

Principles, Organization, Structure Charts

*As amended June 2003, 2004, 2005 & 2007***1 Basic Assumptions of Structure and Staffing**

- 2 1) Our structure is to be dynamic and holistic. Creativity, flexibility, and opportunities for
3 transformation are essential.
- 4 2) Our structure empowers people to experiment, invent, and even fail with the principal
5 focus being our mission rather than maintaining control. Consequently some existing
6 ministries and agencies may fade away as new ministries emerge.
- 7 3) Our mission, vision, and primary critical issue and related issues are to be clearly
8 understood as the primary focus of the Conference's existence.
- 9 4) Our organizational structure is to be interdependent, spirit-led, passion-driven, and
10 consistent with the 2004 Book of Discipline (§607- 609).
- 11 5) Our financial and program functions are to be integrated to accomplish and enhance the
12 mission and vision.
- 13 6) Western New York Conference will make an intentional effort to continue work in
14 creative partnership with North Central New York, Troy, and Wyoming Annual
15 Conferences.
- 16 7) Our key leadership for our structure will be people who are currently transformational
17 leaders.
- 18 8) We will seek relationship and common mission especially with our partner Pan Methodist
19 denominations, with other denominations of Churches Uniting in Christ, and with other
20 Christian denominations, in fulfillment of the 2004 Discipline ¶5 (Article V. Ecumenical
21 Relations).

22 The Annual Conference

23 We are a community of healthy, disciple-making, growing, serving churches following God's
24 will in transforming the world.

25 We will uphold the values adopted by the 2001 Annual Conference in the organizational
26 structure.

27 The Covenant Council

28 The Primary Purpose of the Covenant Council will be to:

- 29 1) Establish and maintain communications throughout the structure so that at all
30 times information is flowing freely through all aspects of the connection.
- 31 2) Be the visioning body for the Annual Conference by casting vision and
32 defining boundaries.
- 33 3) Become a "learning system" by seeking continuous analysis and input to and
34 from all parts of the system in order to provide for ongoing growth and
35 improvement.
- 36 4) Nurture the passion for evangelism.
- 37 5) Enhance the mission by building momentum for development of excellent
38 spiritual leaders.
- 39 6) Value diversity throughout the structure so that each person within the
40 Conference will be affirmed as a unique child of God.

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- 1 - ^Sessions Committee which will include the group now organized as Worship, Music,
- 2 and the Arts.
- 3 - *Board of Trustees (§637, 2512)
- 4 - ^Gifts and Graces
- 5 - ^Personnel Policies

KEY

* = Required by the 2000 Book of Discipline (The Discipline).

° = The Discipline requires that we “shall have or equivalent structure”

^ = Unique to our current structure.

& = the function is required by The Discipline.

11

12 **(L) Leadership Ministries Team**

13 There shall be a Leadership Ministries Team that will meet twice annually for oversight
 14 of the development of excellent spiritual leaders and shall consist of at least one member from
 15 the following agencies:

- 16 - *Administrative Review (§633)
- 17 - *Board of Ordained Ministry (§632)
- 18 - °Board of Laity (§629)
- 19 - *Cabinet (§429)
- 20 - ^Camps, Conferences & Retreat Ministries Team
- 21 - °Conference Council on Youth Ministries (§646)
- 22 - *Committee on Episcopacy (§634)
- 23 - *Joint Committee on Incapacity (§648)
- 24 - *United Methodist Men (§645)
- 25 - *United Methodist Women (§644)
- 26 - ^Center for Pastoral Effectiveness
- 27 - ^Soul Care Connection
- 28 - and the conveners of the *Order of Elder (§311) and *Order of Deacon (§311).

29 The United Methodist Women, United Methodist Men and Conference Council on Youth
 30 Ministries will relate to the Board of Laity for the purpose of lay leadership development.

31 Each agency is expected to work as a sub-group through the year to fulfill the mission of
 32 the Annual Conference and to meet requirements of *The Discipline*.

