



**Free Methodist Church USA
39th General Conference
RESOLUTION**

INSTRUCTIONS:

Complete requested information, adding additional pages as necessary. Save and e-mail completed form to your Annual Conference office.

INTRODUCED BY:

ANNUAL CONFERENCE NAME: _____
Southern California

WRITTEN BY: Wendy Seyfert

General Conference Secretary - OFFICE USE ONLY

Resolution No. 606

Received Date: 12/30/2022

Resolution Committee Grade: _____

BOA Consideration: _____

GC Consideration: _____

RELATED TO PARAGRAPH: 6730-D

Referred to Ministry Team Number:

SUBJECT OR TITLE: A loving response to personnel transitions at the local society

Final Vote: Yes No

WHEREAS:

We look to Scripture to guide our hearts and our actions. And WHEREAS there are many examples of leadership throughout the Old and New Testaments where there are leadership transitions (Moses to Joshua, Judges, Saul to David, Jesus to his disciples) and that none of these speak of requiring other coexisting leadership to step out of their roles. And WHEREAS the marketplace, though not an ideal model, does not disrupt employees and human lives by requiring employees to offer resignation. And WHEREAS staff changes can be extremely disruptive for the life and continuity of the society and her members. And WHEREAS Scripture is replete with verses speaking of loving others (I John 4:7, Hebrews 12:14, I Timothy 3:15, John 15:13, John 13:34, I Corinthians 13:13, Leviticus 19:18, Romans 13:8, I Peter 4:8, Luke 6:35, Matthew 5:43-48, Proverbs 10:12. And WHEREAS we are told of better ways to resolve potential conflict than requiring resignations without review of performance (Matthew 18:15-18, I Corinthians 1:10). And WHEREAS Christ's church should provide a better, loving model of how to treat people.

Therefore, BE IT RESOLVED:

That a society's staff does not need to tender their resignation unless they voluntarily choose to do so or are asked to do this as a result of documented performance issues.

Proposed revised paragraph 6730-D:

If the lead pastor is to be moved, *they should work with the MAC and/or superintendent prior to departure to address any current staff performance concerns.*

Proposed added paragraph 6730-E:

As pastoral transitions are already jarring for a society, the incoming lead pastor can show love and support for their staff and their society by working with existing staff and the LBOA to gain cohesion and advocacy for new visions for the society. Should disunion or problems arise there is wisdom in moving through an organized and respectful process of coaching and counseling staff towards alignment. And should that be unable to be achieved that coordination for severance be conducted with the LBOA and the conference as necessary with respect and appropriate compensation for time served.

Annual Conference Resolutions Committee Worksheet:

Mission: To love God, love people and make disciples.

Vision: To bring wholeness to the world through healthy biblical communities of holy people multiplying disciples, leaders, groups and churches.

1. Does the resolution have a direct relationship to the vision and mission of the Free Methodist Church?

Yes

No

2. How will the proposed change help us accomplish our vision and mission?

3. The Resolutions Committee rates this resolution as:

(A) Support - recommend adoption

(B) Recommended - worthy of review

(C) Rejected - anticipate General Conference rejection

Other Comments: