

Heartland Conference of the IPHC 2018 RESOLUTIONS COMMITTEE REPORT

Introduction

We your committee for Resolutions have met in prayer to seek God for the betterment of the Heartland Conference of the IPHC as a member conference of the International Pentecostal Holiness Church, we are a “Place of Hope, and a People of Promise.” Although we are many churches, we are “better together.” We have a great past, a wonderful present, and an exciting future, for “the latter glory of this house will be greater than the former” (Haggai 2:9).

The past quadrennium has been a time of unprecedented change. Almost 1 in 5 of our churches have changed senior leadership in the past four years. Some of our churches have surged forward with explosive growth while others have plateaued or declined. We have launched several new churches that show significant promise while also closing a few. Some of our churches have found the secret of revitalization while others are still looking for answers. Together we can rise to the challenge of a new season. There is always a minister or church close to us who has been where we are and can help us go to where God wants us to be.

Whether this is your first or twenty-first Quadrennial Conference, we want each of you to know we welcome you; we value your input and insight, and want to urge you to participate in the conference in every way possible. The Heartland Conference is one of the greatest families of ministers and churches anywhere, and you have come to the kingdom for such a time as this!

With that we submit to you the following Resolutions Committee Report.

Resolutions Committee Report

I. CONFERENCE POLICIES

A. **The members of the Heartland Conference Executive Council shall consist of the following:**

- 1.) Conference Superintendent
- 2.) Assistant Superintendent
- 3.) Secretary/Treasurer
- 4.) Four (4) Executive Council members

B. **Duties of the Conference Superintendent**

- 1.) He/she shall serve according to his/her job description as defined in the IPHC Manual and these resolutions and carry the honorary title of Bishop while in office.
- 2.) He/she shall give his/her full time to the regular duties of the conference.
- 3.) He/she shall employ all conference office personnel and nominate, subject to the approval of the Executive Council, all Ministries Directors. The Directors shall be amenable for their service to the Conference Superintendent.
- 4.) He/she shall promote a scholarship program for the Heartland Conference students attending Southwestern Christian University and the Heartland Conference School of

Ministry. He/she shall also promote the annual Vision 4 Education offering for Southwestern Christian University.

- 5.) He/she shall develop a balanced line item budget for all conference expenditures, subject to adoption by the Executive Council, and shall be responsible to administer the budget as adopted.
- 6.) He/she shall carry out a plan for a sabbatical program for our Heartland pastors, in coordination with the Executive Council.
- 7.) He/she shall seek to connect conference ministers in mentoring relationships.

C. Duties of the Executive Council

- 1.) The Executive Council shall serve according to the IPHC Manual and these resolutions and shall function as the chief administrative council of the conference between its annual sessions.
- 2.) The Executive Council shall see that the conference bookkeeper obtains legal bonding within 30 days after the quadrennial conference.
- 3.) The conference financial records shall undergo an external review annually and an audit annually and an audit once every four years. This policy shall not supersede any procedures mandated by the current IPHC manual.
- 4.) The Executive Council shall determine the amount of funds to be allocated to the hiring of conference personnel.
- 5.) The superintendent's compensation package shall be reviewed annually. The conference superintendent's benefits shall include:
 - a. Annual vacation time set at the discretion of the Executive Council. {(Time spent attending meetings, conferences, and conventions will not be considered as vacation.}}
 - b. Payment of the superintendent's quarterly self-employment tax.
 - c. A retirement benefit of at least 7% of the superintendent's annual salary and housing allowance.
 - d. Health, life and disability insurance.
- 6.) The Superintendent shall obtain an audit of information covering the security and handling of conference data inputting. (It may be included with the financial audit.)

D. Conference Calendar:

- 1.) The Conference Executive Council and ministries cabinet shall participate each year in planning the annual calendar for the conference. When approved by the Executive Council, the calendar shall be mailed by the conference office to each church and pastor as early as possible in the month of November.
- 2.) Each pastor should post this information and make it available to his/her people.