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38 **(U) Unity in Diversity**

39 There shall be a Unity in Diversity Team that will meet at least twice annually for the
 40 purpose of providing ministry opportunities, discussions, and establishing missional initiatives to
 41 the local church, District, Conference, and General Church.

42 Those who are gifted and interested in Unity in Diversity ministries, as well as people
 43 who have worked with the

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- 1 ▪ ^Genesee Area Campus Ministries (Rochester)
- 2 ▪ ^Jamestown Area Campus Ministries

3 The Evangelism Ministries Team will determine which ministries should be in place and
4 those which do not need to be continued. Evangelism ministries shall be allowed to emerge,
5 function, and bring ministries to a faithful close.

6 Future membership of this Team will be determined in consultation with the Gifts and
7 Graces Team, to fulfill the nominating function of the Conference. As a nominations guideline,
8 a minimum of ten people and a maximum of twelve people is best for continued sub-teams.

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14 Membership and Terms of Office

15 Each Team will also choose a representative to serve on the Covenant Council.
16 Membership and terms of office for committees required by The Discipline will be determined
17 by the legislation of General Conference. Beginning in 2007 no person may serve more than two
18 consecutive three-year terms on a Ministry Team.

19 Each Team shall elect its own Team Leader or Convener annually, to be confirmed by the
20 Annual Conference session. Division into classes shall not be applied to at-large ministry team
21 members who are elected for diversity. These members shall be elected annually and confirmed
22 by the Annual Conference session.

23 Through development of the ministry teams, sub-teams, boards, committees, and
24 agencies, we shall support and encourage the inclusion of persons from Pan Methodist
25 denominations and Churches Uniting in Christ participating denominations. These groups will
26 be asked to designate official representatives to the Conference agencies outlined above, as
27 determined by the Covenant Council. Ecumenical representatives will be granted voice and vote
28 when these are determined to be appropriate under the Book of Discipline.

29 Membership and terms of office on the Covenant Council will be determined by the
30 relationship of the individual to the Council. *C.L.U.E. Team Leaders are to be nominated by the
31 Covenant Council in consultation with the Cabinet. The second C.L.U.E. Team representatives
32 to the Covenant Council shall be elected annually by the Team.* Districts are to determine the
33 term of their representatives. In the case of either a staff position or of the Resident Bishop, the
34 term of office will be concurrent with the length of the staff relationship or assignment.”

35 Budgetary Needs for Structural Integrity

36 The Annual Conference budget will be structured to reflect the organizational needs of
37 the Strategic Plan. This structure will include a Connectional Ministries line item, a Leadership
38 Ministries line item, a Unity in Diversity line item, and an Evangelism Ministries line item.
39 There will also be a line item for the Covenant Council. Each Team will determine how their
40 budgets will be arranged in consultation with the Covenant Council and the Conference Council
41 on Finance and Administration.

Principles, Organization, Structure Charts*As amended June 2003, 2004, 2005 & 2007***1 Division of Powers Preserved**

2 The division of responsibilities envisioned by the Discipline will be reflected in the continuing
3 unique function of three Disciplinary bodies within the Connectional Ministries Team: Conference
4 Council on Finance and Administration (checks and balances ¶(609.1)b)) (¶(610-617), Board of Pensions
5 (¶(638), and Board of Trustees (¶(639, 2512), and the continuing unique function of two bodies within the
6 Leadership Ministries Team: the Cabinet (¶(429) and the Conference Board of Ordained Ministry (¶(634).
7 No provision of this plan of organization should be construed in a way as to make these bodies
8 accountable other than by provisions of *The Discipline*. No disciplinary authority of these bodies is
9 delegated by this plan.

