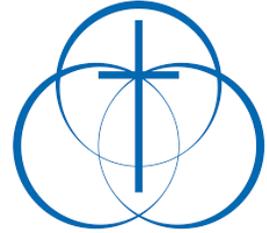




The United Methodist and Global Methodist Church



The United Methodist Church (UMC)
<https://www.umc.org/>

Western North Carolina Conference
The United Methodist Church
<https://www.wnccumc.org/>

The Global Methodist Church (GMC)
<https://globalmethodist.org/>
<https://globalmethodist.org/what-we-believe/>

Wesleyan Covenant Association
<https://wesleyancovenant.org/>

The Wesleyan Covenant Association is the group putting together the proposed framework for the Global Methodist Church. The Wesleyan Covenant Association will dissolve at the creation of the GMC.

I am not afraid that the people called Methodists should ever cease to exist either in Europe or America. But I am afraid lest they should only exist as a dead sect, having the form of religion without the power. And this undoubtedly will be the case unless they hold fast both the doctrine, spirit, and discipline with which they first set out.

John Wesley, "Thoughts Upon Methodism"

Protocol of Reconciliation & Grace Through Separation

DocuSign Envelope ID: 5379B6C6-DF81-428C-9640-D8384A030387

ARTICLE I: Agreement and Commitment to this Protocol

1. This Protocol is unanimously agreed to by each of the undersigned laity, pastors, and bishops of The United Methodist Church. The undersigned further covenant to fully support this Protocol and each other in our joint effort to seek its implementation. Each of the undersigned also agree to recommend the Protocol's implementing legislation to be voted upon and adopted by the 2020 General Conference of The United Methodist Church.
2. The United Methodist Church and its members aspire to multiply the Methodist mission in the world by restructuring the Church through respectful and dignified separation.
3. The undersigned will continue to work together to develop legislation to implement the Protocol, to be voted upon and adopted by the 2020 General Conference of The United Methodist Church. The undersigned will not challenge the constitutionality or legality of legislation implementing this Protocol and will jointly and individually defend the provisions of the Protocol and any enabling legislation in case of review by the United Methodist Judicial Council.
4. The undersigned agree to use their best efforts to persuade any groups or organizations with which they are affiliated to support the legislation necessary to implement the Protocol. Consistent with the commitment in Article I, Paragraph 1, the undersigned will not participate in or support legislation or other efforts that are inconsistent with the principles and terms of the Protocol and the implementing legislation. They may support other efforts to the extent that all signatories to this Protocol agree that such efforts are consistent with the Protocol.
5. The undersigned agree that each of the provisions of this Protocol is integrated with and integral to the whole and shall not be severable from the remainder of the Protocol. Further, should any provisions of the Protocol be deemed illegal by either the United Methodist Judicial Council or by civil courts, the entirety of this Protocol shall be considered null and void.
6. The undersigned agree that they will bring no claims for, nor will they support any claims for, additional assets of the post-separation United Methodist Church or any of the denominations that will arise from this Protocol and will not be parties to such litigation.

ARTICLE II: Definitions of Terms

1. **LGBTQ** shall mean the community that includes several subsets of persons who share similar discrimination because of their sexual orientation or gender identity/expression. The letters of the acronym stand for Lesbian, Gay, Bisexual, Transgender, and Queer (a non-binary, self-identifier).
2. **Methodist denomination pursuant to this Protocol** shall mean all Methodist denominations created through this Protocol and The United Methodist Church.
3. **Post-separation United Methodist Church** shall mean The United Methodist Church after the formation of new denominations under this Protocol.
4. **Protocol** shall mean this agreement by which the parties hereto agree to support the

development and implementation of the legislation necessary to implement the terms of the Protocol.

ARTICLE III: Process and Timeline for Implementation of the Protocol

1. To implement this Protocol, The United Methodist Church and its members will adopt the following process and timeline for accomplishing restructuring:

a. Registration with the Secretary of the Council of Bishops of intent to form a new Methodist denomination pursuant to this Protocol must occur not later than May 15, 2021.

b. Central Conferences may choose with a two-thirds vote to affiliate with a Methodist denomination pursuant to this Protocol other than the post-separation United Methodist Church. If a Central Conference does not vote, it remains a part of the post-separation United Methodist Church. Such an affiliation vote shall be taken no later than December 31, 2021.

c. Annual Conferences, whether in the Central or Jurisdictional Conferences, may choose to vote on whether to affiliate with one of the Methodist denominations pursuant to this Protocol. If an Annual Conference does not vote, it shall remain a part of the post-separation United Methodist Church. In order for an Annual Conference to consider affiliation with a denomination pursuant to this protocol other than the post-separation United Methodist Church, a motion may be made on the floor of an Annual Conference session to conduct such an affiliation vote. If supported by 20% of those voting at the Annual Conference session, an affiliation vote must be conducted before July 1, 2021. In order to affiliate with a Methodist denomination created under this Protocol other than the post-separation UMC, the vote to affiliate must be supported by 57% of those voting.

d. Any local church desiring a different affiliation than the Methodist denomination pursuant to this Protocol selected by its Annual Conference may conduct an affiliation vote. If a local church does not vote, it remains part of the Methodist denomination pursuant to this Protocol selected by its Annual Conference. If such a vote occurs, the church council shall determine a voting threshold of either a simple majority or two-thirds of those present and voting at a duly called church conference in order for the motion opting for a different affiliation to be adopted. A vote on a motion to opt for a different affiliation shall occur in a church conference held not more than 60 days after the request for such a vote is made by the church council. Such church conferences must be held in consultation with the District Superintendent who shall authorize such church conferences to be conducted. Decisions about affiliation by a local church pursuant to this Protocol must be made by December 31, 2024.

ARTICLE IV: Financial Agreement Terms of this Protocol

1. To foster this restructuring process, the following steps will be taken with respect to the finances of The United Methodist Church:

a. Local Church Property, Assets, and Liabilities

i A local church that affiliates with a Methodist denomination pursuant to

this Protocol other than the post-separation United Methodist Church retains its assets and liabilities. The Annual Conference of The United Methodist Church to which the local church belongs at the time of separation will not exercise its trust clause and shall release such local church from the provisions of any and all trust clauses. The local church, prior to its separation, shall be expected to maintain its connectional responsibilities through the date of separation. At separation, such a local church shall not be required to pay any sums to the Annual Conference other than previously documented loans from the Annual Conference which shall be repaid according to the terms of such loans.

ii In the event such local church (or its successor) subsequently chooses to close, or a Methodist denomination pursuant to this Protocol with which they affiliate ceases to exist, the property of such local church will be subject to a lien in favor of Wespeth on its assets in the amount of that local church's then proportionate share of future unfunded pension liabilities.

iii Should a local church disaffiliate from The United Methodist Church and not become part of a Methodist denomination pursuant to this Protocol, it must comply with paragraph 2553 of The United Methodist Book of Discipline.

b. Annual, Jurisdictional, and Central Conference Property, Assets, and Liabilities

i The property, assets, and liabilities of Annual, Jurisdictional, and Central Conferences shall be retained by those entities regardless of the affiliation decision with a Methodist denomination pursuant to this Protocol that each makes under this Protocol.

c. Financial Agreements

i. A total sum of \$25M shall be paid by the General Council on Finance and Administration over the ensuing quadrennium to the traditionalist Methodist denomination established pursuant to this Protocol after it is formed and incorporated.

ii. A total sum of \$2M shall be escrowed by the General Council on Finance and Administration for payment to potential additional Methodist denominations established pursuant to this Protocol after they are formed and incorporated over the ensuing quadrennium.

iii. As an acknowledgment of the historical role of the Methodist movement in systems of systematic racial violence, exploitation and discrimination, and as a fair and just step in addressing the impact of such harms, a sum of \$39M shall be allocated by the General Council on Finance and Administration in their budget recommendations over the next two quadrennia to support communities historically marginalized by the sin of racism. The goal of these earmarked funds shall be to strengthen ministries by and for Asian, Black, Hispanic-Latino, Native American, and Pacific Islander Communities, encourage the full participation of historically

marginalized communities in the governance and decision-making of the church, and ensure that the vital work of training the next generation of leaders by Africa University will be maintained. The Connectional Table in consultation with the National Plans, the Program Agencies of the Church, and the Council of Bishops shall be responsible for determining and evaluating programmatic priorities in relation to these earmarked funds. \$13M of this sum represents a contribution from the post-separation Traditional Methodist Denomination, made possible by their decision to forgo receiving these funds and instead contribute them to this fund. This \$13M sum shall remain in the possession of and be administered by the post-separation United Methodist Church for this purpose. In addition, the post-separation United Methodist Church will contribute \$26M for a total of \$39M over 8 years for this purpose. Churches which align with the traditional Methodist denomination under this Protocol shall have the option to participate in programs and grants which serve their respective ethnic groups if they otherwise meet the requirements for such participation through this 8-year period.

iv. The pension plans of The United Methodist Church will remain in place for all current clergy and lay employees affiliated with The United Methodist Church, regardless of the Methodist denomination under this Protocol with which they affiliate. The undersigned support the existing and proposed legislation submitted by Wespath that addresses assumption of unfunded pension liabilities by Methodist denominations under this Protocol, and the ability of the clergy who are associated with Methodist denominations under this Protocol to continue to participate in pension plans administered by Wespath. All other property, assets, or liabilities of The United Methodist Church, including its general boards and agencies, shall remain with the post-separation United Methodist Church and other Methodist denominations under this Protocol shall have no claim or entitlement to such property, assets, or liabilities.

v. The Council of Bishops of the post-separation United Methodist Church shall offer to enter into ecumenical agreements with Methodist denominations formed under this Protocol. Such ecumenical agreements may include participation in Boards and Agencies, continuation of various mission activities, or any other matters within the scope of ecumenical agreements.

ARTICLE V: Moratorium

1. As one expression of reconciliation and grace through separation, the undersigned agree that all administrative or judicial processes addressing restrictions in the *Book of Discipline* related to self-avowed practicing homosexuals or same-sex weddings shall be held in abeyance beginning January 1, 2020 through the adjournment of the first conference of the post-separation United Methodist Church. Clergy shall continue to remain in good standing while such complaints are held in abeyance.

2. The undersigned agree that if there are churches proposed for closure, the church and annual conference shall delay final actions on closure of churches until after the 2020 General Conference of The United Methodist Church, except in those situations where there are exigent circumstances and/or a congregation has voluntarily discerned it is necessary to close a church due to a lack of participation or financial insolvency.

ARTICLE VI: General Conference 2020

In order to enable all parties to transition to their preferred future, the Council of Bishops is asked to work with the Commission on General Conferences and other church agencies to accomplish the following:

1. The Council of Bishops requests a declaratory decision from the Judicial Council regarding the constitutionality of the proposed legislation related to this Protocol to take place prior to the opening session of the 2020 General Conference.
2. The Council of Bishops requests a report from the General Council on Finance and Administration related to the financial impacts of this Protocol to be shared prior to the 2020 General Conference.
3. The Council of Bishops, working with the Commission on the General Conference, identifies an appropriate time on the Agenda of General Conference for the Protocol and any related implementing legislation to be presented.
4. The Council of Bishops will provide meeting space for those interested in creating other expressions of a Methodist denomination pursuant to this protocol at the adjournment of the 2020 General Conference session.
5. The Council of Bishops will call the first session of the General Conference of the postseparation United Methodist Church to organize itself and, if such legislation has not been passed, consider matters pertaining to the Regional Conference plan.
6. The Council of Bishops will call the first session of the United States Regional Conference to consider legislation related to changes in the adaptable portions of the Book of Discipline including the repeal of Traditional Plan legislation and all other portions related to LGBTQ persons.

ARTICLE VII: The Signatories to the Protocol

The undersigned persons, after voluntarily participating in multiple confidential mediation sessions with mediator Kenneth R. Feinberg, agree to the terms of this Protocol and will collectively and individually work to support adoption of the Protocol, including the development of all legislation necessary to implement it.

December 17, 2019

Bishop Christian Alsted, Nordic-Baltic Episcopal Area

Rev. Thomas Berlin, representing UMCNext, Mainstream UMC, Uniting Methodists

Bishop Thomas J. Bickerton, New York Episcopal Area

Rev. Keith Boyette, representing The Confessing Movement, Good News, IRD/UM Action, and the Wesleyan Covenant Association

Bishop Kenneth H. Carter, Florida Episcopal Area

(As of September 2021, also Western North Carolina Episcopal Area)

Rev. Junius Dotson, representing UMCNext, Mainstream UMC, Uniting Methodists

Bishop LaTrelle Easterling, Washington Episcopal Area

Rev. Egmedio “Jun” Equila, Jr., Philippines Central Conference

Bishop Cynthia Fierro Harvey, Louisiana Episcopal Area

Bishop Rodolfo Rudy Juan, Davao Episcopal Area, Philippines

Janet Lawrence, representing Affirmation, Methodist Federation for Social Action, and Reconciling Ministries Network

Rev. David Meredith, representing Affirmation, Methodist Federation for Social Action, and Reconciling Ministries Network, member of UM Queer Clergy Caucus

Patricia Miller, representing The Confessing Movement, Good News, IRD/UM Action, and the Wesleyan Covenant Association

Dr. Randall Miller, representing Affirmation, Methodist Federation for Social Action, and Reconciling Ministries Network

Bishop Gregory Vaughn Palmer, Ohio West Episcopal Area

Bishop John K. Yambasu, Sierra Leone Episcopal Area

In addition to the above signatories, the following individuals participated in the initial meeting convened by Bishop John Yambasu and other Central Conference Bishops in July 2019 and consulted with the mediation team during the process:

Rev. Dr. Maxie Dunnam

Rev. Ginger Gaines-Cirelli

Rev. Adam Hamilton

Rev. Dr. Mark Holland

Bishop Mande Muyambo, North Katanga Episcopal Area

Karen Prudente

Rev. Rob Renfroe

Rev. Kimberly Scott

Rev. Jasmine R. Smothers

Mark Tooley

Paragraph 2548.2

The Book of Discipline of The United Methodist Church (2016)

2548.2 With the consent of the presiding bishop and of a majority of the district superintendents and of the district board of church location and building and at the request of the charge conference or of a meeting of the membership of the local church, where required by local law, and in accordance with said law, the annual conference may instruct and direct the board of trustees of a local church to deed church property to one of the other denominations represented in the Pan-Methodist Commission or to another evangelical denomination under an allocation, exchange of property, or comity agreement, provided that such agreement shall have been committed to writing and signed and approved by the duly qualified and authorized representatives of both parties concerned.

Paragraph 2553

The Book of Discipline of the United Methodist Church

[This new paragraph became effective at the close of the 2019 General Conference.]

Section VIII. Disaffiliation of Local Churches Over Issues Related to Human Sexuality

¶ 2553. *Disaffiliation of a Local Church Over Issues Related to Human Sexuality*—1. Basis—Because of the current deep conflict within The United Methodist Church around issues of human sexuality, a local church shall have a limited right, under the provisions of this paragraph, to disaffiliate from the denomination for reasons of conscience regarding a change in the requirements and provisions of the *Book of Discipline* related to the practice of homosexuality or the ordination or marriage of self-avowed practicing homosexuals as resolved and adopted by the 2019 General Conference, or the actions or inactions of its annual conference related to these issues which follow.

2. *Time Limits*—The choice by a local church to disaffiliate with The United Methodist Church under this paragraph shall be made in sufficient time for the process for exiting the denomination to be complete prior to December 31, 2023. The provisions of ¶ 2553 expire on December 31, 2023 and shall not be used after that date.

3. *Decision Making Process*—The church conference shall be conducted in accordance with ¶ 248 and shall be held within one hundred twenty (120) days after the district superintendent calls for the church conference. In addition to the provisions of ¶ 246.8, special attention shall be made to give broad notice to the full professing membership of the local church regarding the time and place of a church conference called for this purpose and to use all means necessary, including electronic communication where possible, to communicate. The decision to disaffiliate from The United Methodist Church must be approved by a two-thirds (2/3) majority vote of the professing members of the local church present at the church conference.

4. *Process Following Decision to Disaffiliate from The United Methodist Church*—If the church conference votes to disaffiliate from The United Methodist Church, the terms and conditions for that disaffiliation shall be established by the board of trustees of the applicable annual conference, with the advice of the cabinet, the annual conference treasurer, the annual conference benefits officer, the director of connectional ministries, and the annual conference

chancellor. The terms and conditions, including the effective date of disaffiliation, shall be memorialized in a binding Disaffiliation Agreement between the annual conference and the trustees of the local church, acting on behalf of the members. That agreement must be consistent with the following provisions:

- a) Standard Terms of the Disaffiliation Agreement. The General Council on Finance and Administration shall develop a standard form for Disaffiliation Agreements under this paragraph to protect The United Methodist Church as set forth in ¶ 807.9. The agreement shall include a recognition of the validity and applicability of ¶ 2501, notwithstanding the release of property therefrom. Annual conferences may develop additional standard terms that are not inconsistent with the standard form of this paragraph.
- b) Apportionments. The local church shall pay any unpaid apportionments for the 12 months prior to disaffiliation, as well as an additional 12 months of apportionments.
- c) Property. A disaffiliating local church shall have the right to retain its real and personal, tangible and intangible property. All transfers of property shall be made prior to disaffiliation. All costs for transfer of title or other legal work shall be borne by the disaffiliating local church.
- d) Pension Liabilities. The local church shall contribute withdrawal liability in an amount equal to its pro rata share of any aggregate unfunded pension obligations to the annual conference. The General Board of Pension and Health Benefits shall determine the aggregate funding obligations of the annual conference using market factors similar to a commercial annuity provider, from which the annual conference will determine the local church's share.
- e) Other Liabilities. The local church shall satisfy all other debts, loans, and liabilities, or assign and transfer them to its new entity, prior to disaffiliation.
- f) Payment Terms. Payment shall occur prior to the effective date of departure.
- g) Disaffiliating Churches Continuing as Plan Sponsors of the General Board of Pension and Health Benefits Plans. The United Methodist Church believes that a local church disaffiliating under ¶ 2553 shall continue to share common religious bonds and convictions with The United Methodist Church based on shared Wesleyan theology and tradition and Methodist roots, unless the local church expressly resolves to the contrary. As such, a local church disaffiliating under ¶ 2553 shall continue to be eligible to sponsor voluntary employee benefit plans through the General Board of Pension and Health Benefits under ¶ 1504.2, subject to the applicable terms and conditions of the plans.
- h) Once the disaffiliating local church has reimbursed the applicable annual conference for all funds due under the agreement, and provided that there are no other outstanding liabilities or claims against The United Methodist Church as a result of the disaffiliation, in consideration of the provisions of this paragraph, the applicable annual conference shall release any claims that it may have under ¶ 2501 and other paragraphs of *The Book of Discipline of The United Methodist Church* commonly referred to as the trust clause, or under the agreement.

A Comprehensive Comparison Chart

UMC, Transitional GMC, WCA Proposals

By Thomas Lambrecht – Published September 1, 2021

How will the Global Methodist Church (GMC) differ from what we now know in United Methodism with respect to its governing documents? This comparison chart will show how the transitional GMC will be alike or different from the current UM Church. Then it will also look at the proposals developed by the Wesleyan Covenant Association (WCA) as to how the GMC might be structured after the transition. Elements of the WCA proposed *Book of Doctrines and Discipline* will be legislative proposals to the convening General Conference of the GMC and subject to its approval. While the transitional GMC makes some changes to the basic governance as it exists in the UM Church, it also keeps a fair amount of continuity with the current UM governance in order to make for an easier transition and to ensure that the members of the GMC make the more critical decisions on changes at its convening General Conference. In some areas, the *Transitional Book of Doctrines and Discipline* develops details more fully because they are necessary for the immediate functioning of the church. The convening General Conference of the GMC may make more far-reaching decisions about how the new denomination will function into the medium and long term. This comparison is accurate as of August 3, 2021, the date of the most recent *Transitional Book of Doctrines and Discipline* of the GMC and the WCA proposed *Book of Doctrines and Discipline*. Refinement is ongoing, so some provisions may change in the future, and all provisions are subject to the decisions of the convening GMC General Conference, as well as subsequent General Conferences.

	Current UMC BOD	Transitional GMC BDD	WCA Proposed BDD
DOCTRINE			
Doctrinal Standards	Initially (1968) viewed as “nonjuridical,” today not often enforced	Mandatory for all clergy to preach and maintain	Mandatory for all clergy to preach and maintain
Apostles Creed Nicene Creed Definition of Chalcedon	Referenced, but not spelled out in BOD. Used for worship, but no doctrinal standing	Foundational Documents spelled out in BDD expressing orthodox Christian teaching	Foundational Documents spelled out in BDD expressing orthodox Christian teaching

Articles of Religion Confession of Faith	Stated Doctrinal Standards seldom referenced; “deemed congruent” but not reconciled to each other	Doctrinal Standards that define the doctrinal boundaries of the GMC	Doctrinal Standards that define the doctrinal boundaries of the GMC
Wesley’s Standard Sermons Wesley’s Notes Upon the New Testament	Stated Doctrinal standards but not specified in BOD	Normative Wesleyan Standards that define Methodist teaching, specified in BDD	Normative Wesleyan Standards that define Methodist teaching, specified in BDD
General Rules	Stated Doctrinal Standards	Spells out explicit expectations of Methodist discipleship	Spells out explicit expectations of Methodist discipleship
Holy Scripture	“Primary source and criterion for Christian doctrine” In practice, can be modified or reinterpreted by other sources	Primary rule and authority for faith, morals, and service, against which all other authorities must be measured	Primary rule and authority for faith, morals, and service, against which all other authorities must be measured
Restrictive Rule	Protects Articles of Religion, Confession of Faith, General Rules, episcopacy, right to trial and appeal, use of income from Publishing House	Protects Articles of Religion and Confession of Faith, requires 75 percent vote to change	Protects entire doctrine section, requires two-thirds vote to change
Liturgical Norms and Guidelines	Book of Worship	Not specifically addressed – Assumes continued use of Book of Worship and other resources during transition period	To be developed, approved by convening General Conference
SOCIAL PRINCIPLES/WITNESS			

Social Principles, Resolutions	Not binding, instructive and persuasive	One-page statement binding on clergy and congregations (no changes prior to convening General Conference)	Require 75 percent majority, binding on clergy and congregations (implies there will be fewer and more general statements) The convening General Conference shall determine whether to establish a task force to develop specific principles for our social witness that provide counsel as to how biblical principles may be applied to social and cultural contexts
Purpose	Not church law but intended to be instructive and persuasive in prophetic spirit	Consensus vision of faithful discipleship transcending cultures	Consensus vision of faithful discipleship transcending cultures
Length	61 pages plus <i>Book of Resolutions</i> (873 pages)	2 pages	2 pages

Abortion	Balances sanctity of unborn life with life and well-being of mother and child; rejects abortion as means of birth control or gender selection (likely to be changed in a postseparation UMC)	Believing in the sacredness of all life, resists the practice of abortion except in the cases of tragic conflicts of life against life. Do not accept abortion as a means of birth control or gender selection. All Christians to support those women facing unintended pregnancies without adequate care, counsel, or resources.	Believing in the sacredness of all life, resists the practice of abortion except in the cases of tragic conflicts of life against life. Do not accept abortion as a means of birth control or gender selection. All Christians to support those women facing unintended pregnancies without adequate care, counsel, or resources.
----------	--	---	---

Human Sexuality	God's gift to all persons; affirmed only with the covenant of monogamous, heterosexual marriage (Likely to be changed in a post-separation UMC)	Human sexuality is a gift of God, affirmed as it is exercised within the legal and spiritual covenant of a loving and monogamous marriage between one man and one woman	Human sexuality is a gift of God, affirmed as it is exercised within the legal and spiritual covenant of a loving and monogamous marriage between one man and one woman
Homosexuality	Affirms sacred worth of all, God's grace available to all. Does not condone practice of homosexuality; considers the practice incompatible with Christian teaching. (Likely to be changed in a postseparation UMC)	No explicit reference to homosexuality; rejects pornography, polygamy and promiscuity; commits church to be a safe place of refuge, hospitality, and healing for all experiencing sexual brokenness.	No explicit reference to homosexuality; rejects pornography, polygamy and promiscuity; commits church to be a safe place of refuge, hospitality, and healing for all experiencing sexual brokenness.
Marriage	Affirms marriage covenant expressed in love, support, commitment, and shared fidelity between a man and a woman (Likely to be changed in a postseparation UMC)	Defined as a legal and spiritual covenant of a loving and monogamous relationship between one man and one woman	Defined as a legal and spiritual covenant of a loving and monogamous relationship between one man and one woman
LOCAL CHURCH			
Mission of the Church	Make disciples of Christ for the transformation of the world	Make disciples of Jesus Christ who worship passionately, love extravagantly, and witness boldly	To "spread scriptural holiness across the land"
Membership Categories	Baptized and Professing	Baptized and Professing	Preparatory and Professing
Meaning and means of Baptism	Variously stated in BOD	Systematically expounded in BDD	Systematically expounded in BDD
Rebaptism	No	No	No
Baptism of infants and children	Yes	Yes	Yes
Confirmation	Yes	Yes	Yes
Accountable discipleship groups	Encouraged of each member	Expected of each member	Expected of each member

Removal of inactive members	After 3 years	After 2 years	After 3 years
Local Church Organization	Charge/Church Conference Church Council Nominations and Leadership Development Committee Pastor-Parish Relations Committee Committee on Finance Board of Trustees Other committees as desired	Charge/Church Conference Church Council Flexible structure for all other functions below: Nominations and Leadership Development Committee Pastor-Parish Relations Committee Committee on Finance Board of Trustees Other committees as desired	Charge/Church Conference Church Council Flexible structure for all other functions below: Nominations and Leadership Development Committee Pastor-Parish Relations Committee Committee on Finance Stewardship Committee Board of Trustees Other committees as desired
General Church and Annual Conference Apportionments/ Connectional Funding	General church budget adopted by General Conference, allocated to annual conferences by formula. Annual conference calculates local apportionment amount by formula. Generally 7 - 15 percent of local budget	1.5 percent of local operating income for general church operations. 5 percent of local operating income for annual conference operations for churches aligning separately from their annual conference. Annual conferences that vote to align with the GMC set local percentage for annual conference operations and must reduce connectional funding for annual conference operations to not more than 10 percent of local operating income within five years of aligning with the GMC.	Not yet determined

Fidelity of Churches	Not stated	Expected of all churches; allow for involuntary disaffiliation if necessary for churches teaching doctrines or engaging in practices contrary to the GMC BDD	Not stated
Closing of Churches	If local church no longer serves its purpose or is no longer used for United Methodist worship. By annual conference action and by action of the bishop (with consent of cabinet and others)	If local church advances doctrines or practices not in conformity with GMC BDD or withholds connectional funding. Process of engagement required. May be involuntarily disaffiliated by 2/3 vote of Transitional Leadership Council	Not stated
Church Property	Held in trust for the denomination	Owned by local church Pension liabilities owed where applicable, secured by a lien on the property	Owned by local church Pension liabilities owed where applicable, secured by a lien on the property
Voluntary Disaffiliation of Local Church Retaining Property	2/3 vote of congregation Majority vote of annual conference Payment of 2 years' apportionments and pension liability	Majority vote of congregation No payments except pension liabilities where applicable, secured by a lien on the property	Not stated
MINISTRY			
Certified Laity in Ministry	Certified lay servants, certified lay speakers, certified lay ministers, deaconesses, home missionaries, lay missionaries	Combines all into one category called certified lay ministers – can specialize to serve in any of the previous areas	Combines all into one category called certified lay ministers – can specialize to serve in any of the previous areas

Orders of Ministry	Ordained deacon a separate order from ordained elder – all deacons permanent	Order of deacon contains both permanent deacons and those going on to elder's orders (nested orders: laity—deacons—elders)	Order of deacon contains both permanent deacons and those going on to elder's orders (nested orders: laity—deacons—elders)
Sequence of Ordination	Candidacy – Commissioning – Ordination (Deacon or Elder) and Full Connection	Candidacy – Ordination as Deacon – Ordination as Elder (for those called to elder's orders)	Candidacy – Ordination as Deacon – Ordination as Elder (for those called to elder's orders)
Length of Candidacy	Minimum of one year, maximum of twelve years	Minimum of six months – based on completing requirements	Minimum of six months – based on completing requirements

Educational Requirements for First Level	For Provisional Membership/ Commissioning: Bachelor's Degree One-half of a Master's Degree (36-53 credit hours for MDiv) OR Completed Basic and Advanced Course of Study (60+ credit hours)	For Deacon's Orders: 5-6 courses in prescribed subjects After ordination, complete 4-5 additional courses within 7 years	For Deacon's Orders: 5-6 courses in prescribed subjects After ordination, complete 4-5 additional courses within 7 years
Educational Requirements for Second Level	For Full Membership/Ordination: MDiv or master's degree in specialized ministry	For Elder's Orders: 6 courses in prescribed subjects in addition to deacon's level After ordination, complete 4 additional courses within 7 years	For Elder's Orders: 6 courses in prescribed subjects in addition to deacon's level After ordination, complete 4 additional courses within 7 years
Length of First Level	Provisional members for at least two years following completion of second level education, maximum of eight years	Two years' service as a Deacon, including the length of time to complete first level education and education for elder's orders	Two years' service as a Deacon, including the length of time to complete first level education and education for elder's orders All requirements must be completed within 7 years of declaring candidacy for elder