E. Conference Ministries Cabinet:

- 1.) The conference ministries cabinet of the Heartland Conference shall be:
 - a. Discipleship Ministries
 - b. Evangelism HC
 - c. Hispanic Ministries
 - d. Ministers Wives Fellowship
 - e. WIN — World Intercession Network
 - f. World Missions
- 2.) Each of these ministries shall be led by a director and may have a conference level committee to serve with the director. The Executive Council shall also set the job descriptions and terms of service of the directors and the committee members.
- 3.) The members of the conference ministries cabinet may have a seat and voice on the Heartland Executive Council at the discretion of the superintendent and the Executive Council

F. **Quadrennial Conference Committees**

- 1.) The minimum number of committees that will report for legislative purposes to the 2022 Quadrennial Conference shall be:
 - a. The Resolutions Committee
 - b. The Memoirs Committee
- 2.) The Executive Council shall name the chairpersons and members of these committees three (3) months in advance and publicize both their appointments and the date of the committee meetings at least two (2) months in advance.
 - a. These committees shall meet at least two (2) months prior to the 2022 Quadrennial Conference.
 - b. The reports shall be mailed to all ministers and delegates of the conference at least one (1) month prior to the conference.

G. An annual Summit (camp meeting) shall be conducted to emphasize inspiration, worship, fellowship and training, with the goal to better equip the Heartland Conference family for effective New Testament evangelism.

H. An annual Ministers Retreat shall be conducted for the purpose of ministering to the social, emotional, spiritual and physical health of our ministers.

I. Every four (4) years the conference physical plant shall be reviewed as to the need for remodeling and upgrading of facilities.

II. **EVHC (Evangelism Heartland Conference)**

A. The Director of EVHC and committee shall cooperate fully with the program of the general Evangelism Council – Evangelism USA.

B. The Evangelism Director and committee shall focus on church planting and revitalization of churches. In this spirit, the Heartland Conference hereby commits itself to fulfill its part in the **ARISE 2033** Vision and goals set by IPHC Ministries Presiding Bishop Doug Beacham and Evangelism USA. Arise 2033 targets our efforts and ministry 16 years into the future. The commitment and goal as a church family is that we will present to the Lord an unprecedented harvest.

The year 2033 is marked as significant as it will be the timeframe in which we celebrate the two-thousandth anniversary of the death, burial, and resurrection of our Lord Jesus Christ. We are called to increase our ministry efforts into 75% of the counties and county equivalents all across the United States of America.

The IPHC is in 600 counties as of the first of 2018, and we must establish a ministry presence into 2,360 county/county equivalent to reach the **ARISE 2033** mandate. This means that across the next four quadrennium's we must engage an additional 1,760 county/ county equivalents.

Based on the number of churches in the Heartland Conference, our share of churches to be planted over the next 16 years equals 5 new churches per year or 20 churches per quadrennium.

C. The EVHC Director shall join with the superintendent in casting the vision for the Heartland Conference.

D. Evangelists:

- 1.) The Heartland Conference recognizes the biblical ministry of evangelists and commends this ministry to all of our churches.

- 2.) Conference evangelists / ministers may request that the names, addresses and phone numbers be listed on the conference web page.

III. MISSIONS

- A. The Missions director and committee shall cooperate fully with the program of the general World Missions Division.
- B. The Director of World Missions shall conduct an annual Global Outreach Rally in consultation with the Conference Bishop and the Executive Council.

IV. DISCIPLESHIP MINISTRIES

- A. The Discipleship Ministries Director and Council shall cooperate fully with the program of the general Discipleship Ministries Division.
- B. Discipleship Ministries shall seek to include all departments and ministries included in the current IPHC manual.
- C. The Discipleship Ministries Director shall serve in the role of a coordinator for prevention of Abuse of Children and will be responsible to collect and develop educational materials to assist our churches in this vital area and, upon request, be available to offer training to local churches.
 - 1.) The Discipleship Ministries Director shall be responsible for placing a booth at the Summer Summit, the Fall Camp Meeting, and the annual pastor's conference.
 - 2.) The Discipleship Ministries Director shall include training on preventing sexual abuse of children as a unit in one of the classes in the curriculum of the School of Ministry.

V. RETIRED MINISTERS

- A. The Conference Executive Council shall develop a plan to honor in public ceremony the services of each of our Heartland Conference ministers upon their retirement.
- B. Retired ministers shall dine free of charge in the conference dining hall at conference functions at the Heartland Conference Retreat Center.