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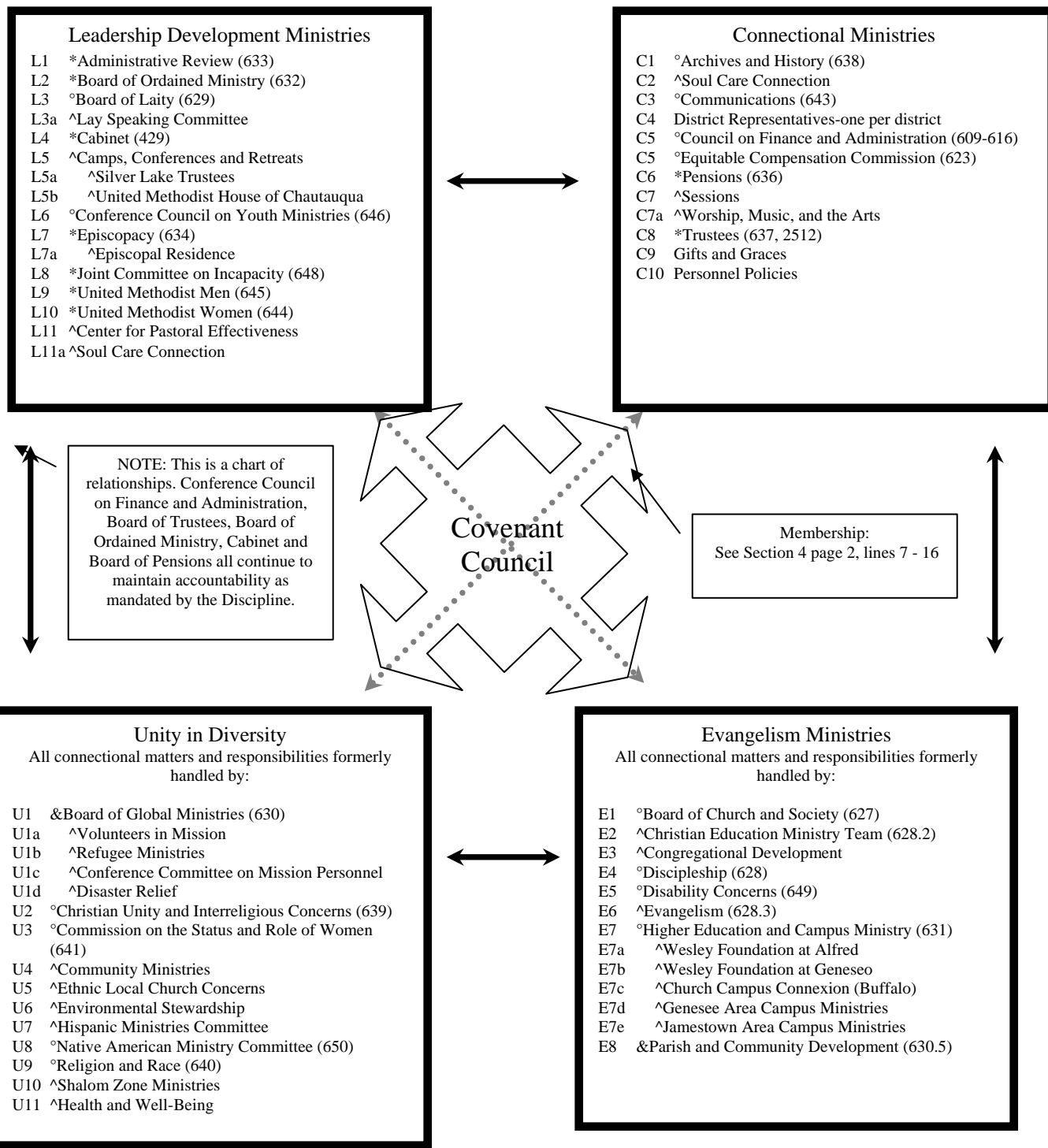
11 NOTE REGARDING THE CHARTS:

12 The purpose of an annual conference is stated in ¶ 601 of the 2004 I, “to make disciples for Jesus
13 Christ by equipping its local churches for ministry and by providing a connection for ministry beyond the
14 local church; all to the glory of God.”

15 Every chart is built on a foundation of our charter in the Discipline, and in the reality of God’s
16 leadership. Together, we are Christ’s body made real in congregations. This is a work of the Holy Spirit,
17 for the redemption of the world and the nurture of all God’s children.