Rights and privileges of First Level	For Provisional Members: Vote on all matters except constitutional amendments and clergy ordination May not serve as GC or JC delegates Sacramental authority within the site of appointed ministry	For Deacons: Full voice and vote on all matters except the ordination of elders Sacramental authority within the site of appointed ministry	For Deacons: Full voice and vote on all matters except the ordination of elders Sacramental authority within the site of appointed ministry
Financing Theological Education	Grants, loans, tuition reduction available, particularly at UM seminaries	Theological education fund to make loans to students that are forgivable (20 percent for each year of service to the church)	Theological education fund to make loans to students that are forgivable (20 percent for each year of service to the church)
Licensed Local Pastors (longterm, non-ordained)	Yes	No, transitioned to ordained Deacons	No, transitioned to ordained Deacons
Lay Supply Pastors	Yes	Yes – must be ordained Deacon within three years, no sacramental authority	Yes – must be ordained Deacon within three years, no sacramental authority
Retirement for Clergy	Mandatory retirement at age 72	No mandatory retirement, may choose senior status (releases one from obligation to accept an appointment)	No mandatory retirement, may choose retired status (releases one from obligation to accept an appointment)
Rights of Retired Clergy	Full members of annual conference with voice and vote until death	Full members of annual conference with voice and vote for 7 years following choice of senior status, or if serving at least ¼ time appointment After initial 7 years, senior clergy not under appointment have voice but not vote, may not serve as delegates	Retired clergy under appointment have voice and vote at annual conference, may serve as GC or JC delegates Retired clergy not under appointment have voice but not vote, may not serve as delegates

SUPERINTENDENCY			
Bishops	Elected by jurisdictional or central conference for life (U.S. and some central conferences) or for term determined by central conference	Election process not stated Term of office to be determined by General Conference, uniform for all bishops Transitional Leadership Council appoints president <i>pro tempore</i> in new annual conferences that have no bishop	Two candidates nominated by each annual conference, GC elects pool of potential bishops at least as many as the number of annual conferences Term of office = 12 years' service maximum
Deployment of Bishops	Deployed by jurisdictional or central conference episcopacy committee, service of 4-12 years in one episcopal area	Assigned as necessary by Transitional Leadership Council during transitional period	Annual conference episcopacy committee conducts search from episcopal pool, selection affirmed by Council of Bishops and General Episcopacy Committee
Compensation for Bishops	Salary and benefits set by GCFA, paid by Episcopal Fund from general church apportionments	Salary and benefits set by Transitional Leadership Council, paid by annual conference (U.S.) or by partnership with U.S. annual conferences (non-U.S.)	Guidelines for salary and benefits set by General Episcopacy Committee. Actual salary and benefits set by Annual Conference Episcopacy Committee and paid by individual annual conference.
District Superintendents	Appointed by the bishop, 6-year term, 12-year limit with 2-year extension possible	Presiding Elder appointed by the bishop in consultation with cabinet and district leaders Term of office to be determined by the convening General Conference	Bishop selects one Presiding Elder of three candidates elected by the district to be served. Serves at the pleasure of the bishop, no more than 12 years. May simultaneously serve as local church pastor or be retired. Recommended district of 20-30 churches

Appointment Process	Bishop and cabinet appoint, after consultation with clergy and P/SPR Committee	Maintain existing appointments during transition if possible Bishop or president <i>pro tempore</i> makes appointment after extensive consultation with clergy and P/SPR Committee, including feedback on fit from clergy and P/SPRC and rationale from bishop for the appointment	Church council decides whether to do its own search or request candidates from the bishop. Transition team (larger than P/SPRC) manages transition, interviews candidates, makes final recommendation. Approval of bishop, presiding elder, transition team, and clergy needed to set appointment Candidates interviewed must include at least one female and one cross-cultural clergy
Guaranteed Appointment	Yes	No – written rationale given when no appointment made	No

Ecumenical Relationships	World Council of Churches National Council of Churches World Methodist Council Pan-Methodist Commission Covenant relationships with other denominations Participation in other ecumenical bodies	Commission to explore organic union with other Wesleyan denominations or associations of churches. Membership in World Methodist Council. Explore membership in other Wesleyan associations. Affiliated covenant relationships and partnership with other denominations in mutually agreed ministry	Not developed
CONFERENCES			

Adaptability of <i>Book of Discipline</i>	Central conferences can adapt certain parts of the <i>Discipline</i> to fit legal and cultural situation	<i>Book of Doctrines and Discipline</i> is not adaptable unless a particular provision states that it may be adapted	<i>Book of Doctrines and Discipline</i> is not adaptable unless a particular provision states that it may be adapted
Composition of General Conference	Equal numbers of clergy and lay delegates elected by annual conferences, apportioned by General Conference secretary 600 to 1,000 delegates	Equal numbers of clergy and lay delegates elected by annual conferences and newly formed conferences, apportioned by Transitional Leadership Council	Equal numbers of clergy and lay delegates elected by annual or regional conferences proportional to membership 200 to 700 delegates
Church Structure			
Governing Body	General Conference – delegates elected by annual conferences	Transitional Leadership Council – current TLC to expand as new annual conferences are added and formed	General Conference – delegates elected by annual conferences
General Agency Structures	Councils, Boards, Commissions, Committees, Other	Transitional Commissions	Commissions
Members elected by	Jurisdictional Conference, Council of Bishops	Transitional Leadership Council	General Conference
Agency Structures	Prescribed by General Conference	Determined by each Commission	Determined by each Commission
Prescribed Membership	1/3 clergy, 1/3 laymen, 1/3 laywomen recommended, inclusion of mandated categories	Based on gifts and expertise, inclusiveness encouraged	Based on gifts, training, and experience, inclusiveness encouraged
Term on Agency	Two four-year terms	None specified	Two six-year terms

