

# Central Texas Conference

## Committees, Commissions and Leadership Teams

### Conference Core Leadership Team

The Conference Core Leadership Team ensures the work of the conference aligns with its mission, vision, values, and core strategies. From a broad perspective, the Core Team reviews the conference budget, the deployment of resources, major policy issues, and the outcomes produced by the three conference centers. In addition, the team leads long-range planning and recommends policies and direction. The Core Team creates a culture of accountability against the outcomes and direction laid out by the Annual Conference and makes sure we are faithful to the *Book of Discipline* and the “guiding principles” of the Central Texas Annual Conference.

Most years, the Core Team meets two or three times. Quadrennial years, the group meets four times or more. Chaired by the bishop, the team members include the conference lay leader, a lay representative from each of the five geographic districts (elected at their district conferences), one lay representative chosen from the New Church Start District, and seven at-large members named by the bishop. Ex-officio members include the dean of the cabinet, the assistant to bishop, and the center executive directors. Currently, one task force operates under the guidance of the Core Team – the Annual Conference Planning Team.

### Conference Nominations and Leadership Team

The Conference Nominations and Leadership Development Team seeks out and nominates the best-qualified people available to serve on conference teams and committees. The team intentionally focuses on identifying and inviting new leaders. Three years out of four, vacancies are limited, but new quadrennium years involve substantial work since teams and committees operate on a four-year cycle.

The team typically meets twice in off years and three times the year it prepares nominations for the new quadrennium. The team includes the district lay leader (or district designee) and one clergy person from each district. The bishop chairs the group, which also the assistant to the bishop as vice chair and secretary. Other ex-officio members include all district superintendents, the conference lay leader, the center executive directors, the presidents of the UMW, UMM and CCYM, district lay leaders (or

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This set of descriptions does not include every group. For a complete listing see Section B of the [Central Texas Conference Journal](#). If you would like to be considered for service, please fill out the [Leadership Interest Form](#) found at [ctcumc.org/nominations](http://ctcumc.org/nominations).

their representatives), one clergy representative from all five geographical districts, and additional CCYM representative, and the inclusiveness umbrella team chair (or representative).

### **Inclusiveness Umbrella Team**

The Inclusiveness Umbrella Team (IUT) seeks the full inclusion of all persons in the effort to energize and equip local churches to make disciples of Jesus Christ for the transformation of the world. Its purpose is to help the annual conference, in pursuit of its mission, give attention to the diversity, equity, and inclusion to which the church is called. While part of its work is to monitor the annual conference to determine how well it's doing so, the IUT works to help the conference move from awareness (monitoring) to action (discipleship!). The team meets about six times each year.

The following areas are covered under the IUT's umbrella:

- Commission on Religion & Race
- Ethnic Local Church Concerns
- Native American Concerns
- Commission on Status & Role of Women
- Church & Society
- Disability Concerns
- Criminal Justice
- Christian Unity & Interreligious Concerns
- Health & Welfare

### **Commission on Archives and History**

The Commission on Archives and History collects, preserves, and makes accessible the historically significant records of the annual conference. In addition, it encourages and assists churches in preserving their records, compiling their histories, and celebrating their heritage. The group includes a lay person and a clergy person from each of the five geographical districts. The team typically meets once a year with the conference archivist to discuss matters related to keeping church history, the archival process itself, and ways to assist local churches.

## **District Committees on Ordained Ministry**

Each of the five geographical districts within the Central Texas Conference has a District Committee on Ordained Ministry (DCOM). A subcommittee of the conference Board of Ordained Ministry (BOM), the DCOM oversees the candidacy process for licensed and ordained ministry.

The DCOM interviews candidates as they take each step, beginning with the exploratory phase. Most years, interviews are conducted three times – in January, April and August – and DCOM members are expected to prepare by doing some reading and research. The ideal DCOM member has an interest in providing support and encouragement to those who have discerned a call to licensed or ordained ministry.

Members are nominated annually by the district superintendent in consultation with the chairperson. Though the term of office may vary by district, most DCOM members serve a minimum of two years. The committee includes both laity and clergy.

## **Conference Committee on Episcopacy**

Elected quadrennially by the annual conference, members of the committee on episcopacy are available to the bishop as counsel. They help determine and find ways of addressing the needs of the Church and advise the bishop of conditions in the conference. The episcopacy committee performs a yearly appraisal of the bishop's relationship and responsibilities to the annual conference, the jurisdiction, general Church boards and agencies, and areas of specialized ministry. It also reports leadership needs to the jurisdictional committee on the episcopacy, through our conference's three representatives. The committee meets, at minimum, once a year.

The committee includes three clergy; two youth representatives; three laywomen; three laymen; three members named by the bishop; and the conference lay leader.

## **Commission on Equitable Compensation and Clergy Benefits**

The purpose of the Commission on Equitable Compensation is to recommend conference standards for pastoral support. Through careful evaluation, the commission seeks to balance the need for raising the minimum salary for clergy with the financial constraints facing local churches and the rising cost of providing benefits. The commission prepares a schedule of minimum base compensation, which is presented for approval at annual conference. In addition, it oversees the Equitable Compensation Fund, which is used to supplement a pastor's salary for up to three years when the local

church can't meet the minimum. Besides providing financial assistance, the commission also seeks to equip the church with the tools and training it needs in order to meet those compensation needs on its own. Comprised of equal numbers of clergy and laity elected on a quadrennial basis by annual conference, the commission meets as needed – generally twice a year.

### **Council on Finance and Administration**

The Council on Finance and Administration (CF&A) is responsible for developing, maintaining and administering a comprehensive and coordinated plan of fiscal and administrative policies, procedures and management services for the annual conference. The council is currently made up of seven laity and six clergy, elected quadrennially, plus ex-officio members including the bishop, the conference comptroller/treasurer and the executive directors of the conference centers. Among the CF&A's responsibilities are: presenting a proposed budget for annual conference approval, evaluating proposals for funding and conference-wide financial appeals, recommending methods by which connectional mission giving levels are determined, developing investment policies, communicating the theology and discipline of financial giving, reviewing the disbursement of funds and helping to oversee the work of the conference treasurer. The council generally meets three or four times a year.

### **Board of Pension and Health Benefits**

The Board of Pension and Health Benefits oversees pension/retirement, benefits, health care, and wellness programs for eligible clergy and lay employees of churches, extension ministries and other related entities throughout the conference. The board is currently composed of twelve individuals, two-thirds of whom are laity. Board members serve eight-year terms in classes elected at annual conference on a quadrennial basis. The board meets a minimum of twice a year.

### **Board of Trustees**

The CTC Board of Trustees holds in trust and administers the properties and funds of the annual conference. It ensures that gifts are used in accordance with donor specifications and the best interest of the Church. It has the power to invest, reinvest, buy, sell, transfer and convey funds and properties, in conscious effort to act in a manner consistent with the Social Principles of our Church and making full report to the

annual conference. The board also reviews and ensures that conference insurance coverage is adequate, negotiates and administers the Conference Electric Aggregate Plan, and is a resource to local churches on the subject of insurance. The trustees meet about once each year and serve three-year terms.

### **Executive Leadership Teams**

*Roberts Center for Leadership & Administration*

*Smith Center for Evangelism, Mission, & Church Growth*

Each CTC center is supported by an executive leadership team that includes clergy and laity. Meeting two to four times each year, the group assists in setting center priorities and measuring outcomes. The team also serves as a sounding board for new ideas. In consultation with the bishop, each center executive director selects people to serve on the team on a quadrennial basis.