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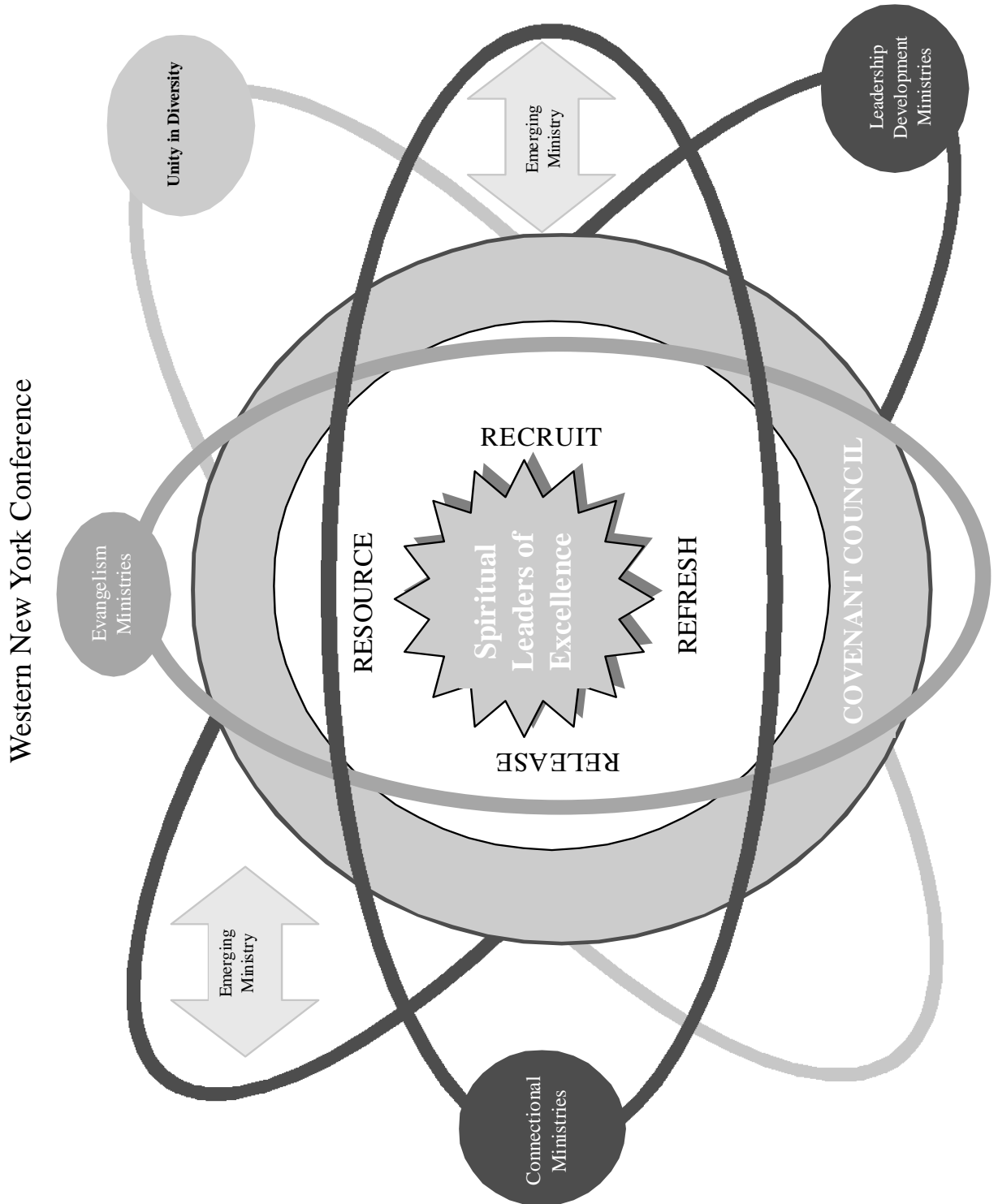
Proposed Structure Chart



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1 Proposed Current Structure Design



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