Mandated Agencies	<p>Connectional Table Council on Finance and Administration Board of Church and Society Board of Discipleship Board of Global Ministries Board of Higher Education and Ministry Board of Pension and Health Benefits United Methodist Publishing House Commission on Archives and History Commission on Communication United Methodist Women Commission on United Methodist Men Commission on Religion and Race Commission on the Status and Role of Women Standing Committee on Central Conference Matters</p>	<p>None mandated, suggested Transitional Commissions: Evangelism, Missions, and Church Planting Discipleship, Doctrine, and Just Ministry Ministry Communications Finance, Administration, Pensions, and Benefits</p>	<p>Evangelism, Missions, and Church Planting Discipleship, Doctrine, and Just Ministry Higher Education and Ministry Communications Finance, Administration, Pensions, and Benefits Connectional Council General Episcopacy Committee</p>
Agency Staff	Employed by each agency (12 year term limit for all staff)	Employed by Transitional Leadership Council	Connectional Operating Officer employed by Connectional Council (12 year term limit) Other staff employed by COO and shared among Commissions
Jurisdictional/Central Conferences	Boundaries established by General Conference and in the Constitution	Transitional Leadership Council may form regional conferences and establish their boundaries	General Conference may form regional conferences

Annual Conference Composition	All clergy (active and retired), plus an equal number of laity, including specific conference officers	All active clergy, senior clergy within first 7 years of senior status or serving at least ¼ time, plus at least an equal number of laity, can include additional lay officers	All active clergy, retired clergy serving at least ¼ time, plus an equal number of laity
--------------------------------------	--	--	--

Annual Conference Structure	<ol style="list-style-type: none"> 1. Conference Lay Leader 2. Connectional Ministries Staff 3. Council on Finance and Administration 4. Commission on Equitable Compensation 5. Board of Church and Society 6. Board of Discipleship 7. Board of Laity 8. Committee on Ethnic Local Church 9. Board of Global Ministries 10. Board of Higher Education and Campus Ministry 11. Board of Ordained Ministry 12. Administrative Review Committee 13. Committee on Episcopacy 14. Board of Pensions 15. Board of Trustees 16. Commission on Archives and History 17. Committee on Christian Unity and Interreligious Relationships 18. Commission on Religion and Race 19. Commission on the Status and Role of Women 	<ol style="list-style-type: none"> 1. Board of Ministry 2. Episcopacy Committee 3. Finance, Administration, Pensions, and Benefits Committee 4. Leadership Committee 5. Committee on Investigation 6. Administrative Review Committee 7. Additional boards and committees established by annual conference 	<ol style="list-style-type: none"> 1. Board of Ministry 2. Episcopacy Committee 3. Finance Committee 4. Board of Trustees 5. Committee on Investigation 6. Administrative Review Committee 7. Additional boards and committees established by annual conference
-----------------------------	---	---	--

	<p>20. Commission on the Small Membership Church</p> <p>21. Commission on Communications</p> <p>22. United Methodist Women</p> <p>23. United Methodist Men</p> <p>24. Council on Youth Ministry</p> <p>25. Ethnic Caucuses</p>		
ACCOUNTABILITY			
Accountability for Clergy	<p>Administrative Process – for incompetence, ineffectiveness, or unwillingness or inability to perform clergy duties</p> <p>Judicial Process – for chargeable offenses</p> <p>Accountable to annual conference clergy</p>	<p>Administrative Process – for incompetence, ineffectiveness, or unwillingness or inability to perform clergy duties</p> <p>Judicial Process – for chargeable offenses</p> <p>Accountable to annual conference clergy</p>	<p>Administrative Process – for incompetence, ineffectiveness, or unwillingness or inability to perform clergy duties</p> <p>Judicial Process – for chargeable offenses</p> <p>Accountable to annual conference clergy</p>
Accountability for Bishops	<p>Administrative Process – for incompetence, ineffectiveness, or unwillingness or inability to perform episcopal duties</p> <p>Accountable to jurisdictional episcopacy committee</p> <p>Judicial Process – for chargeable offenses</p> <p>Accountable to jurisdictional college of bishops, episcopacy committee, complaint process</p>	<p>Administrative Process – for incompetence, ineffectiveness, or unwillingness or inability to perform episcopal duties</p> <p>Accountable to Transitional Leadership Council</p> <p>Judicial Process – for chargeable offenses</p> <p>Accountable to global committee on investigation, global trial court</p>	<p>Administrative Process – for incompetence, ineffectiveness, or unwillingness or inability to perform episcopal duties</p> <p>Accountable to General Episcopacy Committee</p> <p>Judicial Process – for chargeable offenses</p> <p>Accountable to global committee on investigation, global trial court</p>

Chargeable Offenses	<ol style="list-style-type: none"> 1. immorality including but not limited to, not being celibate in singleness or not faithful in a heterosexual marriage 2. practices declared by The United Methodist Church to be incompatible with Christian teachings, including 	<ol style="list-style-type: none"> 1. Conviction or admission of guilt in criminal activities, including but not limited to child or elder abuse, theft, or assault 2. Fiscal malfeasance or gross financial mismanagement 	<ol style="list-style-type: none"> 1. Conviction or admission of guilt in criminal activities, including but not limited to child or elder abuse, theft, or assault 2. Fiscal malfeasance or gross financial mismanagement
---------------------	--	--	--

