forfeits ~~one from drawing~~
2 retirement benefits for the year not paid **AND FREEZES TOTAL YEARS EARNED.**

3 5. Recommendations for salaries, benefits, etc. for Conference Officials, Pastors, Associate
4 Pastors, etc. are to be found in the current Conference Finance Report.

5 6. The Conference Bishop shall confer with the church **ADMINISTRATIVE COUNCIL** ~~board~~ in
6 the matter of Pastoral support where the need is apparent.

7 7. The rate for official travel shall be the current rate set by the Internal Revenue Service.

8 8. The Conference Treasurer shall be authorized to pay the moving expenses for one move
9 of a retired minister up to the limit set by the Conference Executive Council.

10 9. All salaries and benefits including mileage received by the Conference personnel shall be
11 included in the Conference Treasurer's Report.

13 **VACATIONS**

14 The Conference Bishop shall be given vacation on the same basis as pastors. He shall be
15 permitted to conduct three revival campaigns outside the Conference boundaries at his
16 discretion and any compensation for such services shall not apply on his salary.

17
18 Full-time pastors shall be permitted to conduct three one-week revivals or their equivalent
19 each year. Ministers on full-time assignment will receive vacation and revival benefits
20 according to ~~the~~ guidelines governing **THE RESPECTIVE** ~~his/her~~ department but not less than
21 applies to pastors.

LOCAL CHURCH - MINISTERIAL RELATIONS

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1. All evangelistic campaigns, prayer meetings, or religious exercises conducted by members within a radius of one mile of a local church shall be under the supervision of the local pastor. Any effort to start a new church must be under the supervision of the Conference Bishop and the Evangelism Director.
2. Ministers shall conduct themselves in keeping with appropriate ministerial ethics when making visits to former pastorates and shall not engage in any activity or conversation that would cause confusion and create a lack of cooperation of the church with the current pastor.
3. No pastor or member of a local church shall engage in any effort to solicit absentee votes or to campaign for or against the incumbent pastor. Retired ministers and local evangelists shall refrain from any activity which will have the effect of retarding the growth and progress of the local church which may result in interference with the program of the present pastor.
4. Each ~~minister~~ **PASTOR**, when moving from a church, shall leave a complete file of members with addresses and occupations for the incoming pastor. **THE DEPARTING PASTOR** He/she shall also leave a complete file of minutes of all Church **ADMINISTRATIVE COUNCIL** ~~Board~~ meetings.

1 Committee. A two-thirds majority vote shall be required to revise the Bylaws **BETWEEN**

2 **QUADRENNIAL CONFERENCES.**

3

4 **Respectfully submitted:**

5 Bishop Jim Whitfield (Chair)

6 Rev. Danny Nelson

7 Rev. Oris Hubbard

8 Rev. Jon Oliver

9 Rev. Fernando Angulo

10 Mrs. Linda Thomas

11 Rev. Doug Bartlett

12 Rev. Dwight Dunning

13 Rev. Paul Evans

14 Rev. Ferrell Hardison

W. J. Stone