VI. LOCAL CHURCH AND MINISTERIAL POLICIES

- A. Each local Church shall grant their pastor time off each week and urge the use of that time for personal rest and relaxation.
- B. When pastoral changes occur, local churches are strongly urged to provide severance pay. As a part of this severance package, the pastor's pulpit privilege, salary, housing, or parsonage occupancy, shall be extended for at least one (1) month under the supervision of the conference superintendent and local church council.
- C. Before a pastor resigns his/her church, he/she is responsible to contact the conference superintendent and together they will select an appropriate resignation date.
- D. Each senior pastor shall serve as a signatory on all church accounts and should review all accounts monthly.
- E. Each pastor shall be given (2) weeks each year to preach revivals in churches other than his/her own. This shall be separate from vacation time.
- F. The annual financial and statistical reports from each local church, including Discipleship Ministries and its departments, shall be submitted to the conference office by January 10th of each year.

- G. Each minister in the Heartland Conference shall be responsible to earn a minimum of twenty-four (24) hours of continuing education units (CEUs) annually, with at least twelve (12) each year coming from programs of the Heartland Conference.
- H. Each local church must be insured (liability and property) and provide such proof to the conference office.
- I. Each local church Administrative Council is responsible to adopt a budget annually. This budget shall include the salary package for the senior pastor and all other paid personnel. All budgets should be reviewed at least annually and adjustments made when necessary.
- J. The salary package for the pastor, as developed by the local church Administrative Council, should include some form of a percentage system that provides at least a quarterly bonus. *(Information regarding salaries can be obtained through the conference office.)*
- K. We encourage each of our congregations to help the pastor own his/her home, with the church furnishing a housing allowance. Where there is a parsonage, it can be rented at the pastor's discretion with the rental income applied to the pastor's housing allowance.
- L. Favorable consideration of the following is also highly recommended:
 - 1.) Payment of pastor's quarterly self-employment tax.
 - 2.) A retirement benefit of at least 7% of the pastor's annual salary and housing allowance. It is recommended that the church pay these funds directly to the International Pentecostal Holiness Church Retirement 403b Plan.
 - 3.) Health, life, disability insurance and key man insurance.
 - 4.) Conference Death Benefit Membership.
 - 5.) Assistance to the pastor in financing and allocating time for his/her continuing education.
 - 6.) Annual vacation time according to years of denominational service:
 - a. 0 through 5 years – two (2) weeks of vacation
 - b. 6 through 20 years – three (3) weeks of vacation
 - c. 21 through 29 years – four (4) weeks of vacation
 - d. 30 years and above – five (5) weeks of vacation
 - 7.) We recommend that the pastor take his/her vacation time in increments of not more than two consecutive Sundays. Attendance at the Heartland Annual Conference, the Quadrennial Conference, conventions and seminars, and General Conference shall not be considered vacation. The local church will be responsible for the honorarium of the guest speaker during the pastor's absence.
- M. Churches shall reimburse the pastor for the following:
 - 1.) Moving expenses for the incoming pastor.
 - 2.) Expenses to attend quadrennial and annual conferences, general conferences, and all conference events. (The conference office shall notify periodically each local church Administrative Council of this responsibility.)
- N. Local churches must send in all conference and department funds by the tenth (10) of each month.
- O. Each local church is strongly encouraged to raise funds for the Global Outreach Offering (GO) and the Vision 4 Education offering for Southwestern Christian University in its monthly budget.
- P. **Minister's Tithing** – Because any minister who fails to tithe robs himself, his/her church, and the conference of God's blessings, the conference shall strictly enforce the sanctions provided for ministers who do not tithe according to the guidelines of the IPHC Manual.
- Q. **Legal Requirements and Liabilities** – Because of increasing governmental scrutiny and legal liability, it is imperative that the conference and local churches make themselves aware of and comply with all regulatory requirements concerning taxes, insurance, health and safety, and risk management. Examples of such requirements are: tax reporting, worker's compensation insurance, and health and safety practices in church operations – particularly when dealing with

children and/or injuries. Pertinent information and resources are available through the conference office and the Global Ministry Center, IPHC.

- R. Every four (4) years each local church shall evaluate their facilities regarding remodeling and /or relocating and submit a written review to the conference Executive Council.