	<p>but not limited to: being a self-avowed practicing homosexual; or conducting ceremonies which celebrate homosexual unions; or performing same-sex wedding ceremonies</p> <ol style="list-style-type: none"> 3. crime 4. disobedience to the order and discipline of The United Methodist Church 5. dissemination of doctrines contrary to the established standards of doctrine of The United Methodist Church 6. relationships and/or behavior that undermines the ministry of another pastor 7. child abuse 8. sexual abuse 9. sexual misconduct including the use or possession of pornography 10. harassment, including, but not limited to racial and/or sexual harassment 11. racial or gender discrimination 12. fiscal malfeasance 	<ol style="list-style-type: none"> 3. Racial, gender, or sexual discrimination or harassment 4. Promoting or engaging in doctrines or practices, or conducting ceremonies or services, that are not in accord with those established by the Global Methodist Church 5. Disobedience to the order and discipline of the Global Methodist Church 6. Relationships and/or behavior that undermines the ministry of another pastor 7. Engaging in sexual activities outside the bonds of a loving and monogamous marriage between one man and one woman, including but not limited to sexual abuse or misconduct, the use or possession of pornography, or infidelity. 	<ol style="list-style-type: none"> 3. Racial, gender, or sexual discrimination or harassment 4. Promoting doctrines or practices, or conducting ceremonies or services, that are not in accord with those established by the Global Methodist Church 5. Disobedience to the order and discipline of the Global Methodist Church 6. Relationships and/or behavior that undermines the ministry of another pastor 7. Engaging in sexual activities outside the bonds of a loving and monogamous marriage between one man and one woman, including but not limited to sexual abuse or misconduct, the use or possession of pornography, or infidelity
Deadline for Completing Supervisory Response	For clergy – 90 Days For bishops – 120 days with two possible 120-day extensions	60 Days with possible 30-day extension	60 Days with possible 30-day extension

Supervisory Process Handled By	For clergy – their bishop or bishop’s designee For bishop – jurisdictional/central conference college of bishops refers complaint to committee appointed by the chair of the jurisdictional/central conference episcopacy committee, one clergy, one lay from the episcopacy committee	For clergy – their bishop or presiding elder For bishop – chair of the Transitional Leadership Council or their designee	For clergy – their bishop or presiding elder For bishop – Council of Bishops president
Supervisory officials dismiss complaint at supervisory level	If no basis in law or fact, with consent of cabinet, written rationale	If no basis in law or fact, with consent of cabinet, written rationale	If no basis in law or fact, with consent of cabinet, written rationale
If no just resolution and not dismissed	Referred to counsel for the Church	Administrative Complaint referred to Board of Ministry for investigation Judicial Complaint referred to counsel for the Church	Administrative Complaint referred to Board of Ministry for investigation Judicial Complaint referred to counsel for the Church
Investigation of Administrative Complaint	For clergy – Hearing by conference relations committee in case of recommended involuntary status change (rest of process unclear) For bishops – Jurisdictional/central conference episcopacy committee	For clergy – At least five members of Board of Ministry For bishops – a subcommittee of Transitional Leadership Council. Public hearing with evidence and verbatim record Decision of committee: 1. Dismiss complaint 2. Require remedial action 3. Recommend involuntary status change	For clergy – At least five members of Board of Ministry For bishops – a subcommittee of Global Episcopacy Committee. Public hearing with evidence and verbatim record Decision of committee: 1. Dismiss complaint 2. Require remedial action 3. Recommend involuntary status change

Involuntary status change	Approved by committee, board of ordained ministry, clergy session	For clergy - ¾ vote by hearing body, majority vote by board of ministry and clergy session For bishops – ¾ vote by hearing body and 2/3 vote of Transitional Leadership Council	For clergy - ¾ vote by hearing body, majority vote by board of ministry and clergy session For bishops – ¾ vote by hearing body and 2/3 vote of Global Episcopacy Committee
Appeal of Administrative Complaint Decision	For clergy – Board of ordained ministry, then clergy session For bishops – unclear	For clergy – Board of ordained ministry, then clergy session For bishops – No appeal beyond Transitional Leadership Council	For clergy – Board of ordained ministry, then clergy session For bishops – Global Episcopacy Committee, then Council of Bishops
Deadline for completing administrative process after supervision	90 Days	60 Days with possible 30-day extension	60 Days with possible 30-day extension
Investigation of Judicial Complaint for Clergy	Elected committee on investigation (4 clergy & 3 lay) To advance charges requires at least 5 votes in favor	Elected committee on investigation (4 clergy & 3 lay) To advance charges requires at least 5 votes in favor	Elected committee on investigation (4 clergy & 3 lay) To advance charges requires at least 5 votes in favor
Investigation of Judicial Complaint for Bishops	Committee on investigation elected by jurisdictional or central conference (7 clergy and 2 lay observers) To advance charges requires at least 5 clergy votes in favor	Committee on investigation appointed by Transitional Leadership Council from the global church (5 clergy & 4 lay) To advance charges requires at least 6 votes in favor	Committee on investigation nominated by Council of Bishops, elected by General Conference from the global church (5 clergy & 4 lay) To advance charges requires at least 6 votes in favor
Composition of Trial Court Pool for Clergy	13 persons selected out of a pool of 35 clergy in full connection appointed by the district superintendents from the annual conference	13 persons selected out of a pool of 35 ordained clergy appointed by the presiding elders from the annual conference	13 persons (9 clergy and 4 laity) selected out of a pool of 25 clergy and 15 laity chosen by lot from the annual conference members

<p>Composition of Trial Court Pool for Bishops</p>	<p>13 persons selected out of a pool of 35 clergy in full connection appointed by the College of Bishops in equal numbers from the episcopal areas of that jurisdiction or central conference</p>	<p>13 persons selected out of a pool of 35 ordained clergy appointed by the Transitional Leadership Council in equal numbers from the episcopal areas in the bishop's geographical region, but excluding the bishop's episcopal area</p>	<p>13 persons (9 clergy and 4 laity) selected out of a pool of 25 clergy and 15 lay annual conference members chosen by lot in equal numbers from the episcopal areas in the bishop's geographical region, but excluding the bishop's episcopal area</p>
--	---	--	--